

**THE CORPORATION OF THE CITY OF NORTH BAY**

**BY-LAW NO. 159-93**

BEING A BY-LAW TO AUTHORIZE SUPPLEMENTARY  
DOWNSIZING BENEFITS UNDER THE ONTARIO  
MUNICIPAL EMPLOYEES RETIREMENT SYSTEM  
("SYSTEM").

WHEREAS by By-Law No. 159-93, the Corporation of the City of North Bay ("Employer") has elected to participate in the Ontario Municipal Employees Retirement System;

AND WHEREAS pursuant to the Supplementary Benefits provisions of the Regulation made under the Ontario Municipal Employees Retirement System Act, R.S.O. 1990, c. 0.29, as amended, an employer who has elected to participate in the System may enter into an agreement with the Ontario Municipal Employees Retirement Board for the payment of Supplementary Downsizing Benefits in respect of all or any class of the employees who are members of the System;

AND WHEREAS the Corporation of the City of North Bay has approved, by By-Law No. 159-93, a downsizing programme that meets the following requirements:

1. It was introduced as a result of financial pressures or constraints;
2. It aims to reduce the financial obligations of the employer by reducing the number of employees or the number of hours worked by employees;
3. It includes early retirement guidelines and a restructuring plan setting out the manner in which the employer intends to carry out the downsizing.

it is hereby enacted that:

1. The Mayor and the City Clerk are hereby authorized on behalf of the Corporation of the City of North Bay to enter into a Supplementary Downsizing Agreement in the form attached hereto with the Ontario Municipal Employees Retirement Board for the payment of the Supplementary Benefits provided in the Supplementary Downsizing Plan set forth as Schedule 1 to the Supplementary Downsizing Agreement.
2. The Chief Administrative Officer is hereby authorized to do such things as are necessary under the Supplementary Downsizing Agreement and to carry out the intent of the By-Law.
3. A certified copy of this By-Law shall be filed with the President of the Ontario Municipal Employees Retirement Board.
4. This By-Law shall come into force on the day of its passing.

READ A FIRST TIME IN OPEN COUNCIL THE 4TH DAY OF JANUARY, 1994.

READ A SECOND TIME IN OPEN COUNCIL THE 4TH DAY OF JANUARY, 1994.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 4TH DAY OF JANUARY, 1994.

  
MAYOR

  
CITY CLERK