



At the March meeting, we had word from our attorney on some revisions needed to the draft Employment Handbook before it could be presented for a vote. The draft presented here differs in the following ways from the one presented in March:

1. Language added to affirm that BDL is subject to the Family and Medical Leave Act of 1993. This is now Chapter 5, section 3.5.
2. Removal of the 24-month expiration date on the transition sick time bank. To be clear, no previously accumulated sick leave will be lost by any employee. This is now Chapter 14, section 1.

Required Motions

1. A motion to approve the draft Handbook for implementation on 5/1/2020.
2. The Committee recommends that the Board adopt a motion authorizing that any employee who reached a longevity payment from January 1, 2020 to the implementation date of May 1, 2020, be paid the difference between the lower payment they received per the old Manual and the higher payment awarded in the new Handbook.
3. A motion to rescind the following separate policies which are now incorporated into the Employment Handbook:
 - Credit Cards and Lines of Credit Policy
 - Drug-Free Workplace Policy
 - Emergency Closing Policy
 - Employee Performance Evaluation Policy
 - Employee and Volunteer Recognition
 - Harassment Policy
 - Policy for Compensation in Lieu of Health Care Coverage
 - Policy of Continuing Education
 - Policy on Service Club Membership
 - Public Relations Policy
 - Reporting Pay Policy
 - Social Security Policy
 - Tuition Reimbursement Policy