

COUNTY OF RENFREW

BY-LAW NUMBER 41-01

**A BY-LAW TO AMEND BY-LAW NO. 59-94, HUMAN RESOURCES
POLICIES FOR EMPLOYEES OF THE COUNTY OF RENFREW**

WHEREAS on November 30, 1994 the Corporation of the County of Renfrew enacted By-Law No. 59-94, a By-Law to establish Human Resources Policies for employees of the County of Renfrew;

AND WHEREAS By-Law No. 59-94 was amended by By-Law No. 29-96 on May 29, 1997, by By-Law No. 9-97 on January 29, 1997, by By-Law No. 14-97 on March 26, 1997, by By-Law No. 43-97 on November 26, 1997, By-law 22-01 on March 28, 2001 and By-law 34-01 on May 30, 2001;

AND WHEREAS it is deemed desirable and expedient to amend the said By-Law for the purpose of amending various policies;

NOW THEREFORE the Council of the Corporation of the County of Renfrew hereby enacts as follows:

1. That Policies A-09, A-14, B-09, E-01, E-02, E-03, F-01, F-02, G-03, H-01, H-02, I-07, J-02 and J-03, as set out in Schedule "A" of the said By-Law 59-94, be repealed.
2. That the following Policies attached to this By-Law be hereby enacted as an amendment to the said By-Law 59-94, as amended by by-laws 29-96, 9-97, 14-97, 43-97, 22-01 and 34-01:
 - (i) A-09 entitled "Violence in the Workplace";
 - (ii) A-14 entitled "Retirement and Early Retirement";
 - (iii) B-09 entitled "Mileage Allowance";
 - (iv) E-01 entitled "Hours of Work and Overtime";
 - (v) E-02 entitled "Statutory and Paid Holidays, Full-time Employees";
 - (vi) E-03 entitled "Statutory and Paid Holidays, Part-time Employees";
 - (vii) F-01 entitled "Staff Training and Development";
 - (viii) F-02 entitled "Conventions and Seminars";
 - (ix) G-03 entitled "Employee Alcohol/Drug Problems";
 - (x) H-01 entitled "Suspension or Loss of Driver's License";
 - (xi) H-02 entitled "Discipline and Dismissal";
 - (xii) I-07 entitled "Contractors' Confidentiality Agreement";
 - (xiii) J-02 entitled "Employee Involvement in Associations";
 - (xiiii) J-03 entitled "Legal Services to Employees".

3. That this By-Law come into force and take effect upon the passing thereof.

READ a first time this 27th day of June, 2001.

READ a second time this 27th day of June, 2001.

READ a third time and finally passed this 27th day of June, 2001.

BARRY MORAN, WARDEN

NORM LEMKE, CLERK