

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 2431

Being a By-law to continue and 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 by By-law No. 1565 of The Corporation of the City of North Bay a plan of sick leave credit gratuities for salaried employees of the City was established as of the 30th day of April 1949 based upon an employee's past service and absence record commencing as of and from January 1st, 1949;

AND WHEREAS by By-law No. 1752 of The Corporation of the City of North Bay By-law No. 1565 was amended to establish, in accordance with the terms and provisions of By-law No. 1565 aforesaid, a plan of sick leave credit gratuities for permanent hourly-paid civic employees based upon an employee's past service and absence record commencing as of and from January 1st, 1955;

AND WHEREAS for the purpose of complying with the provisions of The Municipal Act R.S.O. 1960 Chapter 249 Section 377 Paragraph 60, it is necessary to repeal By-laws Nos. 1565 and 1752 and to enact the within By-law:

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE CITY OF NORTH BAY, PURSUANT TO THE AFORESAID STATUTORY PROVISION, HEREBY ENACTS AS FOLLOWS:

1. For the purposes of this By-law:
 - (a) "City" shall mean 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 gratuities for employees or any class thereof;
 - (b) "Council" shall mean the Council of The Corporation of the City of North Bay;
 - (c) "Employee" shall mean:
 - (i) A salaried officer, clerk, workman, servant or other person in the employ of the City;
 - (ii) An hourly-paid employee who is classified as a permanent employee of the City;
 - (d) "Month" shall mean a calendar month;
 - (e) The masculine shall include the feminine;
 - (f) "Treasurer" shall mean the Treasurer for the time being of The Corporation of the City of North Bay.

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2. A plan of sick leave credit gratuities is hereby continued and established for all present and future employees, and subject to the control of Council, the conduct and management of such plan shall be vested in the Treasurer.

3. (a) The Treasurer shall keep a register or registers in which all sick leave credits and sick leave debits for employees shall be computed and recorded in accordance with the terms and provisions of this By-law. In the case of salaried employees, sick leave credits and sick leave debits shall be computed from the date of employment on or subsequent to the first day of January 1949. In the case of hourly-paid employees, sick leave credits and sick leave debits shall be computed from the date of employment on or subsequent to the first day of January 1955. The register or registers shall show the net sick leave credit or debit of each employee after deduction of all sick leave absences.

(b) The head of each City Department shall furnish the Treasurer with a report each week setting forth the days of absence of any employee of his Department for the immediately preceding week and the reason for such absence.

(c) Prior to the end of February of each year, the Treasurer shall cause to be delivered to each employee an annual statement of his sick leave credits and debits.

4. An employee shall be entitled to sick leave credits of $1\frac{1}{2}$ 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.

5. (a) Absence from work on account of illness for less than half a day shall not be deducted from sick leave credits.

(b) Absence from work on account of illness for more than half a day and less than a full day shall be deducted as one-half day from sick leave credits.

6. An employee shall report his illness to his department head during the first day of his absence from work.

7. The Treasurer may require an employee who has been absent from work to file with him a medical certificate certifying that such employee's absence was due to illness.

8. In the case of prolonged illness of an employee, the Treasurer may require progress reports from time to time from the employee's physician setting forth the nature and probable duration of such illness.

9. (a) Subject as otherwise provided in this By-law, an employee who is absent from work by reason of illness shall be entitled to receive sick pay in a total amount not exceeding his accumulated sick leave credits.

(b) An employee whose sick leave credits have been exhausted shall be entitled to take his vacation during periods of illness.

(c) An employee who is absent from work and in receipt of workmen's compensation due to a compensable accident or a compensable industrial disease suffered or contracted in the course of his employment with the City shall receive from the City the difference between the amount payable by the Workmen's Compensation Board and his regular salary or wages during the period of his disability, not exceeding nine months.

(d) Where an employee is absent from work for more than nine month due to a compensable accident or a compensable industrial disease as aforesaid and is in receipt of workmen's compensation, such employee shall be entitled to have his sick leave credits applied for the purpose of making up the difference between the amount of workmen's compensation being paid and his regular salary or wages.

10.(a) An employee who has completed five 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.

11. By-laws Nos. 1565 and 1752 of The Corporation of the City of North Bay shall be deemed to be and they are hereby repealed.

12. This By-law shall take effect upon the final passing thereof and shall remain in full force and effect from year to year until amended or repealed.

READ A FIRST TIME IN OPEN COUNCIL THIS 18TH DAY OF DEC. 1967.

READ A SECOND TIME IN OPEN COUNCIL THIS 18TH DAY OF DEC. 1967.

READ A THIRD TIME IN OPEN COUNCIL AND FINALLY ENACTED AND PASSED THIS 18TH DAY OF DEC. 1967.


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MAYOR


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CITY CLERK