



EMPLOYMENT PRACTICES COMPLIANCE HANDBOOK

**TOWN OF WOODSTOCK
COUNTY OF ULSTER
STATE OF NEW YORK**

This Employment Practices Compliance Handbook adopted by the Town Board on February 8, 2011 replaces the pertinent parts of the Employee Handbooks adopted on November 30, 1999 and amended on May 22, 2001, June 1, 2003, and December 30, 2003.

Town of Woodstock

EMPLOYMENT PRACTICES COMPLIANCE HANDBOOK

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PART 1 INTRODUCTION

1.1 General Purpose of Handbook

1.1.1 Statement of Purpose: The purpose of this Employment Practices Compliance Handbook is to communicate important information about many of the Town's employment policies and practices. It is important that each employee understand these policies and practices that pertain to various work rules and government regulations.

1.1.2 Previous Handbooks: This Employment Practices Compliance Handbook replaces any previous Handbook issued by the Town concerning the policies and practices contained within this Handbook.

1.1.3 Questions: The Town Board retains the right to interpret any part of this Employment Practices Compliance Handbook. Questions regarding this Handbook should be presented to the Town Supervisor.

1.2 Employment Practices Compliance Handbook Disclaimers

1.2.1 Policy Exceptions: This Employment Practices Compliance Handbook should not be interpreted as a guarantee that the policies and practices in it will be applied in all cases. Further, the Town Board may at its sole discretion, make exceptions to any part of this Employment Practices Compliance Handbook where such exceptions are permissible by law.

1.2.2 Policy Interpretation: The Town Board retains the right to interpret any part of this Employment Practices Compliance Handbook and to amend or eliminate any part of this Handbook.

1.2.3 Governmental Regulations: In the event a federal, state, or local statute, rule, or regulation conflict with any provision contained in this Employment Practices Compliance Handbook, then such statute, rule, or regulation will prevail.

1.2.4 Collective Bargaining Agreements: In the event an expressed provision within a collective bargaining agreement should conflict with an employment policy or practice within this Employment Practices Compliance Handbook, the expressed provision of the collective bargaining agreement will control for those employees in the bargaining unit. If not, unless expressly excluded within a given section of this Handbook, this Employment Practices Compliance Handbook will apply to all employees.

1.3 Management Rights

1.3.1 Management Rights Clause: The rights and responsibilities to operate and manage the business and affairs of the Town of Woodstock are vested exclusively in the Town, and the Town not exercising any of these rights shall not be construed as a waiver of them. These rights and responsibilities include, by way of illustration and without being limited by past practice or otherwise, the right to:

- hire, assign, promote, transfer, furlough, lay off, evaluate, and discipline employees for just cause;
- select, test, train and determine the ability and qualifications of employees;
- determine, control and change work practices and schedules, work and shift assignments, hours of work, the size, composition and organization of the workforce, and job classifications, descriptions, content and standards;
- implement and comply with regulations and requirements issued by any government agency;
- make, modify and enforce reasonable rules of employee conduct and safety;
- determine, control and change the quality and nature of products, materials and services;
- introduce new or improved methods, equipment, techniques and processes;
- contract and subcontract for materials, services, supplies and equipment; and
- exercise all other rights pertaining to the operation and management of the business and affairs of the Town of Woodstock.

1.4 Definitions

1.4.1 Department Head: For purposes of this Employment Practices Compliance Handbook, the term "Department Head" will mean either the Superintendent of Highways, Town Clerk, Town Justices, or Town Supervisor.

1.4.2 Supervisor: For purposes of this Employment Practices Compliance Handbook, the term "supervisor" will mean the employee appropriately designated by the Town Board, or, where provided by State law, by a Department Head, to direct and inspect the work within a department.

1.4.3 Employee: For the purposes of this Employment Practices Compliance Handbook, the term "employee" will mean a person employed by the Town, including, but not limited to, provisional employee, probationary employee, temporary employee, seasonal employee, and an *appointed member of a board or commission*, but not an Elected Official or an independent contractor.

PART 2 PERSONNEL PROCEDURES

2.1 Procedure for Filling Vacancies

2.1.1 Initiation of Procedure for Filling Vacancies: In the event a Department Head needs to create a new position or fill a vacancy in an existing position, the Department Head should notify the Town Supervisor and prepare a summary of the duties, responsibilities, and requisite skills and qualifications. The Town Board will determine if the vacancy is to be filled; whether the position is to be filled as a full-time, part-time, or temporary/seasonal position; and determine if the position is funded with appropriations. Thereafter, the Town Supervisor will contact the Ulster County Civil Service agency to confirm that the job title is approved for the Town of Woodstock or, if the job title has not been approved, to request that the agency commence the approval process.

2.1.2 Notification of Vacancies: A position vacancy announcement will be posted on the Town's official bulletin boards and the Town's website. For certain positions, the Town Board may determine to advertise the vacancy or use other means to create a group of applicants.

2.1.3 Employment Applications: Misrepresentations, falsifications, or substantial omissions in the employment application may exclude the applicant from further consideration or, if employed, result in termination of employment.

2.1.4 References and Background Checks: Applicants will be required to complete and sign an employment verification information request form, background verification authorization form, hold harmless statement, and, when appropriate, a credit and consumer report authorization form. Thereafter, the Town Supervisor, or designee, will check the employment references of final applicants.

2.1.5 Appointment to Vacancies: Unless otherwise prescribed by the State of New York, the selection of internal and/or external applicants will be at the sole discretion of the Town Board. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the filling to vacancies.*

2.2 Oath of Office

2.2.1 Requirement: Each Town Officer as defined in the Town Law and the Public Officers Law, must take the Oath of Office in accordance with Town Law Section 25 and Public Officers Law Section 10, which must be administered prior to commencing the duties of the office. Each official who is re-elected or re-appointed to a subsequent term must take the Oath of Office for each term.

2.2.2 Filing of Oath: The Oath of Office is filed in the Town Clerk's Office within thirty calendar days of commencement of the term of office.

2.3 Probationary Period

2.3.1 Length of Probationary Period: An employee's original appointment to a position in the exempt, competitive, non-competitive, or labor class will be as prescribed in the rules and regulations of the Ulster County Civil Service agency. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the length of the probationary period.*

2.3.2 Successful Completion of Probationary Period: An employee's appointment will become permanent upon written notice that the probationary period has been successfully completed at any time following the minimum probationary period. If not before, the employee's appointment will become permanent upon completion of the maximum probationary period, unless the probationary period was extended in accordance with the rules and regulations of the Ulster County Civil Service agency.

2.3.3 Failure to Successfully Complete Probationary Period: The Town may dismiss the employee from employment at any time after the completion of the minimum probationary period and before completion of the maximum probationary period. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on failure to complete the probationary period.*

2.4 Seniority

2.4.1 Service Seniority - Seniority shall be determined by the employee's length of continuous service with the Town.

2.4.2 Computation of Seniority: For the purpose of calculating the length of service of a regular full-time employee, one year shall be credited for each year of service beginning on the employee's initial date of hire as a regular full-time employee. For the purpose of calculating length of service of a regular part-time employee, one year of service will be credited for every 1820 hours of paid work and paid leave. In the event a regular part-time employee is appointed to a position as a regular full-time employee, the seniority accrued as a part-time employee will be added to the seniority as a full-time employee.

2.4.3 Same Length of Service: In the event two or more employees have the same length of service, the employee with the earliest day of hire shall have greater seniority. In the event two or more employees have the same date of hire, such employees shall have their individual seniority determined by lot.

2.4.4 Leave of Absence: An employee shall not accrue seniority while the employee is on an approved unpaid leave of absence in excess of thirty calendar days for a non-medical leave or twelve weeks for a medical or family leave or while the employee is in layoff status. Such leave shall not be considered as a break in continuous service; however, the employee's anniversary date shall be extended for a period equivalent to the time of such leave.

2.4.5 Bridging of Service: An employee who leaves the employment of the Town of Woodstock and returns after one year or more shall be deemed to be a new employee. However, such employee will regain previous years' seniority after completion of five years of continuous service, at which time the employee's time will be "bridged".

2.4.6 Workers' Compensation: An employee who is on Workers' Compensation and is not on the payroll shall continue to accrue seniority as if the employee was in regular pay status. Such leave shall not be considered as a break in continuous service and the employee's anniversary date shall not be adjusted.

2.5 Performance Appraisal

2.5.1 Purpose and Criteria: The purposes of the performance appraisal is to recognize an employee's achievement of performance standards and goals, identify and correct performance problems, encourage career development and growth, and set goals for the next appraisal period. The performance appraisal will take into consideration the employee's work quality, job knowledge, initiative, attendance, teamwork, conduct, communication skills, and such other criteria that properly reflect the employee's performance. An employee's performance appraisal may be considered in assignments, promotion, identifying training needs, disciplinary action, and other employment decisions.

2.5.2 Frequency: An employee will be formally evaluated at least once each year on a date determined by the Town Board. Informal evaluations will occur on an as needed basis. The failure to formally evaluate an employee, or group of employees, on an annual basis shall not constitute a waiver of the right to perform such evaluations at any time in the future.

2.5.3 Evaluation Steps: The appropriate Department Head, or designee, will complete the performance appraisal form prior to meeting with the employee. Thereafter, the appropriate Department Head, or designee, will meet with the employee to review the performance appraisal report.

2.5.4 Deficiencies: Should deficiencies be recorded in the performance of the employee, the employee will receive specific, reasonable, written recommendations for improvement.

2.5.5 Employee Reply: An employee's written reply, if any, will be attached to the performance appraisal report.

2.5.6 Record of Evaluation: An employee's performance appraisal report and written reply, if any, shall be placed in the employee's personnel file.

2.6 Personnel File

2.6.1 Content: The personnel records maintained by the Town include, but are not limited to, Employment Applications, Personnel Change Forms; copies of job-required licenses and certificates, Federal and State Withholding Tax Forms, Retirement Enrollment/Waiver Forms, Medical Insurance Enrollment/Waiver Forms, performance appraisals, grievance or dispute resolution notices, counseling memoranda, and notices of discipline.

2.6.2 Location of Files: All original personnel records for current employees will be kept in a location designated by the Town Supervisor and will be maintained and controlled by the Town Supervisor. All Immigration (I-9) Forms will be kept in a separate file apart from the employee's personnel file. All employee medical records will be kept in a separate file apart from the employee's personnel file and will be maintained and controlled by the Town Supervisor. All employee substance testing records will be kept in a separate file apart from the employee's personnel file and will be maintained and controlled by the Town Supervisor.

2.6.3 Change in Status: An employee must immediately notify the Office of the Town Supervisor of a change of name, address, telephone number, marital status, number and age of dependents, beneficiary designations, and who to notify in case of emergency.

2.6.4 Employee Access: A current employee may review and copy the contents of the employee's own personnel file; however, access to certain documents may be limited, for example: an employee may not have unrestricted access to attorney work products, confidential memorandums, letters of reference, and unsolicited complaints. The employee must make an appointment with the Town Supervisor. Someone designated by the Town Supervisor must be present when the employee inspects the file. The employee may not remove or place any material in the file without the approval of the Town Supervisor, or designee. The employee has the right to provide a response to any document that the employee contests as either unfair or incorrect.

2.7 Rules of Conduct

2.7.1 Prohibited Conduct: An employee who is found to have violated the policies, procedures, rules, or regulations communicated in this Employment Practices Compliance Handbook or is found to have engaged in misconduct or has failed to correct poor performance may be subject to disciplinary action in accordance with Section 75 of New York State Civil Service Law. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of the disciplinary procedure, wherein the negotiated procedure is the only method of resolving challenges to disciplinary action and wholly replaces the provisions set forth in Section 75 and Section 76 of New York State Civil Service Law.*

2.7.2 Per Se Violations: The actions listed in this section will generally be regarded as just cause for immediate termination of employment. This list is illustrative and is not intended to limit the Town's right to impose discipline in other appropriate cases.

- Harassing (including sexual harassment), intimidating, coercing, threatening, assaulting, or creating a hostile environment against another employee, Elected Official, resident of the Town, supplier, visitor, or any other person, whether on or off Town premises.
- Possession of weapons, including but not limited to firearms, explosives, or knives (except for pocket knives) on Town property or in Town vehicles.
- Possession, use, or being under the influence of alcohol or controlled substances during hours of work or while on Town property or in Town vehicles.
- Willful or deliberate abuse, destruction, defacement, or misuse of Town property or the property of another employee, Elected Official, resident of the Town, supplier, visitor, or any other person.
- Theft or unauthorized possession, use, or removal of Town property or the property of another employee, Elected Official, resident of the Town, supplier, visitor, or any other person.
- Falsification or alteration of any records or reports including but not limited to employment applications, time records, work records, medical reports, absence reports, work-related injury reports, and claims for benefits provided by the Town.
- Preparation or manipulation of another employee's time record.
- Acts of sabotage, including sabotaging the work of another employee.
- Making false statements about another employee, Elected Official, resident of the Town, supplier, visitor, or any other person.

- Gross insubordination or willful refusal to comply with the lawful order or instruction of a Department Head or supervisor.
- Violation and/or disregard of safety rules or safety practices in such a way that jeopardizes the safety of the employee, another employee, Elected Official, resident of the Town, supplier, visitor, or any other person.
- Unauthorized expenditure of Town funds.
- Illegal gambling while on duty.

2.7.3 Misconduct: An employee found to have committed any of the actions listed in this section will be subject to appropriate disciplinary action, including termination of employment. This list is illustrative and is not intended to limit the Town's right to impose discipline in other appropriate cases.

- Willful violation of Town's policies, procedures, rules, or regulations.
- Willful refusal to comply with the lawful order or instruction of a Department Head or supervisor.
- Willful work slow down, work stoppage, or interfering with or restricting the performance of another employee or in any other way interfering with Town operations.
- Sleeping on the job.
- Personal activity during paid work time without the expressed permission of the appropriate supervisor.
- Disruptive, loud, and boisterous behavior or horseplay in the workplace.
- Abusive language in the workplace, including racial slurs and epithets.
- Posting, removing, or defacing of notices, signs, or other written material without prior approval.

2.8 Code of Ethics

2.8.1 Policy Statement: Pursuant to the provisions of Section 806 of the General Municipal Law, the Town Board recognizes that there are rules of ethical conduct for Elected Officials and employees which must be observed so as to maintain a high degree of moral conduct and public confidence. Therefore, the Town Board has adopted rules of ethical conduct which are in addition to Article 18 of the General Municipal Law and any other law pertaining to ethical conduct or interest in contracts.

2.8.2 Distribution of Code of Ethics: The Town of Woodstock distributes a copy of the Code of Ethics to all employees and Elected Officials on a routine basis and requires a signed acknowledgement of its receipt and agreement.

2.9 Corrective Action and Discipline

2.9.1 Policy Statement: It is the policy of the Town of Woodstock that certain rules and regulations regarding employee behavior are necessary for the benefit and safety of all employees, the efficient operation of the Town, and the delivery of services to residents of the Town. Corrective action may be necessary when an employee has violated a policy, rule, regulation, or procedure or has demonstrated performance deficiencies. Corrective action may include counseling or initiating formal disciplinary action against an employee.

2.9.2 Counseling: Counseling employees, rather than initiating formal disciplinary action, may be the appropriate first step in addressing misconduct or performance deficiencies. The purpose of counseling is to inform the employee of the misconduct or the performance deficiency, deter its recurrence, and inform the employee of the consequences if the conduct is repeated or the performance is not improved. When performance deficiencies are the issue, the performance standards of the job should be reviewed, along with specific examples of how the employee is not meeting those standards. Where appropriate, goals for improvement may be established, along with a timeframe for achieving them. The counseling will be documented in writing and the employee will be required to acknowledge receipt by signing the memorandum.

2.9.3 Discipline: Depending on the circumstances, the Town will normally apply “progressive discipline” which may include, but is not limited to, a written reprimand, suspension without pay, demotion, or termination of employment. Notwithstanding the above, the Town has the right to discipline employees without engaging in progressive discipline if the situation so warrants and the right to impose penalties in any manner it deems appropriate.

2.9.4 Investigations: In most situations, an investigation will be conducted by the Town Supervisor or other person designated by the Town Board. Unless otherwise authorized by the Town Board, employees who are participants in an investigation are not to disclose the content or particulars of the investigation. All employees are required to fully cooperate in the investigation and respond truthfully to all questions. Failure to cooperate and to be truthful may subject the employee to appropriate corrective action. The Town has the right to suspend an employee, with or without pay, while an investigation is conducted.

2.9.5 Due Process Procedures: Employees covered by Section 75 of New York State Civil Service Law will be disciplined in accordance with the procedures contained therein. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of the disciplinary procedure, wherein the negotiated procedure is the only method of resolving challenges to disciplinary action and wholly replaces the provisions set forth in Section 75 and Section 76 of New York State Civil Service Law.*

2.10 Civil Service Law – Section 75

2.10.1 Summary: New York State Civil Service Law Section 75 establishes disciplinary procedures for covered employees. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of the disciplinary procedure, wherein the negotiated procedure is the only method of resolving challenges to disciplinary action and wholly replaces the provisions set forth in Section 75 and Section 76 of New York State Civil Service Law.*

2.10.2 Covered Employees: The following employees are generally covered under Section 75:

- A newly hired employee who has not completed the minimum probationary period as determined by the Ulster County Civil Service agency.
- An employee holding a position by permanent appointment in the **Competitive Class** of the classified Civil Service;
- An employee holding a position in the **Non-Competitive Class** who has been employed for at least five years of continuous uninterrupted service in the non-competitive class, except when such an employee holds a position designated as confidential or policy influencing. Even though the employee has completed the required probationary period and has received permanent appointment or employment in the non-competitive class, the employee is not covered under Section 75 until the employee has completed five years of continuous service in the non-competitive class;
- An employee holding a position by permanent appointment or employment in the Exempt, Competitive, Non-Competitive, or Labor Class who is a qualified veteran as defined by the Civil Service Law, or exempt volunteer firefighter, as defined by the General Municipal Law, except when such an employee holds the position of private secretary, cashier, or deputy of any official or department. Specifically, the employee must have been honorably discharged or released under honorable circumstances from the armed forces of the United States having served therein as such member in time of war as defined in Section 85 of the New York State Civil Service Law, or the employee must be an exempt volunteer firefighter as defined in the General Municipal Law.

2.10.3 Disciplinary Procedure: The following disciplinary procedure shall apply to employees covered by Civil Service Law Section 75. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of the disciplinary procedure, wherein the negotiated procedure is the only method of resolving challenges to disciplinary action and wholly replaces the provisions set forth in Section 75 and Section 76 of New York State Civil Service Law.*

- **Notice of Discipline** – An employee subject to discipline will be provided with a written Notice of Discipline (NOD) which will contain all charges and specifications.
- **Employee Answer** – The employee will have eight calendar days to respond to the charges. The employee's response must be in writing.
- **Disciplinary Hearing** – Unless there is a stipulation of settlement between the Town and the employee, the Appointing Authority will designate a hearing officer in accordance with Section 75 of Civil Service Law. The designation must be in writing. The hearing officer will set the time and place for the hearing. The hearing officer will make a record of the hearing which will be submitted to the Appointing Authority along with the hearing officer's recommendations for review and decision.

2.10.4 Right to Representation: The employee may have representation by counsel at the hearing and may summon witnesses on the employee's behalf.

2.10.5 Suspension Without Pay Pending Determination of Charges: Pending the hearing and determination of charges, the employee may be suspended without pay for a period not to exceed thirty calendar days.

2.10.6 Penalties: In the event the employee is found to be guilty of the charges, the penalty may consist of one of the following:

- Written reprimand;
- Fine not to exceed one-hundred dollars which will be deducted from the employee's pay;
- Suspension without pay not to exceed two months;
- Demotion in grade and title; or
- Termination from Town employment.

2.10.7 Limitations: Notwithstanding any other provision of law, no disciplinary proceeding may be commenced more than eighteen months after the occurrence of the alleged misconduct or incompetence. Such limitation will not apply where the misconduct or incompetence would, if proved in a court of appropriate jurisdiction, constitute a crime.

2.10.8 Filing Requirements: In the event the employee is found to be guilty, a copy of the charges, the employee's written answer, a transcript of the hearing, and the determination will be filed in the employee's personnel file. A copy will also be filed with the Ulster County Civil Service agency.

2.11 Separation from Employment

2.11.1 Notice of Resignation: An employee who intends to resign from employment must submit a written resignation to the appropriate Department Head at least fourteen calendar days before the date of resignation is to be effective. All resignations shall be filed in the Town Clerk's Office. The resignation of Elected Officials is governed by New York State law.

2.11.2 Exit Interviews: Exit interviews are normally conducted by the Town Supervisor, or designee. The exit interview provides an opportunity to discuss a number of items including employee benefits, COBRA eligibility, changing of computer passwords, and return of Town property.

2.11.3 Final Paycheck: An employee will receive the final paycheck on the next regularly scheduled payday. The final paycheck will include payment for accumulated vacation benefits, if applicable.

PART 3 OPERATIONAL POLICIES

3.1 Hours of Operation

3.1.1 Workweek/Workday: The particular schedule and number of hours worked by employees in each department may vary depending upon the particular needs and requirements of the department. These hours shall be recommended by the Department Head and approved by the Town Supervisor and/or the Town Board, except where otherwise prohibited by applicable State or Town Law. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of hours of work.*

3.1.2 Flex-Time: An employee may begin and/or end a given workday at a time requested by the employee and approved by the Department Head. Such "flex-time" must normally be during the time the department is open to the public or when the department is otherwise conducting business. The adjusted hours of work must occur during the regular workweek and may not be "carried over" into another workweek. The Department Head must notify the Town Supervisor, in writing, when flex-time has been authorized. The Town Supervisor and the Town Board reserve the right to approve all flex-time schedules.

3.2 Meal and Rest Periods

3.2.1 Meal Periods (administrative/clerical): An employee in an administrative/clerical position who works more than six hours in a given day will receive an unpaid, duty-free meal period not to exceed sixty minutes. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject meal periods.*

3.2.2 Meal Periods (labor intensive): An employee in a labor intensive position who works more than six hours in a given day will receive an unpaid, duty-free meal period not to exceed thirty minutes. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject meal periods.*

3.2.3 Scheduling of Meal Periods: Meal periods must be approved by the Department Head in accordance with the needs and requirements of the department. Meal periods must normally be taken in the middle of the employee's workday. Unless otherwise directed by the appropriate Department Head, an employee may normally leave the work-site during the meal period.

An employee who works more than six hours in a given day is required to take the scheduled meal period. An employee is not allowed to work through the meal period to make up lost work time or to leave work early. In addition, the meal period may not be taken at the end of an employee's workday in order to leave work before the normal quitting time.

3.2.4 Rest Breaks (administrative/clerical): Employees in clerical or administrative positions may take brief, informal breaks to attend to personal needs. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of rest periods.*

3.2.5 Rest Breaks (labor intensive): Employees in labor-intensive positions will normally receive a paid, duty-free rest period of up to fifteen minutes to be taken approximately in the middle of the first half of the employee's workday and again during the middle of the second half of the workday. In the event an employee works beyond the employee's normal workday, the employee will normally receive an additional paid, duty-free rest period of up to fifteen minutes to be taken approximately in the middle of each four hours of work that is not interrupted by a meal period. An employee who chooses not to take a rest period will not be entitled to leave before the normal quitting time and will not receive extra pay for the time worked. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on the subject of rest periods.*

3.2.5 Approval of Rest Periods: Rest periods will be designated by the appropriate Department Head in accordance with the needs and requirements of the department. Unless otherwise directed by the Department Head, all rest periods must be taken at the work-site and may not exceed the time allowed.

3.3 Emergency Closings

3.3.1 Closing Procedures: It is Town of Woodstock policy to remain open during all normally scheduled work hours. However, there may be times when inclement weather, power failure, or another similar emergency requires the Town Offices to open late, close early, or shut down for an entire workday. In such an event, the Town Supervisor may authorize the closing of non-emergency operations and excuse certain employees from work.

In the event the Town Offices open late or remain closed for the day, the Town will attempt to notify employees by way of telephone or a pre-recorded message on its phone system.

3.3.2 Inclement Weather: Employees are expected to report to work and remain at work during inclement weather conditions unless otherwise notified by the Town Supervisor. When Town Offices **have not** officially closed, an employee who does not report to work or requests to arrive at work late or leave work early must obtain prior authorization from the appropriate Department Head. Paid vacation or personal leave must be taken, if available, or the time off is without pay. If an employee who is either non-covered or exempt from the Fair Labor Standards Act (FLSA) has no paid leave benefits available, the employee will only be docked if a full workday is taken.

3.3.3 Closing Affect on Compensation: Pay for FLSA non-covered or exempt employees will not be affected by an emergency closing. Pay for FLSA non-exempt employees will be in accordance with the provisions below:

- **During Work** - A full-time or part-time employee who is directed by the Town Supervisor to leave work due to an emergency closing will be paid for the remainder of the employee's normal workday at the employee's regular rate of pay. Such time will not be included as time worked for the purpose of computing overtime.
- **Prior to Reporting to Work** - A full-time or part-time employee who is directed not to report to work due to an emergency closing will be paid for the employee's normal workday at the employee's regular rate of pay. Such time will not be included as time worked for the purpose of computing overtime. A temporary or seasonal employee who is directed not to report to work will not be paid for the workday.

3.3.4 Compensation for Employees on Scheduled Leave: An employee who is on vacation, sick leave, personal leave, bereavement leave, or jury duty leave during an emergency closing will be charged such leave as scheduled.

3.4 Time Records

3.4.1 Policy Statement: All employees, including Department Heads and supervisors, but not including Elected Officials, are required to record time worked on a daily basis. This is done by accurately completing a time sheet.

3.4.2 Procedures: An employee is to complete a time record in accordance with the following procedures:

- Time records must be completed by the close of each workday;
- All time worked, including the beginning and ending time, must be recorded;
- All meal breaks, including the beginning and ending time, must be recorded;
- All paid leaves (holiday, vacation, sick, personal, bereavement, and compensatory) and unpaid leaves of absence must be recorded;
- Employees must complete their own time record;
- The time record must be submitted to the Department Head at the time specified;
- The time record must be verified and signed by the Department Head or immediate supervisor;
- The Department Head or appropriate supervisor is to submit completed, signed time records to the Bookkeeper by Tuesday at 10:00 a.m. following the end of each pay period. In the event an employee fails to submit the time sheet to the Department Head in a timely manner so that the Department Head cannot meet this deadline, that time sheet will not be processed until the following pay period.

3.4.3 Correction of Errors: An employee must immediately bring errors in time records to the attention of the Department Head who will investigate the matter and make and initial the correction once the error has been verified.

3.4.4 Falsification of Time Records: An employee who falsifies or alters the employee's own time record or the time record of another employee, or completes a time record for another employee, may be subject to disciplinary action. In justifying circumstances where an employee is not able to complete the employee's own time record, the Department Head may complete the time record on behalf of the employee.

3.5 Expense Reimbursement

3.5.1 Eligible Expenses: Upon proper authorization and approval by the Town Board, an employee or elected official will be reimbursed for expenses associated with carrying out Town business, including, but not limited to, meals, lodging, parking, and highway tolls. All required documentation and corresponding receipts must be submitted to the Town Supervisor's office in order for the reimbursement to be processed.

3.5.2 Mileage: An employee who is directed by the appropriate Department Head or supervisor to use the employee's own vehicle to conduct Town business will be reimbursed at the mileage rate established by the Town Board at the annual organizational meeting or the applicable collective bargaining agreement, as the case may be. All required documentation and corresponding receipts must be submitted to the Town Supervisor's office in order for the reimbursement to be processed.

3.5.3 Required Membership Fees: Upon proper authorization of the Town Board, an employee required to hold membership in a professional organization as part of the employee's job will be reimbursed for any required dues and/or fees. *An employee who is a member of a collective bargaining unit is not covered by or eligible for this Membership Fees provision and should refer to the collective bargaining agreement.*

3.5.4 Association of Towns Meeting: Upon proper authorization and approval by the Town Board, an employee or elected official who attends the annual meeting conducted by the Association of Towns of the State of New York will be reimbursed for all reasonable expenses. The Town Board will select delegates to this meeting. All required documentation and corresponding receipts must be submitted to the Town Supervisor's office in order for the reimbursement to be processed.

3.5.5 Falsification of Expenses: Falsification of and/or any attempt to falsify business expenses may result in disciplinary action, up to and including termination.

3.6 Supplies, Tools, and Equipment

3.6.1 Purchasing Policy: The Town has established an official procurement policy that must be followed without exception. No employee shall make purchases for the Town, or use the Town's name to make purchases, unless so authorized by the Town Board and in adherence to the procedures set forth in the procurement policy.

3.6.2 Supplies: All Town-owned supplies must be used efficiently and not wasted. An employee may not use any Town supplies, such as postage, paper, or office supplies for personal use.

3.6.3 Office Tools and Equipment: An employee must repair or replace any tool or piece of equipment lost or damaged by the employee as a result of negligence or intentional misuse. An employee may not use any tool or piece of equipment, including, but not limited to, fax machines, copiers and computer equipment for personal use.

3.6.4 Mechanical Tools and Equipment: An employee may not use the Town Garage, tools or equipment to work on vehicles or trailers not owned by the Town.

3.6.5 Fuel: An employee may not use gasoline, fuel oil, or motor oil from the Town's fuel pump or Town Garage for personal use or for any vehicle not owned by the Town.

3.7 Vehicle Usage Policy

3.7.1 Use of Town Vehicles: Town-provided vehicles may be assigned to employees for the purpose of conducting Town business. Only authorized employees are allowed to drive Town vehicles. Town vehicles should only be used for authorized Town business and may not be used for the personal use or private gain of an employee or to transport unauthorized individuals or materials. Employees who drive on Town business must operate vehicles in a safe and responsible manner, and in compliance with all applicable motor vehicle and traffic regulations.

3.7.2 Use of Personal Vehicle for Town Business: An employee who drives a personal vehicle to conduct Town business must have auto liability insurance (for both bodily injury and property damage) and proof of a minimum policy for liability coverage of \$100,000 per person/\$300,000 per accident. Proof of such insurance is required upon hire and on an annual basis thereafter. If an employee's liability insurance lapses, the employee must immediately notify the Town Supervisor.

3.7.3 Traffic Violation: An employee is responsible for paying the cost of any traffic or parking tickets, moving violations, or fines that result from driving on Town business.

3.7.4 Accident: An employee must notify the Town Supervisor immediately in the event of an accident, theft, or damage involving a Town, leased, rental, or personal vehicle being used for Town business, regardless of the extent of the damage or lack of injuries. *Transport to a medical facility, if necessary, must be done by the Town rescue squad or through 911.* A law enforcement officer should be summoned to the scene of any accident involving a Town employee or vehicle being used for Town business. The employee should cooperate with any law enforcement officer who is investigating the accident but should not make any statements or provide information to anyone else. An Accident Report should be obtained from the police for submittal to the Town Supervisor.

3.7.5 Town Vehicle Maintenance: Employees are responsible for maintaining Town vehicles in a neat and clean condition at all times. Papers and garbage must be removed from the vehicle at the end of each trip. Vehicles should be maintained in a safe and secure condition when not in use. It is the employee's responsibility to notify the Town Supervisor or Superintendent of Highways of any needed maintenance or repair work on a Town vehicle.

No advertisements, signs, bumper stickers or other markings of a political or commercial nature may be displayed on Town vehicles at any time, except those of a limited community service nature that have been authorized by the Town Board.

3.7.6 Standards: For the purpose of compliance with this policy, the following standards must be met at all times:

- Town vehicles and related equipment must remain under the general administrative jurisdiction and direction of the Department Head to which it is assigned.
- Town vehicles must be assigned to specific Town officials and employees for specific purposes and tasks. Such assignments may be shared by more than one official and/or employee. Said vehicles may not be used for any unauthorized purpose nor to conduct personal, private, or non-Town-related business.
- Town vehicles must always be operated in a safe and responsible manner, and in compliance with all applicable traffic laws. In the event of an accident, regardless of severity, an accident report must be filed with the Town Supervisor's office by the appropriate Department Head within twenty-four hours.
- Town vehicles may not be used to transport persons who are not officials or employees of the Town of Woodstock, nor material not related to the conduct of official Town business, without direct authorization by the appropriate Department Head or the Town Supervisor.
- Town vehicles must always be maintained in a safe and secure condition when not in use, including locked and/or under direct observation. All keys must be maintained under controlled and authorized jurisdiction of the appropriate Department Head. If the vehicle is shared between more than one official and/or employee, the keys are under the jurisdiction of the Town Clerk.
- In the event a Town vehicle must travel outside the limits of the Town of Woodstock, the Department Head or supervisor must receive prior approval from the Town Supervisor, either on a case-by-case basis or as a comprehensive approval for specified purposes.
- No advertisements, signs, bumper stickers or other markings of a political or commercial nature may be displayed on Town vehicles at any time, except those of a limited community service nature which have been authorized by the Town Board.
- Alcoholic beverages and/or drug-related paraphernalia shall be prohibited in any Town vehicle.

3.7.7 Policy Violations: Violations of this policy must be reported within twenty-four hours to the Town Supervisor's office. Any employee who, after investigation, is found to have violated this Vehicle Usage Policy will be subject to appropriate disciplinary action.

3.8 Driver's License

3.8.1 Requirement to Possess a Driver's License: An employee who is required to drive a vehicle owned, leased, or rented by the Town or the employee's own personal vehicle to conduct business on behalf of the Town, must possess a valid New York State driver's license at the time of appointment and must maintain a valid license throughout employment. Proof of such license must be on file with the Town Supervisor.

The driving records of applicants and employees who apply for positions that involve driving as a part of job duties are checked following a conditional offer of employment. Thereafter, the Town conducts motor vehicle record checks on a regular basis. The applicant or employee, as the case may be, will be notified if that individual's driving record is used in making an employment decision.

3.8.2 Loss or Suspension of Driver's License: An employee who is required to possess a driver's license in order to perform certain job duties and responsibilities must immediately notify the appropriate Department Head in the event the license is suspended, revoked, or if the employee is otherwise disqualified from driving. The loss or suspension of the driver's license may affect the employee's employment with the Town.

3.8.3 Suspension of Driving Privileges: An employee's driving privileges may be suspended for receiving an excessive number of traffic citations, regardless of whether the citations were received while driving on Town business. If an employee's driving privilege is suspended and the employee's position requires regular use of a vehicle, the employee may be reassigned to another comparable position, if available, or terminated for inability to perform the duties of the job.

3.8.4 Requirement to Possess a Commercial Driver's License: An employee who operates a vehicle that requires a Commercial Driver's License (CDL) must maintain such license throughout employment.

3.8.5 Loss or Suspension of Commercial Driver's License: An employee who is required to possess a Commercial Driver's License in order to perform certain job duties and responsibilities must immediately notify the appropriate Department Head in the event the employee's driver's license is suspended, revoked, or if the employee is otherwise disqualified from driving. The loss or suspension of the employee's driver's license may affect the employee's employment with the Town. In accordance with the federal Commercial Motor Vehicle Safety Act, an employee who is required to possess a Commercial Driver's License must notify the appropriate Department Head within thirty calendar days of a conviction of any traffic violation (except parking) no matter where or what type of vehicle the employee was driving.

3.9 Telephone / Cell Phone Usage

3.9.1 Guidelines:

- An employee must answer promptly and speak in a clear, friendly and courteous tone;
- An employee must give the name of the department or office and one's own name. If the call is not for the employee who answers, the employee must transfer the caller to the correct party or take a message recording all pertinent information;
- If the call must be placed on hold, the employee who answered the call must return to the line frequently to confirm that the call is being transferred;
- During office hours, each employee is responsible for there being at least one employee in the department or office to answer telephones. If the department or office has a limited staff, arrangements must be made with another department or office for telephone coverage or an answering device must be in operation;
- Collect calls may not be accepted without the approval of the Department Head or supervisor;
- An employee may not make or receive personal telephone or cell phone calls during work hours, except in an emergency or to check briefly on family matters;
- An employee may not make or receive personal calls on a Town provided telephone or cell phone that will result in additional charges to the Town, except in an emergency and/or with prior approval from the Department Head. The employee must reimburse the Town for the cost of the call.

3.10 Communication and Correspondence

3.10.1 Public Relations: The courteous, professional treatment of members of the public by all employees helps to build confidence among the taxpayers we serve. We ask that all employees make every effort to represent the Town in a polite and professional manner.

3.10.2 Confidentiality: Except when required by law, or during the performance of their job duties and responsibilities, all employees are prohibited from disclosing any confidential information that has been obtained as a result of their employment with the Town.

3.10.3 Written Communication: An employee who receives a memo, letter, e-mail, legal notice, summons, or other form of communication of a negative nature must immediately forward the document to the appropriate Department Head, who will in turn immediately notify the Town Supervisor.

3.10.4 Verbal Communication: An employee who receives a verbal complaint from a Town resident of unfair treatment or expressions of anger or dissatisfaction must immediately notify the appropriate Department Head, who will in turn immediately notify the Town Supervisor.

3.11 Computer Systems

3.11.1 Scope: The Computer Privacy Policy defines the responsibilities for the protection of computer-based information about persons against accidental or intentional disclosure to unauthorized persons, and unauthorized modifications or destruction.

3.11.2 Policy Statement: It is the policy of the Town of Woodstock to abide by all legal restrictions imposed by federal and state privacy laws that govern the Town of Woodstock's use, disposition and dissemination of computer-based records that contain information about people. The concept of privacy applies only to actual persons, not to organizations. It applies only to information that identifies an individual (by name, number or otherwise), not to cumulative or anonymous information. Owners and custodians of information systems that contain information classified as "confidential" must have current, practicable, tested, and documented security plans, procedures, and supporting computer-based processes, as needed, that work in concert. The plans and procedures must be stored as vital records and given the appropriate level of security. (Note: Henceforth, information systems classified as "confidential" will be referred to as "computer-based assets.")

Information, and facilities to access, manipulate and communicate information, have become critical business assets because they are central to the Town of Woodstock's decision-making processes. Without them, the Town cannot effectively serve the people of Woodstock.

All messages sent over the Town of Woodstock's computer and communications systems are the property of the Town of Woodstock. To properly maintain and manage these systems, the Town reserves the right to examine all data stored in or transmitted by these systems.

Since the Town of Woodstock's computer and communications systems must be used for Town business only, employees should have no expectation of privacy associated with the information they store in or send through the systems.

By making use of the Town's systems, users consent to allow all information they store on Town of Woodstock systems to be divulged to law enforcement at the discretion of Town of Woodstock.

The Town of Woodstock has delegated ownership rights to information resources to the Department Heads. Therefore, Department Heads have the responsibility for the protection of these assets to a degree commensurate with the Town's legal obligations.

Given the growing technical complexity of computer-based systems and the need for enterprise-wide synergism, the Town or its duly appointed agent will act as custodian for the Town of Woodstock's computer systems and applications. The Town of Woodstock or its duly appointed agent will perform the administrative and technical tasks associated with granting and revoking access to computer information based on owner authorization.

The Town must ensure that employees and contractors understand their obligation to comply with the Town of Woodstock's Computer Privacy Policy, implement internal controls to regularly assess compliance, and take appropriate corrective action when violations occur. The Town must classify all applications and data, and determine how they should be protected and shared. Furthermore, the Town is responsible for recognizing deviations from established security practices and for initiating corrective action.

Town employees and contractors have an ongoing responsibility to comply with the Town of Woodstock's Computer Privacy Policy, standards and guidelines. Circumventing privacy responsibilities is a violation of the Town of Woodstock's Computer Privacy Policy, and a breach of this policy will subject the offender to disciplinary action. Disciplinary action will be determined on a case-by-case basis.

3.11.3 Owner / Custodian Functions and Responsibilities:

1. Classify records containing information about individuals that is protected by law as "confidential" when computer applications are purchased or developed. As changes occur, proper classification of these records must be maintained.
2. Restrict access to "confidential" information (including rules for making and reproducing sensitive information), software and equipment, to reduce threats posed by accidents, malicious actions, equipment malfunctions and disasters.
3. Approve access and ensure that data is used only by individuals with legitimate Town business need and legal right.
4. Maintain individual accountability through the establishment and use of unique accounts (account IDs) and passwords for each individual accessing a system or data.
5. Educate Town employees and contractors of their privacy responsibilities.
6. Perform periodic review of "right" granted, data accessed, and revoke privileges when expired or no longer needed.
7. Determine retention periods and how data is to be purged or destroyed at the end of the retention periods.
8. Maintain data integrity (accuracy and timeliness) both in system design and use.
9. Use information classified as "confidential" for only official sanctioned purposes.
10. Adhere to relevant state and federal privacy laws.

3.11.4 User Responsibilities: Users of the Town's systems shall refrain from:

1. attempting to gain unauthorized access to information classified as "confidential;"
2. accidental or intentional disclosure to unauthorized persons, and unauthorized modifications or destruction of information classified as "confidential;"
3. reliance on this Computer Privacy Policy for protection and from knowingly engaging in any practice that puts at risk information classified as "confidential;"
4. taking advantage of security compromises resulting from someone else's ignorance or negligence;
5. using information classified as "confidential" for commercial or political purposes.

3.12 Bulletin Boards

3.12.1 Summary: An employee should check the bulletin boards frequently to for communications to Town employees and to keep informed on changes in employment matters.

3.12.2 Posting of Material: All material to be posted on bulletin boards, including memos and announcements, must have the prior approval of the appropriate Department Head.

3.13 Solicitations/Distributions

3.13.1 During Working Hours: Without the Town Supervisor's approval, solicitations and distributions of literature to co-workers by Town employees during working hours are prohibited.

3.13.2 Political Literature: An employee may not distribute political campaign materials at any time on property owned, leased, or operated by the Town.

3.14 Personal Property

3.14.1 Policy Statement: It is the policy of the Town to ask each employee to refrain from bringing unnecessary or inappropriate personal property to work. The Town recognizes that an employee may need to bring certain items to work. However, employees should take care to ensure that personal property brought to the workplace does not disrupt work or pose a safety risk to other employees.

3.14.2 Personal Liability: An employee is expected to exercise reasonable care to safeguard personal items brought to work. The Town will not repair, replace, or reimburse an employee for the damage or loss of the employee's personal property. An employee bringing personal property to the workplace does so at one's own risk.

3.14.3 Security Inspections: Desks, lockers, and other storage devices may be provided for the convenience of employees but they remain the sole property of the Town. In the event the Town has reasonable suspicion to believe there are drugs, alcohol, weapons, or stolen property in such storage devices, two representatives of the Town can inspect such storage devices, as well as any articles found within them, at any time, with or without notice. The inspection must be done by the two representatives and may or may not be made in the presence of the employee. The Town is not responsible for loss or damage to personal property placed in such storage devices.

3.14.4 Maintenance of Work Area: All employees, including Department Heads and supervisors, are responsible for maintaining their work area in a neat and orderly manner at all times.

3.15 Visitors

3.15.1 Policy Statement: It is the policy of the Town not to allow personal visitors during working hours, except for emergency situations. Visitors are allowed for brief visits during an employee's meal period as long as such visit does not interfere with Town operations or interrupt other employees who are still working.

3.16 Personal Appearance

3.16.1 Policy Statement: It is the policy of the Town that each employee's dress, grooming and personal hygiene should be appropriate to the work situation.

3.16.2 Standards: While it is not the Town's intention to dictate the personal wardrobe of its workforce, the appearance and dress of employees are important in creating a favorable image supportive of the public confidence. Employees are encouraged to maintain their personal appearance in a manner which will reflect a good image to the public in accordance with departmental rules and reflective of job requirements.

3.16.3 Safety Clothing and Equipment: An employee must wear uniforms and/or safety clothing when required by the Department Head.

3.17 Unauthorized Work / Outside Employment

3.17.1 During Working Hours: An employee may not perform work for any entity other than the Town during the employee's tour of duty, or claim that Town-work was done when such is not the case. Any employee who, after investigation, is found to have performed unauthorized work, claimed that Town work was done when such was not the case, or performed any act of fraud or deceit, will be subject to disciplinary action.

3.17.2 During Non-Working Hours: It is not the policy of the Town to interject itself into what an employee does during the hours when the employee is not working for the Town. Outside employment will normally be permitted provided such employment does not interfere with the employee's performance standards, pose an actual or potential conflict of interest, or compromise the interests of the Town.

3.17.2 Guidelines: The following guidelines have been established for an employee who engages in outside work.

- Outside employment that does or may constitute a conflict of interest is prohibited. An employee may not receive any income or material gain from individuals outside of the Town for materials produced or services rendered while performing the employee's Town job.
- If the Town determines that an employee's outside work interferes with the performance or the ability to meet the requirements of the Town as they are modified from time to time, the employee may be required to terminate the outside employment if the employee wants to remain employed by the Town.
- An employee may not use Town-owned equipment, supplies, or other property, including any item that identifies the employee as working for the Town, to perform work for the employee's own monetary gain or another concern.
- A Town employee who engages in outside work must notify the person for whom the work is being performed that such work is being done on the employee's own time and that the employee is not representing the Town while performing such work.
- An employee will be judged by the same performance standards and will be subject to the Town's scheduling demands, regardless of any existing outside work requirements.

A Town employee who wants to engage in outside work is responsible for ensuring that the above guidelines are maintained. Questions should be directed to the Town Supervisor.

PART 4 ABSENCE POLICIES

4.1 Attendance

4.1.1 Notification of Tardiness: An employee must be ready and able to work at the time the employee is scheduled to begin work. In the event such employee is unable to report to work at the scheduled time, the employee must notify the appropriate Department Head, or designee, as soon as possible before the employee's scheduled starting time.

4.1.2 Notification of Absence: In the event an employee is unable to report to work, the employee must notify the appropriate Department Head each day of the absence and state the reason for the absence.

4.1.3 Notification of Sick Leave: In the event an employee must take sick leave, the employee must notify the appropriate Department Head as soon as possible before the employee's scheduled reporting time. The notification must be made personally to the Department Head unless the Department Head authorizes the use of an answering device for this purpose. Unless the absence was pre-authorized, the employee must give notice each day of the absence. Failure to follow these procedures, unless medically unable, will render the employee ineligible to use sick leave credits for the absence.

4.1.4 Early Departure: In the event an employee must leave work during the workday, the employee must notify and receive approval from the appropriate Department Head, or designee, prior to leaving.

4.2 Jury Duty Leave

4.2.1 Jury Leave: In the event a full-time employee or part-time employee is required to serve on jury duty on a day the employee is scheduled to work, the employee will receive a leave of absence without loss of pay or leave credits. The employee is obligated to notify the Commissioner of Jurors that the Town is paying the employee for lost time worked during jury duty. A temporary or seasonal employee will not receive paid jury duty leave, however, such employee will be given time off for jury duty.

4.2.2 Notification of Jury Duty: When an employee receives notice to report for jury duty, the employee must immediately submit a copy of the notice to the Department Head.

4.2.3 Return to Duty: In the event the employee is released from jury duty on a given day and there are two or more hours remaining in the employee's scheduled workday, the employee must report to work. *An employee who is a member of a collective bargaining unit should refer to the collective bargaining agreement on returning to work following jury duty.*

4.3 Family and Medical Leave Policy

4.3.1 Statement of Compliance: The Town of Woodstock complies with the provisions of the Family and Medical Leave Act (FMLA) and Civil Service Law when administering leaves under this policy.

4.3.2 Summary: FMLA entitles an eligible employee to a maximum of twelve workweeks (defined by the employee's normal workweek) of job-protected, unpaid leave in any twelve month period for certain family and medical reasons. The twelve-month period is a rolling period measured backward from the date an employee uses any FMLA leave. At the conclusion of a leave of absence under the FMLA, the employee will be restored to the position the employee held when the leave began or to an equivalent position with equivalent benefits, pay, and working conditions, provided the employee returns to work immediately following such leave.

4.3.3 Types of Unpaid Leave: An eligible employee will receive an unpaid leave under the following circumstances:

- **Sick Leave of Absence** – An employee who is unable to work because of a serious health condition or disability may be granted a sick leave of absence. This type of leave covers disabilities caused by pregnancy, childbirth, or other related medical conditions. The Town requires certification of an employee's need for sick leave, both before the leave begins and on a periodic basis thereafter, by the employee's health care provider.

In addition to leave provided under this policy, an employee may be eligible for a leave of absence pursuant to Civil Service Law Section 71. Section 71 provides that covered employees shall be entitled to a leave of absence for at least one cumulative year (unless found to be permanently disabled) when disabled due to an occupational injury or disease as defined in the Workers' Compensation Law. This leave runs concurrently with the designated Family and Medical Leave. Employee should consult with the Office of the Town Supervisor for further details regarding this provision.

- **Parental Leave of Absence** – A female employee, when not disabled by pregnancy or childbirth (see above), and a male employee may be granted a parental leave of absence to care for a child upon birth or upon placement for adoption or foster care.
- **Family Care Leave of Absence** – An employee may be granted a family-care leave of absence for the purpose of caring for a child, spouse, domestic partner, or parent who has a serious health condition. The Town requires certification of the family member's serious health condition, both before the leave begins and on a periodic basis, by the family member's health care provider.

4.3.4 Eligibility: To be eligible for an unpaid leave under FMLA, an employee must meet the following requirements:

- The employee must have worked for the Town for at least twelve months before the leave request (these need not be consecutive);
- The employee must have worked for the Town for at least 1,250 hours during the previous twelve months prior to the date the leave commences; and
- Spouses or domestic partners who both work for the Town of Woodstock are allowed a combined maximum of twelve workweeks of leave for the birth or care of a newborn child, adoption or foster care of a child and to care for such newly placed child, or the serious health condition of a parent, during any twelve month period.

4.3.5 Definitions: The following terms are fully defined in the Federal Regulations on the Family and Medical Leave Act, 29 CFR Part 825. For the purpose of this policy, the following definitions will apply:

- **Serious Health Condition** will mean an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility including any period of incapacity (as contained in the Federal Regulations), or any subsequent treatment in connection with such inpatient care; or continuing treatment by a health care provider, including, but not limited to:
 - * A period of incapacity of more than three consecutive calendar days and any subsequent treatment or period of incapacity that also involves continuing treatment by a health care provider;
 - * A period of incapacity due to pregnancy or prenatal care;
 - * A period of incapacity or treatment for such incapacity due to a chronic serious health condition;
 - * A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective; or
 - * A period of absence to receive multiple treatments, including any period of recovery, by a health care provider, or by a provider of health care services under orders of or on referral by a health care provider, for restorative surgery after an accident or other injury or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment.

- **Health Care Provider** will mean and refer to a doctor of medicine or osteopathy who is authorized to practice medicine or surgery by the State in which the doctor practices; or any other person defined in the FMLA regulations capable of providing health care services.
- **Family Member** will mean and refer to:
 - * **Spouse** - husband or wife as defined or recognized under State law for purpose of marriage;
 - * **Domestic Partner** – shall be defined as by New York State for the same purposes of eligibility for benefits;
 - * **Parent** - biological parent or an individual who stands or stood in *loco parentis* to an employee when the employee was a son or daughter as defined in directly below. This term does not include an employee's parents "in law";
 - * **Child** - biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing in *loco parentis*, who is either under age eighteen, or age eighteen or older and "incapable of self-care (as defined in the Federal Regulations) because of a mental or physical disability". Persons who are "*in loco parentis*" include those with day-to-day responsibilities to care for and financially support a child or, in the case of an employee, who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.

4.3.6 Notification Requirements: If the need for leave is foreseeable, the employee must give notice, in writing, to the Town Supervisor at least thirty calendar days prior to the commencement date of the unpaid leave. The employee and Department Head must complete the **Leave of Absence Request Form** and forward the completed form to the Town Supervisor for review. The failure of an employee to give the thirty-day notice with no reasonable excuse for the delay may result in the delay of the employee taking the leave until thirty calendar days from the date of notice. When the need for leave is unforeseeable, verbal notice to the Town Supervisor will be sufficient.

4.3.7 Status Reports: The employee must periodically update the Town Supervisor as to the employee's status and intent to return to work.

4.3.8 Medical Certification: The employee must produce a medical certification issued by a health care provider which supports the need for a leave under this policy. When required, the employee must provide a copy before the leave begins, or if the leave was unforeseeable, fifteen calendar days from the date the certification was requested. Failure to submit medical certification may jeopardize the employee's eligibility for an unpaid leave of absence and/or the ability to return to work. Medical certification forms are available from the Town Supervisor's office. The medical certification must include:

- The date the medical condition began;
- The probable duration of the medical condition;
- Pertinent medical facts; and,
- An assertion that the employee is unable to perform the employee's essential job functions or that the employee is needed to care for a family member for a specified period of time.

The Town of Woodstock reserves the right to request a second opinion by another health care provider. The Town will pay for the second opinion. In the event a conflict occurs between the first and second opinion, the Town may, again at its own expense, obtain a third opinion from a health care provider approved jointly by the Town and the employee. This third opinion will be final and binding.

4.3.9 Leave for the Birth, Adoption or Foster Care Placement of a Child: Leave for the birth of a child or the placement of a child for adoption or foster care must be taken within twelve months from the date of the birth or placement.

4.3.10 Certification for Adoption/Foster Care: An employee must produce proper certification from the appropriate agency for an unpaid leave for the adoption or foster care of a child.

4.3.11 Employment Restrictions During Leave of Absence: While on an approved unpaid leave, the employee may not be employed by another entity during the same hours that the employee was normally scheduled to work for the Town of Woodstock.

4.3.12 Benefits During a Leave of Absence: For the purpose of this policy, the following will apply:

- **Use of Accrued Paid Leave Credits** – An employee taking leave for the **birth, adoption or foster placement of a child or to care for a spouse, domestic partner, child or parent with a serious health condition** must first use all vacation leave credits, and may use any sick leave credits and compensatory leave credits, which will be included in the maximum twelve weeks of leave. The substitution of paid leave for unpaid FMLA leave does not extend the twelve-week period.

For leaves taken due to the **employee's own serious health condition**, the employee must first use all sick leave credits then all vacation leave credits, which will be included in the maximum twelve-week period. However, in the event that the paid leave credits are greater than the maximum twelve-week period, an employee may use paid leave credits to extend the leave of absence beyond the twelve-week period, up to a maximum of one year. If, after the completion of the one-year leave of absence, the employee is medically unable to return to work (as determined by a health care provider) and the employee has leave credits remaining, the Town Board may authorize an extension of the employee's leave of absence until such benefits are exhausted. However, job reinstatement beyond the one-year leave of absence is not automatic and will be dependent upon job availability, in accordance with Civil Service Law Sections 71, 72 and 73, as applicable, and the rules and regulations of the Ulster County Civil Service agency.

- **Accrual of Paid Leave Credits** – An employee will continue to accrue vacation and sick leave and receive holiday pay during the portion of the leave that is paid. Paid leave is defined as leave during which the employee continues to use accumulated paid vacation and sick leave. After all such paid leave is exhausted, the remaining leave of absence is unpaid. An employee will not earn paid vacation or sick leave or receive holiday pay for any holidays that may occur during an unpaid leave of absence.

- **Medical Insurance** – During the period of authorized FMLA designated leave, up to a maximum of twelve weeks, an employee's eligibility status for medical insurance coverage will not change. (In the event the employee has accumulated paid leave credits that extend beyond the twelve-week period, the employee should refer to the Town's Compensation and Benefits Handbook on Short Term Disability and Workers Compensation regarding additional medical insurance coverage provisions). All employee contributions must be paid on a timely basis in order to maintain the continuous coverage of benefits. Contributions will be at the same level as if the employee was working. Coverage will cease if payments are not made within a thirty-calendar day grace period of the due date. Premium payments or policy coverage are subject to change. In the event the employee fails to return to work after the authorized leave of absence period has expired, provisions of COBRA will apply. In addition, the Town may recover the premium that it paid for maintaining the coverage during any period of the unpaid leave except for the following circumstances:
 - * The continuation, recurrence, or onset of a serious health condition of the employee or the employee's eligible family member with proper medical certification; or,
 - * Circumstances beyond the employee's control, such as: parent chooses to stay home with a newborn child who has a serious health condition; employee's spouse or domestic partner is unexpectedly transferred to a job location more than 75 miles from the employee's work-site; the employee is laid off while on leave.

4.3.13 Workers' Compensation and Short-Term Disability Benefits:

Leaves taken under the Workers' Compensation Law or the Town's Short-Term Disability Policy may invoke the FMLA if the employee meets the eligibility criteria outlined in the eligibility section and the Town designates such leave as FMLA leave and properly notifies the employee of such designation. *In accordance with the FMLA, if an employee has elected to receive Workers' Compensation benefits or short-term disability benefits, the Town cannot require the employee to substitute paid leave credits during this period of leave.* If the Workers' Compensation leave or short-term disability leave has been properly designated as FMLA leave by the Town, it can be counted against the employee's FMLA leave.

In addition to leave provided under the Family and Medical Leave Act, employees may be eligible for a leave of absence pursuant to Civil Service Law Section 71. Section 71 provides that covered employees shall be entitled to a leave of absence for at least one cumulative year (unless found to be permanently disabled) when disabled due to an occupational injury or disease as defined in the Workers' Compensation Law. This leave runs concurrently with the designated Family and Medical Leave. Employees should consult with the Town Supervisor for further details regarding this provision.

4.3.14 Return to Work: The following conditions for returning to work will apply:

- **Job Restoration** - At the conclusion of the leave of absence and provided that the employee returns to work immediately following such leave (except for leaves beyond a one-year period), the employee will be restored to the position the employee held when the leave began, or an equivalent position with equivalent benefits, pay, and working conditions. For an authorized leave of absence beyond the one-year period, job restoration will be dependent upon job availability, in accordance with Civil Service Law Sections 71, 72 and 73, as applicable, and the rules and regulations of the Ulster County Civil Service agency.
- **Medical Statement** - Before resuming employment, an employee must submit a statement from the employee's health care provider indicating that the employee is able to return to work either with or without restrictions. Failure to return to work when required may be considered a voluntary termination.
- **Early Return** - An employee who intends to return to work earlier than anticipated must notify the Department Head at least five business days prior to the date the employee is able to return. The Department Head shall in turn notify the Town Supervisor.

4.4 Unpaid Leaves of Absence

4.4.1 General Terms: Absences taken beyond an employee's leave accruals shall be considered unauthorized unless prior written approval has been given from the Town Board. Subject to the approval of the Town Board, unpaid leaves of absence, other than under the federal Family and Medical Leave Act of 1993 (FMLA), shall be available to an employee for personal reasons including, but not limited to, family responsibilities and education. The Town Board shall have sole discretion in setting the terms and conditions of the leave of absence.

4.4.2 Request for Unpaid Leave: The employee must submit such request and the reasons for the leave, in writing, to the Town Supervisor as soon as reasonably possible prior to planned commencement of the requested leave. The Town Board has sole discretion in approving such leave. If the reason for the unpaid leave of absence changes, the employee must reapply or return to work.

PART 5 COMPLIANCE POLICIES

5.1 The Americans with Disabilities Act

5.1.1 Policy Statement: It is the policy of the Town of Woodstock to comply fully with the provisions and spirit of the Americans with Disabilities Act and ensure equal employment opportunity for all qualified persons with disabilities. All employment practices, such as recruitment, hiring, promotion, demotion, layoff and return from layoff, compensation, job assignments, job classifications, paid or unpaid leave, fringe benefits, training, employer-sponsored activities, including recreational or social programs, will be conducted so as not to discriminate unlawfully against persons with disabilities.

5.1.2 Reasonable Accommodation: Reasonable accommodation is available to all qualified employees and applicants with disabilities, unless it imposes an undue hardship on the Town and/or operations of a program. An employee who believes an accommodation is needed to perform the essential functions of the employee's job should contact the Town Supervisor.

5.1.3 Pre-Employment Inquiries: Pre-employment inquiries are made only regarding an applicant's ability to perform the duties of the position and not any disabling condition. Pre-employment physical exams will only be requested when in compliance with the law.

5.1.4 Complaint Procedure: An employee who believes that the actions or words of an employee or non-employee have violated this policy should immediately report the behavior to the Town Supervisor. Refer to Section 5.5 - Complaint Procedure and Investigations for information regarding how to file a complaint and the Town's investigation procedures.

5.1.5 Application of Policy: This policy is for Town use only and does not apply in any criminal or civil proceeding. This policy shall not be construed as a creation of higher legal standard of safety or care in an evidential sense with respect to third party claims. Violations of this policy will only form the basis for Town administrative action. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting.

5.2 Equal Employment Opportunity

5.2.1 Policy Statement: The Town of Woodstock is an Equal Opportunity Employer. The Town does not unlawfully discriminate on the basis of a person's race, religion, color, sex, age, national origin, marital status, pregnancy, veteran status, arrest/conviction record, disability, genetic predisposition or carrier status, sexual orientation, or any other protected class or status. This policy applies to all terms and conditions of employment including, but not limited to, recruiting, hiring, placement, promotion, termination, layoff, transfer, leave of absence, compensation, benefits, training, and social and recreational programs.

5.2.2 Complaint Procedure: An employee who believes that the actions or words of an employee or non-employee have violated this policy should immediately report the behavior to the Town Supervisor. Refer to Section 5.5 - Complaint Procedure and Investigations for information regarding how to file a complaint and the Town's investigation procedures.

5.2.3 Application of Policy: This policy is for Town use only and does not apply in any criminal or civil proceeding. This policy shall not be construed as a creation of higher legal standard of safety or care in an evidential sense with respect to third party claims. Violations of this policy will only form the basis for Town administrative action. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting.

5.3 Fair Treatment

5.3.1 Policy Statement: Town of Woodstock recognizes the rich diversity of its employees and the varying cultures, backgrounds, and experiences they each bring to the workplace. The Town is committed to maintaining and promoting a work environment where similarities and differences are respected and valued. The Town will not tolerate harassment or discrimination of any kind in the workplace.

5.3.2 Employee Responsibilities: An employee is expected to treat coworkers, customers, vendors, suppliers, and other non-employees that the employee comes in contact with on the job with fairness, dignity, and respect. The Town prohibits any form of discrimination, harassment, or other offensive behavior targeted towards an individual based on race, religion, color, sex, age, national origin, marital status, pregnancy, veteran status, arrest/criminal record, disability, genetic predisposition or carrier status, sexual orientation, or any other reason.

5.3.3 Complaint Procedure: An employee who believes that the actions or words of an employee or non-employee have violated this policy should immediately report the behavior to the Town Supervisor. Refer to Section 5.5 - Complaint Procedure and Investigations for information regarding how to file a complaint and the Town's investigation procedures.

5.4 Sexual Harassment

5.4.1 Policy Statement: The Town of Woodstock is committed to maintaining a professional work environment where employees and non-employees are free from any form of harassment, including sexual harassment. The Town takes all necessary measures to prevent sexual harassment in the workplace or, in the event it occurs, to stop the conduct immediately. The complaint procedure in Section 5.5 is intended to provide an effective mechanism for reporting and resolving promptly, complaints of sexual harassment without any risk of repercussion to a complaining employee for filing a complaint of sexual harassment in good faith.

5.4.2 Applicability of Policy: This policy applies to all Town employees and Elected Officials regardless of supervisory level. Depending on the extent of the Town's exercise of control, this policy may be applied to the conduct of non-Town employees with respect to sexual harassment of Town employees in the workplace.

5.4.3 Supervisory Responsibility: Department Heads are responsible for providing a work environment that is free from unsolicited, unwelcome, and intimidating behavior, including behavior of a sexual nature. A Department Head must therefore take immediate and appropriate corrective action in the event the Department Head is a witness to, or becomes aware of, any violations of this policy. The Department Head is also responsible for immediately notifying the Town Supervisor of any policy violations.

5.4.4 Definition of Sexual Harassment: The Equal Employment Opportunity Commission (EEOC) defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature to an individual of the same or opposite gender when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
- Submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions (e.g., promotion, termination, pay increase) affecting that individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Further, sexual harassment refers to behavior that is not welcome, that is personally and objectively offensive, that fails to respect the rights of others, that lowers morale and that, therefore, interferes with an employee's work performance and/or effectiveness or creates an intimidating, hostile or offensive working environment. Exposure to such conduct that serves to alter the terms and conditions of employment is prohibited by this policy and state and federal law.

5.4.5 Forms of Sexual Harassment: Unprofessional, inappropriate, or offensive conduct committed by a supervisor, coworker, vendor, supplier, visitor, or any other non-employee is prohibited, even if the conduct is welcome by the recipient(s). Prohibited conduct includes, but is not limited to:

- A supervisor threatening or implying that a subordinate's acceptance or refusal of the supervisor's sexual advances will affect the subordinate's terms or conditions of employment (e.g., promotion, demotion, pay increase, termination).
- Verbal harassment of a sexual nature related to an employee's gender, including sexual innuendoes, slurs, sexual slurs, suggestive, derogatory, insulting or lewd comments or sounds, whistling, jokes of a sexual nature, sexual propositions and/or threats.
- Sexually oriented comments about an employee's body that are unwelcome and/or unreasonably interfere with an employee's work performance or create an intimidating, hostile, or offensive working environment.
- Any sexual advance that is unwelcome or any demand for sexual favors.
- Sexually suggestive written, recorded or electronically transmitted material, showing or displaying pornographic or sexually explicit objects or pictures, graphic commentaries, leering or obscene gestures in the workplace such that it unreasonably interferes with an employee's work performance or creates an intimidating, hostile, or offensive working environment.
- Physical contact of any kind, which is not welcome, including touching, grabbing, hugging, fondling, jostling, petting, pinching, coerced sexual intercourse or sexual relations, assault or intentional brushing up against a person's body.

5.4.6 Complaint Procedure: An employee who believes that the actions or words of an employee or non-employee have violated this policy should immediately report the behavior to the Town Supervisor. Refer to Section 5.5 - Complaint Procedure and Investigations for information regarding how to file a complaint and the Town's investigation procedures.

5.4.7 Employee Rights: Nothing in this policy should be construed as in any way limiting employees' rights to use the Dispute Resolution Procedure as described in this Employment Practices Compliance Handbook.

5.4.8 Disciplinary Action: Any employee or official who is found to have committed an act of sexual harassment will be subject to disciplinary action, up to and including termination of employment.

5.5 Complaint Procedure and Investigations

5.5.1 Policy Statement: Town of Woodstock takes all complaints of discrimination, harassment, and sexual harassment seriously. A comprehensive complaint procedure has been developed to address any complaints received from employees and non-employees. This procedure is not intended to restrict an individual's rights to make a complaint to a federal or state agency.

5.5.2 Reporting Policy Violations: An employee who believes that the actions or words of a supervisor, coworker, vendor, supplier, visitor, customer, or any other non-employee has violated the Town's ADA, Equal Employment Opportunity, or Diversity and Fair Treatment, or Sexual Harassment policy should immediately report any perceived violation of this policy to the Town Supervisor. In the event the employee is unable to discuss this matter with the Town Supervisor, the complaint should be reported in writing to a member of the Town Board.

5.5.3 Investigation of Complaint: Generally, investigation of a complaint will be conducted by someone appointed by the Town Supervisor. In the event the Town Supervisor is named in the complaint or is involved in the incident, the Town Board will appoint an individual to conduct the investigation. All complaints will be investigated discreetly and promptly. An investigation generally involves talking with the parties involved as well as any witnesses. All employees are required to cooperate in an investigation.

5.5.4 Confidentiality: Complaints will be handled and investigated in a manner that is as impartial and confidential as possible. In no event will information concerning a complaint be released by the Town, to third parties, or to anyone within Town employment who is not directly involved in the investigation of the complaint unless otherwise required by law. An employee's confidentiality will be protected to the greatest extent possible, consistent with conducting a full investigation. However, the Town cannot guarantee complete confidentiality.

5.5.5 Retaliation: Town of Woodstock will not retaliate, intimidate, coerce, threaten, discriminate, or otherwise take any adverse employment action against an employee who files a complaint or who participates in an investigation. Likewise, the Town prohibits an employee from retaliating against a coworker or non-employee for filing a complaint and/or participating in an investigation.

5.5.6 Policy Violations: Any employee who violates the Town's ADA, Equal Employment Opportunity, or Diversity and Fair Treatment, or Sexual Harassment policy or who retaliates against a coworker or non-employee will be subject to disciplinary action, up to and including termination of employment.

5.6 Drug-Free Workplace

5.6.1 Statement of Compliance: The Federal Drug-Free Workplace Act of 1988 is applicable to all recipients of Federal grants. In order to receive federal funds, the Town must certify to the granting Federal agency that it will provide a drug-free workplace in accordance with the legislation. As a recipient of Federal grants, the Town hereby complies with the requirements of the Drug-Free Workplace Act by adopting the following policy and drug-free awareness program:

5.6.2 Policy Statement: It is the policy of the Town of Woodstock that the unlawful manufacture, distribution, dispensation, possession, or use of an illegal controlled substance as defined in the Federal Act, is prohibited on the job or at the workplace.

5.6.3 Sanctions: The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is strictly prohibited in all workplaces and work-sites. An employee who is found to have violated this prohibition may be referred for counseling or rehabilitation and satisfactory treatment and/or may be subject to criminal, civil and disciplinary penalties, up to and including dismissal from employment.

5.6.4 Notification of Federal Agency: Each employee must abide by this policy and notify the Town Supervisor of any criminal drug statute conviction for a violation occurring in the workplace within five calendar days of the conviction. Thereafter, the Town will notify the granting federal agency within ten calendar days after receiving notice from an employee of such a conviction or otherwise receiving actual notice of such conviction. In addition, within thirty calendar days of receiving notice of a conviction, the Town will take disciplinary action against the employee and/or require such employee to satisfactorily participate in a substance abuse or rehabilitation program pursuant to Sections 702 and 703 of the Drug-Free Workplace Act.

PART 6 DISPUTE RESOLUTION

6.1 Dispute Resolution Procedure

6.1.1 Definition of Dispute: For the purpose of this Employment Practices Compliance Handbook, a "dispute" will mean a claimed violation, misinterpretation, or inequitable application of any of the expressed provisions of this Employment Practices Compliance Handbook.

6.1.2 Step One: An employee who claims to have a dispute may present the dispute to the Town Supervisor. The dispute must be submitted, in writing, within thirty calendar days from knowledge of the occurrence or from when the employee should have had knowledge.

The written dispute must specify the date of submission, the name of the employee, the date the dispute arose, the nature of the dispute, the provision of the Employment Practices Compliance Handbook that was allegedly violated, a statement of facts (including dates), and the remedy sought.

Within seven calendar days after receiving the dispute, the Town Supervisor will meet with the employee. Within seven calendar days after the meeting, the Town Supervisor will issue a written response to the dispute, which will be given to the employee and placed in the employee's personnel file.

6.1.3 Step Two: In the event the employee is not satisfied with the response from the Town Supervisor, the employee may submit the matter to the Town Board by filing a Request for Hearing with the Town Clerk. The Request for Hearing must be submitted, in writing, within seven calendar days from receiving the response from the Town Supervisor, or from when said response should have been received. The Request for Hearing must include a written statement of the dispute as outlined in Step One of this Procedure.

The Town Board will set the time and place for the hearing. The conduct of the hearing will be under the exclusive jurisdiction and control of the Town Board. All decisions rendered by the Town Board will be final and binding.

Final decisions on disputes will not be precedent-setting or binding on future disputes unless they are stated as official Town policy.

The Town Board may, at its discretion, refuse to proceed with any dispute it determines is improper or baseless under this policy.

<p style="text-align: center;">TOWN OF WOODSTOCK</p> <p style="text-align: center;">EMPLOYMENT PRACTICES COMPLIANCE HANDBOOK</p> <p style="text-align: center;">ACKNOWLEDGMENT</p>

I hereby acknowledge that I have received a copy of the Town of Woodstock Employment Practices Compliance Handbook which communicates important information about the Town's employment policies and practices. I further acknowledge that I have read, or will read, the contents of the Employment Practices Compliance Handbook and will contact the Town Supervisor if I have any questions.

I understand that the Employment Practices Compliance Handbook does not create a contract of employment. I understand that the Town Board retains the right to interpret any part of the Employment Practices Compliance Handbook and to amend or eliminate any part of the Handbook.

If I am covered by a collective bargaining agreement between the Town of Woodstock and an employee organization, I understand that in the event an expressed provision within the collective bargaining agreement should conflict with an employment policy or practice within the Employment Practices Compliance Handbook, the expressed provision of the collective bargaining agreement will control. If not, unless expressly excluded within a given section of the Employment Practices Compliance Handbook, the Employment Practices Compliance Handbook will apply to all employees.

I agree to abide by the personnel policies, procedures, rules and regulations communicated in the Employment Practices Compliance Handbook.

I understand that the Employment Practices Compliance Handbook replaces any previous Handbook issued by the Town concerning the policies and practices contained within the Employment Practices Compliance Handbook.

Employee name (please print)

Employee Signature

Date of Signature