

SECTION: LIBRARY	SUBJECT: LIBRARY EMPLOYEES STATUS	Pg. 1 of 1
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Library employees are presently on the Town of Kirkland Lake payroll; they receive all benefits eligible to municipal employees and receive a T4 slip in the name of the Town of Kirkland Lake each year. For this and other reasons, the legal opinion received from our solicitor is that they are municipal employees and the municipality has all the responsibilities for human resources, including the responsibility to comply with all appropriate provincial regulations, etc.

To ensure that the library is following human resource policies that we would normally apply to any employee and would be required to do so under any labour act or regulation, etc., we have advised the library that they are to have regard for municipal policies, copies of which we will provide. They should communicate with the Director of Community Services prior to any hiring, firing, disciplining, etc.

Library Board Chairman was advised of the above by letter dated March 7, 2005.