

# The Corporation of the Municipality of Brockton



## By-Law 2020-040

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Being a By-Law to Adopt a Pandemic Supplemental Unemployment Benefit Plan Policy for the Municipality of Brockton.

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**Whereas** The Council for The Corporation of the Municipality of Brockton deems it expedient to establish policies;

**And Whereas** the *Municipal Act 2001, S.O. 2001, c 25, Section 5(3)*, as amended provides that a municipal power, including a municipality's capacity rights, powers and privileges under section 9, shall be exercised by by-law;

**And Whereas** the Municipality of Brockton is currently affected by the COVID-19 pandemic, and wishes to adopt a Pandemic Supplemental Unemployment Benefit Plan Policy to protect our employees who are currently laid off as a result of the pandemic closures;

**Now Therefore** the Council of The Corporation of the Municipality of Brockton enacts as follows:

- 1.0 That The Corporation of the Municipality of Brockton Council hereby adopts a Pandemic Supplemental Unemployment Benefit Plan Policy as contained in the attached Schedule "A" to this By-Law.
- 2.0 This By-Law shall come into full force and effect upon final passage.
- 3.0 This By-Law may be cited as the "Adopt Pandemic Supplemental Unemployment Benefit Policy By-Law".

**Read, Enacted, Signed and Sealed this 7th day of April, 2020.**

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Mayor – Chris Peabody

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Clerk – Fiona Hamilton

**Pandemic Supplemental Unemployment Benefit Plan Policy**

<b>Department:</b>	All Municipal Staff	<b>Policy Number:</b>	P03-1012-20
<b>Section:</b>	Emergency Planning	<b>Effective Date:</b>	April 7, 2020
<b>Subject:</b>	Pandemic Supplemental Unemployment Benefit	<b>Revised Date:</b>	
<b>Authority:</b>	By-Law 2020-040		

**1. Policy Statement**

Employer's Supplemental Unemployment Benefit Plan (SUB Plan):

- (a) An employee who applies for and qualifies for Unemployment Benefits during a temporary lay-off during a pandemic, shall be approved for the Municipality's Supplemental Unemployment Benefit Plan (SUB Plan) for one period of twelve weeks providing:
  - a. The full-time employee has completed a minimum of six (6) weeks of full-time employment

**Or**

  - b. The part-time employee has worked greater than 24 hours per week on average for a minimum of six (6) consecutive weeks

**And**

  - c. The employee was laid-off due to a municipally mandated leave due to a shortage of work
- (b) The SUB Plan will pay ninety-five per cent (95%) of the employee's base wage, less the amount paid by Employment Insurance (EI) for up to twelve (12) weeks providing:
  - a. The employee qualifies for unemployment benefits and continues to receive EI benefits for the twelve (12) week SUB Plan period.
  - b. The SUB payment to the employee will commence on the pay period after the employee provides to the Municipality a copy of their EI payment documentation.
  - c. The SUB plan will cover the EI unpaid one (1) week waiting period, as applicable.
  - d. The SUB payment is subject to all applicable payroll deductions.
- (c) An employee, who was in receipt of a SUB plan payment and fails to return from leave or who resigns from the employment of the Municipality within three (3) months from the date of their return from the leave, will be obligated to repay to the Municipality all monies paid under the SUB plan. In the event that the employee cannot return to work due to illness, the employee shall not be considered to have failed to return from the leave.