

The Corporation of the Town of Essex

By-Law Number 1980

Being a By-Law to Amend

By-Law Number 1953

**Being a by-law to enter into an Agreement
between The Corporation of the Town of Essex
and its Non-Union Employees**

Whereas on September 21, 2020, The Corporation of the Town of Essex did pass By-Law Number 1953, being a By-law to enter into an Agreement with its non-Union employees to establish remuneration and to offer certain benefits to its non-union employees for the years 2020 to 20203 inclusive;

And Whereas Council of The Corporation of the Town of Essex is desirous of further amending Schedule "A" to By-law 1953 as further set out in Schedule "A" attached hereto;

Now therefore be it resolved that the Council of The Corporation of the Town of Essex enacts as follows:

1. That By-law 1953 be hereby amended as provided in Schedule "A" hereto; and
2. That this Amending By-Law shall come into full force and effect on the day of its final passing.

Read a first, a second, and a third time and finally adopted on December 21, 2020.

Mayor

Clerk

Schedule “A” to By-Law 1980

That Schedule ‘A’ to By-law 1953 be amended as follows:

1. That Section 3 entitled “Vacation in Lieu of Overtime” be deleted in its entirety and replaced with the following:

3. Vacation in Lieu of Overtime

In addition to the above entitlement, non-union employees are able to bank one hour in lieu of overtime for every approved hour of overtime worked up to a maximum of 35 hours for the first 35 overtime hours worked and to bank one hour in lieu of overtime for every approved hour of overtime worked in excess of 70 overtime hours worked up to a maximum of an additional 35 hours in lieu of overtime.

2. That Section 10 (b) and Section 10 (c) under “Health and Welfare Benefits “be deleted in its entirety and replaced with the following:

b) Extended health plan, no deductible, 100% reimbursement, unlimited overall maximum:

- drugs(prescribed/prescription), mandatory generic unless medically required, no over-the counter drugs, no co-pay;
- emergency transportation;
- accidental dental benefits;
- semi-private room accommodation in a public general hospital;
- semi-private room accommodation in a Convalescent hospital up to 180 days per disability;
- hearing aids - to a maximum of\$500. every five (5) years;
- medical aids and supplies – prosthetic appliances and durable medical equipment as well as replacements, repairs, fittings and adjustments of such devices;
- paramedical services;
- vision – to a maximum reimbursement of \$400. every twenty-four (24) months;
- eye examination – one exam every 24 months up to a maximum reimbursement of \$100.

c) Dental plan, no deductible

- basic services – 100% reimbursement for basic services with no maximum;

- major services – 50% reimbursement for major services (dentures/crowns/bridges,) to a maximum of \$1,500 per calendar year;
- orthodontics – 50% reimbursement of costs to a maximum is \$2,000 per lifetime for children 18 years of age or younger;
- basic services - recalls every six (6) months

3. That Section 14 (b) under “Retirement benefits “be deleted in its entirety and replaced with the following:

b) Drugs legally requiring a prescription by law (mandatory generic unless medically required), diabetic needles and syringes, limited access and some over-the-counter drugs.

- No deductible
- 80% co-insurance
- \$50,000 lifetime maximum

4. That Section 14 (d) under “Retirement benefits “be deleted in its entirety and replaced with the following:

d) Vision-

- \$400. every twenty-four (24) months;
- Eye exams – one exam every 24 months up to a maximum of \$100.