

Rolling Meadows Library Employee Handbook

Attachment D- 02/07/23

WELCOME

Welcome to the Staff of the Rolling Meadows Library (RML). We strive to be one of the very best libraries in Illinois. The many gifted and enthusiastic members of our Board and Staff work together to make that goal a reality. The daily contributions of many people help us to serve our patrons and expand our offerings for the community. We want the Library to be a place of discovery and exploration for all our patrons and our staff as we continue to develop new programs and services. This employee handbook is the essential point of reference for your work as a member of our Library Staff. It sets out the basic terms and conditions of your work for the Library, so you will want to read it carefully. These policies apply to any job duties or meetings that are in person at the Library, at a different location conducting library business or virtually. Please speak to your Department Director, the Administrative Services Coordinator, or the Executive Director if you have any questions about this employee handbook. We hope your work for the Library will be challenging and rewarding. Again, welcome to RML. We are glad you are here!

INTRODUCTORY STATEMENT

This handbook is designed to acquaint you with RML and provide you with information about working conditions, employee benefits, and some of the policies affecting your employment. You should read, understand, and comply with all provisions of the handbook. It describes many of your responsibilities as an employee and outlines the programs developed by RML to benefit employees. One of our objectives is to provide a work environment that is conducive to both personal and professional growth.

No employee handbook can anticipate every circumstance or question about policy. As the Library continues to grow, the need may arise and RML reserves the right to revise, supplement, or rescind any policies or portion of the handbook from time to time as it deems appropriate, at its sole and absolute discretion. Employees will, of course, be notified in writing of such changes to the handbook as they occur.

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101 Nature of Employment

Employment with RML is voluntarily entered into, and the employee is free to resign at will at any time, with or without cause. Similarly, RML may terminate the employment relationship at will at any time, with or without notice or cause, so long as there is no violation of applicable federal or state law.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between RML and any of its employees.

The provisions of the handbook may be amended or cancelled at any time, at the sole discretion of the Rolling Meadows Library Board. These provisions supersede all existing policies and practices and may not be amended or added to without the express approval of the Rolling Meadows Library Board.

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102 Employee Relations

RML believes that the work conditions, wages, and benefits it offers to its employees are competitive with those offered by other employers in this area and in this industry. If employees have concerns about work conditions or compensation, they are strongly encouraged to voice these concerns openly and directly to their Department Director, the Administrative Services Coordinator, or the Executive Director.

~~Our experience has shown that when employees deal openly and directly with Department Directors and the Executive Director, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that RML amply demonstrates its commitment to employees by responding effectively to employee concerns.~~

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103 Equal Employment Opportunity

RML will provide equal opportunity to all employees and applicants for employment regardless of actual or perceived race (and traits associated with race, including, but not limited to, hair texture and protected hairstyles), color, national origin, ancestry, citizenship status, work authorization status, age, religion, marital status, disability, ~~sex~~, gender, pregnancy, sexual orientation, gender identity, military or veteran status, order of protection status, genetic information, or any other category protected by applicable law.

Any employee who wants to report an incident of discrimination in the workplace should promptly report the matter to his or her Department Director. If the Department Director is unavailable or the employee believes it would be inappropriate to contact that person, the employee should immediately contact the Executive Director, ~~Library Board President~~, the Administrative Services Coordinator, or any other member of the ~~Library Board or Library Management~~. All such matters will be held in confidence. Employees can raise concerns and make reports without fear of reprisal.

Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

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104 Ethical Standards and Conduct

Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. The continued success of RML is dependent upon our patrons' trust and we are dedicated to preserving that trust.

RML will comply with all applicable laws and regulations and expects its employees to do their work in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any conduct that will diminish the continued trust and confidence of our patrons.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your Department Director and, if necessary, with the Executive Director for advice and consultation.

Compliance with this policy of ethical standards and conduct is the responsibility of every RML employee.

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105 Hiring of Immediate Family Members

The employment of immediate family members in an organization may cause serious conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried into day-to-day working relationships.

Immediate family members of persons currently employed by RML may be hired only if they will not be working directly for or supervising a relative or will not occupy a position in the same line of authority within the organization. This policy applies to any immediate family member, higher or lower in the organization, who has the authority to review employment decisions. RML employees cannot be transferred into such a reporting relationship. If the immediate family relationship is established after employment, the individuals concerned may consult with management to suggest ways in which the situation may be resolved; however, management will have sole authority and discretion to decide issues of transfer or termination.

In other cases where a conflict or the potential for conflict arises, even if there is no supervisory relationship involved, the parties may be separated by reassignment or terminated from employment.

For the purposes of this policy, an employee's "immediate family members" include sons, daughters, grandparents, parents, spouse, a party to a civil union (as defined by the IL statute), brothers, sisters, grandchildren, and in-laws (father-in-law, mother-in-law, brothers-in law, sisters-in-law). "Sons" or "daughters" include biological, adopted, or foster children, stepchildren, legal wards, or children by virtue of the employee standing *in loco parentis*.

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106 Immigration Law Compliance

RML ~~is committed to employing~~ employs only United States citizens and aliens who are authorized to work in the United States. RML does not unlawfully discriminate on the basis of citizenship status, or national origin.

In compliance with the Immigration Reform and Control Act, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if their previous I-9 is no longer retained or valid.

Employees with questions or seeking more information on immigration law issues are encouraged to contact the Executive Director or Administrative Services Coordinator. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

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107 Conflicts of Interest

Employees have an obligation to conduct Library business and other operations within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which RML wishes the Library to operate. The purpose of these guidelines is to provide general direction so that employees can seek further clarification on issues related to the subject of acceptable standards of operation. Contact the Executive Director for more information or questions about conflicts of interest.

An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for that employee or for an immediate family member of the employee as a result of RML's business dealings or other operations. For the purposes of this policy, an employee's "immediate family members" include sons, daughters, grandparents, parents, spouse, a party to a civil union (as defined by the IL statute), brothers, sisters, grandchildren, and in-laws (father-in-law, mother-in-law, brothers-in law, sisters-in-law). "Sons" or "daughters" include biological, adopted, or foster children, stepchildren, legal wards, or children by virtue of the employee standing *in loco parentis*.

No "presumption of guilt" is created by the mere existence of a relationship that has the potential to create a conflict of interest. However, if employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to the Executive Director or any member of the Library Board as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where an employee or his/her immediate family member has a significant ownership in a firm with which RML does business, but also when an employee or his/her immediate family member receives any payment, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving RML.

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108 Outside Employment- DELETE POLICY

Any employee may hold an outside job as long as he or she satisfactorily performs his or her job responsibilities with RML. All employees will be judged by the same performance standards and will be subject to RML's scheduling demands, regardless of any existing outside work requirements.

If RML determines that an employee's outside work interferes with performance or the ability to meet the requirements of RML as they are modified from time to time, the employee may be asked to terminate the outside employment if he or she wishes to remain with RML.

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109 Non-Disclosure

The protection of confidential information is required by Illinois Law. Such confidential information includes, but is not limited to, the following examples:

- certain employee personnel information not subject to disclosure via the Freedom of Information Act
- patrons' personal and circulation information
- volunteers' personal and circulation information

Employees who use or disclose information which is confidential, personal or private may be subject to disciplinary action including, but not limited to, termination.

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110 Identity Protection – MOVED FROM 208

The purpose of this policy is to protect social security numbers from unauthorized disclosure. Regarding the use of social security numbers, Rolling Meadows Library intends to comply with the provisions of the Identity Protection Act.

No employee may do any of the following:

- Publicly post or display any individual's social security number. "Publicly Post" or "Publicly Display" means to intentionally communicate or otherwise intentionally make available to the general public.
- Print an individual's social security number on any card required for the individual to access products or services.
- Use technology to encode or embed an individual's social security number in or on any cards or documents.
- Require an individual to transmit his or her social security number over the Internet, unless the connection is secure or the social security number is encrypted.
- Use the social security number for any purpose other than the purpose for which it was collected.
- Print an individual's social security number on any materials sent to the individual through the U.S. mail, or any similar method of delivery, unless state or federal law requires the social security number to be on the document to be mailed. Any such document must be enclosed in a sealed envelope.

Exclusions: This policy does not apply to the collection, use, or disclosure of a social security number as required by state or federal law, rule, or regulation, and does not apply in the following circumstances:

- The disclosure of a social security number pursuant to a court order, warrant, or subpoena.
- The collection, use, or disclosure of social security number in order to ensure the safety of other employees.
- The collection or use of social security numbers for internal verification or administrative purposes.

Employees who have access to social security numbers in the course of performing their duties:

- are trained in the proper handling of information that contains social security numbers from the time of collection through the destruction of the information.
- will not disclose a social security number from an individual, unless required to do so under state or federal law, rules, or regulations, or the collection, use or disclosure of the social security number is otherwise necessary for the performance of their duties and responsibilities.
- are required to use or handle information or documents that contain social security numbers and must have access to such information or documents.
- will provide the social security number in a manner that is easily eliminated if required to be released as part of a public records request.
- will provide, when collecting a social security number, or upon request by the employee, a statement of the purpose for which the social security number is being collected and used.

To obtain a statement of purpose for the use of your social security number, please contact the Executive Director or his/her designee.

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111 Disability Accommodation

RML is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis.

Hiring procedures have been reviewed and provide persons with disabilities meaningful employment opportunities. Pre-employment inquiries are made only regarding an applicant's ability to perform the duties of the position.

Reasonable accommodation is available to all disabled employees, where their disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

~~Qualified Individuals~~ with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as in job assignments, classifications, organizational structures, position descriptions, lines of progression and seniority lists. Leave of all types will be available to all employees on an equal basis.

RML is also committed to not discriminating against any ~~qualified~~ employees or ~~qualified~~ applicants because they are related to or associated with a person with a disability. RML will follow any state or local law that provides individuals with disabilities greater protection than the ADA.

This policy is neither exhaustive nor exclusive. RML is committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.

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112 Job Posting

RML provides employees an opportunity to indicate their interest in open positions and advance within the organization according to their skills and experience.

Job openings and job descriptions will be posted on the staff intranet page and on the employee bulletin board in the Staff Lounge for at least 7 days. Each job posting notice will include the dates of the posting period, job title, department, job summary, essential duties, and qualifications (required skills and abilities).

To apply for an open position, employees should submit a **current** application and/or resume to the Executive Director (or his/her designee) specifically related to the **open** position listing job-related skills and accomplishments. ~~It should also describe how their current experience with RML and prior work experience and/or education qualifies them for the position.~~

Job posting is a way to inform employees of openings and to identify qualified and interested applicants who might not otherwise be known to the hiring Department Director. Other recruiting sources may also be used to fill open positions in the best interest of the organization.

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201 Employment Categories (NEAR-TOTAL re-write—most strikeouts removed)

It is the intent of RML to clarify the definitions of employment categories so that employees understand their employment status and benefits eligibility. RML reserves the right to change one or more of an employee's employment categories where legally permitted.

EXEMPT vs. NON-EXEMPT

Each employee is designated as either NON-EXEMPT or EXEMPT from federal and state wage and hour laws. NON-EXEMPT employees are entitled to overtime pay under the specific provisions of federal and state laws. EXEMPT employees are excluded from specific provisions of federal and state wage and hour laws.

NORMAL WEEKLY HOURS

Normal Weekly Hours are used primarily to determine eligibility for benefits. Normal Weekly Hours are established through current Library personnel records only, as recorded in the employee's current "Normal Weekly Hours Form".

Normal Weekly Hours are the average number of hours an employee should expect to be scheduled per week. Normal Weekly Hours will be calculated by dividing the total number of hours that the employee is expected to work in one year by 52 weeks. Some weeks may be scheduled above or below Normal Weekly Hours, depending on the Library's needs, and the employee's flex-scheduling requests. Sunday shifts are included in all Normal Weekly Hours calculations. **Benefit time limitation:** When benefit time is taken, an employee's combined regular work hours and benefit time may not exceed their Normal Weekly Hours in a single work week, unless approved in writing by the Executive Director.

FULL-TIME (FT)

Full-time employees are eligible for RML's Full-time benefits package, subject to the terms, conditions, and limitations of each benefit program. Full-time employees are those with 37.5 Normal Weekly Hours.

BENEFITTED PART-TIME (BPT)

Benefitted Part-time employees are eligible for limited paid benefits, subject to the terms, conditions, and limitations of each benefit program. Benefitted Part-time staff are those with at least 20 Normal Weekly Hours, but who are not classified as Full-time. BPT staff may at times arrange flexible scheduling with their department director, but in no case shall BPT staff exceed 59 regular work hours in a single pay period.

PART-TIME (PT)

Part-time employees are defined as those who are scheduled to work less than 20 hours per week. These employees will receive 4 prorated Floating Holidays but do not qualify for any other paid benefits. PT staff may at times arrange flexible scheduling with their Department Director, but in no case shall PT staff exceed 38 regular work hours in a single pay period.

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202 Access to Personnel Files

Personnel Documents Available to Employees

Upon written request to the Executive Director, an employee, or his/her representative, shall be permitted to inspect any personnel records which are, have been, or are intended to be used in determining the requesting employee's qualifications for employment, promotion, transfer, additional compensation, termination or other disciplinary action, except as provided by the Illinois Personnel Record Review Act.

Time and Place of Inspection

The inspection will take place within seven working days after the employee makes a written request for such an inspection, unless the Library can reasonably show that the deadline cannot be met. The inspection shall take place at or reasonably near the Library and during normal working hours, unless other hours are mutually agreed upon. The Library will grant at least two requests by an employee in a calendar year.

Employees will not be permitted to remove any part of such personnel records or any part of such records from the place in the Library where such records are made available for inspection. The Library shall retain the right to protect such records from loss, damage, or alteration to insure the integrity of the records.

Personnel Documents Not Available to Employees

The right of an employee or the employee's designated representative to inspect his or her personnel records does not apply to:

Letters of reference for that employee.

Any portion of a test document, except that the employee may see a cumulative total test score for either a section of the test document or for the entire test document.

Materials relating to the Library's staff planning, such as matters relating to the Library's development, expansion, closing or operational goals, where the materials relate to or affect more than one employee, provided, however, that this exception does not apply if such materials are, have been, or are intended to be used by the Library in determining an individual employee's qualifications for employment, promotion, transfer, or additional compensation, or in determining an individual employee's discharge or discipline.

Information of a personal nature about a person other than the employee, if disclosure of the information would constitute a clearly unwarranted invasion of the other person's privacy.

Records relevant to any other pending claim between the Library and the employee which may be discovered in a judicial proceeding.

Investigatory or security records maintained by an employer to investigate criminal conduct by an employee or other activity by the employee which could reasonably be expected to harm the Library's property or operations or could by the employee's activity cause the employer financial liability, unless and until the employer takes adverse personnel action based on information in such records.

Personnel Record Correction

If the employee disagrees with any information contained in the personnel records, a removal or correction of that information may be mutually agreed upon by the employer and the employee. If an agreement cannot be reached, the employee may submit a written statement explaining the employee's position. The Library will attach the employee's statement to the disputed portion of the personnel record. The employee's statement shall be included whenever that disputed portion of the personnel record is released to a third party as long as the disputed record is part of the file.

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202 Access to Personnel Files (Continued)

Copies

The right of the employee or the employee's representative to inspect records includes the right to copy or receive a copy of records. The Library may charge a reasonable fee for providing copies of records, which may not exceed the actual cost of reproduction.

Disciplinary Actions

No disciplinary action or written reprimand may be placed in an employee's personnel file until a copy has been furnished to the employee. The Library will not divulge a disciplinary report, letter of reprimand, or other disciplinary action to a third party without written notice as provided in the Illinois Personnel Record Review Act.

Access to Personnel Records by Members of the Library Board

Members of the Rolling Meadows Library Board may have access to the Library's personnel records only after review of the request by the Library Board's Personnel Committee and upon a majority vote of the Library Board at an official Library Board Meeting.

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203 Employment Verification Requests

The Executive Director or his/her designee will respond in writing to requests for letters of recommendation, references, or employment verification requests. Requests must be submitted in writing but do not require a written release from the employee since RML's policy is to confirm only dates of employment ~~and current wage rates,~~ and position(s) held.

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204 Personnel Data Changes

It is the responsibility of each employee to promptly notify RML of any changes in personnel data. Personal mailing addresses, telephone numbers, number and names of dependents, individuals to be contacted in the event of an emergency, educational accomplishment, and other such status reports should be accurate and current at all times. If any personnel data has changed, please notify the Executive Director or his/her designee.

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205 Employment Applications

RML relies upon the accuracy of information contained in the employment application form, as well as the accuracy of other data presented throughout the hiring process and employment. Any material misrepresentations, falsifications, or omissions in any of this information may result in the exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

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206 Performance Evaluation

Department Directors and employees are strongly encouraged to discuss job performance and goals on an informal, day-to-day basis. Department Directors may also choose to conduct performance evaluations to provide both Department Directors and employees the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals.

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207 Job Descriptions

RML makes every effort to create and maintain accurate job descriptions for all positions within the organization. Each description should include, but not be limited to, a job summary (giving a general overview of the job's purpose), essential duties, minimum qualifications (including education and/or experience, language skills, mathematical skills, reasoning ability, plus any certification required), and physical demands.

RML maintains job descriptions to aid in orienting new employees to their jobs, identifying the **current** requirements of each position, establishing hiring criteria, setting standards for employee performance evaluations, and establishing a basis for making reasonable accommodations for individuals with disabilities.

The Executive Director and the Department Director will work with the Administrative Services Coordinator to prepare job descriptions when new positions are created and when existing job descriptions are to be changed. Existing job descriptions are reviewed at least every two years in order to ensure that they are up to date. Job descriptions may also be rewritten periodically to reflect any changes in the position's duties and responsibilities. All employees will be expected to help ensure that their job descriptions are accurate and current, reflecting the work being done.

Employees should remember that job descriptions do not necessarily cover every task or duty that might be assigned, and that additional responsibilities may be assigned as necessary. Contact your Department Director or the Executive Director if you have any questions or concerns about your job description.

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301 Employee Benefits

Eligible employees at RML are provided a wide range of benefits. A number of the programs (such as Social Security, workers' compensation, and unemployment insurance) cover all employees in the manner prescribed by law. The Library Board retains the right to change or eliminate benefits at its sole discretion.

Benefits eligibility is dependent upon a variety of factors, including employee classification. Paid benefits will not accrue or be paid to employees no longer receiving compensation from RML. Your Administration Department and Department Director can identify the programs for which you are eligible. Details of many of these programs can be found elsewhere in the Employee Handbook.

Some of the benefit programs (Policy Numbers in parenthesis) available to eligible employees include:

- Auto Mileage (508)
- Bereavement Leave (307)
- City Benefit Fair (318)
- Credit Union (316)
- Deferred Compensation Plans (317)
- Dental Insurance (311)
- Disability Leave (IMRF)(313)
- Educational Financial Assistance (310)
- Employee Assistance Program (EAP)(314)
- Family Leave (601)
- Health Insurance (311)
- Holidays (303)
- Jury Duty Leave (308)
- Life Insurance (312)
- Medical Leave (601)
- Military Leave (604)
- Pension Plan- IMRF and Voluntary Additional Contributions (VAC)(316)
- Personal Leave (603)
- Professional Development Opportunities (310)
- Sick Leave Benefits (305)
- Supplemental Life Insurance (312)
- Travel Allowances (508)
- Vacation Benefits (302)
- Witness Duty Leave (308)
- ~~Voluntary Additional Contributions (VAC) IMRF (317)~~

Some benefit programs require contributions from the employee, but many are fully paid by RML.

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302 Vacation Benefits

Paid vacation is available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. Paid vacation time must be requested from the employee's Department Director in writing and is subject to staffing and operational needs.

When Do Paid Vacation Benefits First Become Available?

Full-time (FT) and Benefitted Part-time (BPT) employees begin earning paid vacation benefits immediately upon commencement of work but may not use paid vacation benefits until they have completed six months of employment with the Library. Paid vacation benefits are earned with the completion of each pay period; therefore, one twenty-sixth of the employee's annual paid vacation leave is earned for each pay period.

Part-time (PT) employees do not earn paid vacation. Such employees may, however, be granted vacation leave without pay upon consultation with their Department Director.

Paid Vacation Leave - Department Directors, Full-time and Benefitted Part-time Professional Employees
Employees scheduled to work at least 20 or more Normal Weekly Hours. Department Directors and Professional Employees will earn annual paid vacation days equaling their Normal Weekly Hours times four (4) paid at their regular hourly rate. If more than one hourly rate applies, the proportion of each rate will be determined by the employee's Normal Weekly Hours Form. Professional employees are classified as those who: are a Department Director, hold an MLS from an accredited library school, hold a position in the Library requiring an MLS or equivalent experience, and are scheduled to work at least six or more consecutive months in any 12-month period. Other professionals may include, but not be limited to, those who would qualify as "exempt professionals" under the Fair Labor Standards Act of the United States.

Paid Vacation Leave – Full-time and Part-time Employees Hired Prior to 1/01/02

Employees scheduled to work at least 20 or more Normal Weekly Hours at least six or more consecutive months in any 12-month period will earn annual paid vacation days equaling their:

Normal Weekly Hours times 2 in their first through fifth years of employment;
Normal Weekly Hours times 3 in their sixth through tenth years of employment;
Normal Weekly Hours times 4 in their eleventh year of employment and beyond.

Paid Vacation Leave – Other Full-time and Benefitted Part-time Employees Hired 1/01/02 and Later

Employees scheduled to work at least 20 or more Normal Weekly Hours at least six or more consecutive months in any 12-month period are entitled to annual paid vacation days equaling their:

Normal Weekly Hours times 2 in their first through fifth year of employment at benefits level;
Normal Weekly Hours times 3 in their sixth through tenth year of employment at benefits level;
Normal Weekly Hours times 4 in their eleventh year of employment and beyond at benefits level.

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302 Vacation Benefits (Continued)

Vacation Leave Not Lost Due To Sick Leave

No loss of vacation accrual will result from personal illness covered by sick leave.

Carry-over Of Earned But Unused Vacation Leave

Earned but unused paid vacation leave equal to one year of the employee's annual paid vacation leave may be carried forward to the next calendar year. Unused paid vacation leave in excess of one year of the employee's annual paid vacation leave will be forfeited as of January 1 of each year.

Leaving The Library With Earned But Unused Paid Vacation Leave

Employees leaving the Library with earned but unused paid vacation leave will be reimbursed at their current regular hourly rate for such leave. Such reimbursement will be for paid vacation hours earned but not used in the current calendar year and the allowable unused paid vacation hours carried forward from the previous calendar year.

Benefit Calculations For Employees With Multiple Payrates

Employees having more than one rate of pay should refer to **Policy 315 Normal Weekly Hours** for benefits calculations.

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303 Holidays

RML will be closed for the following paid holidays:

- New Year's Day (January 1)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving Day (fourth Thursday in November)
- Christmas Eve Day (December 24)
- Christmas (December 25)
- New Year's Eve Day (December 31)

Unpaid Sunday Holidays

The Library will be closed, but no holiday pay awarded for, Easter Sunday, the Sunday preceding Memorial Day, and the Sunday preceding Labor Day.

Early Closing Due to the Thanksgiving Holiday

The Library will close at 6:00 p.m. on the Wednesday evening before Thanksgiving. This early closing is scheduled for employees' convenience and no pay is awarded for hours not worked.

Eligibility for Paid Holidays

Employees working 20 or more Normal Weekly Hours are eligible for paid holiday time off immediately upon beginning their employment with the Library.

Calculating Paid Holiday Hours

The number of hours an employee receives for each holiday is calculated as follows:

$$\frac{\text{Employee's Normal Weekly Hours}}{5 \text{ days per week}} = \text{hours paid each holiday}$$

Paid holiday hours are always paid at the employee's regular rate of pay. Paid holiday hours will not be counted as hours worked for the purpose of determining overtime. No holiday pay will be awarded an employee taking an unpaid leave of absence and no longer compensated by the Library.

When A Paid Holiday Falls On A Saturday, Sunday, Or Weekday That Is Normally The Employee's Day Off

When a paid holiday falls on a Saturday, Sunday, or weekday that is normally the employee's day off, the employee will choose a day in the week preceding or following the holiday as a substitute paid holiday. The substitution must be requested from the employee's Department Director in writing at least two weeks in advance and is subject to staffing and operational needs. Paid holidays must be used in whole day increments, no partial use will be allowed.

Rolling Meadows Library Employee Handbook

303 Holidays (Continued)

When An Employee Is Required To Work On A Holiday

Non-Exempt employees that are required to work on one of the Holidays listed above or on an approved requested Floating Holiday, they will be paid at 2.25 times their regular rate of pay and will choose a day in the week preceding or following the holiday as a substitute paid holiday to be paid at their regular rate of pay. The substitute paid holiday must be requested from the employee's Department Director at least two weeks in advance and is subject to staffing and operational needs. Paid holidays must be used in whole day increments, no partial use will be allowed.

Paid Floating Holidays (also referred to as "Personal Time")

~~Employees working 20 or more Normal Weekly Hours~~ All staff will receive four paid floating holidays annually. Paid floating holidays are available immediately upon employment, and will be calculated as follows:

$$\frac{\text{Employee's Normal Weekly Hours}}{5 \text{ days per week}} \times 4 = \text{paid floating holiday hours}$$

Paid floating holidays must be used in the benefits year in which they are earned. Use of paid floating holidays must be requested in writing from the employee's Department Director at least two weeks in advance and are subject to staffing and operational needs.

Leaving the Library with "Earned But Unused" Paid Holidays / Personal Time

Employees leaving the Library with "earned but unused" paid holidays or paid floating holidays will not be paid for those hours.

Benefit Calculations For Employees With Multiple Payrates

Employees having more than one rate of pay should refer to ~~Policy 315 Normal Weekly Hours~~ for benefits calculations.

Rolling Meadows Library

Employee Handbook

304 Workers' Compensation Insurance

A comprehensive workers' compensation insurance program is provided at no cost to employees. Workers' Compensation is a system of benefits provided by state law and covers injury or illness arising out of, or in the course of, employment that requires medical, surgical, or hospital treatment. Subject to applicable legal requirements, workers' compensation insurance provides benefits following a three-day waiting period. If the claim is approved, and the employee misses 14 days of work, the three-day waiting period is covered retroactively. An employee has the option to use available paid benefits to cover the three-day waiting period and also has the option to use available paid benefits to supplement any workers' compensation payments received. The use of available paid benefits and workers' compensation payments cannot exceed the employee's regular wages based on Normal Weekly Hours.

It is possible that the reason for the workers' compensation claim is also covered under IMRF Disability. If this is the case the employee should apply for disability benefits as soon as it is known that the absence will extend beyond thirty calendar days from the date of injury or illness. While on an IMRF Disability Leave the employee's IMRF service, pension, and benefits are protected.

If the reason for the workers' compensation claim is covered under Family and Medical Leave (FMLA), that unpaid leave will be run concurrently with the workers' compensation leave.

Employees who sustain work-related injuries or illnesses, no matter how minor the injury may appear, should inform the Executive Director, their Department Director, or the Person In Charge (PIC) immediately. This will enable an eligible employee to qualify for coverage as quickly as possible.

Rolling Meadows Library Employee Handbook

305 Sick Leave Benefits

Employees working 20 or more Normal Weekly Hours are eligible for paid sick leave. Employees will earn paid sick leave on a monthly basis. Paid sick leave can be used in minimum increments of one-quarter hour. Eligible employees earn paid sick leave as follows:

- Employee's Normal Weekly Hours: 5 days per week x 12 = annual sick leave allowance hours

Employees may use paid sick leave benefits for their own or for an immediate family members' illness, injury or medical care (including preventative care). For the purposes of this policy, an employee's "immediate family members" include sons, daughters, grandparents, parents, spouse, a party to a civil union (as defined by the IL statute), brothers, sisters, grandchildren, and in-laws (father-in-law, mother-in-law, brothers-in-law, sisters-in-law). "Sons" or "daughters" include biological, adopted, or foster children, stepchildren, legal wards, or children by virtue of the employee standing *in loco parentis*.

Employees may also use paid sick leave benefits to provide personal care for an immediate family member which includes activities to ensure basic medical, hygiene, nutrition, and safety needs are met, or to provide transportation to medical appointments for a family member who is unable to meet their own needs. This also covers an employee being physically present to provide emotional support to a covered family member with a serious health condition who is receiving inpatient or home care.

Employees who are unable to report to work due to illness or injury should notify their supervisor before the scheduled start of their workday if possible. The Department Director must also be contacted on each additional day of absence. If an employee is absent due to illness or injury, a physician's statement may be required to verify the employee's condition and its beginning and expected ending dates. Such verification may be requested for other sick leave absences as well and may be required as a condition to receiving sick leave benefits. Before returning to work from a sick leave, an employee may be required to provide a physician's verification that he or she may safely return to work.

Sick leave benefits will be calculated based on the employee's base pay rate at the time of absence and will not include any special forms of compensation, such as incentives, commissions, or bonuses. Unused sick leave benefits will be allowed to accumulate to a maximum number of hours as per the formula below:

- Employee's Normal Weekly Hours: 5 days per week x 240 days = maximum accumulation of sick leave hours

Accumulated Sick Leave

If the employee's benefits reach this maximum, further accrual of sick leave benefits will be suspended until the employee has reduced the balance below the limit.

Employees leaving the Rolling Meadows Library will not be paid for any unused sick leave. Subject to current IMRF rules, an employee who is enrolled in the Illinois Municipal Retirement Fund (IMRF) pension plan may, at retirement or upon leaving employment at the library, qualify for additional service credit for unused, earned sick days. This provision of the pension plan is administered by IMRF and an employee considering retirement should contact IMRF for additional information regarding the conversion of unused sick days to service credit.

Benefit Calculations For Employees With Multiple Payrates

Employees having more than one rate of pay should refer to **Policy 315 Normal Weekly Hours** for benefits calculations.

Rolling Meadows Library Employee Handbook

306 Time Off to Vote

RML encourages employees to fulfill their civic responsibilities by voting in elections. Generally, employees are able to find time to vote either before or after their regular work schedule. If an employee is unable to vote in an election during his/her nonworking hours, the employee should request unpaid time off to vote from his/her Department Director at least two working days prior to the Election Day. Advance notice is required so that the necessary time off can be scheduled at the beginning or end of the work shift, whichever provides the least disruption to the normal work schedule.

Rolling Meadows Library

Employee Handbook

307 Bereavement Leave

Employees working 20 or more Normal Weekly Hours will be granted up to three days of paid bereavement leave, not required to be taken consecutively, due to the death of an immediate family member. Immediate family includes the employee's parent, stepparent, mother-in-law, father-in-law, spouse, domestic partner, child, step-child, sibling, grandparent, or grandchild. Employees who wish to take time off due to the death of an immediate family member should notify their Department Director.

Bereavement leave will be calculated as follows:

$$\frac{\text{Employee's Normal Weekly Hours}}{5 \text{ days per week} \times 3} = \text{maximum hours per loss}$$

Bereavement pay is calculated based on the base pay rate at the time of absence.

In addition, employees are eligible for an additional seven days of unpaid leave in the event of the death of a covered family member. Employees may use any accrued, unused paid time off to run concurrently with this time. Employees must complete time off under this policy within 60 days of learning of the need for leave.

Employees may use this time (three days paid, seven days unpaid) to attend the funeral or alternative to a funeral of a covered family member, make arrangements necessitated by the death of the covered family member, and/or grieve the death of the covered family member. This policy also allows absence from work due to the loss of a pregnancy, failed adoption, failed surrogacy, failed fertility treatments, a diagnosis that negatively impacts pregnancy or fertility, and stillbirth.

Additional paid or unpaid time or leave for persons not covered in the definition of "immediate family member" may be allowed in some circumstances at the discretion of the Executive Director, or the employee may be permitted to use other available paid or unpaid time off. In certain circumstances, the organization may require an employee seeking leave under this policy to provide reasonable documentation of the need for the leave. Employees are requested to provide as much notice of the leave as possible. This policy does not permit an employee to exceed the amount of leave available under the Family and Medical Leave Act.

Benefit Calculations For Employees With Multiple Payrates

Employees having more than one rate of pay should refer to **Policy 315 201 Normal Weekly Hours** for benefits calculations.

Rolling Meadows Library Employee Handbook

308 Jury and Witness Duty

RML encourages employees to fulfill their civic responsibilities when required to perform jury duty or when subpoenaed to be a witness in a civil or criminal case.

All employees working at least 20 Normal Weekly Hours will be paid using the following calculation:

$$\frac{\text{Employee's Normal Weekly Hours}}{5 \text{ days per week}} \times \text{number of jury duty days} = \text{hours to be paid}$$

Employees must show the jury duty summons or witness subpoena to their Department Director as soon as possible so that the Department Director may make arrangements to accommodate their absence. Employees are expected to report for work whenever the court schedule permits.

To receive payment for time off the employee must submit a copy of the jury duty or witness duty check with their timesheet. Transportation costs associated with jury duty or witness duty are not paid by RML.

RML will continue to provide health insurance benefits for the full term of absence due to jury or witness duty. Vacation, sick leave, and holiday benefits will continue to accrue during jury or witness duty.

Employees will not receive paid jury or witness duty benefits for proceedings in which the employee is a plaintiff or defendant unless the Library Board determines that special circumstances warrant such benefits.

~~Benefit Calculations For Employees With Multiple Payrates~~

~~Employees having more than one rate of pay should refer to Policy 315 Normal Weekly Hours for benefits calculations.~~

Rolling Meadows Library Employee Handbook

309 Benefits Continuation (COBRA)

The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their covered dependents the opportunity to continue health and dental insurance coverage under the Rolling Meadows Library health plans when a "qualifying event" would normally result in the loss of coverage. Some common qualifying events are resignation, termination of employment for reasons other than gross misconduct, or death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; and a dependent child no longer meeting eligibility requirements. Under COBRA, the employee or dependent pays the full cost of coverage at the RML group rate plus an administration fee.

RML retains a COBRA administration service that provides a written notice describing rights granted under COBRA when the employee becomes covered under RML's health insurance plans. The notice contains important information about the employee's rights and obligations.

Rolling Meadows Library

Employee Handbook

310 Educational Assistance (SEE REWRITTEN POLICY)

RML recognizes that the skills and knowledge of its employees are critical to the success of the organization. The educational assistance program encourages personal development through formal education so that employees can maintain and improve job related skills or enhance their ability to compete for reasonably attainable jobs within RML.

Employees working 20 or more normal weekly hours and who have completed one year of work at RML are eligible to apply for educational assistance. To maintain eligibility, employees must remain on the active payroll and be performing their job satisfactorily through completion of each course. Scheduling changes based on course work or class schedules must have the Department Director's prior approval. Because RML's educational assistance program is contingent on the availability of funds allocated in the Library's budget, early application for such benefits is encouraged.

RML has sole discretion in determining the eligibility of a course for reimbursement. To be considered for reimbursement, courses must be related to the employee's current job duties or necessary to enhance the employee's ability to compete for reasonably attainable jobs within RML. Educational assistance must be approved in writing by the employee's Department Director and the Executive Director.

The Library will reimburse the employee for up to six credit hours per semester (or quarterly equivalent) according to the following schedule:

- full time employees (37.5 normal weekly hours) will have 50% of their tuition reimbursed by the Library;
- part time employees working 20 to 28 normal weekly hours will have 30% of their tuition reimbursed by the Library.

RML will pay one half of the reimbursement, as indicated above, upon enrollment and the balance upon successful completion of the course with a grade of C or better. Proof of course completion and grade attained must be presented before reimbursement is made. If the staff member does not complete the course or fails to attain a final grade of C or better, he/she will be required to reimburse the Library for any payments made by RML for that course.

Time spent traveling to and attending class is not considered part of the employee's work week and is not compensable.

While educational assistance is expected to enhance employees' performance and professional abilities, RML cannot guarantee that participation in formal education will entitle the employee to automatic advancement, a different job assignment, or pay increases.

Employees are encouraged to contact their Department Director or the Executive Director for more information or questions about educational assistance.

Courses must be related to the employee's current job duties or a foreseeable future position in the organization to be reimbursable under this policy. RML has the sole discretion to determine whether a course relates to an employee's current job duties or a foreseeable future position at RML. Educational assistance must be approved in writing by the employee's Department Director and the Executive Director.

Rolling Meadows Library

Employee Handbook

310 Educational Assistance Tuition Reimbursement

This Tuition Reimbursement Policy is designed to help employees further their knowledge, skills, and job effectiveness through higher education. No promotion or increase in salary is guaranteed to an employee who undertakes such study.

Eligibility:

To be eligible for participation in the tuition reimbursement program, employees must have been continuously employed and working in a Full-time or Benefitted Part-time position at the library for one at least (1) year.

Application Process:

Employees must submit the Tuition Reimbursement Application to request approval from the Executive Director to have the course considered for tuition reimbursement. *Courses must be approved in writing prior to class enrollment in order to qualify for reimbursement.* Each course will be considered independently and must be related to further the employee's library career development or enhance RML operations and services. Approval of one course does not guarantee approval of additional courses in the same program. Scheduling changes based on coursework and class schedules must have the Department Director's prior approval.

Reimbursement:

Educational assistance funds are contingent on the availability of funds allocated in the Library's budget.

To be eligible for reimbursement employees must:

- Earn a grade of A, B, or pass (for pass/fail classes only)
- Submit grade(s) and paid tuition receipt within 30 days of receiving grade(s).

Upon presentation of evidence of completion of an approved course, tuition reimbursement will be authorized as follows:

- Full-time employees: 50% for a grade of A or B or pass (for pass/fail classes only) per course
- Benefitted Part-time Employees: 30% for a grade of A or B or pass (for pass/fail classes only) per course

Contact Administration for more information or questions regarding this educational assistance policy.

Rolling Meadows Library Employee Handbook

311 Health Insurance

RML's health insurance plans provide employees and their dependents access to medical and dental insurance benefits. Employees in the following employment classification, as per the Affordable Care Act, are eligible to participate in RML's health insurance plans:

- Employees Working At Least 30 Normal Weekly Hours

Eligible employees **who must** participate in the health insurance plans are subject to all terms and conditions of coverage under the relevant plans or, **their opt-out provisions**, as covered in the insurance provider's agreement with the City of Rolling Meadows and RML.

As with all other health insurance terms and conditions, the employee designation as an "active employee" may change depending on the terms and conditions of the current insurance policy.

~~A change in employment classification that would result in loss of coverage in RML's health insurance plans may qualify an employee for benefits continuation under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Refer to the Benefits Continuation (COBRA) policy for more information.~~

Details of each of RML's health insurance plans are described in a Summary Plan Description (SPD). Contact the Executive Director or his or her designee for more information about health insurance benefits.

Rolling Meadows Library Employee Handbook

312 Life Insurance

Life insurance offers you and your family important financial protection. RML provides a basic term life insurance plan for eligible employees. Additional employee and dependent coverage is also available at the employee's expense.

Accidental Death and Dismemberment (AD&D) insurance provides protection in cases of serious injury or death resulting from an accident. AD&D insurance coverage is provided to the employee as part of the basic life insurance plan.

Full-time Employees ~~working at least 37.5 Normal Weekly Hours~~ are eligible to participate in the employer paid life insurance plan subject to all terms and conditions of the relevant life insurance plan.

Details of the basic life insurance plan, including benefit amounts, are described in the Summary Plan Description provided to covered employees. Contact the Executive Director or his/her designee for more information about life insurance benefits.

Rolling Meadows Library

Employee Handbook

313 Disability Leave

RML provides employees with disability plan benefits through the Illinois Municipal Retirement Fund (IMRF). Disability benefits are provided to ensure a continuing income and to help eligible employees cope with an illness or injury that result in a long-term absence from employment.

Disability plan benefit eligibility is subject to IMRF rules. In general, to be eligible for disability plan benefits an employee must:

- be enrolled in IMRF
- have at least 12 consecutive months of service credit following enrollment in IMRF
- have IMRF service credit in each of the 12 months immediately preceding the date of disability

Temporary Disability plan benefits are effective on the 31st day following the date of disability, provided you are no longer receiving compensation (sick pay, vacation pay, etc.) from the Library, and you are still disabled. If you are receiving compensation from the library beyond the 31st day, disability benefits become effective the day after Library compensation stops, subject to IMRF terms and conditions.

Prior to going on an IMRF disability leave for any reason other than Workers' Compensation, RML requires an employee to exhaust all paid vacation, sick, and personal hours available at the date of disability. Library benefit hours will continue to accrue for the period covered from the date of disability through the date all available benefit hours are used. When benefit hours are exhausted and the employee is no longer receiving compensation from the Library, benefit accrual will stop. If the disability leave is also covered by Workers' Compensation, paid benefits will continue to accrue for the first twelve months of the leave.

If the reason for the disability leave of absence is covered under Family and Medical Leave (FMLA), that unpaid leave will be run concurrently with the disability leave and/or a disability leave covered by Workers' Compensation.

An RML employee who is absent due to illness or injury may be required to provide a physician's statement to verify the disability and its beginning and expected ending dates. Also, the employee will be required to provide a fitness for duty statement from a healthcare provider approving the employee's return to work.

The terms and conditions of insurance coverage, including any applicable premium contribution by the employee, shall continue on the same terms during disability leave as if the employee continued to work. However, as with all other health insurance terms and conditions, the employee designation as an "active employee" may change depending on the terms and conditions of the current insurance policy.

If applicable paid benefits are exhausted and Disability Leave continues unpaid, monthly insurance premiums will continue to be paid by the Library. Upon return to work the employee will pay, through payroll deduction, any employee insurance contributions paid by RML for the unpaid Disability Leave period.

Additional terms and conditions governing IMRF Disability Plan benefits are explained in the IMRF booklet, *IMRF Disability Benefits*, on file in the Library Administrative Office and available to library employees. All terms and conditions governing IMRF disability benefits are administered by the Illinois Municipal Retirement Fund, independent of the Rolling Meadows Library.

Rolling Meadows Library Employee Handbook

314 Employee Assistance Program

RML provides an Employee Assistance Program (EAP) that offers resources and promotes the well-being of all employees and their family members. The EAP will provide confidential access to professional counseling services for problems such as alcohol and other substance abuse, marital and family difficulties, and emotional distress. Legal counseling is also available. The EAP is available to all employees and board members and their spouses, significant others, and dependents. The EAP offers problem assessment, short-term counseling, and referral to appropriate community and private services.

RML cares about the health and well-being of its employees and recognizes that a variety of personal problems can disrupt their personal and work lives. While many employees solve their problems either on their own or with the help of family and friends, sometimes employees need professional assistance and advice.

The EAP is strictly confidential and is designed to safeguard your privacy and rights. Information given to the EAP counselor may be released only if requested by you in writing. No information related to an employee's participation in the program is entered into the personnel file or shared with the employer without the employee's written authorization. All counselors are guided by a Professional Code of Ethics.

There is no cost for employees to consult with an EAP counselor. If further counseling is necessary, the EAP counselor will outline community and private services available. The counselor will also let employees know whether any costs associated with private services may be covered by their health insurance plan. Costs that are not covered are the responsibility of the employee.

Minor concerns can become major problems if you ignore them. No issue is too small or too large, and a professional counselor is available to help you when you need it. To contact an EAP counselor, refer to the telephone number posted in the Staff Lounge or see the Executive Director or his/her designee.

Rolling Meadows Library Employee Handbook

SECTION 315 MOVED UNDER SECTION 201

315 Normal Weekly Hours

Normal Weekly Hours Calculations

Normal weekly hours are used primarily to determine eligibility and level of benefits, though not exclusively, for benefits calculations. Normal weekly hours are established through current Library personnel records only and represent the number of hours an employee is expected to work in one week. The “*Normal Weekly Hours Form*” controls until a “*Status Change Notice*” is filed with the Executive Director. Weekly variations in hours actually worked do not constitute a change in the employee’s Normal Weekly Hours.

For employees who work an unbalanced or irregular schedule, Normal Weekly Hours will be calculated by dividing the total number of hours that the employee is expected to work in one year (according to the forms listed above) by 52 weeks.

For most employees, a “week” for the purpose of Normal Weekly Hours calculations runs from Monday through Saturday. Because Sunday hours not worked as part of a flextime schedule are paid at time and one-half their normal rate in either wages or compensatory time off (at the employer’s discretion), they are excluded from Normal Weekly Hours calculations.

Maximum Benefit Hours Allowed In One Week

Benefit hours cannot be combined with hours worked or non-overtime hours to increase an employee’s compensation to more than 40 hours per week, unless permission is granted, in writing, by the Executive Director. Such permission will only be given in extraordinary circumstances.

Benefit Calculations For Employees With Multiple Payrates

If an employee works at jobs within the library that have different rates of pay, benefits will be earned and paid according to the employee’s primary or “home” rate of pay. An employee’s primary or “home” rate of pay is the rate of pay for the majority of the Normal Weekly Hours an employee works as listed on the employee’s current personnel records.

Rolling Meadows Library Employee Handbook

316 Pension Plan (IMRF) NEW POLICY

RML participates in the Illinois Municipal Retirement Fund (IMRF) pension system. Full-time and **Benefitted** Part-time Employees will be enrolled in IMRF **via** a payroll deduction of 4.5% at the time of hire or when the normal weekly hour's eligibility requirement is met.

Those employees participating in the IMRF pension system are also eligible to contribute to the **Voluntary Additional Contributions (VAC)** supplementary savings plan through IMRF.

Additional information and enrollment packets are available in the Administration office and/or by contacting IMRF.

Rolling Meadows Library Employee Handbook

317 Deferred Compensation Plans

Employees may choose to enroll in ~~one of the two~~ a 457 Deferred Compensation Plan offered through the City of Rolling Meadows. ~~(includes an IMRF supplementary savings plan).~~ These tax-deferred, supplemental retirement plans are paid by voluntary payroll deductions. Each of these plans is intended for long-term investment, funded entirely by the employee, and subject to IRS regulations.

Additional information and enrollment packets are available in the Administration office. ~~and/or by contacting IMRF (Illinois Municipal Retirement Fund).~~

Rolling Meadows Library Employee Handbook

318 City Benefit Fair & IMRF Benefits Presentation

The library will treat employee time attending the City's **Annual Benefit Fair** and **City-Sponsored Annual IMRF Benefits Presentation** as compensable time.

Employees will not be compensated for travel time or mileage to these events. This provision only applies to employees eligible for such benefits.

Attendance at these events is subject to the staffing needs of your department and should be cleared two weeks prior to the event. If staffing needs preclude an employee's attendance, the Administration office will work to obtain information on behalf of the employee.

Rolling Meadows Library Employee Handbook

319 Credit Union (MOVED FROM 316)

Any RML Employee or Board Member is eligible to become a Credit Union **member**. The Credit Union provides a wide range of services to RML employees including savings and checking accounts, loans, and credit cards, all at competitive rates. Payroll deduction makes Credit Union accounts convenient for member employees.

Enrollment packets and information for the Credit Union are available in Administration.

Rolling Meadows Library

Employee Handbook

401 Timekeeping

Accurately recording time worked is the responsibility of every employee. Federal and state laws require RML to keep an accurate record of time worked in order to calculate employee pay and benefits. Employees exempt from the provisions of the Fair Labor Standards Act will also record time worked for purposes of public accountability.

Time worked is all the time actually spent on the job performing assigned duties. Employees should accurately record the time they begin and end work periods. Overtime work must be approved before it is performed.

Altering, falsifying, tampering with time records, or recording time on another employee's time record may result in disciplinary action, up to and including termination of employment.

It is the employees' responsibility to sign their time records to certify the accuracy of all time recorded. The Department Director will review and then initial the time record before submitting it for payroll processing.

Rolling Meadows Library Employee Handbook

402 Paydays

All employees are paid biweekly on every other Friday unless an observed holiday falls on the regularly scheduled payday. Each paycheck will include earnings for all work performed through the end of the previous payroll period.

In the event that a regularly scheduled payday falls on a City or bank holiday, paychecks will be available to employees on the last workday preceding the holiday.

The employee can choose to have the check picked up by another person. A requested change in paycheck delivery arrangements must be authorized by the employee, in writing, in advance of the designated payday.

Employees may have their pay electronically deposited into designated accounts if they provide advance written authorization. Employees will receive an itemized statement of wages.

Rolling Meadows Library

Employee Handbook

403 Employment Termination DELETE POLICY

Termination of employment is an inevitable part of personnel activity within any organization, and many of the reasons for termination are routine. Below are examples of some circumstances under which employment is terminated:

- Resignation—voluntary employment termination initiated by an employee.
- Discharge— involuntary employment termination initiated by the organization.
- Layoff— involuntary employment termination initiated by the organization for nondisciplinary reasons.
- Retirement—voluntary employment termination initiated by the employee meeting age, length of service, and any other criteria for retirement from the organization.

Rolling Meadows Library

Employee Handbook

404 Administrative Pay and Benefit Accrual Corrections

RML takes all reasonable steps to ensure that employees receive the correct amount of pay in each paycheck, benefit accrual figures are correct, and employees are paid promptly on the scheduled payday.

In the unlikely event that there is an error in the amount of pay the employee should promptly bring the discrepancy to the attention of the Executive Director or his/her designee so that corrections can be made as quickly as possible.

Rolling Meadows Library

Employee Handbook

405 Pay Deductions DELETE POLICY

The law requires that RML make certain deductions from every employee's compensation. Among these are applicable federal, state, and local income taxes. RML also must deduct Social Security taxes on each employee's earnings up to a specified limit that is called the Social Security "wage base." RML also makes federally mandated Social Security contributions for each employee.

RML offers programs and benefits beyond those required by law. Deferred Compensation Plans, employee paid life insurance, and Credit Union services are available and eligible employees may voluntarily authorize deductions from their paychecks to cover the costs of participation in these programs. — See **Policy 301 Employee Benefits** for additional benefits available.

Contact Administration for assistance if you have questions concerning why deductions were made from your paycheck or how they were calculated.

Rolling Meadows Library

Employee Handbook

501 Safety

Safety is a priority at RML. RML provides information to employees about workplace safety and health issues through regular internal communication channels such as meetings, bulletin board postings, memos, or other written communications.

~~Some of the best safety improvement ideas come from employees.~~ Those Staff with ideas, concerns, or suggestions for improved safety in the workplace are encouraged to raise them with their Department Director, with another Department Director, the Administrative Coordinator, or bring them to the attention of the Executive Director. Reports and concerns about workplace safety issues may be made anonymously if the employee wishes. All reports can be made without fear of reprisal.

Each employee is expected to obey safety rules and to exercise caution in all work activities. Employees must immediately report any unsafe condition to the Person in Charge (PIC)*. Employees who violate safety standards, cause hazardous or dangerous situations, fail to report or, where appropriate, remedy such situations, may be subject to disciplinary action up to and including termination of employment.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees should immediately notify the Executive Director and the Person in Charge*. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

* Use the Person In Charge (PIC) list to determine the person to notify.

Rolling Meadows Library

Employee Handbook

502 Work Schedules

Work schedules for employees vary throughout our organization. Department Directors will advise employees of their individual work schedules. Staffing needs and operational demands may necessitate variations in starting and ending times, as well as variations in the total hours that may be scheduled each day and week.

Flexible scheduling, or flextime, is available in some cases to allow employees to vary their starting and ending times each day within established limits. Flextime may be possible if a mutually workable schedule can be negotiated with the Department Director involved. However, such issues as staffing needs, the employee's performance, and the nature of the job will be considered before approval of flextime. Employees should consult their Department Director to request participation in the flextime program.

Rolling Meadows Library Employee Handbook

503 Smoking/Vaping DELETE POLICY

In keeping with RML's intent to provide a safe and healthful work environment, smoking is prohibited throughout the workplace. This policy also prohibits the use of any electronic nicotine delivery system, or vaping, anywhere that tobacco smoking is prohibited.

The Smoke-free Illinois Act became effective on January 1, 2008, and prohibits smoking in places of employment and indoor public places.

In addition, no smoking is permitted within 15 feet of entrances, exits, windows that open and ventilation intakes.

Signage requirements include "No Smoking" signs at each entrance to the place of employment or public place where smoking is prohibited. "No Smoking" signs must comply with the Smoke-free Illinois Act.

In addition, there is no requirement for an employer to provide an outdoor shelter for smokers.

RML complies with all signage and posting requirements.

Rolling Meadows Library

Employee Handbook

504 Rest and Meal Periods

Rest Periods

For every 3.75 continuous hours of work, employees are provided with a paid rest period of 15 minutes. The specific timing of rest periods is ~~To the extent possible, rest periods will be provided in the middle of work periods and, like all other benefits, are~~ subject to the operating demands of the employee's department. ~~The employee's Department Director will schedule rest periods so as to ensure adequate staffing throughout the department.~~

Meal Periods

When feasible, an employee working 7.5 hours in a single day is permitted to combine their two 15-minute rest periods and take a single, 30-minute meal period during the work day. Employees working at least a 7.5 shift may, at their option, request to take a meal period of 60 minutes in length. Furthermore, employees may combine both paid rest periods and unpaid time to take meal periods lasting longer than 30 minutes. ~~All employees working a 7.5 hour shift are provided with one unpaid meal period of 60 minutes in length each workday.~~ Department Directors will schedule all meal periods to accommodate operating requirements. Employees will be relieved of all active responsibilities and restrictions during meal periods.

No Arriving Late or Leaving Early

~~In no case shall individual or combined rest periods be exchanged to shorten a scheduled shift by coming in late or leaving early.~~

Rolling Meadows Library Employee Handbook

505 Overtime- KM REWRITE

When operating requirements or other needs cannot be met during regular working hours, employees may be required to work overtime hours. When possible, advance notification of these mandatory assignments will be provided. Overtime work must receive the Executive Director's authorization. ~~Overtime assignments will be distributed as equitably as practical to all employees qualified to perform the required work.~~

Overtime compensation is paid to all non-exempt employees in accordance with federal and state wage and hour restrictions. Overtime pay is based on actual hours worked. Neither paid nor unpaid benefit hours (i.e., sick leave, vacation leave, meal periods, etc.) will be considered "hours worked" for the purpose of performing overtime calculations.

Rolling Meadows Library

Employee Handbook

506 Use of Equipment DELETE POLICY

Equipment essential in accomplishing job duties is often expensive and may be difficult to replace. For the purpose of this section, "equipment" includes any machinery, electronics, tools, or vehicles owned, leased, or used by the Library. When using such equipment, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards, and guidelines.

Please notify the Department Director if any equipment appears to be damaged, defective, or in need of repair. Prompt reporting of damages, defects, and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. The Department Director can answer any questions about an employee's responsibility for maintenance and care of equipment used on the job.

The improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in disciplinary action, up to and including termination of employment.

For additional information see **Policy 510, Electronic Information Systems.**

Rolling Meadows Library

Employee Handbook

507 Emergency Closings KM REWITE

At times, emergencies such as severe weather, fires, floods, or power failures can disrupt Library operations. In extreme cases, these circumstances may require the closing of the Library. In the event that such an emergency occurs during non-working hours, local radio and/or television stations will be asked to broadcast notification of the closing.

When there is an emergency closing, employees who earn benefits will receive up to the equivalent of one Personal Day's pay for each day the library is closed not to exceed 3 days per calendar year.

If part of the emergency closure day was worked by an employee, they will be paid the balance necessary to bring them up to the equivalent of one Personal Day's pay. Once Emergency Closing Pay is used for a particular day, it is counted as one less Emergency Closing Day even if only a portion was used for that day.

Employees that do not earn benefits may be offered the option to make up lost hours due to the emergency closing depending on the needs of each department as decided by the Department Director. Make up hours must be completed within 30 days of the emergency closure.

Employees in essential operations (the definition of which may change from time to time, as determined by the Executive Director, depending on the nature of the emergency) may be asked to work on a day when operations are officially closed. In these circumstances, employees who work will receive one and one-half their regular rate of pay for those hours worked.

When the Library closes due to an emergency, employees who were unable to work their scheduled hours due to the emergency closing will be paid for their missed hours. This applies to full-day closures, early closures, and late openings. This policy will not apply to closures spanning more than 5 consecutive days without the approval of the Executive Director.

Employees in essential positions may be asked to work on-site during emergency closures. In these circumstances, non-exempt employees who work on-site during emergency closures will receive 2.25 times their regular rate of pay for those hours worked.

Staff who elected, prior to the closure decision, to use paid or unpaid leave when the closure event took place will not be entitled to emergency closure pay. Instead, they will use the previously-arranged benefit time, or go without pay (for unpaid leave).

Rolling Meadows Library

Employee Handbook

508 Business Travel

RML will reimburse employees for reasonable travel expenses incurred while on assignments away from the Library. Work-related travel must be approved in advance and in writing by the Executive Director or the employee's Department Director.

Employees whose travel plans have been approved are responsible for making their own travel arrangements.

When approved, the actual costs of travel, meals, lodging, and other expenses directly related to accomplishing Library objectives will be reimbursed by RML. Such reimbursement will not exceed an estimated budget without the written approval of the Executive Director. Employees are expected to limit expenses to reasonable amounts. Mileage reimbursement will be keyed to current federal tax provisions.

Employees who are involved in an accident while traveling on business must promptly report the incident to the Executive Director or their Department Director and, at the earliest possible moment, submit a written report of the incident. Vehicles owned, leased, or rented by RML may not be used for personal use without prior approval from the Executive Director.

When travel is completed, employees should submit completed travel expense reports within 14 days. Receipts for all individual expenses should accompany reports.

Employees should contact their Department Director for guidance and assistance on procedures related to travel arrangements, expense reports, reimbursement for specific expenses, or any other business travel issues.

Conference Attendance and Paid Time Reporting

Attendance at conferences such as PLA, ALA, etc. will be paid at the employee's regular rate of pay for any educational or professional programs attended. No paid compensation will be received for programs which are primarily recreational in nature. Travel time to and from the conference is included in this daily figure.

Local Business Travel

Local mileage reimbursement is keyed to current Federal tax provisions with reimbursements made using the following guideline:

Mileage will be paid for the actual round trip miles driven to attend the meeting or program.

Rolling Meadows Library

Employee Handbook

509 Visitors in the Workplace

To provide for the safety and security of our employees and patrons, only authorized visitors are allowed in staff-only areas. Restricting unauthorized visitors helps maintain safety standards, protects against theft, ensures security of equipment, protects confidential information, safeguards employee welfare, and avoids potential distractions and disturbances.

All visitors should enter RML at the main entrance. Authorized visitors to staff-only areas will receive directions or be escorted to their destination. Employees are responsible for the conduct and safety of their visitors.

If an unauthorized individual is observed in staff-only areas of the Library, employees should direct the individual to a public area and immediately notify the *Person in Charge. If a dangerous situation occurs, the library employee should immediately call 911 and tell the Person in Charge.

* Use the Person In Charge (PIC) list to determine the person to notify.

Rolling Meadows Library

Employee Handbook

510 Electronic Information Systems

The Library's local area network, computers, computer files, the Internet, security cameras, software, E-mail, voice mail, online patron access catalogs, circulation systems, etc. are intended for Library related business use only. Employees should not use a password, access a file, or retrieve any stored communication without authorization. To ensure compliance with this policy, use of all electronic information and communication systems, including, but not limited to, e-mail may be monitored.

RML strives to maintain a workplace free of harassment and sensitive to the diversity of its employees. Therefore, RML prohibits the use of any of its electronic information and communication systems in ways that are disruptive, offensive to others, or harmful to morale.

For example, the display or transmission of sexually explicit images, messages, and cartoons is not allowed. Other such misuse includes, but is not limited to, ethnic slurs, racial comments, off-color jokes, or anything that may be construed as harassment or showing disrespect for others.

Library electronic information and communication systems, as well as all data and other communications stored in, received by, or transmitted from such systems, are the sole property of RML. Electronic information and communication systems include, but are not limited to, the Library's local area network, computers, computer files, the Internet, software, e-mail, voice mail, online patron access catalogs, circulation systems, etc. All such systems, data, and other communications are to be used solely for job-related purposes. The use of such systems, data, and other communications for non-job-related purposes is strictly prohibited. Employees may not access, use, or alter codes, data, communications, files, etc. unless authorized to do so. Examples of such unauthorized use include, but are not limited to:

- operating a business for personal gain, sending chain letters, or soliciting money for religious, charitable or political causes;
- sending, soliciting, saving, or printing offensive or harassing statements, including disparagement of others based on race, ethnicity, color, religion, sex, sexual orientation, health condition, national origin, age, disability, or any other characteristic protected by law;
- sending, soliciting, saving, or printing sexually explicit messages or images; and
- sending, soliciting, saving, or printing copyrighted materials in violation of copyright or trademark laws.

For additional information see **Policy 506, Use of Equipment.**

Rolling Meadows Library

Employee Handbook

511 Telecommuting

Telecommuting is the practice of working at home or at a site near the home instead of physically traveling to a central workplace. It is a work alternative that RML may offer to some employees when it would benefit both the organization and the employee.

Employees who believe frequent telecommuting can enhance their effectiveness should submit a written request to the Executive Director proposing how it will benefit RML and themselves. No employee may log telecommuting hours on their timesheet without express approval from the Executive Director.

Telecommuting is not a universal employee benefit. As such, RML has the right to refuse to make telecommuting available to an employee and to terminate a telecommuting arrangement at any time.

In the case of an injury while working at home on approved Library projects, the employee will immediately report the injury to the Executive Director or Administrative Services Coordinator.

Employees who believe telecommuting can enhance their ability to get the job done should submit a written request to the Executive Director proposing how it will benefit RML and themselves. The request should explain how they will be accountable and responsible, what equipment is necessary, and how communication barriers will be overcome.

The decision to approve a telecommuting arrangement will be based on factors such as position and job duties, performance history, related work skills, and the impact on the organization.

The employee's compensation, benefits, work status, work responsibilities, and the amount of time the employee is expected to work per day or per pay period will not change due to participation in the telecommuting program (unless otherwise agreed upon in writing).

The employee's at home work hours will conform to a schedule agreed upon by the employee and the Executive Director. If such a schedule has not been agreed upon, the employee's work hours will be assumed to be the same as they were before the employee began telecommuting. Changes to this schedule must be reviewed and approved in advance by the Executive Director.

In the case of an injury while working at home on approved Library projects, the employee will immediately report the injury to the Executive Director.

Telecommuting is an alternative method of meeting the needs of the organization and is not a universal employee benefit. As such, RML has the right to refuse to make telecommuting available to an employee and to terminate a telecommuting arrangement at any time.

Rolling Meadows Library

Employee Handbook

512 Workplace Violence Prevention

RML is committed to preventing workplace violence and to maintaining a safe work environment. Given the increasing violence in society in general, RML has adopted the following guidelines to deal with intimidation, harassment, or other threats of (or actual) violence that may occur during business hours or on its premises.

All employees, patrons, volunteers and guests, should be treated with courtesy and respect at all times. Employees, patrons, volunteers, and guests are expected to refrain from conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from the premises of RML.

Conduct that threatens, intimidates, or coerces an employee, patron, volunteer, or guest will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or any characteristic protected by federal, state, or local law.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to your Department Director or any other member of management. This includes threats by employees. When reporting a threat of violence, you should be as specific and detailed as possible.

RML will promptly and thoroughly investigate all reports of threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practical. In order to maintain workplace safety and the integrity of its investigation, RML may suspend employees, either with or without pay, pending investigation.

Any employee determined to be responsible for threats of (or actual) violence, or other conduct that is in violation of these guidelines, will be subject to prompt disciplinary action, up to and including termination of employment, and possible criminal prosecution.

RML encourages employees to bring their disputes or differences with other employees to the attention of their Department Director, the Administrative Services Coordinator, and/or Executive Director before the situation escalates into potential violence. RML is eager to assist in the resolution of employee disputes, and will not discipline employees for raising such concerns.

Rolling Meadows Library Employee Handbook

513 Sunday Pay

Employees not exempt from the provisions of the Fair Labor Standards Act will be paid at one and one-half times their normal hourly rate for hours an employee is required to work on Sundays. Sunday hours an employee works as part of a flextime arrangement or at the employee's request will be paid at the employee's normal hourly rate.

Earned benefits may be used for a Sunday that the employee is scheduled to work; however, such hours will be paid at the employee's regular rate rather than the time and one-half rate.

Rolling Meadows Library

Employee Handbook

514 Reimbursement for Emergency Unscheduled Work at the Library

If a non-exempt employee works unscheduled hours at the request of the Executive Director or his/her designee due to an emergency situation at the Library, the rate of pay applied will be time and one-half, multiplied by the non-exempt employee's normal rate of pay for that day. Time paid will include travel time (round trip from home to the Library and return) plus time actually worked.

In any case, if the time spent is less than 1 hour, the non-exempt employee will be reimbursed for a full hour of work.

Rolling Meadows Library Employee Handbook

515 Equal Pay Act

In compliance with the Illinois Equal Pay Act, RML will pay equal wages to men and women for doing the same or substantially similar work, requiring equal skill, effort, and responsibility, under similar working conditions, except if the wage difference is based upon a seniority system, a merit system, a system measuring earnings by quantity or quality of production, or factors other than gender.

RML complies with all posting requirements for this Act.

Rolling Meadows Library

Employee Handbook

601 Family and Medical Leave

In compliance with the Illinois state statute and the federal Family and Medical Leave Act, RML provides unpaid family leaves of absence to eligible employees who wish to take time off from work duties for any of the following reasons (as defined by the Family and Medical Leave Act):

- to fulfill family obligations relating directly to childbirth, adoption, or placement of a foster child;
- to care for the employee's child, spouse, or parent with a serious health condition; or
- when the employee is unable to work because of his or her own serious health condition; or
- for qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, parent, or next of kin is on active duty or call to active duty status as a member of the National Guard or Reserves in support of a contingency operation See Military Family Leave Entitlements.

If there is a need for time off for a military related reason, employees should contact the Executive Director or the Administrative Services Coordinator.

FMLA Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities, or subsequent treatment in connection with the inpatient care.

The continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. See FMLA Fact Sheet #28 for other conditions and additional treatment schedules which may also meet this requirement.

FMLA Eligibility

To be eligible for Family and Medical Leave the employee **must**:

- have worked for RML for at least 12 months (need not be consecutive); and,
- have worked at least 1250 hours during the 12 months prior to the start of the leave;
- work for a covered employer (RML).

Note regarding work hours: Fair Labor Standards Act (FLSA) guidelines will be used to determine compensable hours.

Rolling Meadows Library

Employee Handbook

601 Family and Medical Leave (Continued)

Length of FMLA Leave

Employees may request up to a maximum of 12 workweeks of family leave within any 12 month period. A "workweek" shall be defined as the number of hours an employee is expected to work in one week as noted in the employee's personnel file. The 12 month period is determined by using a "rolling calendar"; 12 weeks would be available in any 12 month period counted back from the requested leave start date. Each time an employee takes FMLA leave, any balance of the 12 weeks which has not been used during the immediately preceding 12 months is available to the employee, with approval. Any combination of family leave and medical leave may not exceed this 12 week maximum limit.

Married Couples with the Same Employer

Married couples working for the library may be restricted to a combined total of 12 workweeks of family leave for childbirth, adoption, or placement of a foster child; as well as for the care of a parent with a serious health condition. If the leave is necessary for the employee's own serious health condition, each spouse is eligible for up to the 12 week maximum.

Notification of the Need for Leave

Eligible employees may make a written request for family leave to the Executive Director at least 30 days in advance of foreseeable events and as soon as possible for unforeseeable events. RML will respond to the request, in writing, within 5 business days.

An employee requesting family leave for a health related reason may be required to submit a health care provider's statement citing the need for a family leave to provide care, its beginning and expected ending dates, and the estimated time required.

If an employee requests a leave for a FMLA qualifying reason for the first time, the employee need not expressly assert FMLA rights or even mention the FMLA. The Family and Medical Leave Act empowers the employer to designate the leave as FMLA leave, whether or not requested by the employee. However, if an employee requests a leave due to an FMLA qualifying reason for which RML has previously provided an FMLA protected leave, the employee must specifically reference either the qualifying reason for leave or the need for FMLA leave.

Military Family Leave Entitlement

If an employee is eligible, the employee may use the 12-week FMLA entitlement to take Military Family Leave. This leave may be used to address certain qualifying exigencies related to the covered active duty or call to covered active duty of a spouse, son, daughter, parent, or next of kin.

If a leave qualifies as both Military Family Leave, to care for a covered service member with a serious injury or illness, and FMLA, to care for a family member with a serious health condition, the leave will be designated as Military Family Leave.

Rolling Meadows Library

Employee Handbook

601 Family and Medical Leave (Continued)

Certification for Military Family Leave

If an employee is requesting leave because of the need to care for a covered service member with a serious injury or illness, RML may require the employee to supply certification completed by an authorized health care provider of the covered service member. In addition, RML may also request additional information pertaining to the leave.

Military Family Leave Entitlements – Military Caregiver Leave

An employee may also be eligible for up to 26 weeks of leave to care for a covered service member during a single 12 month period. This single 12 month period begins with the first day the employee takes the leave to care for a covered service member discharged up to 5 years previous to the requested leave start date. A covered service member includes: (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty, or has a pre-existing injury that was aggravated in the line of duty, that may render the service member medically unfit to perform his or her duties for which the service member is undergoing medical treatment, recuperation, or therapy or is in outpatient status; or (2) is on the temporary disability retired list; or (3) a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of 5 years preceding the date on which the veteran undergoes that medical treatment recuperation or therapy.

Military Family Leave Entitlements – Qualifying Exigency Leave

Eligible employees with a spouse, son, daughter, parent or next of kin on active duty or called to active duty status in the National Guard, Reserves, or in the Regular Armed Forces in support of a contingency operation may use their 12 week entitlement to address certain qualifying exigencies.

Qualifying Exigencies May Include

(1) Attending certain military events; (2) arranging for alternative childcare; (3) addressing certain financial and legal arrangements; (4) attending certain counseling sessions; (5) addressing issues related to short-notice deployment; (6) spending time with a covered family member who is resting and recuperating; and (7) attending post-deployment briefings.

Certification for a Qualifying Exigency

If the employee is requesting leave because of a qualifying exigency arising out of a covered family member's active duty or call to active duty, the employee must supply a copy of the covered military family member's active duty orders or other documentation issued by the military indicating that the covered military member is on active duty or call to active duty (including the dates of the active duty service). RML may also request additional information pertaining to the leave.

Rolling Meadows Library

Employee Handbook

601 Family and Medical Leave (Continued)

Intermittent FMLA

An employee does not need to use FMLA leave allowance, including Military Family Leave allowances, in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary or if the need is due to a qualifying exigency. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations, subject to the approval of the health care provider. If FMLA leave is for birth and care, or placement for adoption or foster care, use of intermittent leave is subject to the employer's approval and must end within 12 weeks of birth or placement.

In cases of an intermittent or reduced schedule leave the employee shall, upon request, advise RML in writing of the reasons why the leave is necessary and of the schedule for treatment, if applicable. The employer and employee shall attempt to work out a schedule that meets the employee's needs without unduly disrupting the employer's operations, subject to the approval of the health care provider.

Use and Accrual of Benefits While on FMLA

If the reason for any FMLA leave is also covered under RML sick leave, disability leave, or Workers' Compensation policy, FMLA will run concurrently with that leave. While on FMLA leave, for any reason other than that covered by Workers' Compensation, the employee will be required to exhaust any applicable paid sick, vacation, and personal hours that are available at the start date of the leave.

Paid Holiday hours will not be paid during any part of the leave the employee is no longer receiving compensation from the Library. Benefit hours will continue to accrue for the period covered from the leave start date through the date the available benefit hours are used. While benefit hours accrued during the leave cannot be used during the leave of absence, they will become available when the employee returns to work. When available benefit hours are exhausted and the employee is no longer receiving compensation from the library, benefit accrual will stop. If the reason for the FMLA leave is also covered by Workers' Compensation, the employee will not be required to exhaust paid benefits. Paid benefits will continue to accrue for the period of time the unpaid FMLA leave runs concurrently with Workers' Compensation.

Insurance Benefits While on Leave

The terms and conditions of insurance coverage shall continue on the same terms during FMLA as if the employee continued to work.

If applicable paid benefits are exhausted and FMLA continues unpaid, monthly insurance premiums will continue to be paid by the Library. Upon return to work the employee will pay, through payroll deduction, any employee insurance contributions paid by RML for the unpaid FMLA period.

An employee who has opted out of health coverage will continue to receive monthly opt out payments while continuing to receive compensation from the Library. Health insurance opt out payments will stop when the employee is no longer receiving compensation from the Library.

Rolling Meadows Library

Employee Handbook

601 Family and Medical Leave (Continued)

Returning to Work

To allow the library to prepare work schedules and adjust staffing, an employee on FMLA leave is requested to provide RML with at least two weeks advance written notice of the date the employee intends to return to work. An employee among the highest paid 10% of salaried employees, who will not be reinstated, is notified of that fact, in writing, before the FMLA leave start date. When an FMLA leave ends, job reinstatement is subject to the terms of the Family and Medical Leave Act. In general, the employee will be reinstated to the same position, if it is available, or to an equivalent available position for which the employee is qualified. An employee has no greater right to restoration or to other benefits and conditions of employment than if the employee has been continuously employed.

See the Employee Handbook Appendix, Fact Sheets #28, #28A, #28B, and #28C for additional information regarding those acting “*in loco parentis*”, and Family and Medical Leave Act Military Leave Entitlements. RML posts notices of FMLA requirements in compliance with the Family and Medical Leave Act.

Rolling Meadows Library Employee Handbook

602 School Visitation Leave

RML will grant employees unpaid leave in accordance with the provisions listed in the Illinois School Visitation Rights Leave Act.

Time requested must be used to attend school conferences or classroom activities related to the employee's child if the conference or classroom activity cannot be scheduled during non-work hours. Employees are eligible for up to eight hours during any school year with no more than four hours to be taken on any given day.

An employee is asked to request such a leave from their Department Director, the Executive Director or the Administrative Services Coordinator at least seven days in advance of the leave. In emergencies, no more than 24 hours' notice is required. The employee must schedule the leave so as not to unduly disrupt the employer's business.

Rolling Meadows Library

Employee Handbook

603 Unpaid Personal Leave of Absence

An unpaid leave of absence may be granted to any RML employee who wishes to take time off to attend to personal matters. It is important for the employee to understand that there is no guarantee of job reinstatement if an unpaid personal leave of absence is taken.

Applying for Leave

An employee can request up to 3 months of unpaid time off. If there is a need for additional unpaid time, a second leave application must be submitted and, after review, the leave of absence may be extended.

An employee is required to submit a written application for an Unpaid Personal Leave of Absence to the Executive Director. The application must include the leave start and end dates and the reason for the request. Requests should be made as far in advance as possible to allow for operational and scheduling demands.

Use of Paid Benefit Time

The employee must exhaust any available, applicable, paid benefit time before unpaid leave time will be granted. Policies covering the use of paid benefit time are included in the Employee Handbook. Benefit accrual will stop effective with the start date of the unpaid leave.

Insurance Benefits While on Leave

Full-time employees' health, dental, and life insurance benefits will terminate 30 days after the start date of an unpaid leave of absence. Insurance benefits may be reinstated 30 days after the employee returns from the leave of absence, as long as the employee is eligible for insurance and accepted by the insurance plans available to library employees.

Health and dental insurance coverage may be continued under COBRA. Under COBRA employees are responsible for the entire monthly premium plus an administration fee. Details will be provided to Full-time employees taking a personal leave in excess of 30 days.

Pension Benefits While on Leave

Any employee in an IMRF covered position requesting an unpaid leave of absence should consider applying for an IMRF Benefit Protection Leave. Details will be provided to any IMRF employee taking an unpaid leave of absence.

Rolling Meadows Library

Employee Handbook

604 Military Leave

In compliance with the Illinois Service Member Employment and Reemployment Rights Act (ISERRA) and the federal Uniformed Services Employment and Reemployment Rights Act (USERRA), RML provides military leaves of absence to employees called to active duty. If there is a need for time off for a military related reason employees should contact the Executive Director or his/her designee.

Eligibility

Military leave is available immediately upon the employee's commencement of work with the Library.

Notification of the Need for Leave

Employees requiring military leave should submit a copy of their orders and a leave request to the Executive Director as soon as they become aware of the need for leave. Advance notice of military service is required unless military necessity prevents such notice or it is otherwise impossible or unreasonable.

Salary Continuation

An employee called to active duty or to fulfill their annual training commitment is entitled to receive his/her regular compensation. Annual paid Military Leave is available to employees for basic training and annual training. Paid leave is also available for special or advanced training which lasts up to 60 days. In compliance with the Illinois Military Leave of Absence Act, an employee on annual leave for special or advanced training longer than 60 days is no longer required to be paid by the library.

Seniority

An employee on military leave continues to accrue seniority at the same rate as if he/she continued working.

Family and Medical Leave Act Eligibility Requirements

Military leave time is, for Family and Medical Leave purposes, considered as work time and would count toward the 12 month Family and Medical Leave eligibility requirement.

Use and Accrual of Vacation Hours While on Leave

Any accrued vacation and personal hours are, at the employee's discretion, available for use with the leave start date. Employees returning from leave will be permitted to use any unused paid vacation and personal hours that had accrued before the beginning of the military leave.

Health Insurance

If the employee is on leave for 31 days or less, there is no change in insurance payment procedures or premiums paid. If the leave is longer than 31 days employees and their dependents are entitled to health insurance coverage as required under the current USERRA legislation and any applicable state statutes, at the employee's expense. The rate paid cannot exceed 102% of the group premium paid by employees not on leave. Upon reemployment, the employee and his or her family may reenter the employer's health plan without a waiting period, subject to the terms of the insurance carrier.

Rolling Meadows Library Employee Handbook

604 Military Leave (Continued)

IMRF and Paid Military Leave

Your IMRF benefits will continue as long as RML continues to pay your salary. Payroll contributions to IMRF protect an employee's IMRF disability and death benefit coverage and IMRF service credit continues to accrue during paid leave.

For purposes of pension eligibility, upon return, no break in employment is considered to have occurred because of military service, no forfeiture of benefits already accrued is allowed, and there is no need for an employee to requalify for participation in the pension plan.

IMRF and Unpaid Military Leave

Military leaves of absence for basic training or advanced training that exceed the 60 day paid period could affect IMRF benefits. An employee on leave for basic or advanced training requiring more than 60 days away from work should complete IMRF form 6.32 requesting an IMRF Benefit Protection Leave *before the leave start date*. Information is available online at www.imrf.org.

Return to Work - Use and Accrual of Vacation Hours

While vacation and personal hours do not accrue during any unpaid leave of absence, upon return to work from a military leave the employee is entitled to begin earning vacation and personal hours at the rate that would be in effect if the employee had never been on the military leave.

Return to Work – Employer Notification

The amount of time a returning employee has to reapply for work depends on how long he or she was away on duty. Employees who serve for 31 to 180 days must apply for reinstatement within 14 days of the end of service. Individuals who serve for 30 days or less have no protected period and are required to return to work at the start of the next regularly scheduled workday following eight hours of their return home.

These time limits may be extended for up to two years if an individual is hospitalized or convalescing from an injury caused by active duty. RML is not required to reemploy a returning individual whose employment before military service was for a brief, non-recurrent period, with no reasonable expectation that it would continue indefinitely.

An employee who serves 90 days or less must be reemployed in a position that he or she would have attained if continuously employed. If not qualified for that position, the employee must be reemployed in the position he or she left. An employee who serves 91 days or more would be offered a position of like seniority, status, and pay. If the employee was not qualified for a similar job, then they must be reemployed in any other position of lesser status and pay for which they are qualified. In any case, the employee's seniority would not be affected from the time away on military leave.

If, prior to leaving for military service, an employee knowingly provides written notice of an intent not to return to work after military service, the employee waives entitlement to leave of absence rights and benefits not based on seniority.

Rolling Meadows Library

Employee Handbook

605 Illinois Family and Military Leave Act-MOVED 607

RML will grant employees an unpaid leave of absence in accordance with the provisions listed in the Illinois Family and Military Leave Act.

Up to 30 days of unpaid leave is available during the time the federal or state deployment orders are in effect if the military service will last 30 days or longer. Unpaid time may be requested by a spouse, parent, adult child, or grandparent of a person called to military service by either the State of Illinois or the United States, as ordered by the Governor or President.

Eligibility

To be eligible for this leave, employees must have worked at RML for at least twelve consecutive months immediately preceding the leave request and worked at least 1250 hours (including paid benefit hours used) during that twelve month period.

Notification of the Need for Leave

An Illinois Family and Military Leave request should be made to the Executive Director at least 14 days before the leave start date. A request for a leave of 5 consecutive days or less should be made as soon as the need for leave is known. The employee may be required to present proof from the proper military authority to ensure eligibility. This leave is only available to employees who have exhausted all accrued vacation leave, personal leave, and any other applicable leave except sick leave or disability leave.

Taking Illinois Family Military Leave will not result in the loss of any employee benefit accrued before the leave start date.

Health Insurance

The terms and conditions of insurance coverage shall continue on the same terms during a Family and Military Leave as if the employee continued to work. If the employee's payroll deductions are inadequate to cover the premium payment, RML will pay the difference. The employee is required to reimburse the library, within a reasonable period of time following their return to work, for any employee contribution paid by the library while the employee was on Family and Military Leave.

Return to Work

Upon return to work, the employee shall be restored to the position held before the leave, or to a position with equivalent seniority, benefits, and pay. If the employee is not restored, it must be for conditions unrelated to the Illinois Family and Military Leave.

Rolling Meadows Library Employee Handbook

606 Pregnancy-Related Absences

RML will not discriminate against any employee who requests an excused absence for medical disabilities associated with pregnancy. Such leave requests will be evaluated according to all applicable federal and state laws and the medical leave policy provisions outlined in this handbook (see Family and Medical Leave and Disability Leave policies for additional information).

Requests for time off associated with pregnancy and/or childbirth, such as bonding and child care, not related to medical disabilities for those conditions, will be considered in the same manner as other requests for unpaid family or personal leave.

All requests for pregnancy-related absences must be submitted to the Executive Director in writing.

Rolling Meadows Library Employee Handbook

607 Victims' Economic Security and Safety Act (VESSA) Leave

In compliance with the Illinois Victims' Economic Security and Safety Act (VESSA), RML provides unpaid leaves of absence of up to 12 weeks, in a rolling 12 month period, to any employee who requests time off from work duties for any of the following reasons:

- A. Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic, sexual, gender violence or any other crime of violence to the employee or the employee's family or household member;
- B. Obtaining services from a victim services organization for the employee or the employee's family or household member;
- C. Obtaining psychological or other counseling for the employee or the employee's family or household member;
- D. Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee's family or household member from future domestic, sexual, gender violence, any other crime of violence, or ensuring economic security;
- E. Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's family or household member, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic, sexual, or gender violence or any other crime of violence.

Domestic or sexual violence means domestic violence, sexual assault, gender violence or stalking. Family or Household means – a spouse or party to a civil union, parent, grandparent, child, grandchild, sibling, or any other person related by blood or by present or prior marriage or civil union, other person who shares a relationship through a child, or any other individual whose close association with the employee is the equivalent of a family relationship as determined by the employee, and persons jointly residing in the same household.

Parent means- biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a child. Son or daughter means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is under 18 years of age, or is 18 years of age or older and incapable of self-care because of a mental or physical disability.

Applying for Leave

Employees should provide as much notice as is practicable, and if possible, a written request for a VESSA leave should be made to the Executive Director at least 48 hours in advance of foreseeable events and as soon as possible for unforeseeable events.

Certification

It will be requested that the employee submit certification demonstrating the need for a VESSA leave. The certification should be provided by the employee as soon as reasonably possible.

The certification requirement may be satisfied by the submission of a sworn statement from the employee and one of the following:

- Documentation from a victim services organization, attorney, clergy, or medical or other professional from whom the employee or the family/household member has sought assistance from in addressing domestic, sexual, gender violence or crime of violence and/or its effects;
- A police or court record; or
- Other corroborating evidence.

All information and documentation related to the employee's need for the leave pursuant to this policy will be held in strict confidence and will only be disclosed as required/permitted by law.

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Employee Handbook

607 Victims' Economic Security and Safety Act (VESSA) Leave (Continued)

Certification Continued

Employees may request up to a maximum of 12 workweeks of VESSA leave within any 12 month period. A “workweek” shall be defined as the number of hours an employee is expected to work in one week, as noted, in the employee’s personnel file. The 12 month period is determined by using a “rolling calendar”; 12 weeks would be available in any 12 month period counted back from the requested leave start date. Each time an employee takes a VESSA leave, any balance of the 12 weeks which has not been used during the immediately preceding 12 months is available to the employee, with approval. If the need for the leave also qualifies as a Family and Medical Leave (FMLA), the FMLA leave will run concurrently with the leave taken pursuant to this policy, such that the total amount of unpaid leave for which an employee will be eligible in one year may not exceed the 12 week maximum limit.

Intermittent and Reduced Schedule

Under the Victim’s Economic Security and Safety Act requirements, RML also provides employees with the option of an intermittent or reduced schedule VESSA leave of absence. The employer and employee shall attempt to work out a schedule that meets the employee’s needs without unduly disrupting the employer’s operations.

Use and Accrual of Paid Benefits While on Leave

The employee may choose to use any earned paid benefits available at the leave start date. Benefit hours will continue to accrue during any portion of the leave the employee is receiving compensation from the Library. While benefit hours accrued during the leave cannot be used during the leave of absence, they will become available for use when the employee returns to work. Benefit accrual will stop when the employee is no longer receiving compensation from the Library.

Insurance Benefits While on Leave

The terms and conditions of insurance coverage shall continue on the same terms during a VESSA Leave as if the employee continued to work. If applicable paid benefits are exhausted and VESSA continues unpaid, monthly insurance premiums will continue to be paid by the Library. Upon return to work the employee will pay, through payroll deduction, any employee insurance contributions paid by RML for the unpaid Leave period.

Return to Work

To allow the library to prepare work schedules and adjust staffing, an employee on VESSA leave is requested to provide RML with at least two weeks advance written notice of the date the employee intends to return to work. If the employee takes the leave because of their own medical condition, the employee may be required to provide medical certification that they are fit to resume work.

When a VESSA leave ends, job reinstatement is subject to the terms of the Victims' Economic Security and Safety Act. In general, the employee will be reinstated to the same position, if it is available, or to an equivalent available position for which the employee is qualified.

Should you wish to request a reasonable accommodation pursuant to this policy, the employee should contact the Executive Director. Under the provisions of this Act, no employee will be disciplined or discharged because the workplace is disrupted or threatened by the actions of a person who has committed or threatened domestic or sexual violence against the employee or the employee's family or household member.

Rolling Meadows Library

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608 Employee Blood Donation Leave

RML will grant eligible employees paid leave in accordance with the provisions listed in the Illinois Employee Blood Donation Leave Act.

Illinois Employee Blood Donation Leave is available to Full-time RML employees who have been employed by the Library for six consecutive months immediately preceding the leave request.

An eligible employee may take up to one hour of paid time every 56 days to donate blood.

An eligible employee requesting leave to donate blood platelets may take up to two hours of paid leave time no more than 24 times in a 12 month period.

An employee requesting paid time covered by the Illinois Employee Blood Donation Leave Act must receive approval from their Department Director and schedule the leave so as not to unduly disrupt Library business.

Rolling Meadows Library

Employee Handbook

701 Employee Conduct and Work Rules

To ensure orderly operations and provide the best possible work environment, RML expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization.

It is not possible to list all the forms of behavior that are considered unacceptable in the workplace. The following are examples of infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment:

- Theft or inappropriate removal or possession of property
- Falsification of timekeeping records
- Working under the influence of alcohol or illegal drugs
- Fighting or threatening violence in the workplace
- Sexual or other unlawful harassment
- Possession of dangerous or unauthorized materials, such as explosives or firearms, in the workplace
- Excessive absenteeism or any absence without notice
- Unauthorized use of telephones, mail system, or other employer-owned equipment
- Violation of personnel policies

Employees should notify Library Management or any member of the RML Board if there is a concern regarding employee conduct so that the matter can be dealt with in a timely and confidential manner.

Employment with RML is at the mutual consent of RML and the employee, and either party may terminate that relationship at any time, with or without cause, and with or without advance notice.

Rolling Meadows Library

Employee Handbook

702 Drug and Alcohol Use

It is RML's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

While on RML premises and while conducting business-related activities off RML premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol, marijuana or illegal drugs. The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

Employees with questions or concerns about substance dependency or abuse are encouraged to use the resources of the Employee Assistance Program. They may also wish to discuss these matters with their Department Director, the Administrative Services Coordinator, or the Executive Director to receive assistance or referrals to appropriate resources in the community.

Employees with drug or alcohol problems may request approval to take unpaid time off to participate in a rehabilitation or treatment program. Leave may be granted if granting the leave will not cause RML any undue hardship.

Employees with questions on this policy should raise their concerns with their Department Director, the Administrative Services Coordinator, or the Executive Director without fear of reprisal.

Rolling Meadows Library Employee Handbook

703 ~~Sexual and Other Unlawful Harassment~~ Discrimination and Harassment

RML is committed to providing a work environment that is free of **all forms** of discrimination and **unlawful** harassment. Actions, words, jokes, or comments by an employee, patron, or other visitor to RML based on actual or perceived race (and traits associated with race, including, but not limited to, hair texture and protected hairstyles), color, national origin, ancestry, citizenship status, work authorization status, age, religion, marital status, disability, gender, pregnancy, sexual orientation, gender identity, military or veteran status, order of protection status, genetic information, or any other category protected by applicable law, are prohibited.

~~an individual's race, ethnicity, color, religion, sex, sexual orientation, health condition, national origin, age, disability, or any other legally protected characteristic will not be tolerated. As an example, sexual harassment (both overt and subtle) is a form of employee misconduct that is demeaning to another person, undermines the integrity of the employment relationship, and is strictly prohibited.~~

Any employee who believes that they have been subject to sexual or any other type of harassment or discrimination, or who has witnessed harassment or discrimination, should ~~submit a complaint~~ report of the incident promptly to their Department Director, Executive Director, Administrative Services Coordinator, or any other member of Library Management. ~~Any employee who wants to report an incident of sexual or other unlawful harassment should promptly report the matter to his or her Department Director. If the Department Director is unavailable or the employee believes it would be inappropriate to contact that person, the employee should immediately contact the Executive Director, Board President, the Administrative Services Coordinator, or any other member of the Board or management.~~

Employees can raise concerns and make reports without fear of reprisal as per the protections afforded under the Illinois Whistleblower Act and the Illinois Human Rights Act.

The purpose of this policy is to establish prompt, thorough and effective procedures for responding to every complaint and incident so that problems can be identified and remedied internally. However Employees also have the right to contact the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC) for information regarding filing a formal complaint with those entities. An IDHR complaint must be filed within 180 days of the alleged incident(s) unless it is a continuing offense. A complaint with the EEOC must be filed within 300 days.

Contact Information:

Illinois Department of Human Rights (IDHR)

- Chicago: 312-814-6200 or 800-662-3942; TTY: 866-740-3953
- Springfield: 217-785-5100; TTY: 866-740-3953
- Marion: 618-993-7463; TTY: 866-740-3953

Illinois Human Rights Commission (IHRC)

- Chicago: 312-814-6269; TTY: 312-814-4760
- Springfield: 217-785-4350; TTY: 217-557-1500

United States Equal Employment Opportunity Commission (EEOC)

Chicago: 800-669-4000; TTY: 800-869-8001

Any member of the ~~Library Board or~~ Library management who becomes aware of possible ~~sexual or other unlawful discrimination or harassment~~ should promptly advise the Executive Director, ~~Library Board President,~~ or the Administrative Services Coordinator so that the matter can be dealt with in a timely and confidential manner.

Anyone engaging in ~~any form of discrimination or harassment~~ ~~sexual or other unlawful harassment~~ will be subject to disciplinary action, up to and including termination of employment.

Anyone knowingly making a false report of ~~discrimination or harassment~~ ~~sexual or other unlawful harassment~~ will be subject to disciplinary action, up to and including termination of employment.

Rolling Meadows Library Employee Handbook

704 Attendance and Punctuality

To maintain a safe and productive work environment, RML expects employees to be reliable and to be punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on RML. In the rare instances when employees cannot avoid being late to work or are unable to work as scheduled, they should notify their Department Director as soon as possible in advance of the anticipated tardiness or absence.

Poor attendance and excessive tardiness are disruptive. Either may lead to disciplinary action, up to and including termination of employment.

Rolling Meadows Library

Employee Handbook

705 Personal Appearance

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the public image RML presents to patrons and visitors. Library staff should wear clothing that will communicate professionalism.

During business hours, employees are expected to present a clean and neat appearance and to dress according to the requirements of their positions. Employees who appear for work inappropriately dressed may be sent home and directed to return to work in proper attire. Under such circumstances, employees may or may not be compensated for the time away from work.

Consult your Department Director or the Executive Director if you have questions as to what constitutes appropriate attire.

Rolling Meadows Library Employee Handbook

706 Return of Property

Employees are responsible for all RML property, materials, or written information issued to them or in their possession or control. Employees must return all RML property immediately upon request or upon termination of employment.

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707 Resignation

Resignation is a voluntary act initiated by the employee to terminate employment with RML. Although advance notice is not required, RML requests at least 2 weeks' written notice of resignation from non-exempt employees and 4 weeks notice from exempt employees and Department Directors.

Rolling Meadows Library Employee Handbook

708 Security Inspections

RML wishes to maintain a work environment that is free of illegal drugs, alcohol, marijuana, firearms, explosives, or other improper materials. To this end, RML prohibits the possession, transfer, sale, or use of such materials on its premises. RML requires the cooperation of all employees in administering this policy.

Desks, lockers, electronic equipment (including computers), and other storage devices may be provided for the convenience of employees but remain the sole property of RML. Accordingly, they, as well as any articles found within them, can be inspected by any agent or representative of RML at any time, either with or without prior notice.

Rolling Meadows Library Employee Handbook

709 Solicitation, Canvassing, & Peddling

In an effort to ensure a productive and harmonious work environment, persons not employed by RML may not solicit or distribute literature in the workplace without the approval of the Executive Director.

Employee rules regarding solicitation, canvassing, & peddling are subject to the library policy dealing with these issues.

The posting of solicitations on the staff bulletin boards, via e-mail, social media, or on the staff web page requires prior approval of the Executive Director or his/her designee. If employees have a message of interest to the workplace, they may submit it to the Executive Director for approval to post.

For additional information see **Policy 501-510, Electronic Information Systems**.

Rolling Meadows Library Employee Handbook

710 ~~Disciplinary Procedures~~ Progressive Discipline

The purpose of this policy is to state RML's position on administering equitable and consistent discipline for unsatisfactory conduct in the workplace.

RML's own best interest lies in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform, and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Although employment with RML is based on mutual consent and both the employee and RML have the right to terminate employment at will, with or without cause or advance notice, RML may use progressive discipline at its discretion.

Disciplinary action may call for any of the following:

- verbal warning,
- written warning,
- suspension or termination of employment.

Depending on the severity of the problem and the number of occurrences there may be circumstances when one or more steps are bypassed.

Progressive Discipline Where Possible

Progressive discipline means that with respect to most disciplinary problems, these steps will normally be followed: a first offense may call for a verbal warning; the next occurrence of the same or related offense may be followed by a written warning; the third occurrence of the same or related offense may lead to a suspension or termination of employment. The Executive Director may decide to repeat any of the stages listed above. By using progressive discipline, we hope that most employee problems can be corrected at an early stage, benefiting both the employee and RML.

Written warnings will be signed by the Executive Director and the Department Director before being added to the employee's file. The employee will also be asked to sign the warning before it is added to his/her personnel file. The employee's signature simply indicates that he or she has read the warning. The employee may submit his/her own written statement to be added to the personnel file.

Exceptions to Progressive Discipline

RML recognizes that there are certain types of behavior that are serious enough to justify either a suspension, or, in extreme situations, termination of employment, without going through the usual progressive discipline steps.

Examples of such behavior include, but are not limited to, acts or omissions which:

- constitute gross insubordination,
- endanger the health and safety of others,
- significantly disrupt Library operations, or
- pose a significant threat to Library property.

Rolling Meadows Library Employee Handbook

Terminations

Terminations will not be carried out by the Executive Director without consultation with the Library Board President and Chairperson of the Personnel Committee; however, the final decision on termination rests solely with the Executive Director.

An employee may appeal his/her termination in writing to the Library Board. An employee's appeal must be presented in writing, addressed to the Board President, and must be postmarked no later than two weeks after the date of termination. There are no provisions in the appeal process for the employee to appear before the Board. After the Board has reviewed the employee's written appeal, it may then choose to grant or deny the relief requested in the appeal or to grant some other relief.

Rolling Meadows Library Employee Handbook

711 Political Activity While At Work Or On Duty

It is vital that patrons know that their requests for information will be filled in a thorough, professional, and non-partisan manner. If their trust in the Library as a politically neutral institution is ever shaken, its mission as a place for free intellectual inquiry will be seriously jeopardized. Partisan political activity in a workplace can also disrupt operations by creating dissension. Therefore, RML employees may not engage in political activity while at work or on duty.

The **Local Governmental Employees Political Rights Act (50 ILCS 135 et. Seq.)** reads in pertinent part, “No employee of a unit of local government or school district may... (ii) engage in political activities while at work or on duty”.

Prohibited political activity by Library employees while at work or on duty includes the display of political items supporting or opposing legislation, a candidate for office, view, belief, or position. Such items include, but are not limited to: pictures, signs, stickers, badges, buttons, banners, and articles of clothing—but do not include bumper stickers on personal vehicles. All areas of Library property are included in this prohibition. This prohibition also extends to all activity outside of Library property while the employee is at work or on duty. Employees are not allowed to state or imply that their views represent those of the Rolling Meadows Library. This extends to all forms of communication including the use of social media.

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801 Life-Threatening Illnesses in the Workplace

Employees with life-threatening illnesses, such as cancer, heart disease, and HIV / AIDS, often wish to continue their normal pursuits, including work, to the extent allowed by their condition. RML supports these endeavors as long as employees are able to meet acceptable performance standards. As in the case of other disabilities, RML will make reasonable accommodations in accordance with all legal requirements, to allow qualified employees with life-threatening illnesses to perform the essential functions of their jobs.

Medical information on individual employees is treated confidentially. RML will take reasonable precautions to protect such information from inappropriate disclosure. Department Directors and other employees have a responsibility to respect and maintain the confidentiality of employee medical information. Anyone inappropriately disclosing such information is subject to disciplinary action, up to and including termination of employment.

Employees with questions or concerns about life-threatening illnesses are encouraged to contact the Executive Director or RML's Employee Assistance Program for information and referral to appropriate services and resources.

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802 Bloodborne Pathogens

While normal library operations are not likely to involve circumstances exposing employees or users to bloodborne pathogens, the Rolling Meadows Library complies with Illinois Department of Labor regulations and therefore the federal Occupational Safety and Health Administration regulations relating to occupational exposures to bloodborne pathogens that have been incorporated by administrative actions.

A. Exposure Determination:

No particular job classification of the Library has occupational exposure (meaning “reasonably anticipated...contact with blood or other potentially infectious materials that may result from the performance of an employee’s duties”), however, emergencies may occur with staff or patrons, particularly youth or elderly patrons, to which library employees in all classifications may be called upon to respond with assistance. Or emergencies with “out of control” individuals (e.g. biting, spitting, etc.) could present an individual threat.

B. Universal Precautions:

All potential circumstances of exposure must be taken into account by the Library and its employees to protect against exposures. Hepatitis B (HBV), human immunodeficiency virus (HIV), and other bloodborne pathogens found in human blood and other bodily fluids cause life-threatening diseases. In emergency or other such circumstances, when contact with blood or other potentially infectious materials may result, the Library’s approach to infection control requires all human blood and body fluids to be treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens. Engineering and work practice controls shall be used to eliminate or minimize employee exposures, and if a possibility of exposure remains, personal protective equipment shall also be used.

C. Exposure Control Plan:

At any time within the Library environment that human blood, human bodily fluids, or other potentially infectious materials are presented, the area contaminated shall be immediately cordoned off and quarantined, even if the entire library must be closed to accomplish this completely. Personal protection clothing, such as gloves, gowns, masks, etc., shall be provided and used in the cleanup and safe disposal of contaminated waste such as diapers and blood-tinged materials (i.e. Band-Aids, gauze, cotton, clothing, etc.). ***Needles should be disposed in a Sharps container.*** Containers are located at the Reference Desk, Welcome Desk, and Youth Department.

C. Exposure Control Plan (continued):

If advisable, a professional hazardous/contaminated cleanup firm shall be contacted and retained for complete cleanup and decontamination. The quarantine shall be effective until complete cleanup and disposal is obtained. Hand-washing facilities are provided by the Library and must be used by the employees as soon as feasible, including following the removal of personal protective equipment. A complete record of all incidents, exposures, cleanup, and disposals shall be kept as required by the regulations.

Rolling Meadows Library Employee Handbook

802 Bloodborne Pathogens (Continued)

D. Training and Immunizations:

The Library shall provide directly or through System, State, or associational programs, annual in-service training/educational programs for all affected employees. Any employee who has an occupational exposure shall be offered, at no charge, the Hepatitis B vaccine series, in accordance with the regulations. Following the report of an exposure incident, the Library will make immediately available to the exposed employee or employees a confidential medical evaluation and follow-up as provided in the regulations.

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803 Whistleblower Policy

A whistleblower as defined by this policy is an employee or contractor of the Rolling Meadows Library who reports an activity that he/she considers to be illegal or dishonest to one or more of the members of the Library Management or Board. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If an employee/contractor has knowledge of or a concern of illegal or dishonest fraudulent activity, they should promptly report the matter to RML's Auditing Official, the Executive Director. In the event that individual is the subject of the complaint and/or not available, the employee should immediately contact, the Board President, the Administrative Services Coordinator, or any other member of the Board or Library management. In order to qualify for the protections under this law, an employee/contractor must submit a written report of the improper government action. Confidentiality of the individual making the complaint, as well as any witnesses, will be respected to the extent permitted by law.

Under this law employees/contractors are given protection against retaliation for:

- Reporting an improper governmental action pursuant to this policy;
- Cooperating with an investigation by an auditing official related to a report of improper governmental action; or,
- Testifying in a proceeding or prosecution arising out of an improper governmental action.

This protection includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as denial of adequate staff to perform duties; frequent staff changes; frequent and undesirable office changes; refusal to assign meaningful work; unsubstantiated letters of reprimand or unsatisfactory performance evaluations; demotion; reduction in pay; denial of promotion; transfer or reassignment; suspension or dismissal; or other disciplinary action made because of an employee's protected activity under this policy. Any whistleblower who believes he/she is being retaliated against should contact the Auditor, or his/her designee, immediately. Reports of retaliation must be made in writing and within 60 (sixty) days of learning of the retaliatory action. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal and dishonest activities pursuant to this policy must be made in writing and will be promptly investigated. Upon completion of the investigation, the Complainant and Respondent will be notified that the investigation has ended, and the decision made. This notification may take place orally or in writing. If the Auditor, or his/her designee, determines this policy has been violated, the Board will be notified. Remedies and discipline for policy violations will be in accordance with applicable law.

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LOCAL GOVERNMENT

(50 ILCS 105/) Public Officer Prohibited Activities Act.

(50 ILCS 105/4.1) (This Section may contain text from a Public Act with a delayed effective date)

Sec. 4.1. Retaliation against a whistleblower.

(a) It is prohibited for a unit of local government, any agent or representative of a unit of local government, or another employee to retaliate against an employee or contractor who:

- (1) reports an improper governmental action under this Section;
- (2) cooperates with an investigation by an auditing official related to a report of improper governmental action; or
- (3) testifies in a proceeding or prosecution arising out of an improper governmental action.

(b) To invoke the protections of this Section, an employee shall make a written report of improper governmental action to the appropriate auditing official. An employee who believes he or she has been retaliated against in violation of this Section must submit a written report to the auditing official within 60 days of gaining knowledge of the retaliatory action. If the auditing official is the individual doing the improper governmental action, then a report under this subsection may be submitted to any State's Attorney.

(c) Each auditing official shall establish written processes and procedures for managing complaints filed under this Section, and each auditing official shall investigate and dispose of reports of improper governmental action in accordance with these processes and procedures. If an auditing official concludes that an improper governmental action has taken place or concludes that the relevant unit of local government, department, agency, or supervisory officials have hindered the auditing official's investigation into the report, the auditing official shall notify in writing the chief executive of the unit of local government and any other individual or entity the auditing official deems necessary in the circumstances.

(d) An auditing official may transfer a report of improper governmental action to another auditing official for investigation if an auditing official deems it appropriate, including, but not limited to, the appropriate State's Attorney.

(e) To the extent allowed by law, the identity of an employee reporting information about an improper governmental action shall be kept confidential unless the employee waives confidentiality in writing. Auditing officials may take reasonable measures to protect employees who reasonably believe they may be subject to bodily harm for reporting improper government action.

(f) The following remedies are available to employees subjected to adverse actions for reporting improper government action:

(1) Auditing officials may reinstate, reimburse for lost wages or expenses incurred, promote, or provide some other form of restitution.

(2) In instances where an auditing official determines that restitution will not suffice, the auditing official may make his or her investigation findings available for the purposes of aiding in that employee or the employee's attorney's effort to make the employee whole.

(g) A person who engages in prohibited retaliatory action under subsection (a) is subject to the following penalties: a fine of no less than \$500 and no more than \$5,000, suspension without pay, demotion, discharge, civil or criminal prosecution, or any combination of these penalties, as appropriate.

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(h) Every employee shall receive a written summary or a complete copy of this Section upon commencement of employment and at least once each year of employment. At the same time, the employee shall also receive a copy of the written processes and procedures for reporting improper governmental actions from the applicable auditing official.

(i) As used in this Section:

"Auditing official" means any elected, appointed, or hired individual, by whatever name, in a unit of local government whose duties are similar to, but not limited to, receiving, registering, and investigating complaints and information concerning misconduct, inefficiency, and waste within the unit of local government; investigating the performance of officers, employees, functions, and programs; and promoting economy, efficiency, effectiveness and integrity in the administration of the programs and operations of the municipality. If a unit of local government does not have an "auditing official", the "auditing official" shall be a State's Attorney of the county in which the unit of local government is located within.

"Employee" means anyone employed by a unit of local government, whether in a permanent or temporary position, including full-time, part-time, and intermittent workers. "Employee" also includes members of appointed boards or commissions, whether or not paid. "Employee" also includes persons who have been terminated because of any report or complaint submitted under this Section.

"Improper governmental action" means any action by a unit of local government employee, an appointed member of a board, commission, or committee, or an elected official of the unit of local government that is undertaken in violation of a federal, State, or unit of local government law or rule; is an abuse of authority; violates the public's trust or expectation of his or her conduct; is of substantial and specific danger to the public's health or safety; or is a gross waste of public funds. The action need not be within the scope of the employee's, elected official's, board member's, commission member's, or committee member's official duties to be subject to a claim of "improper governmental action". "Improper governmental action" does not include a unit of local government personnel actions, including, but not limited to employee grievances, complaints, appointments, promotions, transfers, assignments, reassignments, reinstatements, restorations, reemployment, performance evaluations, reductions in pay, dismissals, suspensions, demotions, reprimands, or violations of collective bargaining agreements, except to the extent that the action amounts to retaliation.

"Retaliate", "retaliation", or "retaliatory action" means any adverse change in an employee's employment status or the terms and conditions of employment that results from an employee's protected activity under this Section. "Retaliatory action" includes, but is not limited to, denial of adequate staff to perform duties; frequent staff changes; frequent and undesirable office changes; refusal to assign meaningful work; unsubstantiated letters of reprimand or unsatisfactory performance evaluations; demotion; reduction in pay; denial of promotion; transfer or reassignment; suspension or dismissal; or other disciplinary action made because of an employee's protected activity under this Section.

(Source: P.A. 101-652, eff. 7-1-21.)

Rolling Meadows Library

Employee Handbook

APPENDIX:

United States Department of Labor: Wage and Hour Division

FMLA Fact Sheets: https://www.dol.gov/whd/fmla/fact_sheets.htm

- **Fact Sheet #28:** The Family and Medical Leave Act of 1993 (PDF)
<https://www.dol.gov/whd/regs/compliance/whdfs28.pdf>
- **Fact Sheet #28A:** Employee Protections under the Family and Medical Leave Act (PDF)
<https://www.dol.gov/whd/regs/compliance/whdfs28a.pdf>
- **Fact Sheet #28B:** FMLA leave for birth, bonding, or to care for a child with a serious health condition on the basis of an "in loco parentis" relationship (PDF)
<https://www.dol.gov/whd/regs/compliance/whdfs28B.pdf>
- **Fact Sheet #28C:** FMLA leave to care for a parent with a serious health condition on the basis of an "in loco parentis" relationship (PDF)
<https://www.dol.gov/whd/regs/compliance/whdfs28C.pdf>

Illinois School Visitation Rights Leave Act:

<https://www2.illinois.gov/idol/faqs/pages/school-visitation-rights.aspx>

Illinois Service Member Employment and Reemployment Rights Act (ISERRA)

<https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=3912&ChapterID=33>

Uniformed Services Employment and Reemployment Act (USERRA):

https://www.dol.gov/vets/programs/userra/userra_fs.htm

Illinois Victims' Economic Security and Safety Act (VESSA):

https://www2.illinois.gov/idol/laws-rules/eow/documents/vessa_fs.pdf

Illinois Family and Military Leave Act:

<http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2734&ChapterID=68>

Illinois Employee Blood Donation Leave Act:

<http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2700&ChapterID=68>

Local Governmental Employees Political Rights Act:

<http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=696&ChapterID=11>

Illinois Whistleblower Act:

<http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2495&ChapterID=57>

- Retaliation Against A Whistleblower (Section 4.1)
<https://www.ilga.gov/legislation/publicacts/101/PDF/101-0652.pdf>

Illinois Human Rights Act

<http://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2266&ChapterID=64>

- **Illinois Department of Human Rights (IDHR)** Chicago: 312-814-6200 -Chicago TTY: 866-740-3953 Springfield: 217-785-5100 -Springfield TTY: 866-740-3953
- **Illinois Human Rights Commission (IHRC)** Chicago: 312-814-6269 -Chicago TTY: 312-814-4760 Springfield: 217-785-4350 Springfield TTY: 217-557-1500
- **United States Equal Employment Opportunity Commission (EEOC)** Chicago: 800-669-4000 Chicago TTY: 800-669-6820