THE CORPORATION OF THE MUNICIPALITY OF SOUTH DUNDAS

BY-LAW NO. 2020-129

A By-law to amend Policy No. 3-11 - Personnel Policy.

WHEREAS the *Municipal Act, 2001*, as amended, provides that the powers of the Municipality shall be exercised by By-law;

AND WHEREAS *the Municipal Act, 2001,* as amended, states that a Municipality and a local board shall adopt policies with respect to certain matters;

AND WHEREAS the Council of the Municipality of South Dundas wishes to amend Policy 3-11 Personnel Policy;

NOW THEREFORE the Council of the Corporation of the Municipality of South Dundas hereby enacts as follows:

1. THAT Policy No. 3-11 Personnel Policy, be amended to repeal and replace Section 23.2.2 in accordance with the following:

    23.2.3 Full-time employees who have worked a minimum of six months, who are absent from work by virtue of being sick or disabled because of an injury for which compensation is not payable under The Workplace Safety and Insurance Board, may be eligible for sick leave benefits as follows:

    a) A waiting period of five (5) consecutive working days will be required prior to becoming eligible to receive the Short-Term Sickness Disability benefit. The annual sick day entitlement for full-time employees, from January 1 to December 31, may be used at one hundred (100%) to cover the waiting period, if available. No other entitlement such as vacation, lieu time, or banked time may be used towards the required waiting period set out under the policy.

    b) Seventy-five (75%) of regular salary will be granted upon completion of the waiting period for Short-Term Disability, as set out above.

    c) Sick leave that extends beyond a period of one hundred and thirty (130) consecutive working days (elimination period), shall be subject to long term disability insurance if approved by the benefit carrier.

2. THAT this By-law shall come into full force and effect on the date of passing.

READ and passed in open Council, signed and sealed this 21st day of December, 2020.

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MAYOR

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CLERK