

**Proposed Amendment to Benefits Section 4**  
of the  
**BINGHAMTON-JOHNSON CITY JOINT SEWAGE BOARD**  
**POLICIES AND BENEFITS FOR SALARIED/MANAGEMENT STAFF**  
(as previously amended and restated through amendments effective November 10, 2021)

\_\_\_\_\_ made a motion to amend the third subparagraph of Benefits Section 4 of the *Policies and Benefits for Salaried/Management Staff*, as most recently amended and restated, to delete the ~~red typeface struck through~~ matter below and insert the green typeface matter below, effective January 1, 2025:

**Benefits**

\* \* \* \*

**4. Sick Leave with No Reduction in Salary**

\* \* \* \*

- Sick leave credits may be used in ~~half-day~~ whole hour increments when a salaried or management staff employee is absent from work (i) due to a non-service-connected illness or disability which renders the employee unable to perform the duties of employment, (ii) because quarantined by Public Health Authorities, or (iii) because the employee must make medical visits for care or treatment of a non-service-connected illness or disability which cannot be scheduled during non-working hours. When absent using sick leave credits, a salaried or management staff employee is deemed to be on "continued employment" for purposes of computing all other benefits associated with his or her employment so that such days of absence are treated and construed in the same manner as "days worked" for all other benefit accrual and computation purposes. (In other words, sick leave credits used during a given month do not count as "hours worked" for purposes of determining whether a salaried or management staff employee has been compensated for "actually working" at least half of the non-holiday work days [Monday through Friday] in a given calendar month for purposes of future sick leave credit accrual).

\* \* \* \*

(end of subparagraph proposed for amendment)

Seconded by \_\_\_\_\_