



CVFiber Policy Committee Meeting Minutes

Wednesday, Jan. 3, 2023 5:00 PM
Virtual meeting

Present: Allen Gilbert (Worcester), John Morris (Marshfield), and Siobhan Perricone (Orange); Linda Gravell as guest; and Jennille Smith, executive director.

1. **Call to order.** A quorum being present, the meeting was called to order at 5:04 p.m. by Gilbert, chair. Gilbert noted this was a shortened meeting due to a meeting of the Executive Committee (of which Gilbert and Perricone are members) scheduled for 5:30 p.m.
2. **Changes to agenda.** There were none.
3. **Public comment.** There was none.
4. **Approval of Dec. 6, 2023 draft meeting minutes.** Perricone moved to approve the draft minutes of the Dec. 6, 2023 meeting, seconded by Morris. Approval was unanimous.
5. **Continuation of Personnel Policy legal review.** Gilbert said he wanted to spend some time to discuss what the Executive Committee's review of the revised Personnel Policy might entail when the committee convenes later this evening. He noted that he had earlier sent out to Executive Committee members annotated versions of the original Personnel Policy and the revised Personnel Policy to help people understand the changes that were made. He pointed to employment benefits as one area where there might be questions. The committee discussed what specific things about employee benefits might come up. Leave benefits were one, flexible scheduling another, drug-free working environment, a third. The consensus was that we had a good policy, backed by a lot of hard

work. An important goal when developing the policy, we all agreed, was that we desire to be a company people want to work for.

- 6. Privacy Policy – further discussion on alignment with WVCTelecom policy.** Smith has put together a document that shows our current Privacy Policy, WVCT’s Privacy Policy, and changes recommended by a sister CUD, Maple Broadband, to their Privacy Policy as they try to sync it with the WVCT policy (Waitsfield Valley Champlain Telecom is the service provider for them as well). Smith will share the document at our next meeting so we can see whether it suggests changes we might think are necessary to make to our policy, or to ask WVCT to make of theirs. We may want legal counsel to review any suggested revisions. Gilbert noted that we also might want to look at the privacy policy ECFiber developed as the first CUD in the state. It might have items we want to add to our policy.
- 7. Update on digital equity efforts, including possible Accessibility Policy.** Smith reported that the VCBB (Vermont Community Broadband Board) has passed a rule that all CUDs offer a \$45-\$75 rate plan for low-income Vermonters. The rule is to meet a federal requirement. Congress, though, has suggested that such rate-setting may be illegal. In addition to the low-income plan, a general accessibility statement needs to be included in the Accessibility Policy VCBB has been working on, she noted.
- 8. Board training – further discussion on getting program underway in 2024.** We didn’t have time for Smith to comment on this, but earlier in the week she had sent out the date and the location for when the first board training session will take place.
- 9. Other business.** There was none
- 10. Adjourn.** The meeting adjourned at 5:29 p.m.

-- Allen Gilbert

Approved Feb. 7, 2024