

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 41-82

BEING A BY-LAW TO AMEND BY-LAW NO. 2431
BEING A BY-LAW TO ESTABLISH A PLAN OF SICK
LEAVE CREDIT GRATUITIES FOR EMPLOYEES OF
THE CORPORATION OF THE CITY OF NORTH BAY
AND ANY LOCAL BOARD (EXCEPT A SCHOOL BOARD)
OR COMMISSION IN THE CITY OF NORTH BAY WHICH
HAS NOT ESTABLISHED A PLAN OF SICK LEAVE CREDIT
GRATUITIES FOR EMPLOYEES OR ANY CLASS THEREOF.

WHEREAS the Council of The Corporation of the City of North Bay deems it advisable to amend By-law 2431, being a by-law to establish a plan of sick leave credit gratuities for employees of The Corporation of the City of North Bay and any local board (except a School Board) or Commission in the City of North Bay which has not established a plan of sick leave credit gratuities for employees or any class thereof.

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE CITY OF NORTH BAY HEREBY ENACTS AS FOLLOWS:

1. Section 4 of By-law 2431 shall be deleted and the following section inserted in lieu thereof:

- "4. (a) An employee shall be entitled to sick leave credits of 1 1/2 days for each month during which he is employed by the City and is not on leave of absence without pay, which sick leave credits shall be cumulative.
- (b) Sick leave credits entitlement shall cease once an employee has been absent from work for a period of four (4) consecutive months due to illness or injury but this subsection shall not apply to employees represented by The North Bay Professional Fire Fighters, Local 284."

2. Section 10 of By-law No. 2431 shall be deleted and the following section inserted in lieu thereof:

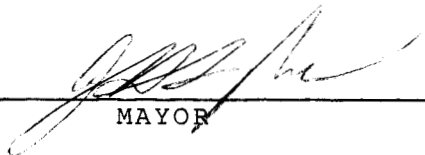
- "10. (a) An employee represented by The North Bay Professional Fire Fighters Association, Local 284, who has completed five (5) years or more continuous service with the City shall, on the termination of such employment, be entitled to be paid an amount equal to his salary, wages or other remuneration for one half the number of days standing to his sick leave credit at the rate received by him immediately prior to termination of employment but such amount shall not exceed one-half year's earnings at the aforesaid rate.
- (b) In the event of the death of an employee qualified for payment of sick leave credits on the basis hereinbefore set forth, the amount thereof shall be payable to the Executor or personal representative of such deceased employee.

- (c) An employee who has completed five (5) years or more continuous service with the City shall on termination of such employment, be entitled to be paid an amount equal to his salary, wages or other remuneration for one-half the number of days standing to his sick leave credit as at September 30, 1980 at the rate received by him immediately prior to termination of employment but such amount shall not exceed one-half year's earnings at the aforesaid rate.
- (d) Subject to subsection 10 (c) as of and from October 1, 1980, there will be no entitlement to a pay-out for sick leave credits on account at termination of employment.
- (e) An employee absent from work due to illness or injury and not eligible for benefits under The Workmen's Compensation Act shall use sick leave credits accumulated after September 30, 1980 during the period of absence. Should an employee not have sufficient sick leave credits to cover the period of absence, he shall then draw upon sick leave credits accumulated up to and including September 30, 1980 as required.
- (f) For purposes of clarity, section 10 (c), (d) and (e) shall not apply to employees represented by The North Bay Professional Fire Fighters Association, Local 284.

READ A FIRST TIME IN OPEN COUNCIL THE 1st DAY OF March , 1982.

READ A SECOND TIME IN OPEN COUNCIL THE 15TH DAY OF MARCH , 1982.

READ A THIRD TIME IN OPEN COUNCIL AND FINALLY ENACTED AND PASSED THIS 15TH DAY OF MARCH , 1982.


MAYOR


DEPUTY CLERK