

CORPORATION OF THE VILLAGE OF COBDEN

BY-LAW NO. 22

WHEREAS By-law 1987-25 provided at ARTICLE IV for certain sick leave credit gratuities for full-time Employees;

AND WHEREAS certain employees have earned certain sick leave credit gratuities as of February 28th, 1991, all as set out in the draft Agreement attached hereto as Schedule "A".

AND WHEREAS the Municipal Council of the Village of Cobden, in consultation with its employees, has determined to enter into a disability, health and sickness insurance plan to cover its employees;

AND WHEREAS the employees as set out on the draft Agreement attached hereto as Schedule "A" have vested certain sick leave credit gratuities.

NOW THEREFORE THE CORPORATION OF THE VILLAGE OF COBDEN enacts as follows:

1. By-law number 1987-25 is amended by repealing subclause (a) SICK LEAVE IN ARTICLE IV.
2. The Reeve and Clerk are authorized and instructed to enter into an agreement with its employees as attached hereto in Schedule "A" upon the passage of this by-law.

READ A FIRST, SECOND AND PASSED ON THE THIRD READING THIS 13 DAY OF August 1991.

Roy Bennett  
REEVE ~~Acting~~

Davidson  
CLERK-TREASURER

SCHEDULE A

A G R E E M E N T

Made in duplicate this                      day of                      1991.

B E T W E E N

DAVID SIMMONS, ROBERT BULMER, IRVIN DUPUIS;  
OSCAR ZOSCHKE and NANCY BENNETT

Hereinafter called the EMPLOYEES  
OF THE FIRST PART

- AND -

THE MUNICIPAL CORPORATION OF THE VILLAGE OF COBDEN  
Hereinafter called the VILLAGE  
OF THE SECOND PART

WHEREAS The Village in its by-law 1987 - 25 provided at ARTICLE IV for a plan of sick leave credit gratuities for full-time Employees;

AND WHEREAS The Council of the Village of Cobden wish to replace said sick leave credit gratuities with a long-term disability plan through an insurance carrier;

AND WHEREAS The Employees had earned accumulated sick leave credit gratuities as set out on Schedule A, attached hereto;

AND WHEREAS The parties have negotiated and agreed with respect to the above;

NOW THEREFORE WITNESSETH that in consideration of the mutual covenants contained herein and the sum of TWO DOLLARS (\$2.00), now paid by each party to the other, the parties hereto agree as follows:

1. The Employees agree that Village of Cobden By-law 1987-25 may be amended by deleting therefrom subclause (a) SICK LEAVE in ARTICLE IV.
2. The Village agrees that it shall put in place a plan of long-term disability coverage under a licenced insurance carrier.
- 3.a) The Village agrees that it shall pay the accumulated sick leave credit gratuities in Schedule A to each of it's employees over a three year period in accordance with Schedule B attached hereto. Payment to the respective employee shall be made by January 31st in each year at the employee's then rate of pay which will include the new year's rate of pay increase.  
b) Provided that, if any said employees employment with the Village terminates before the last payment is made, the balance of said sick leave credit gratuities then unpaid shall forthwith be paid out at the employee's then rate of pay.

4. The Village shall make all lawful deductions from said payment at the time it is made.
5. This Agreement shall be effective retroactively from March 1st, 1991, and shall be binding upon the parties, their heirs, successors and assigns.

DATED at the Village of Cobden, this 13 day of August, 1991,

SIGNED SEALED AND PUBLISHED  
in the presence of

*Ann Ready*

*Robert Bulmer*  
*Oscar Zuelke*  
*Irwin Dupuis*  
*David Simmons*  
*Nancy Bennett*

THE MUNICIPAL CORPORATION  
THE VILLAGE OF COBDEN

*Ray Bennett*  
*Acting Reeve*

SCHEDULE "A"

VILLAGE OF COBDEN SICK LEAVE GRATUITIES AS OF FEBRUARY 28TH, 1991

David Simmons	84 1/2	÷	2	=	42 days
Bob Bulmer	205	÷	2	=	103 days
Irvin Dupuis	181	÷	2	=	91 days
Oscar Zoschke	39	÷	2	=	20 days
Nancy Bennett	50	÷	2	=	25 days

SCHEDULE "B"

SICK LEAVE CREDIT PAYMENT PLAN

<u>NAME OF EMPLOYEE</u>	<u>YEAR</u>	<u>AMOUNT OF DAYS TO BE PAID</u>
David Simmons	1992	14
	1993	14
	1994	14
Nancy Bennett	1992	8
	1993	8
	1994	9
Bob Bulmer	1992	34
	1993	34
	1994	35
Irvin Dupuis	1992	30
	1993	30
	1994	31
Oscar Zoschke	1992	6
	1993	7
	1994	7