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20 October 2017

TO: RAILS Board of Directors

FROM: Dee Brennan

SUBJECT: Retroactive Paid Family Leave Policy

To ensure equitable implementation of the new Paid Family Leave Policy, I am asking the Board to approve making its implementation retroactive to July 1, 2017.

The new policy provides an important new benefit for staff. I do not want its implementation to be or appear to be in any way arbitrary. Using the official starting date of our fiscal year as the official implementation and eligibility date for paid family leave helps to ensure that the policy applies to staff as fairly as possible.