

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION

BOARD POLICY NO. 505

SUBJECT: PAYMENT OF SICK LEAVE UPON RETIREMENT OR TERMINATION

I. OBJECTIVE

To outline the eligibility and entitlement of all regular employees in the payment of sick leave upon retirement or termination from GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION.

II. TYPE

There are two categories involved in the payment of sick leave upon retirement or termination of employment. They are outlined below:

A. NORMAL RETIREMENT

Normal retirement is defined as retirement of an employee who has reached age sixty two (62) or older. When this age is reached and he/she notifies the Cooperative in writing of his/her intent to retire and the effective date of such, then the employee will be advised of the sick leave options available. The retiree will stop accruing NRECA retirement benefits as of the effective date above. Options are:

1. Lump sum payment of sick leave or;
2. Weekly payment of sick leave until exhausted. Once this option is in effect it is not subject to change, except that in the event of death of the retiree, the remaining balance will be paid in a lump sum to a designated beneficiary. No additional sick leave is accrued for any month in which the retiree does not work.

C. TERMINATION OF EMPLOYMENT

Any employee having reached 60 years of age, or having worked for Grayson Rural Electric Cooperative Corporation for at least 30 years, will be eligible to receive the value of his/her accrued sick leave upon termination of employment. The accrued sick leave dollars will be paid in a lump sum on the date of termination.

III. APPLICATION

This policy applies to all employees, including management. Any provision of this policy that is more restrictive than those set out in the IBEW Working Agreement shall not apply to the Bargaining Unit Employees.

IV. RESPONSIBILITY

It shall be the responsibility of the President and CEO or his/her appointed designee to execute this policy.


Roger L. Trent, Chairman


Bill E. (Eddie) Martin, Secretary/Treasurer

Date Adopted: 11/18/77
Date Revised: 02/21/86
Minute Book Page: 1555
Date Revised: 01/25/91
Minute Book Page: 2000 - 2001
Date Revised: 01/24/97
Minute Book Page: 2847 - 2848
Date Revised: 03/27/98
Minute Book Page: 2990 - 2991
Date Reviewed: 05/26/04
Minute Book Page: 3612
Date Reaffirmed: 04/19/10
Minute Book Page: 4313
Date Revised: 04/22/13
Minute Book Page: 4682 - 4684

Bill E. Martin

Robert L. Stewart