

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

BEING A BY-LAW TO IMPLEMENT HUMAN RESOURCES POLICIES

WHEREAS the Municipal Act, S.O. 2001, Chapter 25, Section 11(2) as amended, authorizes an upper-tier municipality to pass by-laws for a governance structure of the municipality and its local boards; and

WHEREAS the municipality is required to follow the Occupational Health and Safety Act R.S.O. 1990, CHAPTER O.1 and regulations therein; and

WHEREAS the Corporation of the Township of Matachewan is desirous of updating the policies related to their employees;

NOW THEREFORE the Council of The Corporation of the Township of Matachewan **HEREBY ENACTS AS FOLLOWS:**

1. **THAT** the following Schedules attached hereto be adopted:
 - Schedule "A" Accessibility Policy
 - Schedule "B" Accommodation Policy
 - Schedule "C" Anti-Bribery Policy
 - Schedule "D" Anti-Discrimination and Anti-Harassment Policy
 - Schedule "E" Company Credit Card Policy
 - Schedule "F" Company Vehicle Policy
 - Schedule "G" Discipline Policy
 - Schedule "H" Drug and Alcohol Policy
 - Schedule "I" Performance Review Policy
 - Schedule "J" Security Camera Policy
 - Schedule "K" Personal Cell Phone Reimbursement Policy
 - Schedule "L" Attendance Policy and Scheduling
 - Schedule "M" Personal Electronic Device Use Policy
 - Schedule "N" Personal Vehicle Use Policy
 - Schedule "O" Smoke -free Workplace Policy
 - Schedule "P" Social Media Policy
 - Schedule "Q" The Right to Disconnect Policy
 - Schedule "R" Whistleblower Policy
 - Schedule "S" Workplace Violence and Harassment Policy

THAT all By-Laws or parts of By-Laws inconsistent herewith be and are hereby repealed. This By-law shall come into force and take effect upon the final passing thereof.

READ A FIRST AND SECOND TIME this 20th day of April, 2022.

READ A THIRD TIME AND FINALLY PASSED this 20th day of April, 2022.

Anne Commando-Dube
Mayor

Janet Gore
Clerk

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'A'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'B'

,

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'C'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'D'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'E'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'F'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'G'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'H'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'I'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'J'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'K'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'L'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'M'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'N'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'O'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'P'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'Q'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'R'

THE CORPORATION OF THE TOWNSHIP OF MATACHEWAN

BY-LAW 2022-07

SCHEDULE 'S'