

**COUNTY OF RENFREW**

**BY-LAW NUMBER 8-03**

**A BY-LAW TO AMEND BY-LAW NO. 45-01, HUMAN RESOURCES  
POLICIES FOR EMPLOYEES OF THE COUNTY OF RENFREW**

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WHEREAS on August 29, 2001 the Corporation of the County of Renfrew enacted By-Law No. 45-01, a By-Law to establish Human Resources Policies for employees of the County of Renfrew;

AND WHEREAS By-Law No. 45-01 was amended by By-law 27-02 on April 24, 2002;

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A-03, D-01, D-02, D-03, G-05, H-01, I-01, I-02, I-03 and I-04 as set out in Schedule "A" of the said By-Law 45-01, be repealed.
2. That the following Policies attached to this By-Law be hereby enacted as an amendment to the said By-Law 45-01 as amended by by-law 27-02:
  - i) A-03 Recruitment
  - ii) D-01 Short Term Disability Plan
  - iii) D-02 Long Term Disability Plan
  - iv) D-03 Benefit and Service Continuation During Short and Long Term Disability
  - v) G-05 Return to Work Program
  - vi) H-01 Suspension or Loss of Driver's License
  - vii) I-01 Responsible and Proper Use of Information Resources
  - viii) I-02 Proper Use of E-Mail and Internet Access
  - ix) I-03 Software Copyrights and License Agreements
  - x) I-04 County of Renfrew Web Site Content

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

READ a first time this 27th day of February, 2003.

READ a second time this 27th day of February, 2003.

READ a third time and finally passed this 27th day of February, 2003.

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BILL SCHWEIG, WARDEN

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NORM LEMKE, CLERK