



## BY – LAW No. 26-28

### **The Corporation of the United Counties of Leeds and Grenville**

#### **A BY-LAW TO AMEND BY-LAW NO. 97-20 AND TO ADOPT HUMAN RESOURCES POLICIES**

**WHEREAS** Section 5(3) of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, states 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 9 of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, provides a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act; and

**WHEREAS** it is deemed desirable to adopt the Human Resources Policies numbered PER-002, Progressive Discipline, and PER-003, Ending Employment, and add Schedules "s" and "t" to By-law No. 26-05; and

**WHEREAS** it is deemed desirable to amend By-law No. 97-20 to remove policies H-2 Discipline and Dismissal, A-6 Termination, and 1-1 Retirement.

#### **NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE HEREBY ENACTS AS FOLLOWS:**

1. **THAT** the Council of the United Counties of Leeds and Grenville adopts the following Human Resources Policies as attached to and forming part of By-law No. 26-05 as Schedules "s" through "t":
  - s. Policy PER-002 Progressive Discipline
  - t. Policy PER-003 Ending Employment
2. **THAT** By-law No. 97-20 to be amended remove policies H-2 Discipline and

Dismissal, A-6 Termination, and I-1 Retirement.

3. **THAT** this By-law shall take effect and come into force on the date of its passage.
4. **THAT** any other By-laws, or parts of By-laws contrary to or inconsistent with this By-law, are hereby repealed.

By-law read a first, second and third time and finally passed this 23<sup>rd</sup> day of April, 2026.

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Corinna Smith-Gatcke, Warden

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Krystin Stitt, Interim County Clerk