



Chapter 18

Personnel

18(14) Benefits for Common-Law Spouses

That a policy be established whereby the Director of Human Resources shall require any municipal employee who requests an extension of municipal employee benefits to his or her common-law spouse to provide appropriate documentation as a prerequisite to the implementation of such an arrangement, provided he/she qualifies under one or the other of the following conditions, namely:

- (a) has cohabited with the same individual of the opposite sex for a period of at least three months and any subsequent common-law arrangement shall require a waiting period of 12 months before benefits are extended; and
- (b) is represented in the community as husband and wife.

It is understood that if the applicant does not qualify under one of the above conditions and/or fails for any other reason to complete the required documentation, the City of London will not extend municipal benefits to the common-law spouse or any offspring.

ADOPTED JUNE 18, 1979; AMENDED MARCH 3, 1986 [18(14)]

18(15) Benefits for Survivors of Employees Killed on the Job

That a policy be established that supplementary financial assistance beyond any proceeds from insurance policies, OMERS, Canada Pension Plan, Workplace Safety and Insurance benefits, or any other plan, not be granted to survivors of City employees who are killed while carrying out their duties.

ADOPTED FEBRUARY 4, 1980 [18(15)]

18(16) Past Service Pensions

That the following policy be established concerning past service pensions:

- (a) effective January 1, 1980, the surviving spouses of all retired City of London employees who are receiving past service pension benefits under the provisions of Section 98 of the *Municipal Act*, R.S.O. 1990, Chapter M.45, be granted a surviving spouse allowance in the amount of 50% of the gratuity being paid to the past service pensioners, such gratuity to commence the month following the death of the former employee, provided both the following conditions are met:
 - (i) married to a pensioner at the time of death;
 - (ii) married before a pensioner's payments commence; and further that effective January 1, 1980, the surviving spouse allowance outlined hereinbefore be granted to common-law spouses of all retired City of London employees who are receiving past service pension