

Overview of changes to NRC Policies and Procedures Handbook for 2023-2024

1. **Conflict of Interest Training- Page-32**

All training as well as summary is all completed online now through the Massachusetts State Ethics Commission. All employees' participation will be tracked through the Commission as well and reported to the Collaborative.

2. Title IX Coordinator is now Marie Grable-Page-42

3. **Bullying Prevention and Intervention Plan-Page-48**

Updated per Mass General Laws

4. **Bereavement Leave-Page-70**

All permanent employees shall be entitled to up to **three (3)-consecutive days** of paid leave following the death of an employee's spouse, child, stepchild, son-in-law, daughter-in-law, parent, parent-in-law, sibling, grandparent, grandchild or member of the immediate household of the employee.

5. **Sick Leave Policy-Page-66**

Changes made to family sick: additional 15 days approved by the Executive Director

6. **Health Insurance for Retirees-Page-82**

"Eligible employees are those who are enrolled in an NRC health insurance plan at the effective date of their retirement, and who are eligible for and receiving a retirement allowance in accordance with the provisions of M.G.L. c. 32B." Prior to the change there was a 10 year vestment rule to participate in the Health Insurance Retirees Trust.