



BY – LAW No. 13-20

**The Corporation of the United Counties of Leeds and Grenville**

**A BY-LAW TO RATIFY A COLLECTIVE AGREEMENT BETWEEN THE UNITED COUNTIES OF LEEDS AND GRENVILLE AND THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 4440**

**WHEREAS** the United Counties of Leeds and Grenville and the Canadian Union of Public Employees and Its Local 4440 have entered into a Collective Agreement for Full-Time/Part-Time Contract Bargaining Unit Members employed by the United Counties of Leeds and Grenville; and


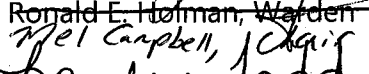
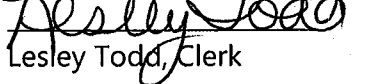
**WHEREAS** the parties agree to the terms of the attached Memorandum of as constituting full settlement of all matters in dispute; and

**WHEREAS** the Collective Agreement shall be in force from January 1, 2013 to December 31, 2014;

**NOW THEREFORE THE COUNCIL OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE HEREBY ENACTS AS FOLLOWS:**

1. **THAT** the attached Memorandum of Settlement and Contract, be ratified; and
2. **THAT** any by-laws or parts of by-laws contrary to or inconsistent with this By-law are hereby repealed; and
3. **THAT** this by-law comes into force on the day it is passed.

By-law read a first, second and third time, and finally passed this 25<sup>th</sup> day of April, 2013.

  
Ronald E. Holman, Warden  
  
Mel Campbell, Chair  
  
Lesley Todd, Clerk

**MEMORANDUM OF SETTLEMENT**

**BETWEEN**

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE  
(LEEDS GRENVILLE EMERGENCY MEDICAL SERVICES DEPARTMENT)  
(hereinafter referred to as the "Employer")**

**AND**

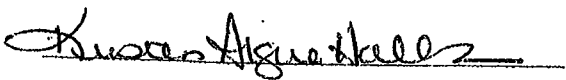
**THE CANADIAN UNION OF PUBLIC EMPLOYEES  
AND ITS LOCAL 4440  
(hereinafter referred to as the "Union")**

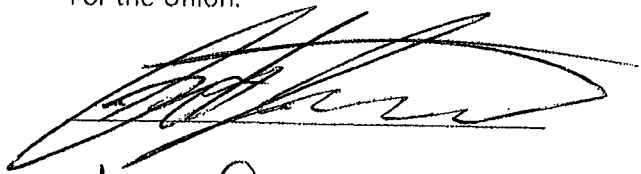
1. The parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their representative principles.
3. The parties herein agree that the term of the collective agreement shall be from January 1, 2013 to December 31, 2014.
4. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on December 31, 2012 provided, however, that the following amendments are incorporated:
  - a. All matters previously settled and agreed to by the parties on February 13 and 14, 2013 (Appendix A); and
  - b. All matters settled yesterday and today by the parties on March 25 and 26, 2013 (Appendix B).

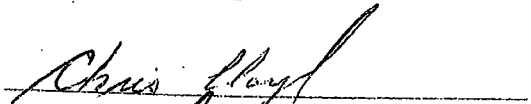
DATED at Brockville, Ontario this 26th day of March, 2013.

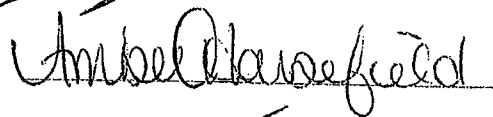
For the Employer:

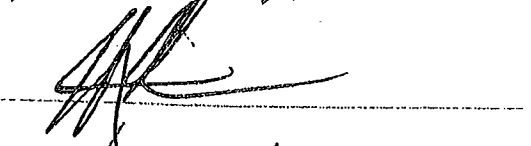
For the Union:

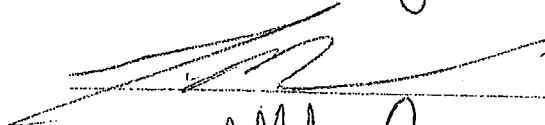
  
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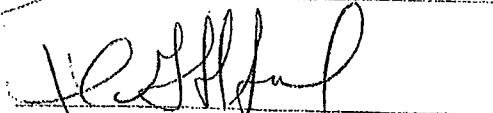
  
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