

SECTION: HUMAN RESOURCES AND CORPORATE SAFETY

DEPARTMENT/DIVISION: CITY MANAGER’S OFFICE / HUMAN RESOURCES

SUBJECT: WORK-LIFE BALANCE INITIATIVES

POLICY STATEMENT

It is the policy of The Corporation of the City of Thunder Bay to support Work-Life Balance Initiatives wherever possible in a manner consistent with the Corporate Visions and Values and the terms of the collective agreement or the Managerial/Non-Union By-law, and the Employment Standards Act.

PURPOSE

To ensure that Work-Life Balance Initiatives are in place.

REFERENCE

Report 322-2023 (City Manager's Office - Human Resources & Corporate Safety) – Committee of the Whole – October 30, 2023

HUMAN RESOURCES PROCEDURES MANUAL

HR-02-11 Job Sharing

HR-02-62 Flex Time

HR-02-64 Work from Home Program

HR-02-65 Disconnecting from Work

HR-02-66 Voluntary Leave Purchase Plan – new

APPROVED BY:	City Council	Date:	11/20/2023
Replacing/Amending:	04/03/2023		
Originating Department:	City Manager’s Office / Human Resources and Corporate Safety		
Contact:	Manager Talent Acquisition & Development / Manager Labour Relations / Manager Compensation, Benefits & Health Services		
Departmental Procedural Manual:	Yes		
Affected Departments:	All		