



Date: August 17, 2020
To: All City of Fremont Employees
From: Mark Danaj, City Manager
Subject: City of Fremont Employee Update

To: City of Fremont Employees

I am emailing with another update regarding the extension of existing telework agreements. In reliance on local safety conditions and as is consistent with the spirit of Alameda County's latest update to its Shelter in Place Order, I am again asking Department Heads to extend the City's existing emergency telework agreements, this time **through Friday October 2, 2020**.

When Alameda County updated its Shelter in Place Order on July 19, 2020 it maintained most of the restrictions on movement and gatherings set forth in the original order. Our essential workers are generally exempt from the order's restrictions, but we continue to rely on its guidance and on our assessment of local safety conditions and we have determined that an extension of telework, when possible, is appropriate for the near future. In the meantime, we will continue to rely on, and refine the safety measures that we have put into place to protect the essential workers that remain on site and in the field.

I am cognizant that the school year is about to start and that child care and distance learning responsibilities may create conflicts and angst for the working parents in our organization. This is a nationwide issue and we will continue to assess options in the coming weeks to address it. I want to remind working parents of a few existing options to manage the distance learning conflicts.

1. I continue to encourage the City's management team to approve telework agreements when appropriate. If you have an existing telework agreement that requires schedule modification in order to accommodate upcoming distance learning requirements, please work your management team to identify a mutually agreeable schedule that allows for you to complete your regular work schedule on a time-shifted basis. The emergency telework agreement can be found on HR's website at the following [link](#).
2. The Family First Coronavirus Response Act (FFCRA) provides for some paid leave if childcare responsibilities prevent you from performing in-person or tele-work. Information and application material for this benefit can also be found on HR's website at the following [link](#).

As always, thank you for your dedication and professionalism during this challenge.

Best,

Mark