

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

**BY-LAW NO. 118-98**

**BEING A BY-LAW TO AMEND BY-LAW  
NO. 2431 BEING A BY-LAW TO  
ESTABLISH A PLAN OF SICK LEAVE  
CREDIT GRATUITIES FOR  
EMPLOYEES OF THE CORPORATION  
OF THE CITY OF NORTH BAY**

**WHEREAS** the Council of The Corporation of the City of North Bay deems it advisable to amend By-Law No. 2431 as amended by By-Law Nos. 34-73 and 41-82, to discontinue vesting of sick leave credits for new firefighters hired after January 1, 1998.

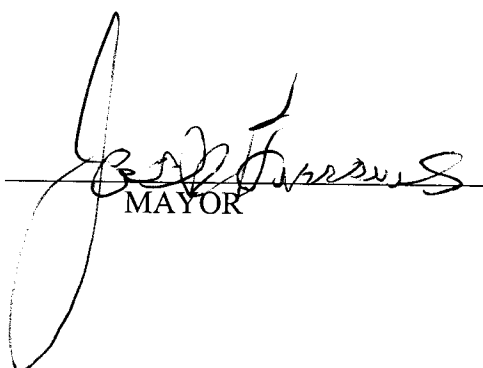
**NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE CITY OF NORTH BAY HEREBY ENACTS AS FOLLOWS:**

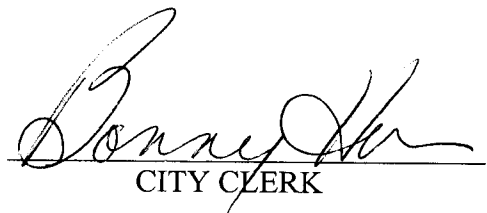
1. Sub-Section 10(a) of By-Law No. 2431 shall be deleted and the following sections inserted in lieu thereof:  
  
“10(a)(i) An employee represented by the North Bay Professional Fire Fighters Association, Local 284, who was hired before January 01, 1998 and who has completed five (5) years or more continuous service with the City shall, on termination of such employment, be entitled to be paid an amount equal to his salary, wages or other remuneration for one-half the number of days standing to his sick leave credit at the rate received by him immediately prior to termination of employment but such amount shall not exceed one-half year’s earnings at the aforesaid rate.”  
  
“10(a)(ii) An employee represented by the North Bay Professional Firefighters Association who was hired after December 31, 1997, shall not be entitled to payout for sick leave credits standing to his account at termination of employment.”
2. Sections 1(f), 2, 3(a), 3(b), 3(c), 7 and 8 shall be amended by deleting “Personnel Officer” and inserting “Director of Human Resources” in lieu thereof.
3. This By-Law shall be deemed to come into effect as of January 01, 1998.

READ A FIRST TIME IN OPEN COUNCIL THIS 28<sup>TH</sup> DAY OF SEPTEMBER 1998.

READ A SECOND TIME IN OPEN COUNCIL THIS 28<sup>TH</sup> DAY OF SEPTEMBER 1998.

READ A THIRD TIME IN OPEN COUNCIL AND PASSED THIS 28<sup>TH</sup> DAY OF SEPTEMBER 1998.

  
MAYOR

  
CITY CLERK