

**CANADA
PROVINCE OF QUÉBEC
REGIONAL COUNTY OFFICE
OF ARGENTEUIL
TOWNSHIP OF WENTWORTH**

BY-LAW NUMBER 2012-004-02

**BY-LAW MODIFYING BY-LAW 2012-004-01 CODE OF ETHICS
AND GOOD CONDUCT FOR MUNICIPAL EMPLOYEES**

WHEREAS Bill 155, passed on April 19th, 2018, amends section 16.1 of the "*Municipal Ethics and Good Conduct Act*" to provide, in the "*Code of Ethics and Good Conduct of Municipal Employees*", rules for "Post-Employment";

WHEREAS these new rules come into effect on October 19th, 2018;

WHEREAS Bill 157 "*Act to constitute the Société québécoise du cannabis, to enact the Cannabis Regulation Act and to amend various highway safety-related provisions*", passed on June 12th, 2018, stipulates that an employer may, pursuant to the employer's managerial prerogative, regulate the use of cannabis;

WHEREAS a notice of motion was given at a regular Council Meeting held on September 4, 2018;

WHEREAS the adoption was preceded by the presentation and deposit of a project By-Law dated September 4th, 2018 and by a consultation with the employees on the project By-Law held on September 5th, 2018;

WHEREAS pursuant to section 12 of the said Act, a Public Notice containing a summary of the project By-Law was published on September 5th, 2018;

WHEREAS the Council deems it appropriate, essential and of public interest to comply with the requirements of the Act by amending the Code of Ethics and Good Conduct of the Municipality's employees;

THEREFORE it is proposed by Councillor Bill Gauley and

RESOLVED that the By-Law be enacted and decreed as follows:

ARTICLE 1

The preamble forms an integral part of this By-Law.

ARTICLE 2

The purpose of this By-Law is to amend the Code of Ethics and Good Conduct for the employees of the Municipality, in particular to provide for "post-employment" rules and to regulate the use of cannabis.

ARTICLE 3

The Code of Ethics and Good Conduct of the employees of the Municipality of the Township of Wentworth, attached in Annex A, is adopted.

ARTICLE 4

A copy of the Code of Ethics and Good Conduct is given to each employee of the Municipality. The employee must certify to the General Manager and secretary-treasurer on the form provided for this purpose, having received a copy thereof, and having read it within a period of (10) days following its receipt.

The Mayor receives the certificate from the General Manager and secretary-treasurer

A copy of the certificate is placed in the employee's file.

ARTICLE 5

This By-Law shall enter into force in accordance with the Law.

Jason Morrison
Mayor

Natalie Black
General Manager, Secretary-Treasurer

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| Notice of motion: | September 4 th , 2018 |
| Presentation of project By-Law: | September 4 th , 2018 |
| Public notice: | September 5 th , 2018 |
| Adoption of By-Law: | October 2 nd , 2018 |
| Notice of coming into effect: | October 11 th , 2018 |