



Notice of Public Meeting

Revisions to the Corporate Hiring of Employees Policy POL.COR.07.06

January 24, 2022, at 1:00 p.m.

Hybrid Format

In-Person AND Virtual/Online

Town Hall, Council Chambers

32 Mill Street, Thornbury, ON N0H 2P0

What is being proposed?

Staff are recommending repealing and replacing the current Hiring of Employees Policy, POL.COR.07.06, to include revisions that will provide efficiencies to the current recruitment and selection process.

Recommended revisions include:

1. Updates to employee status definitions to provide more clarity on Permanent, Temporary, and Seasonal employment types.
2. An additional statement on legislative requirements under the Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act, 2005 and how the Town complies with the Integrated Standards Regulation and removing barriers throughout the recruitment cycle and upon hire.
3. An additional statement that unionized positions will be posted in accordance with their Collective Agreement. Committee of the Whole Meeting November 16, 2021, FAF.21.191 Page 5 of 7.
4. Updates to Job Posting and Advertising timelines and requirements that incorporate new strategies and flexibility to allow staff to be more responsive to staffing needs in a constantly changing and competitive labour market.

For more detailed information about the proposed revisions and to view a copy of the proposed Policy, please download the following staff report:

[FAF.21.191 Review of Corporate Hiring of Employees, Lieu and Overtime, and Vacation Policies](#)

<https://pub-bluemountains.escribemeetings.com/FileStream.ashx?DocumentId=7765>

Note: Date of the Public Meeting referenced in the staff report was modified to January 24, 2021 during the meeting the report was presented to Council.

When will a decision be made?

It is important to note that a decision on these Policy revisions has NOT been made at this point and will NOT be made at this Public Meeting. After reviewing the revisions to the Hiring of Employees Policy and comments from the public, Staff will bring its recommendations to a future Committee of the Whole Meeting.

How can I make my views known about this proposal?

Any person or agency may provide comments on this matter in writing or verbally at the Public Meeting.

Comments at the Public Meeting assist the Town and Council in their decision-making process, so be sure to have your say!

How do I submit my comments?

Written Comments – You are encouraged to provide your comments or questions in writing using email or regular letter mail to the Town Clerk. Written comments received by **January 21, 2022** will be read by the Town Clerk at the Public Meeting for the benefit of everyone in attendance and will be included in the record of the Public Meeting.

Comments can be faxed to 519-599-7723, or emailed townclerk@thebluemountains.ca.

Any submitted comments become part of the **public record**, including names and addresses.

Verbal Comments – This Public Meeting is a hybrid meeting, allowing the public to attend the meeting in person or virtually. Those that wish to make verbal comments virtually are required to pre-register with the Town Clerk, no later than five business days in advance of the Public Meeting, by **January 17, 2022**.

Anyone wishing to provide their verbal comments in person at the Public Meeting, can attend the Town Hall, Council Chamber. Those providing their comments in person, are required to follow the Public Health Guidelines of the Town, as recommended by the Grey Bruce Health Unit.

Want to be notified of a decision?

You must make a request in writing to the Town Clerk if you would like to be notified of a decision on this proposal to:

Corrina Giles, Town Clerk
Town Hall, 32 Mill Street, Thornbury, ON
Fax: 519-599-7723
townclerk@thebluemountains.ca

Questions? Want more information? Ask a Staff Member!

Sarah Traynor, Manager of Human Resources 519-599-3131 ext.244 or hr@thebluemountains.ca

Under the authority of the Municipal Act, 2001 and in accordance with Ontario's Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), all information provided for, or at a Public Meeting, Public Consultation, or other Public Process are considered part of the public record, including resident deputations. This information may be posted on the Town's website. and/or made available to the public upon request.

This document can be made available in other accessible formats as soon as practicable and upon request.