

**THE CORPORATION OF THE  
TOWNSHIP OF EDWARDSBURGH CARDINAL**

**BY-LAW NO. 2023-28**

**"A BY-LAW TO ENTER INTO A LETTER OF UNDERSTANDING WITH THE  
CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2311-02"**

**WHEREAS** the Municipal Act 2001, SO 2001, Chapter 25, Section 8(1) states that the powers of a municipality shall be interpreted broadly so as to confer broad authority on municipalities to govern their affairs as they consider appropriate and to enhance their ability to respond to municipal issues; and

**WHEREAS** the Municipal Act 2001, SO 2001, Chapter 25, Section 8(2) states that in the event of ambiguity, the ambiguity shall be resolved so as to include, rather than exclude, municipal powers that existed before the Municipal Act, 2001 came into force; and

**WHEREAS** the Municipal Act 2001, SO 2001, Chapter 25, Section 9 gives the municipality the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this Act; and

**WHEREAS** the Council of the Corporation of the Township of Edwardsburgh Cardinal entered into a Collection Agreement with the Canadian Union of Public Employees (Local 2311-02) for the period of January 1, 2021 to December 31, 2024; and

**WHEREAS** the Council of the Corporation of the Township of Edwardsburgh Cardinal approved the 2023 budget with a 3% cost of living increase for both union and non-union employees; and

**WHEREAS** Council of the Corporation of the Township of Edwardsburgh Cardinal wishes to make a one-time percentage increase to Appendix A – Wage Rates for the year January 1, 2023 to adjust from 1.75% to 3% for all union employees; and

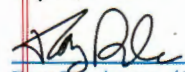
**WHEREAS** the Council of the Corporation of the Township of Edwardsburgh Cardinal wishes to enter into a Letter of Agreement with the Canadian Union of Public Employees (Local 2311-02);

**NOW THEREFORE** the Council of the Corporation of the Township of Edwardsburgh Cardinal enacts as follows:

1. That the Mayor, CAO and Treasurer are hereby authorized to execute the Letter of Agreement attached hereto as Schedule "A" on behalf of the Township of Edwardsburgh Cardinal.
2. The Letter of Agreement as attached hereto is hereby approved and adopted and shall form part of this by-law.
3. That this by-law shall be known as the "CUPE Collective Agreement – Letter of Agreement – Wage Rate Adjustment".
4. That this by-law shall come into force and take effect on its passing.

Read a first and second time in open Council this 24 day of April, 2023.

Read a third and final time, passed, signed and sealed in open Council this 24 day of April, 2023.



Tory Deschamps (Apr 28, 2023 06:23 EDT)

**Mayor**



**Clerk**

# LETTER OF UNDERSTANDING

## BETWEEN

**THE TOWNSHIP OF EDWARDSBURGH/CARDINAL**  
(hereinafter called the Township)

And

**THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2311-02**  
(hereinafter called the Union)

*(this letter is without prejudice and precedent)*

### APPENDIX A – Wage Rates – Jan 1/23 – 1.25% adjustment

#### WHERE

- The Township values our CUPE employees and as such wants to be respectful, responsible and sensitive to the Employees' needs.

#### THEREFORE

The Township will make a one-time percentage increase to Appendix A – Wage Rates for the year Jan1/23 to adjust from 1.75% to 3.00%. The adjustment will be retroactive to January 1, 2023.

DATED at Kingston, ON, this 12<sup>th</sup> day of April, 2023.

FOR THE EMPLOYER:

  
Tory Deschamps (Apr 12, 2023 12:41 EDT)

  
Sean Nicholson (Apr 12, 2023 12:51 EDT)

  
David Grant (Apr 12, 2023 13:16 EDT)

FOR THE UNION:

  
Jay simzer (Apr 12, 2023 18:29 EDT)



  
Andrew Wilson (Apr 17, 2023 09:22 EDT)