

**6.A**     **Revision of SWWDB Policy B-401 – Sick Leave**  
(Executive Committee – Action)

SWWDB Policy B-401 – Sick Leave contains the sentence, “*SWWDB’s Family and Medical Leave policy (B-412) shall apply when sick leave requires an extended absence of three (3) days or more, and meets the requirements of the Family and Medical Leave Act (FMLA).*”

During a recent grievance hearing, the Executive Committee members felt that the sentence created confusion and recommended that the sentence be deleted. Policy B- 401 has been revised and a copy of the revised policy, noting the change, is attached as Allayment 1.

Deleting reference to Family Medical Leave in this policy should not negatively impact employees. Employees have family medical leave right protected by federal law, state statutes and SWWDB Policy B-412.

The Executive Committee is recommending approval the revised Policy B-401 – Sick Leave by the Board.