



## Policy Passed: The KCA Paid Time Off Cancer Screening Benefit

### Rationale:

Cancer Screening tests can find cancers early when they are most easily treated. Early detection can lead to better health outcomes and save lives. In addition, preventive cancer screenings can improve workforce health.

### Policy:

Back Barn Brewing Company is committed to support actions for our employees to prevent cancer. Before an employee is challenged with one of the hardest battles in their life, Back Barn Brewing Company has implemented:

**The KCA Paid Time Off Cancer Screening Benefit** for full time employees to receive eight hours paid time off annually to undergo a cancer screening exam for all cancers. Full time employees are entitled to paid time off for cancer screenings scheduled during the employees' regular work hours for the detection of all cancers. Paid Leave for Cancer Screening is not cumulative and expires at the close of business on the last day of each calendar year. Back Barn Brewing Company full time employees must request this time off one week prior to the exam and provide written verification from their health care provider which documents attendance at the screening. Detail on the type of screening is not required and not sought. The time off request can be attached to the written verification and appended to the employee's timesheet when submitted. This policy will be shared and promoted with full time employees to encourage the use of the benefit and the value of Back Barn Brewing Company employees.

**Policy Monitoring and Review:** Back Barn Brewing Company will evaluate and revise this policy on an annual basis.

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**Policy Implementation Date:** September 1, 2021