

THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI

BY-LAW NO. 10-931

Being a by-law to amend bylaw 09-887, a bylaw to establish Human Resources Policies and Procedures for the Municipality of Temagami

WHEREAS under Section 8.1 of the Municipal Act, 2001, S.O., 2001, c.25, as amended, the powers of a municipality under this or any other Act shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate and to enhance the municipality's ability to respond to municipal issues;

AND WHEREAS the Municipal Act, 2001, S.O., 2001, c.25, part VI, Section 270, as amended, states that a municipality shall adopt policies with respect to the hiring of employees;

AND WHEREAS the Municipal Council of the Corporation of the Municipality of Temagami deems it advisable to amend by-law Schedule A of bylaw 09-887, being a bylaw to establish Human Resources Policies and Procedures;

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

1. That section **9.1 Travel Time** be added to the Human Resources Policy as follows:

9.10 Travel Time

From time to time, employees may be requested or required to travel to out-of-town meetings, conferences, seminars or other training. The time spent in travel between the employee's normal place of work and the meeting location may cause the total time required to attend the meeting or training to take up more than a regularly scheduled work day. In such cases, the additional time required will be considered to be travel time, not to be overtime worked. As such, travel time hours will be paid at the employee's regular rate, not at time-and-one-half. If the employee so chooses, travel time may be banked as straight time hours, in accordance with section 9.6 of this policy.

2. That the last sentence of section **4.21 Harassment** be deleted and replaced with the following:

Harassment shall be dealt with as per our current Workplace Harassment Policy.

3. That this By-law shall take effect on the final passing thereof.

BE TAKEN AS READ A FIRST time on this 24th day of June, 2010.

READ A SECOND AND THIRD time and finally passed on this 24th day of June, 2010.

MAYOR

CAO/Clerk