

THE CITY OF SPRINGFIELD, MASSACHUSETTS

MAYOR MICHAEL J. ALBANO

EXECUTIVE ORDER

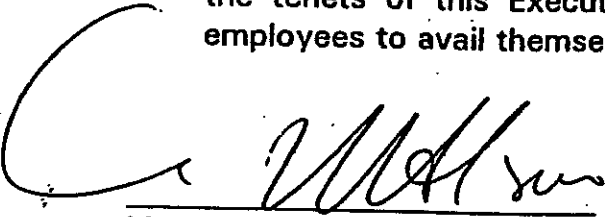
PRE-CANCER SCREENING FOR MUNICIPAL EMPLOYEES

- WHEREAS, It is the policy of the City of Springfield to promote and encourage the health and welfare of its municipal employees; and
- WHEREAS, Cancer is recognized as a major cause of death in adults in the Greater Springfield region; and
- WHEREAS, The city realizes the distinct advantages of regular pre-cancer screenings, as early detection is essential to the prevention of all forms of cancer; and
- WHEREAS, Springfield is fortunate to be the home to excellent medical facilities dedicated to the prevention and treatment of cancer and other illnesses; now

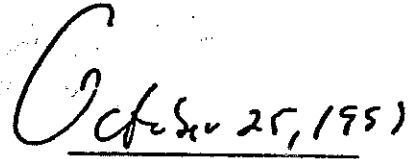
THEREFORE, I, Michael J. Albano, Mayor of the City of Springfield, by virtue of the authority vested in me as chief executive, do hereby order as follows:

- 1) This Executive Order will allow each city employee to use four hours of paid time on an annual basis for the purpose of undergoing pre-cancer screening. Such time will not be charged to sick, personal, or any other accrued time.
- 2) The types of cancer screening permitted under this Order are: Lung, Colon, Breast, Prostate, Skin, Thyroid, Lymph Nodes, Oral Cavity, Reproductive Organs, or any other form of cancer as deemed appropriate by the Springfield Health & Human Services Department for screening.

- 3) The Appointing Authority may require submission of medical documents verifying the employee's screening.
- 4) The four-hour period for screening cannot be taken in blocks of time, but rather must be taken at one instance.
- 5) This Executive Order shall be applicable to all non-union city employees and to unionized employees to the extent that its terms are adopted through collective bargaining.
- 6) I direct all department heads and appointing authorities to abide by the tenets of this Executive Order and to assist and encourage employees to avail themselves of this benefit.



Mayor Michael J. Albano



Dated

1997
Pre Cancer Screening