



Montgomery County

Actions against Cancer

Mission: Our people are made of something stronger; we are stronger together.

Rationale: Montgomery County, New York in conjunction Cancer Prevention in Action (CPIA) is committed to being a leader in New York State and is taking actions against cancer by implementing cancer prevention policies to encourage and support employees to have a work/ life balance and create a measurable employee wellness benefit. Cancer screening exams can detect cancers early, when they are most easily treated. Early detections can lead to better health outcomes and save lives. In addition, Cancer screenings can improve workforce health.

1. Cancer Prevention Policy: Paid Time Off for Cancer Screening Benefit.

Montgomery County has implemented a Paid Time off Cancer Screening Benefit for all employees to receive a total of 8 hours (2 four hour banks). The additional 4 hours of leave time which is not to be used in conjunction with the original entitlement but for a separate screening will begin on *October 1, 2022*. Employees are entitled to this benefit for Cancer Screenings scheduled during the employee's regular work hours. Paid leave for cancer screenings is not cumulative and expires at the close of business on the last day of each calendar year. Employees may request the benefit in *one hour* increments to afford more time for multiple cancer screening exams each year if recommended by a healthcare provider. Employees must request this time off no later than *one week prior* to the exam and must provide written verification/ documentation from their health care provider/screening center. Details on the types of screening are not required and not sought for employee confidentiality. The time off request can be attached to the written verification and appended to the employee's timesheet.