

## **RESOLUTION NO. 95-2022**

### **RESOLUTION OF THE MONROE MUNICIPAL UTILITIES AUTHORITY REVISING AND AMENDING THE DRUGS AND ALCOHOL POLICY IN THE EMPLOYEE HANDBOOK AND THE POLICY AND PROCEDURE MANUAL**

**WHEREAS**, it is the Policy of the Monroe Municipal Utilities Authority to treat employees and prospective employees in a manner consistent with all applicable employment laws and regulations including, but not limited to Title VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972, the Age Discrimination in Employment Act, the Equal Pay for Equal Work Act, the Fair Labor Standards Act, the New Jersey Law Against Discrimination, the Americans with Disabilities Act, the Family and Medical Leave Act, the Conscientious Employee Protection Act, the Public Employee Occupational Safety and Health Act, (The New Jersey Civil Service Act,) the New Jersey Workers Compensation Act, the Federal Consolidated Omnibus budget Reconciliation Act (COBRA) and the Open Public Meeting Act; and

**WHEREAS**, the Monroe Municipal Utilities Authority has updated and amended the drugs and alcohol policy in the employee handbook and the Policy and Procedure Manual to ensure that employees and prospective employees are treated in a manner consistent with these laws and regulations.

**NOW, THEREBY, BE IT RESOLVED** by the Monroe Municipal Utilities Authority that the drugs and alcohol policy in the employee handbook and the Policy and Procedure Manual attached hereto is hereby adopted.

**BE IT FURTHER RESOLVED** that these personnel policies and procedures shall apply to all Monroe Municipal Utilities Authority officials, appointees, employees, volunteers, and independent contractors. In the event there is a conflict between these rules and any collective bargaining agreement, personnel services contract or Federal or State law, the terms and conditions of that contract or law shall prevail. In all other cases, these policies and procedures shall prevail.

**BE IT FURTHER RESOLVED** that the Employee Handbook and the Policy and Procedure Manual are intended to provide guidelines covering

public service by Monroe Municipal Utilities Authority employees and is not a contract. The provision of these manuals and handbooks may be amended and supplemented from time to time without notice and at the sole discretion of the Monroe Municipal Utilities Authority.

**BE IT FURTHER RESOLVED** that to the maximum extent permitted by law, employment practices for the Monroe Municipal Utilities Authority shall operate under the legal doctrine known as “employment at will.”

**BE IT FURTHER RESOLVED** that the Executive Director and all managerial/supervisory personnel are responsible for these employment practices. The General Counsel shall assist the Executive Director in the implementation of the policies and procedures in this manual.

**BE IT FURTHER RESOLVED** by the Board of Directors of the Monroe Municipal Utilities Authority that the revised and amended Drugs and Alcohol Policy in the Employee handbook shall be distributed to all current and future employees of the Monroe Municipal Utilities Authority in a timely fashion.

**THIS RESOLUTION** duly adopted at the meeting of the Monroe Municipal Utilities Authority held on Wednesday, October 19, 2022.

MONROE MUNICIPAL UTILITIES AUTHORITY

BY: \_\_\_\_\_  
Chairman

ATTEST: \_\_\_\_\_  
Asst. Secretary