

**LOCAL LAW NO    of 2021**

**A LOCAL LAW TO AMEND THE  
HUDSON CITY CHARTER TO  
PROVIDE FOR ADDITIONAL PAID SICK LEAVE**

**BE IT ENACTED BY THE COMMON COUNCIL OF THE CITY OF HUDSON AS  
FOLLOWS:**

**SECTION 1. TITLE.** This Local Law shall be known as Local Law No. \_\_ for the year 2021.

**SECTION 2. LEGISLATIVE FINDINGS.**

The Common Council of the City of Hudson finds that it must protect the health, well-being and safety of the City's employees, their families, and residents from COVID-19 by ensuring that its employees stay at home, if under mandated quarantine or precautionary isolation and unable to work.

Because paid sick leave is one of the most effective tools to protect public health and stop the spread of illnesses, the New York State legislature passed legislation providing for paid sick benefits, paid family leave, and benefits due to disability for employees subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19. The state legislatures and the Governor found that "[p]aid sick leave alleviates the financial pressure for people that feel they must go to work sick to keep their job, curbing the spread of their illness to coworkers and commuters." Further, "in light of the unprecedented nature of the COVID-19 outbreak and its impact on New York workers" the state directed that municipal employees subject to a mandatory or precautionary order of quarantine or isolation must be provided with the one, 14-day paid sick leave event.

Certain City employees, including those who routinely come into contact with the public and cannot do their work from home if subject to a mandatory quarantine or isolation order, may find themselves subject to more than one mandatory quarantine or isolation period during this extended pandemic period. Further, given global climate change and the increasing loss of habitat, it is likely that human contact with other uncontrollable and/or highly communicable diseases or viruses in the future may result in subsequent epidemics or pandemics making it necessary to quarantine employees in the future, to enable the continuation of City government and to protect public health.

**SECTION 3. LEGISLATIVE INTENT.**

It is the intent of the Common Council to amend the Hudson City Charter to amend Article XXXI, Terms of Employment for City Employees, to authorize the Mayor to provide additional periods of paid sick leave during a public health crisis or emergency where necessary to ensure the safe and continued operation of City government and to protect residents from communicable diseases.

**SECTION 4. STATEMENT OF AUTHORITY.**

This local law is authorized by the Municipal Home Rule Law (Chapter 36-a of the Consolidated Laws of the State of New York) and the General Municipal Law (Chapter 24, Article 5, Section 92 of the Consolidated Laws of the State of New York).

**SECTION 5. AMENDMENTS.**

*Hudson City Charter, Article XXXI, is here by AMENDED by ADDING* at the end thereof, the following:

“C31-4. Additional Benefits.

Notwithstanding any other provision of this Article, where, pursuant to Executive Law (Chapter 18, Article 2-B, Section 24 of the Consolidated Laws of the State of New York), the Mayor issues an Emergency Proclamation that results in the mandatory quarantine for precautionary isolation of a City employee, the Mayor may provide for a period of paid leave during the mandatory quarantine or isolation period, if such employee is not otherwise able to carry out the functions and responsibilities of such job.

**SECTION 6. SEVERABILITY.** If any clause, sentence, paragraph, section or part of this Local Law shall be adjudged by any Court of competent jurisdiction to be invalid, such judgment shall not affect, impair or invalidate the remainder thereof, but shall be confined to its operation in said clause, sentence, paragraph, section or part of this Local Law.

**SECTION 7. EFFECTIVE DATE.** This Local Law shall take effect immediately upon passage and filing with the Secretary of State.

Introduced \_\_\_\_\_

Seconded \_\_\_\_\_

Approved \_\_\_\_\_

By \_\_\_\_\_

Kamal Johnson, Mayor