

**TOWN OF INUVIK
BY-LAW #2606/PERS/17**

A BY-LAW OF THE MUNICIPAL CORPORATION OF THE TOWN OF INUVIK IN THE NORTHWEST TERRITORIES TO ADOPT A POLICY TO PROVIDE FOR THE TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES OF THE MUNICIPAL CORPORATION OF THE TOWN OF INUVIK IN THE NORTHWEST TERRITORIES

WHEREAS pursuant to the Cities, Towns and Villages Act, S.N.W.T. 2003, C.22, sections 46 (1) and 48 (1) and subsequent amendments thereto which state:

46. (1) A municipal corporation may employ the persons it considers necessary to carry out its business and affairs.
48. (1) Council may, by by-law,
- (a) establish the remuneration and benefits of employees;
 - (b) establish hours of work and terms of employment;
 - (c) provide for the manner of appointment, promotion, discipline and dismissal of employees;
 - (d) provide retirement, death or disability benefits to employees; and
 - (e) on behalf of the municipal corporation, enter into collective or other agreements with employees.

NOW THEREFORE BE IT RESOLVED that the Council of the Municipal Corporation of the Town of Inuvik, in Council duly assembled, enacts as follows:

SHORT TITLE

1. This by-law may be cited as the "Town of Inuvik Personnel Directive Policy By-law".

GENERAL

2. The provisions of this by-law apply to the employees of the Municipal Corporation of the Town of Inuvik and to the Town of Inuvik, except to the extent provided herein.
3. The Mayor and Senior Administrative Officer are hereby authorized to establish Town of Inuvik Personnel Directive Policies that set forth the terms and conditions of employment for indeterminate, casual, term and part time municipal employees and that may be amended from time to time by council resolution.
4. The Mayor and Senior Administrative Officer of the Town of Inuvik are hereby authorized to enter into employment agreements with all employees of the Town of Inuvik pursuant to the terms and conditions of the Town of Inuvik Personnel Directive Policies.
5. All employees as defined in the Town of Inuvik Personnel Directive Policies shall enter into an Employment Agreement with the Town of Inuvik. All employees will receive reasonable notice of any substantive changes to the relevant Directive. Once changes come into effect, it is the most current up-to-date version of the Directive that will be interpreted and applied to determine the specific terms of employment for all employees.
6. By-law 2556/PERS/14 and any previous employment by-laws, regulations or policies previously in effect are hereby repealed.
7. This by-law will come into effect upon the day of its final passage.

READ A FIRST TIME THIS 8TH DAY OF FEBRUARY, 2017 A.D.

READ A SECOND TIME THIS 8TH DAY OF FEBRUARY, 2017 A.D.

READ A THIRD TIME AND FINALLY PASSED THIS 8TH DAY OF MARCH, 2017 A.D.

MAYOR

SENIOR ADMINISTRATIVE OFFICER

I hereby certify that this by-law has been made in accordance with the requirements of the Cities, Towns and Villages Act and the by-laws of the Town of Inuvik.

SENIOR ADMINISTRATIVE OFFICER