



## **WushuOntario – Human Resource Policy**

### **Definitions**

1. The following terms have these meanings in this Policy:

- a) "Employees" – Individuals employed by Wushu Ontario on a full-time, part-time, or term basis. Employees do not include contractors, directors and officers of Wushu Ontario, interns, officials, volunteers, or volunteer coaches
- b) "Full-Time Employees" – Employees who work a minimum twenty-eight (28) hour work week and may receive an annual salary, and leave, health, vacation, and pension benefits as defined in their Employment Agreement
- c) "Part-Time Employees" – Employees who work less than a twenty-eight (28) hour work week and may receive an annual salary, and leave, health, vacation, and pension benefits as defined in their Employment Agreement
- d) "Term Employees" – Employees who are hired for a specific term, to complete specific tasks, who are employed temporarily (i.e., paid by the hour, day, or week), receive four-to-six percent (4%-6%) vacation pay and leave benefits, and who do not receive health or pension benefits as defined in their Employment Agreement

### **Purpose**

2. WushuOntario employs employees, as necessary, to manage the daily tasks required of a provincial sport organization. WushuOntario Employees must sign and adhere to individual Employment Agreements. Except where otherwise noted, or where amended by the provisions of the Employment Agreement, this Policy and the Ontario Employment Standards Act will govern the terms and conditions of employment with WushuOntario.

### **Legal Requirements**

3. WushuOntario is subject to the statutory requirements of the Ontario Employment Standards Act and therefore will comply with its requirements in dealings with Employees.

### **Application of this Policy**

4. This Policy applies to WushuOntario's Full-Time Employees, Part-Time Employees, and Term Employees.

5. WushuOntario may hire summer students, temporary, or casual employees. The terms and conditions of employment for such employees will be governed solely by their Employment Agreement and the Ontario Employment Standards Act.

6. This Policy will not apply to independent contractors, private consultants, or interns/co-op placement students. These individuals are not considered employees of WushuOntario. In all instances where these individuals are contracted by WushuOntario, a written and signed Contractor Agreement will be prepared that outlines the duties, limitations, and payment schedule for the individual.

### **Employer-Employee Relationship**



8. WushuOntario recognizes the critical importance of its Employees to achieving its strategic objectives. Accordingly, WushuOntario provides its Employees with:
- a) Meaningful work which provides opportunities for professional development and personal achievement
  - b) A safe, healthy, and rewarding work environment
  - c) An organizational culture that reinforces shared values and high professional standards, and encourages participation and teamwork
  - d) An evaluation system based on organizational values, defined job duties and responsibilities, mutually agreed upon goals and objectives, and reasonable expectations
  - e) An evaluation system that provides positive and constructive feedback on performance

9. WushuOntario expects its Employees to:

- a) Apply and adhere to WushuOntario's policies and organizational values
- b) Use their best efforts to advance the interests of WushuOntario
- c) Perform their duties to the best of their abilities
- d) Seek a high level of performance results
- e) Act professionally in the discharge of their employment responsibilities
- f) Provide open and direct communication
- g) Ensure the integrity of their personal conduct
- h) Provide WushuOntario with any changes to the Employee's name, address, phone number, and other personal information that WushuOntario is required to maintain

### **Employment Agreement**

10. Employees will enter into an employment agreement with WushuOntario.

11. If the Employee continues to be employed by WushuOntario after the expiration of his or her Employment Agreement, the Employee's immediate last Employment Agreement will remain in effect until an acceptable Employment Agreement has been signed by both the Employee and WushuOntario.

12. Where there is any inconsistency between the terms of the Employee's Employment Agreement and the terms of this Policy, the terms of the Employment Agreement will prevail.

### **Probationary Period**

13. New Employees will be subject to a three (3) month probationary period and may be terminated without notice or pay in lieu of notice, unless otherwise stated in the Employee's Employment Agreement.

14. The Employee's probationary period may be adjusted or extended, in writing, according to any absences by the Employee during the probationary period.

15. The purpose of this probationary period is to provide an opportunity for both the Employee and WushuOntario to evaluate their working relationship.



16. An employee who transfers within WushuOntario to a new position will have a probationary period of three months in the new position. During this probationary period WushuOntario may, at its sole discretion and for any reason, require the employee to return to his or her previous position without notice and without compensation.

17. At the end of the probationary period, a formal work performance evaluation will be conducted by the Employee's supervisor. An Employee whose service is determined to be satisfactory during the probationary period may continue in employment, subject to the availability of funds, the continued existence of the position, and continued satisfactory work performance.

### **Attendance, Work Hours, and Supervision**

18. The President will supervise the performance of the Executive Director and the Executive Director will supervise the performance of all other Employees on behalf of WushuOntario's Board of Directors.

19. Employees will work out of WushuOntario's head office unless another arrangement has been agreed to by the President or Executive Director in writing. An Employee will not be paid a travel allowance or a moving allowance if the Employee is required to travel far distances to WushuOntario head office or if the Employee changes residence.

20. Employees will work normal office hours, as determined by WushuOntario's Board of Directors. Part-time or temporary Employees may work modified office hours, as determined by WushuOntario's President or Executive Director. Due to the nature of WushuOntario as primarily a volunteer-run organization, Employees' hours of work may be flexible to accommodate some evening or weekend work.

21. Overtime hours may be worked by an Employee with the approval of the President or Executive Director. Overtime hours will be compensated by granting the Employee time off in lieu at a rate of time-and-a-half for each hour of overtime worked. Hours worked by the Employee, excluding Management, in excess of eight (8) hours per day or forty-four (44) hours in a single week will constitute overtime work.

22. If an Employee cannot be at work at the normal time, he or she will notify his or her supervisor the earliest opportunity with the reasons for, and expected duration of, the absence.

23. Employees will attend all staff meetings, Board meeting, and other meetings when requested to do by the President or Executive Director, unless the Employee's absence has been approved by the President or Executive Director.

### **Job Responsibilities, Performance, and Review**

24. The primary duties and responsibilities of each Employee will be outlined in a written job description in the Employment Agreement. These duties may be revised from time to time at the discretion of the Board of Directors, President or Executive Director, to reflect changing priorities, workload, and personnel requirements.



25. The performance of each Employee will be reviewed annually by the President or Executive Director. The purpose of this review will be to assess the Employee's commitment to WushuOntario's organizational values and policies, to provide the Employee with feedback on his or her performance, and to identify the Employee's strengths and weaknesses.

26. If an Employee's performance is below a satisfactory level, the President will discuss with the Employee the specific problem, the level of performance that is required, the suggested action items to improve performance, and the time frame for achieving the desired level of performance. All discussions regarding performance will be documented and placed in the Employee's personnel file. If performance is unsatisfactory and does not improve according to the action plan time frames that have been discussed, the Employee's employment may be terminated for cause.

27. Reviews of the Executive Director's base salary will be done by WushuOntario's Board of Directors (or designate). For all other Employees, a base salary review will be done by the Executive Director. Annual cost of living increases will not occur. The board will review the inflation rate and from time to time adjust the salary range for each position.

#### **Vacation and Holidays**

28. Vacation entitlements will accrue in accordance with the Ontario Employment Standards Act, unless stated otherwise in the Employee's Employment Agreement.

29. When a statutory holiday falls within an Employee's vacation, the Employee will be granted an additional day of vacation.

30. All vacations will be approved in advance by the President or Executive Director. The President or Executive Director retains the right to determine the scheduling of vacations and to determine whether more than one week of vacation may be taken at once. Vacation requests for one week or more will be submitted to the President, in writing, no later than two months prior to the requested vacation date.

31. Term Employees will be paid vacation pay at a rate of four percent (4%).

32. Employees who have worked less than one full employment year will be entitled to vacation time on a prorated basis.

33. Employees are entitled to the paid public holidays recognized by the Ontario Employment Standards Act.

34. An Employee is eligible for paid public holidays if the Employee has worked for WushuOntario for at least thirty (30) working days in the year before the holiday, worked their last scheduled day of work before the holiday, and worked the first scheduled work day after the holiday.

#### **Leave**



35. The following sections endeavor to incorporate current Ontario and Federal legislation. If any of the following sections do not comply with minimum legislative requirements, the minimum legislation shall be substituted instead.

36. Paid sick leave is available to Full-Time and Part-Time Employees after their probationary period has been successfully completed. A daily absence due to illness should be reported to the supervisor by 8:45am. All Full-Time and Part-Time Employees are entitled to five (5) days fiscal sick leave. Full-Time and Part-Time Employees are not eligible to accumulate sick leave and must be legitimately ill before leave will be granted. Sick leave days will NOT be accumulated, carried over, or paid out upon termination.

37. At the discretion of WushuOntario, a doctor's letter may be required to substantiate the need for sick leave.

38. Excessive absenteeism affects an Employee's ability to maintain quality/quantity standards of work. WushuOntario reserves the right to deduct from the Employee's salary any sick leave taken in excess of five (5) working days per fiscal year.

39. Employees will periodically be required to schedule medical appointments. Employees are required to schedule appointments where possible which least effects the amount of lost time. Part-Time Employees are required, where possible, to schedule appointments outside of their scheduled hours of work.

40. Full-time Employees may be entitled to up to three (3) days of paid leave for bereavement or compassionate purposes.

41. Maternity leave and parental leave will be in accordance with the Ontario Employment Standards Act.

42. Employees required to serve on a Jury or as a Crown Witness are entitled to leave without pay.

43. Leaves of absence must be approved by the Executive Director in writing. Extending approved leaves of absence without notification to WushuOntario may result in termination of the Employee.

### **Salary and Benefits**

44. The following sections endeavor to incorporate current benefits as offered by WushuOntario's Insurance Plan. If any of the following sections do not comply with the benefits as offered by WushuOntario's Insurance Plan, the benefits offered by WushuOntario's Insurance Plan shall be substituted instead.

### **Salary**

45. The salary of each WushuOntario Employee will consist of a base salary and may include performance incentives.



46. Salary will be paid bi-monthly, on the 15th and last day of each month, unless payday falls on weekends or statutory holidays, in which case the payday will be moved to the last working day before the holiday.

47. Salary shall be subject to benefit deductions, statutory deductions, and withholdings for Canadian Pension and Employment Insurance.

48. Payment will be made either by cheque or by direct payment to the employee's bank account. Payment covers the pay period up to and including payday. If an employee takes his or her vacation during a payday, he or she may request an advance of the bi-monthly pay to be received on the payday preceding the vacation. To receive an advance in this manner, the supervisor must inform the payroll department six (6) working days before the payday when the advance is to be made.

49. Daily salary for Employees will be calculated by dividing the Employee's annual salary by the number of days worked per year (approximately 261 days). Hourly salary for Employees will be calculated by dividing the number of hours worked in a day.

50. Starting salaries, salary increases, and performance incentives (if any) will be reviewed and approved by the Board of Directors. In carrying out this review, the Board of Directors will have regard to salaries paid by comparable organizations.

### **Benefits**

51. Full-Time and Part-Time Employees working twenty-one (21) hours per week or more are eligible for health benefits as defined in their Employment Agreement after three continuous months of employment with WushuOntario. Under certain circumstances, the waiting period may be waived upon special request to the Insurer.

52. The cost of WushuOntario's Insurance Plan for Full-Time and Part-Time Employees and their dependents will be paid for by WushuOntario. The Insurance Plan offers the following coverage: a) Life Insurance b) Accidental Death and Dismemberment c) Dependent Life d) Long-Term Disability e) Extended Health Care (optional for Part-Time Employees, at their expense) f) Dental Insurance (optional for Part-Term Employees, at their expense)

53. If an Employee's spouse is covered under another Benefits Plan, the Employee must choose which individual will be the primary wage earner for purposes of the Ontario Health Insurance Plan (OHIP). Under no circumstances will WushuOntario pay salary in lieu of premiums where coverage is obtained through a spouse's plan.

54. Under current Income Tax Regulations, the payment of Provincial Health Care Premiums by WushuOntario constitutes a taxable benefit to the Employee. This benefit will be added to regular earning on the Employee's T-4 at year end.

55. Term Employees are not entitled to health benefits.



56. Health benefits coverage will cease upon the Employee's termination. An Employee may convert such health benefits coverage upon termination by purchasing coverage from the policy holder on an individual basis.

#### **Pregnancy/Parental Leave**

57. Employees on pregnancy/parental leave may choose whether or not they want to maintain their benefits but, if they choose to do so, they must maintain all benefits for the full leave period. If an Employee chooses not to maintain coverage during their pregnancy/parental leave, WushuOntario must receive such a request in writing.

#### **Expense Compensation**

58. Employees will be compensated for any costs and expenses incurred while traveling on WushuOntario business, or while performing duties in accordance with their job description, pursuant to terms outlined by their Employment Agreement and WushuOntario's Financial Policy.

#### **Professional Development**

59. WushuOntario will budget for staff training and development according to the resources available each year. Employees should consult with the President to identify suitable professional development opportunities. At the discretion of the President and based upon a written request from an Employee, WushuOntario may cover all or part of the Employee's costs to participate in educational courses, seminars, workshops, or other professional development activities.

#### **Cellphones**

60. While operating a motor vehicle and unless using a legally authorized ear piece, Employees will:

- a) Not use a cellphone or other hand-held device
- b) Before using a cellphone or other hand-held device, leave the road and safely park their motor vehicle
- c) Have incoming phone calls answered by voice mail

61. Employees will not be disciplined for failing to answer a call while they were operating a motor vehicle.

62. WushuOntario will not be held responsible for any violations or accidents caused by the contravention of the Cellphones section of this Policy.

#### **Other Employment**

63. Employees may accept outside employment provided the employment does not diminish the Employee's ability to perform work for WushuOntario, the employment does not represent a conflict with WushuOntario, and the President is notified in advance of the Employee's intention to accept outside employment and gives written approval.

#### **Personal Belongings**



64. WushuOntario assumes neither responsibility nor liability for any personal or office articles lost or stolen, regardless of circumstances. At WushuOntario office, purses, wallets, and other valuable personal belongings should be placed in a locked drawer or cabinet at all times.

### **Conduct and Discipline**

65. Employees will comply with this Policy, the terms of their Employment Agreement, and all other WushuOntario policies relating to conduct including, but not limited to, WushuOntario's Confidentiality Policy, Conflict of Interest Policy, Privacy Policy, Social Media Use Policy, and Code of Conduct and Ethics.

66. WushuOntario Employees may be subject to disciplinary action should their conduct so warrant.

67. Disciplinary action will be progressive and may include, but is not limited to:

- a) Verbal reprimand - a verbal reprimand may be given by the supervisor in private for minor offences. Such a reprimand will not become a part of the Employee's file, and the matter will be closed when the constructive two-way discussion has been finalized.
- b) Letter of reprimand - when a more serious infraction occurs, or repetitive behaviour, the supervisor will write a letter to the Employee stating the infraction and warning him or her against further misbehavior. A copy of this letter will be kept in the Employee's personnel file.
- c) Suspension – an Employee may be suspended (with or without pay) for a period of three (3) to ten (10) working days, depending on the seriousness of the offence. Normally, the Employee will be permitted to carry on his or her normal duties while the case is being investigated. But in some cases it may be necessary to bar the person from the premises until the case has been investigated. In such an instance, the Employee will be notified in writing.
- d) Dismissal - dismissal will be used only when all other corrective actions have failed or are not applicable.

### **Unsatisfactory Work Performance or Work-Related Behaviour**

68. Unsatisfactory work performance or work-related behaviour is the failure or refusal to carry out job responsibilities, failure to follow WushuOntario rules or failure to abide by WushuOntario's Code of Conduct and Ethics. The Board of Directors will inform Employees of acts or omissions which are symptomatic of unsatisfactory work performance or work-related behaviour and of the applicable discipline if either is not corrected.

69. In a case of gross misconduct, immediate disciplinary action up to and including termination may be applied. During the investigation of alleged gross misconduct, an Employee may be placed on leave without pay.

70. Gross misconduct includes the following:

- a) Theft or dishonesty
- b) Gross insubordination
- c) Willful destruction of club property
- d) Falsification of records
- e) Acts of moral turpitude





- f) Reporting for duty under the influence of intoxicants
- g) Illegal use, manufacturing, possessing, distributing, purchasing and dispensing of controlled substances or alcohol
- h) Disorderly conduct
- i) Provoking a fight
- j) Other similar acts involving intolerable behaviour by an employee

71. When disciplining an Employee, WushuOntario will consider the nature of the unsatisfactory work performance or work-related behaviour, the past record of the Employee and appropriate penalties. Therefore, as a general rule, disciplinary action for unsatisfactory work performance or work-related behaviour will begin with an oral or written warning and may be followed by additional written warnings. Written warnings will be presented to the Employee and will describe the unsatisfactory work performance or work-related behaviour and the necessary corrective action to be taken. If an Employee fails to attain a satisfactory level of work performance or work-related behaviour despite such warning, disciplinary action up to and including termination of employment may be implemented. Copies of all written warning and other disciplinary actions will be placed in the Employee's personnel file.

#### **Termination**

72. No notice, or pay in lieu of notice, is required by either WushuOntario or the Employee to terminate the employment relationship during the first three (3) month probationary period for new Employees.

73. Employees will provide notice of their intention to leave the employment of WushuOntario in accordance with the Ontario Employment Standards Act.

74. WushuOntario may terminate the employment of any Employee for cause at any time, without notice or pay in lieu of notice, for any of the following reasons:

- a) Willful misconduct which is detrimental to WushuOntario
- b) Failure to adhere to policies of WushuOntario
- c) Gross failure to perform their employment duties
- d) Theft and criminal behaviour
- e) Unauthorized release of confidential information
- f) Destruction of WushuOntario's property
- g) Insubordination
- h) Recurring absence without notice
- i) Dishonesty
- j) Fighting or provoking a fight on WushuOntario premises or events
- k) Actions that bring WushuOntario into disrepute
- l) Working for another employer while on leave of absence without written consent of WushuOntario
- m) Possession, use, sale, purchase, or distribution on WushuOntario's property of any illegal drugs or illegally possessed drugs



“Home to Wushu  
in Ontario”

## WOP40 –Human Resource Policy

*EFFECTIVE: February 1<sup>st</sup>, 2017*

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- n) Reporting to work after having ingested illegal drugs or illegally possessed drugs, in a condition that adversely affects the employee’s ability to safely and effectively perform his or her job or which would imperil the safety of others
- o) Other reasons as determined by WushuOntario’s Board of Directors or outlined in the Employment Agreement

75. WushuOntario will provide Employees notice, or pay in lieu of notice, of their intention to terminate the Employee’s employment with WushuOntario without cause in accordance with the Ontario Employment Standards Act, unless otherwise agreed in the Employee’s Employment Agreement.

76. The Board of Directors will have authority for termination of all Employees.

### **Grievance Procedure**

77. An employee who is dissatisfied with any procedures or treatment should first take the matter up with his or her supervisor. If the matter is not resolved at this level, the employee may contact the Executive Director or WushuOntario’s Board of Directors.

78. Employees may not advocate personal issues with any individual member of the Board of Directors without the consent of the Executive Director; unless the personal issues are directly connected to the conduct or behaviour of the Executive Director.