

CANADA

PROVINCE OF QUEBEC

MUNICIPALITY OF SAINT-GABRIEL-DE-VALCARTIER

M.R.C. DE LA JACQUES-CARTIER

BY-LAW NUMBER 247

BY-LAW REPEALING AND REPLACING BY-LAWS NUMBERS 176, 205 AND 220 CONCERNING THE CODE OF ETHICS AND GOOD CONDUCT FOR MUNICIPAL EMPLOYEES

WHEREAS the Act on Ethics and Good Conduct in Municipal Affairs, assented to on December 2, 2010, created the obligation for all local municipalities to adopt a Code of Ethics and Good Conduct that sets out the main values of the Municipality with respect to ethics and the rules that must guide employee conduct;

WHEREAS the Act to amend the Act Respecting Elections and Referendums in Municipalities, the Act Respecting Ethics and Good Conduct in Municipal Affairs and various legislative provisions, commonly referred to as "PL 49" and assented to on November 5, 2012, requires the addition of a rule relating to the receipt of a gift or benefit by an employee;

WHEREAS, pursuant to Section 18 of the Municipal Ethics and Good Conduct Act, any decision regarding the adoption of the code of ethics and good conduct shall be made by by-law;

WHEREAS a Notice of Motion was given at a regular meeting of Council held on April 5, 2022;

WHEREAS the adoption was preceded by the presentation and filing of a draft by-law dated April 5, 2022, and a consultation with employees on the draft by-law held on April 6, 2022;

WHEREAS, pursuant to Section 12 of said Act, a public notice containing a summary of the proposed by-law was published on April 6, 2022;

WHEREAS Council deems it appropriate, essential and in the public interest to comply with the requirements of the Act by amending the Code of Ethics and Good Conduct for Municipal Employees;

THEREFORE,

**IT IS PROPOSED BY
SECONDED BY**

And unanimously resolved by the Councillors present, that the following by-law be adopted:

Article 1 Preamble

The preamble to these rules is an integral part of them.

Article 2 Subject matter

The purpose of this by-law is to replace the Code of Ethics and Good Conduct for Municipal Employees, in particular, to add a clarification concerning gifts and benefits received by a municipal employee.

Article 3 Code of Ethics and Good Conduct for Municipal Employees

The Code of Ethics and Good Conduct for Municipal Employees of the Municipality of Saint-Gabriel-de-Valcartier, attached as Appendix A, is adopted.

Article 4 Acknowledgement of the code of ethics and good conduct

A copy of the Code of Ethics and Good Conduct for Municipal Employees is given to each employee of the Municipality. The employee must certify having received a copy and read it within ten (10) days of its reception. A copy of the certificate of attestation is placed on record in the file of the employee.

The Mayor received the certificate of attestation from the Director General and Clerk-Treasurer.

Article 5 Repeal

This by-law replaces By-laws No. 176, 205 and 220 enacting a Code of Ethics for Municipal Employees.

Any reference to a municipal employee code of ethics and conduct, whether in a by-law, resolution, policy, contract, etc., shall be deemed to be a reference to this by-law.

Article 6 Coming into force

This By-law shall come into force upon completion of the formalities set out by the Act.

ADOPTED AT SAINT-GABRIEL-DE-VALCARTIER THIS 2nd DAY OF MAY 2022.

Brent Montgomery
Mayor

Heidi Lafrance
Director general and Clerk-Treasurer

Notice of Motion: April 5th, 2022
Filing of the draft by-law: April 5th, 2022
Adoption of by-law: May 2nd, 2022
Promulgation: May 3rd, 2022