BY-LAW NO: 23-37

Being a bylaw to adopt the Inclement Weather Policy for The Corporation of the Township of The North Shore

WHEREAS Section 5(1) of the Municipal Act S.O. 2001, c.25, as amended, grants that the powers of a municipality shall be exercised by its Council;

AND WHEREAS Section 5(3) of the Municipal Act 2001 S.O. 2001, c.25, as amended, provides that a municipal power, including a municipality's capacity, rights, powers and privileges under section 9, shall be exercised by by-law unless the municipality is specifically authorized to do otherwise;

AND WHEREAS Section 5(4) subsections (1) to (3) of the Municipal Act S.O. 2001, c.25, as amended, apply to all municipal powers, whether conferred by this Act or otherwise;

AND WHEREAS the Council of the Corporation of the Township of the North Shore deems it appropriate to adopt an Inclement Weather Policy;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE HEREBY ENACTS AS FOLLOWS:

1. That the Inclement Weather Policy attached hereto as Schedule "A" be adopted.

2. That Schedules "A" be declared to form part of this by-law.

3. This by-law shall come into force and take effect on the date of passing thereof and its short title is "Inclement Weather Policy By-Law".

READ A FIRST, SECOND AND THIRD TIME, ENACTED AND FINALLY PASSED THIS 17th DAY OF MAY, 2023.

Tony Moor, Mayor

Rachel Jean Schneider, Clerk

The Corporation of the Township of The North Shore
P.O. Box 108, 1385 Highway 17
Algoma Mills, Ontario P0R 1A0
(705) 849-2213 ★ Fax: (705) 849-2428

Schedule "A"

THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE

POLICY MANUAL

POLICY TITLE:		SUBJECT:
Inclement Weather		Procedure re: Inclement Weather
POLICY SECTION:		POLICY NO:
W		1
EFFECTIVE DATE:	October 2, 2013	ENACTED BY:
AMENDED:	May 3rd, 2023	Resolution, By-Law 23-37

Purpose:

The Township of the North Shore acknowledges there may be times when inclement weather will prevent an employee from making it to work. This policy establishes the procedure to follow in such circumstances:

Policy:

1. The Township of the North Shore is committed to promoting and maintaining high levels of attendance in order to realize its organizational objectives.

2. We expect you to:

   - Make every reasonable attempt to get to work while maintaining regard for personal safety.
   - Given the reasonable predictability of severe weather, we expect you to take steps to be prepared in advance. This may mean allowing extra time in the morning to clear snow and in anticipation of traffic delays.
   - Please notify the Clerk of your absence or anticipated lateness as soon as possible.

3. The Clerk will contact employees in the event of office closure due to inclement weather.

4. If weather conditions worsen as a day progresses, the Clerk may, at his or her discretion, close operations and send employees home. If that happens, those employees sent home will be paid a minimum of 4 hours. Where employees work in excess of the minimum four hours, they will be paid for a full work day.

5. Employees not working on that day (e.g. on vacation, sick leave or a scheduled day off) are not entitled to any extra compensation.

6. Any time not spent working due to inclement weather will be credited against your vacation or personal days or will be counted as time without pay. In appropriate circumstances, you may be allowed to make up the time by working extra hours.

7. The Clerk or designate will make every reasonable effort to inform the public of office closures including radio and telephone answering machine.

COPY

Resolution # 178

PO Box 108, Algoma Mills, ON P0R 1A0
(705) 849-2213 (705) 461-1821

REGULAR COUNCIL MEETING

MEETING DATE: May 3rd, 2023

AGENDA ITEM(S): 8f)

MOVED BY: T. Simon

SECONDED BY: R. Welburn

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore receive the staff report for consideration, and that Council approve the Inclement Weather Policy.

Conflict of Interest disclosed by :	**Ward 1**	**Ward 2**	**Ward 3**	**At Large**	**Mayor**
Seat Vacated : Y	**N**	**Recorded Vote Requested by :**			
Recorded Vote : (Y) ea,	**(N) ay,**	**Ward 1**	**Ward 2**	**Ward 3**	**At Large**	**Mayor**
DEFEATED	**DEFERRED**	**CARRIED** ✓				

MAYOR or CHAIR or (Acting)

TOWNSHIP OF THE NORTH SHORE 50th Anniversary/Anniversaire 1973 - 2023

COPY

Resolution # 208

PO Box 108, Algoma Mills, ON P0R 1A0
(705) 849-2213 (705) 461-1821

REGULAR COUNCIL MEETING

MEETING DATE: May 17th, 2023

AGENDA ITEM(S): 10b)

MOVED BY: T. Simon

SECONDED BY: R. Welburn

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approve By-Law 23-37 being a by-law to adopt the Inclement Weather Policy for the Corporation of the Township of The North Shore be read a first, second and third time enacted and passed.

Conflict of Interest disclosed by :	**Ward 1**	**Ward 2**	**Ward 3**	**At Large**	**Mayor**
Seat Vacated : Y	**N**	**Recorded Vote Requested by :**			
Recorded Vote : (Y) ea,	**(N) ay,**	**Ward 1**	**Ward 2**	**Ward 3**	**At Large**	**Mayor**
DEFEATED	**DEFERRED**	**CARRIED** ✓				

MAYOR or CHAIR or (Acting)