

BY-LAW NO. 7

Sept. 3, 1976

A BY-LAW TO ESTABLISH WORKING CONDITIONS
OF BEAR ISLAND POLICE DEPARTMENT

The Council of the Bear Island Indian Reserve assembled enacts the following conditions of employment shall apply to all employees coming under the control for jurisdiction of the Police Committee of Council.

PART I CONDITIONS OF WORK

1. Nothing in this by-law is intended to be interpreted as being a guarantee of employment to any person.
2. All newly hired employees shall serve a satisfactory probation period of six months after which time work performance may be reviewed and the employee be classified and his wage schedule adjusted before being put on permanent staff.
3. Hours of work shall be from 8:00 a.m. to 12:00 noon and 1:00 to 5:00 p.m. Mondays to Fridays and 8:00 a.m. to 12:00 noon on Saturday and in any case not more or less than 44 hours in a week. Police hours of work shall be arranged by the chief-constable but shall provide a minimum of one full day off in each seven days. All employees other than casual shall be subject to call in case of emergency.
4. Salaried employees shall be expected to take time off in lieu of payment for extra time worked over and above regular hours. Any time off taken in lieu of extra time must be taken with due regards for the work at hand and by agreement with the employees,
Chief Constable.
5. Wages and salaries shall be paid semi-monthly on the 5th and 20th of each month calculated from the first to the fifteenth and from the 16th to the last day of the month. Advances on salaries are to be discouraged.

6. Any loss of time without the permission of the Chief Constable of a doctor's certificate shall be docked. Permanent employees shall be entitled to sick leave with pay at the rate of one and one half working days per calendar month worked, cumulative to a maximum not exceeding ninety days. Sick leave shall not be granted for illness or injury covered by Workmen's Compensation. Employees shall report to the Chief Constable before laying off for sickness in time so a replacement can be found if necessary.

7. Vacation with pay shall be allowed in compliance with the Ontario Labour Laws. Employees shall be entitled to three weeks annual vacation with pay on completion of one year of service and four weeks annual vacation with pay after completion of the fifth year of service. Vacations taken at a time agreed on with the Chief Constable at least one month in advance of starting date.

8. Employees entitled to vacation with pay will not be paid holiday pay and allowed to continue to work in lieu of taking vacation.

9. Employees shall be allowed paid holidays for any day proclaimed by Federal or Provincial Government of a Holiday including; New Year, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving, Remembrance Day, Christmas Day, Boxing Day, and Civic Holidays.

10. No employees shall be allowed to use Bear Island Indian Reserve equipment for his private use.

11. Where applicable, daily time cards shall be made out, setting and time spent on various work and shall be signed by the employee and the Chief Constable.

12. All employees shall be charged for Unemployment Insurance, Canada Pension, and Income tax according to the law. It will be the responsibility of the employee to provide the Band Administration Office with such information as is required as a basis of these charges, otherwise maximum may be levied.

13(a) Any permanent employee in the classification of Chief Constable may resign or be dismissed for just cause by giving sixty days notice or being paid in lieu thereof.

(b) In the case of classification below these mentioned in (a) thirty days notice shall be required.

14. Notwithstanding and without restriction the generality of the provisions of this by-law the Bear Island Indian Reserve reserves the right and discretion to:

(i) Hire, re-classify, promote, transfer, or for cause, discipline discharge, of lay-off any employee: subject to the provisions of the Ontario Labour Laws in the case of dismissal.

(ii) Establish, amend, or cancel by resolution at any time rules governing conditions of work providing such rules, amendments or cancellations do not conflict with or abrogate the provisions of this by-law.

(iii) Amend or repeal by by-law in whole or in part the provisions of this by-law.

iv) Direct the working force; to create new classification and to decide from time to time the number of employees needed on any work or in any classification.

v) Exceed the provisions of this by-law by resolution of the Band Council in respect to remuneration, re-classification or promotion of any employee because of meritorious service or extraordinary condition on recommendation of the Police Constable of the Police Committee.

15. APPEAL: Any employee who considers himself aggrieved by any recommendation or action of the Chief Constable or the Police Committee shall have this right to appeal the matter to the Bear Island Band Council at a regular meeting in person or be a solicitor. The decision of the Bear Island Band Council shall be final; but nothing in this by-law is intended to deprive any person of his or her legal rights.

PART II WAGES & SALARIES

1. All employees shall be classified on completion of the probation period into the classes listed below for salaries or wages purposes promotions or reclassification to be on recommendation of the Chief Constable and the chairman of the Police Constable.

2. Wage Schedule

Chief Constable 10,000.

Constable 9,600.

Special Constable : 2.95 per hour. Time and Half after 8hrs.

Security Guard 2.95 per hour

All police will be supplied with uniforms. An allowance of \$15.00 per month per man for dry cleaning will be made.

3. All increases in salary shall be based upon the recommendation of the Police Committee Chairman subject to the approval of Council. Any other increases in salary than in the above to be negotiated by the Chief Constable and Committee Chairman and are subject to the approval of the Council.

4. This by-law shall come into force and effect on the date of the final passing by Council.

READ and PASSED this third day of September,1976 FIRST READING
READ and PASSED this third day of September,1976 SECOND READING
READ and PASSED THIS THIRD DAY of September,1976 THIRD READING

Temagami Band Council

Chief & Gary Potts

Councillors Laura McKenzie

Wm Twain