

RESOLUTION

At a regular meeting of the Town Board of the Town of Union, Broome County New York, duly called and held at the Town Office Building, 3111 East Main Street, Endwell, New York, on the 15th day of July, 2015 at 7:30 o'clock P.M. of said day, the following were:

PRESENT: Supervisor Rose A. Sotak
Councilman Thomas R. Augostini
Councilman Leonard J. Perfetti
Councilman Frank Bertoni
Councilman Robert Mack

ABSENT: None

The Resolution set forth below was duly offered by Councilperson Bertoni who moved its adoption and was seconded by Councilperson Mack.

A vote was then taken upon the Motion for the adoption of said Resolution, which resulted as follows:

AYES: All
NAYS: None
ABSENT: None

The Resolution was then declared adopted.

Gail L. Springer
Gail L. Springer,
Town Clerk

RESOLUTION:

WHEREAS, it was recommended that the Town Board adopt the Affirmative Action Plan for the NY Rising CDBG-DR funding as part of the New York Rising Program; and

NOW, THEREFORE, be it

RESOLVED, that the Affirmative Action Plan for the NY Rising CDBG-DR funding as part of the New York Rising Program is hereby approved; and be it further

RESOLVED, that the Supervisor, Planning Director and such other officials are authorized to take such additional and further action as is necessary to implement this Resolution.

TOWN OF UNION

OFFERED BY: F. Bertoni

SECONDED BY: R. Mack

RESOLUTION NO. 114

**A RESOLUTION TO ADOPT AN AFFIRMATIVE ACTION PLAN AS REQUIRED
UNDER THE NEW YORK STATE COMMUNITY DEVELOPMENT BLOCK GRANT-
DISASTER RECOVERY (CDBG-DR) PROGRAM.**

WHEREAS, the Town of Union is a subrecipient receiving New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) funds, as administered by the Governor's Office of Storm Recovery (GOSR) of the New York State Housing Trust Fund Corporation (HTFC) to assist in addressing unmet needs from either Hurricane Irene, Tropical Storm Lee, or Superstorm Sandy; and,

WHEREAS, participation in the New York State CDBG-DR Program requires the adoption and implementation of an Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and other program policies; and,

WHEREAS, the purpose of this plan is to prohibit workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

NOW, THEREFORE, BE IT RESOLVED by the Town Board that the attached Affirmative Action Plan be hereby officially adopted for implementation in the Town of Union's New York State CDBG-DR Program.

**TOWN OF UNION
NEW YORK STATE
GOVERNOR'S OFFICE OF STORM RECOVERY (GOSR)
COMMUNITY DEVELOPMENT BLOCK GRANT-DISASTER RECOVERY (CDBG-DR) PROGRAM**

AFFIRMATIVE ACTION PLAN

The Town of Union has adopted the following Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and the program policies of the New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) Program. Executive Order 11246 prohibits federal contractors and subcontractors from engaging in workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 1) The Town of Union is committed to equal employment opportunity and as part of its Affirmative Action Plan shall:
 - a) Recruit, hire, upgrade, train, and promote in all job classifications, without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
 - b) Base employment decisions on the principles of equal employment opportunity, and with the intent to further the Town's commitment to affirmative action;
 - c) Ensure that all terms and conditions of employment such as compensation, benefits, layoff, return from layoff, training, educational tuition assistance, and social and recreation programs, shall be administered without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
 - d) Ensure that promotion decisions will be made in accordance with the principles of affirmative action by imposing only valid requirements for promotional opportunities;
 - e) Take action to prevent harassment or intimidation of all employees, particularly those encompassed by the Town's affirmative action efforts.
- 2) The Town of Union will post the federal EEO Poster in a conspicuous location.
- 3) In all solicitations or advertisements for employment the Town of Union shall state that all

qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 4) The Town of Union will maintain written employment records to demonstrate compliance with Executive Order 11246.
- 5) The Town of Union will pursue opportunities to recruit and develop qualified job candidates to avoid employment barriers and to ensure equal opportunity for candidates.
- 6) The Town's Affirmative Action Plan will be posted on the Human Resources Office web page at townofunion.com
- 7) The Planning Director has been assigned responsibility for the implementation and administration of this Affirmative Action Plan.