

**Sixteenth Meeting of the Council of the
Town of Maple Creek Held on September 26, 2017**

- 1. PRESENT:**
- 2. ABSENT:**
- 3. CALL TO ORDER: 7:30 p.m.**
- 4. AGENDA:**
- 5. MINUTES:**
 - a. Regular Meeting September 12, 2017
 - b. Special Meeting September 19, 2017
- 6. NOTICE OF PROCLAMATIONS:**
- 7. PRESENTATIONS AND RECOGNITIONS:**
- 8. PUBLIC HEARINGS:**
- 9. DELEGATIONS:**
- 10. COMMUNICATIONS:**
 - a. Government of Canada – Gas Tax
- 11. PAYMENT OF ACCOUNTS:**
 - a. Accounts Payable
- 12. REPORTS OF ADMINISTRATION & COMMITTEES:**
- 13. UNFINISHED BUSINESS:**
- 14. NEW BUSINESS:**
 - a. Bylaw No. 2017-MC-12
 - b. Maple Creek Flying Club
 - c. Marie-Claire McCracken
 - d. Ministry of Parks, Culture and Sport
 - e. Labor Law Review
 - f. Multicultural Council of Saskatchewan
 - g. Suspension of Harassment Policy
 - h. Utility billing
- 15. MAYOR AND COUNCILLORS FORUM:**
- 16. ADJOURNMENT:**

MINUTES OF THE FIFTEENTH REGULAR MEETING OF THE COUNCIL OF THE TOWN OF MAPLE CREEK HELD ON SEPTEMBER 12, 2017

PRESENT Mayor Barry Rudd, Councillors, Barry Elderkin, Cara Teichroeb, Ellaine Hawrylak, Kevin Rittinger, Michael Morrow and CAO Don McLeod.

ABSENT: Michelle McKenzie

CALL TO ORDER

Mayor Barry Rudd called the meeting to order at 7:30 PM.

AGENDA

- 17-MC-289 Teichroeb/Morrow – That, the Agenda of the Fifteenth Regular Meeting of the Council of the Town of Maple Creek held on September 12, 2017 be accepted as amended. Carried

MINUTES OF THE REGULAR MEETING – AUGUST 10, 2017

- 17-MC-290 Hawrylak/Elderkin – That, the minutes of the Fourteenth Regular meeting of the Council of the Town of Maple Creek held on August 10, 2017 be adopted as circulated. Carried

MINUTES OF THE SPECIAL MEETING – AUGUST 31, 2017

- 17-MC-291 Elderkin/Morrow – That, the minutes of the Special Meeting of the Council of the Town of Maple Creek held on August 31, 2017 be adopted as circulated. Carried

COMMUNICATIONS

- 17-MC-292 Elderkin/Rittinger- That, the following communications having been read, now be filed:
a. Great Plains College (2)
b. SaskTel
c. Joyce Nuttall
d. SUMA – Revenue Sharing Estimates Carried

PAYMENT OF ACCOUNTS

- 17-MC-293 Morrow/Rittinger – That, Council approve the accounts totaling \$218,795.05, cheque #6331-6335 as listed on Schedule "A" and accounts totaling \$20,164.85, cheques #6336-#6338 as listed on Schedule "C" and accounts totaling \$49,621.79, cheque #6339 - #6345 as listed on Schedule "D" and accounts totaling \$105.39, cheque #6375 as listed on Schedule "E" and accounts totaling \$49,906.81, cheques #6346 - #6374 as listed on Schedule "F" and accounts totaling \$19,069.29, cheques #6376 – 6392 as listed on Schedule "G" and accounts totaling \$7966.00, cheques #6393 -6404 as listed on Schedule "H" and accounts totaling \$986.00, cheque #6405 as listed on Schedule "I" and accounts totaling \$62,976.39, cheques #6408 - 6440 as listed on Schedule "J" and accounts totaling \$66,042.57, cheques #6441 – 6458 as listed on Schedule "K" accounts totaling \$299,614.40, cheques #6459 - #6508 as listed on Schedule "L" and accounts totaling \$14,095.19, cheques #6509 - #6513 as listed on Schedule "M" and forming part of these minutes. Carried.

- 17-MC-294 Teichroeb/Hawrylak – That, Council approve the payroll vouchers totaling \$100, 533.57, vouchers #2925– #3014-- as listed on Schedule "B" and forming part of these minutes. Carried.

FINANCIAL REPORT

- 17-MC-295 Teichroeb/Rittinger – That, Council approve the Financial Report for August 2017. Carried.

MINUTES OF THE FIFTEENTH REGULAR MEETING OF THE COUNCIL OF THE TOWN OF MAPLE CREEK HELD ON SEPTEMBER 12, 2017

BANK RECONCILIATIONS

- 17-MC-296 Hawrylak/Elderkin – That, Council approve the Bank Reconciliations for July 2017. Carried.

At 7:45 PM Mayor Barry Rudd opened the Public Hearing regarding the road closure on the NE 15-11-26W3.

Mr. Jack Ingram make a presentation to ensure that farm land located east of the road closure would still be available to the landowners.

BYLAW 2017-MC-10 – CLOSE A PORTION OF ROAD

- 17-MC-297 Rittinger/Hawrylak – That, Bylaw 2017-MC-10 being a bylaw of the Town of Maple Creek to close a portion of road located in the NE 15-11-26W3 registered as Road Plan 66SC00440 be read a third time and adopted. Carried

ADMINISTRATIVE REPORTS

- 17-MC-298 Teichroeb/Rittinger – That, Council hereby accept the Administrative Reports from the CAO, Parks and Rec Manager and Manager of Economic Development Report for the month of August 2017 as circulated and that the report be filed. Carried.

HERITAGE PROPERTIES ACT

- 17-MC-299 Hawrylak/Rittinger – That, Council take the necessary steps under the Heritage Properties act to ensure that the Commercial Hotel be fully winterized to protect its heritage status. Carried

WATER SECURITY WORKSHOP

- 17-MC-300 Elderkin/Teichroeb – That, Council authorize the CAO and Kurt Desautels to attend the Water Security Workshop in Swift Current on October 24, 2017 and that all relevant expenses be paid. Carried

BYLAW 2017-MC-11 – CHANGE THE ZONING

- 17-MC-301 Teichroeb/Rittinger – That, Bylaw 2017-MC-11 being a bylaw to change the zoning of Lot 1, Block 47, Plan 59SC04002 from Community Service District to C1 Commercial Core be read a second time. Carried

C-CAN AT ECKART'S

- 17-MC-302 Teichroeb/Morrow – That, Council approve the application of Eckart's Welding to install a C-can on their downtown commercial property to allow for the storage of materials. Tabled.

ADDITIONAL PAVING

- 17-MC-303 Elderkin/Rittinger – That, Council draw approximately \$200,000 from reserves to cover the costs of additional paving, Fire Truck and crosswalk signs and pavement markings, if needed. Carried.

BYLAW ENFORCEMENT SERVICES

- 17-MC-304 Hawrylak/Rittinger – That, Council contract with Commissionaires to provide bylaw enforcement services until September 30, 2018. Tabled.

**MINUTES OF THE FIFTEENTH REGULAR MEETING OF THE COUNCIL OF THE TOWN OF
MAPLE CREEK HELD ON SEPTEMBER 12, 2017**

JACK & JILL PLAYSCHOOL

- 17-MC-305 Teichroeb/Elderkin – That, approve the use of the upstairs of the Armoury by the Jack and Jill Playschool for the 2017 – 2018 year.
- Carried

IN CAMERA

- 17-MC-306 Elderkin/Rittinger – That, Council go in discussion under Section 120(2) (a) and (b) of the Municipalities Act
- Carried

IN CAMERA

- 17-MC-307 Rittinger/Hawrylak – That, Council rise from the in-discussion session.
- Carried

FIRE TRUCK

- 17-MC-308 Morrow/Hawrylak – That, Council purchase a 1989 Pierce Arrow 55-foot Telesquirt ladder truck VIN: 1P9CA02J5KA040805 PEV1441 from Rocky Mountain Phoenix of Red Deer, AB for the price of \$47,500.00 plus taxes. Rocky Mountain Phoenix to deliver the truck and provide training to the Maple Creek Fire Department.
- Carried

NO METAL AT LANDFILL

- 17-MC-309 Rudd/Hawrylak – That, Council advertise that the Town of Maple Creek Landfill no longer accepts appliance or scrap metal effective immediately.
- Carried

ADJOURNMENT

- 17-MC-310 Teichroeb – That, Council adjourn at 9:25 PM.
- Carried.

Mayor

CAO

MINUTES OF THE SPECIAL MEETING OF THE COUNCIL OF THE TOWN OF MAPLE CREEK HELD ON SEPTEMBER 19, 2017

PRESENT Mayor Barry Rudd, Councillors, Cara Teichroeb, Michael Morrow, Michelle McKenzie, Ellaine Hawrylak, and CAO Don McLeod.

ABSENT: Councillors Rittinger and Elderkin

Councillors present signed the Waiver of Special Meeting.
Special Meeting was called to discuss the Harassment Policy of the Town of Maple Creek.

CALL TO ORDER

Mayor Barry Rudd called the meeting to order at 1:00 PM.

17-MC-311 **Swift Current Minor Hockey:**

Rudd/Morrow - That Council instruct the CAO to contact Swift Current Minor Hockey to get a copy of their disciplinary policy in regards to minor hockey in Swift Current.

Carried

17-MC-312 **Safe Places:**

Hawrylak/Tiechroeb - That Council instruct the CAO to the City of Swift Current regarding the Safe Places Program they currently have in place.

Carried

Adjourn:

17-MC-313 McKenzie - That we hereby adjourn. Time of adjournment 6:25 p.m.

Carried

Mayor

CAO

GAS TAX FUND / FONDS DE LA TAXE SUR L'ESSENCE

Ministry of Government Relations
Municipal Infrastructure and Finance

410 – 1855 Victoria Avenue
REGINA SK S4P 3T2

Phone (306) 787-8912
Fax (306) 787-3641

September 11, 2017

Don McLeod, Administrator
Town of Maple Creek
Box 428
MAPLE CREEK SK S0N1N0

Dear Don McLeod:

Re: Unspent Funds under the federal Gas Tax Fund

One of the terms and condition (T&C) of your Municipal Gas Tax Fund Agreement (MGTF) is for the municipality to spend its "Unspent Funds" by December 31, 2018 [Schedule A, section 3.3(a)].

"Unspent Funds" refers to those funds transferred to your municipality under the original gas tax program from 2005 to 2013-14 and not yet expended on eligible projects.

Our records indicate that your municipality has Unspent Funds that will need to be expended by December 31, 2018.

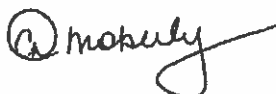
Attached is a municipal summary that identifies:

- your municipality's actual expenditures to December 31, 2016, as reported on approved Municipal Annual Expenditure Reports; and
- the amount of Unspent Funds you are required to spend by December 31, 2018.

Also attached are some frequently asked questions that you may find useful as you work towards meeting this requirement.

If you have any questions or concerns, please call 306-787-8912 or email gastaxprogram@gov.sk.ca.

Sincerely,



Cathy Moberly, CPA, CMA
Director

Attachment

TOWN OF MAPLE CREEK

BYLAW NO. 2017-MC-12

A BYLAW OF THE TOWN OF MAPLE CREEK TO AMEND BYLAW NO. 2015-MC-04 TO ESTABLISH RATES AND REGULATE A WASTE COLLECTION SYSTEM FOR THE PROPER COLLECTION AND DISPOSAL OF WASTE.

The Council of the Town of Maple Creek hereby enacts to amend Bylaw No. 2015-MC-04 a Bylaw of the Town of Maple Creek, in the Province of Saskatchewan to establish rates and regulate a waste collection system for the proper collection and disposal of waste as follows:

1. That Schedule "A" attached to Bylaw No. 2016-MC-12 is hereby repealed and removed.
2. That Schedule "A" as attached to Bylaw No. 2017-MC-12 hereby be approved and forms part of Bylaw No. 2015-MC-04.
3. This bylaw shall come into force and effect upon final passing by the Council of the Town of Maple Creek.

Mayor

S E A L

Administrator

Read a third time and hereby adopted on
the 26th day of September 26, 2017.

TOWN OF MAPLE CREEK

BYLAW NO. 2017-MC-12

SCHEDULE "A"

1. **RESIDENTIAL (per 64G cart):**
 - a. Single family dwelling \$146.00/year (\$36.50/quarter)
 - b. Duplex - each household..... \$146.00/year (\$36.50/quarter)
 - c. Apartment Blocks - each household \$146.00/year (\$36.50/quarter)

2. **RESIDENTIAL (per 95G cart):**
 - a. Single family dwelling \$190.00/year (\$47.50/quarter)
 - b. Duplex - each household..... \$190.00/year (\$47.50/quarter)
 - c. Apartment Blocks - each household \$190.00/year (\$47.50/quarter)

3. **COMMERCIAL / INDUSTRIAL (per cart):**
 - a. Light (64G cart) – once per week \$146.00/year (\$36.50/quarter)
 - b. Light (95G cart) – once per week.....\$190.00/year (\$47.50/quarter)
 - c. Normal (64G cart) – twice per week \$326.00/year (\$81.50/quarter)
 - d. Normal (95G cart) – twice per week.....\$425.00/year (\$106.25/quarter)
 - e. 300G cart – once per week \$550.00/year (\$137.50/quarter)
 - f. Heavy (300G cart) – three times per week.\$1,200.00/year (\$300.00/quarter)

4. **INSTITUTIONAL (per cart):**
 - a. Churches and lodges..... \$146.00/year (\$36.50/quarter)
 - b. Schools \$550.00/year (\$137.50/quarter)
 - c. Hospital \$1,200.00/year (\$300.00/quarter)
 - d. Lodge \$1,200.00/year (\$300.00/quarter)

5. **INSTITUTIONAL (Waste Collection & Recycling per year):**
 - a. Sun Glow (2 – 95 gallon carts).....\$240.00/year(\$60.00/quarter)
 - b. Manor (3 – 95 gallon carts).....\$360.00/year(\$90.00/quarter)
 - c. Creekside (2 – 95 gallon carts).....\$3,000.00/year (\$750.00/quarter)

6. **CLASSIFICATION OF COMMERCIAL**
 - a. Heavy Commercial – three times per week
 - b. Normal Commercial - twice per week
 - c. Light Commercial - once per week

7. **RECYCLING FEE**
 - a. All properties in Maple Creek that do not receive cardboard pick-up service shall pay a twenty dollars (\$20.00) recycling fee every quarter.

 - b. All Commercial and Institutional properties in Maple Creek that have their cardboard picked up once weekly shall pay a fifty-two dollars and fifty cents (\$52.50) recycling fee every quarter.

 - c. All Commercial and Institutional properties in Maple Creek that have their cardboard picked up twice weekly shall pay a one hundred and five dollars (\$105.00) recycling fee every quarter.

8. **GENERAL PROVISIONS**
 - a. There will be garbage collection at the above rates from all residential dwellings.
 - b. There will be garbage collection at the above rates from all industrial/ commercial enterprises.
 - c. There will be garbage collection from all institutional enterprises as set out in Schedule "A".
 - d. There will be a landfill tipping fee collected as set out in Schedule "A".

TOWN OF MAPLE CREEK

BYLAW NO. 2017-MC-12

SCHEDULE "A" CON'T.

9. **LANDFILL TIPPING FEES:**

For Town of Maple Creek ratepayers and the Town of Maple Creek Landfill Use Agreement holders; RM of Maple Creek, RM of Piapot, Fort Walsh National Historic Site and Okimawa Ohci Healing Lodge:

- a. Clean Wood ONLY (min. charge \$5.00) \$1.00 per cubic yard
- b. Household metal such as mattresses, box springs, upper and lower kitchen cupboards, bathroom vanities, hid a beds, couches, chairs, recliners, loveseats, futons, \$5.00 per cubic yard
- c. Clean Concrete & Bricks to be placed in accordance with the instruction of the landfill attendant. \$5.00 per cubic yard
- d. Miscellaneous (includes contract haulers) \$5.00 per cubic yard
Includes: household waste, drywall, insulation, non-burnable construction waste, renovation debris etc.
- e. ½ ton vehicle and/or car \$10.00 per load
(material delivered by truck or car load)

For users of the Town of Maple Creek Landfill that do not hold a Landfill Use Agreement with the Town of Maple Creek:

- a. Clean Wood ONLY (min. charge \$10.00) \$2.00 per cubic yard
- b. Household metal such as mattresses, box springs, upper and lower kitchen cupboards, bathroom vanities, hid a beds, couches, chairs, recliners, loveseats, futons, \$10.00 per cubic yard
- c. Clean Concrete & Bricks to be placed in accordance with the instruction of the landfill attendant. \$10.00 per cubic yard
- d. Miscellaneous (includes contract haulers) \$10.00 per cubic yard
(Household Waste, only)
- e. ½ ton vehicle and/or car \$20.00 per load
(material delivered by truck or car load)

10. **DISPOSAL OF DEMOLITION & RENOVATION MATERIAL:**

NO buildings material from a development improvement/renovation shall be accepted at the Maple Creek Landfill, with the exception of a resident of the Town of Maple Creek in accordance with a Demolition Permit.

Maple Creek Flying Club



**P.O. Box 992
Maple Creek, SK
S0N 1N0**

Town of Maple Creek
P.O. Box 428
Maple Creek, SK
S0N 1N0

Re: Lease – Town of Maple Creek – Parcel “F”

Honorable Mayor and Council:

The Maple Creek Flying Club would like to submit this letter of request in regards to reduction of lease for Parcel “F” at the Maple Creek Airport. Please consider acceptance of our proposal to lease the property as described for a sum of \$1 per year. We understand and agree to all other terms and conditions of the lease.

The Flying Club makes considerable contribution to operation and maintenance of the airport as well as the community of Maple Creek. We believe that an active club has a significant impact on utilization of the airport and on ensuring the community continues to benefit from this vital service.

Please contact the undersigned with decision of Council or for further discussion.



Matthew Udal
President
Maple Creek Flying Club
Box 992
Maple Creek, SK. S0N 1N0
Cell: 306-661-0233

Marie-Claire McCracken
Box 33
Maple Creek, SK S0N 1N0
(306) 662-3336

Town of Maple Creek
Box 428
Maple Creek, SK S0N 1N0

Re: Accident on a sidewalk

September 12, 2017

To the Mayor and Councillors of Maple Creek,

I am happy to see that one block and a half of sidewalks have been just redone on Sidney Street. However much is needed and should have already been done.

I am probably not the first one, but on August 2nd, I tripped on a very uneven sidewalk at 302 Claustre Avenue. Before I knew it, I was on the ground, with a broken wrist and sore knees. A simple look at my arm was telling to anyone who saw it, that bones were displaced. Fortunately, the lady living at this place was outside and took care of me, until my husband arrived to take me to the hospital. I had to be wheel chaired in the hospital as I could not walk. X-rays revealed a broken knee and of course a very badly broken wrist. I had to be referred to a specialist in Medicine Hat the following week. After waiting 2 days at the hospital (the surgery had to be added into a busy schedule and postponed to the next day) I was finally on the operating table 7 days after the fall. I am still in a cast (probably for a total of 3 months) and in pain, hoping to recover fully, but it is not guaranteed. All the housework, garden, preserving is suffering too, and will suffer for a few more months yet, added to the wasted hours of waiting, trips to Medicine Hat, lost hours of work for my husband, added expenses, and some holidays we had to cancel.

My understanding is that the people owning this place complained several times about the sidewalk and were even ready to do the work themselves if the town provided the concrete, but it was refused. Does the town need to have more accidents and maybe costly lawsuits before acting and repairing sidewalks? Some repair jobs have been made on Jasper Street to smooth uneven sidewalks, but these kinds of sidewalks are all over town. With good management of funds, time, and workers, this job could have already been done several times.

To conclude, I hope you will consider as a priority the safety of the residents of Maple Creek and act appropriately.

M-C McCracken

Marie-Claire McCracken

Don McLeod

From: Thomas, Marvin PCS <Marvin.Thomas@gov.sk.ca> on behalf of Historic Places Initiative PCS <historic.places@gov.sk.ca>
Sent: Friday, September 15, 2017 3:49 PM
To: Undisclosed recipients:
Subject: Ministry of Parks, Culture and Sport Heritage Workshops

We are pleased to invite you to two workshops that the Ministry of Parks, Culture and Sport is hosting in Saskatoon on November 7th and 8th, 2017. These free workshops will provide training in heritage conservation tools that will be of interest to anyone who owns, uses, manages, interprets or regulates heritage buildings and other historic places. Please share this invitation with your colleagues.

Tuesday, November 7: Statement of Significance and Heritage Inventory

9:30 am – 4:30 pm

A Statement of Significance is a document that explains why a historic place is important, and identifies those features of the historic place that must be preserved. Using hands-on exercises and case-studies, workshop participants will learn how to assess a historic place's heritage value and identify its character-defining elements, and how to communicate this information in a well-written Statement of Significance. The workshop will also provide guidance for creating a heritage inventory, an indispensable tool for identifying and managing a community's historic places.

Wednesday, November 8: Heritage Standards and Guidelines

9:00 am – 4:00 pm

It is often necessary to make changes to heritage buildings and historic neighbourhoods. But what kinds of changes should be permitted? This workshop will introduce participants to tools that help take the guesswork out of those decisions. The *Standards and Guidelines for the Conservation of Historic Places in Canada* is a nationally recognized manual that uses a "recommended – not recommended" approach to guide decisions about alterations to heritage buildings and other historic places. The workshop will also provide advice and tools for creating design guidelines for buildings, infill development and public realm improvements in historic neighbourhoods.

These workshops will be valuable learning opportunities for anyone who makes decisions that affect historic places. The workshops are designed so that they can be taken on a standalone basis, but attendance at both is recommended for maximum benefit. Both workshops have been certified for professional learning credits by the Saskatchewan Professional Planners Institute.

Both workshops will be held at:
Grace-Westminster United Church
505 10th Street East, Saskatoon

There is no registration fee, but pre-registration is required. Seating is limited and will be booked on a first-come/first-serve basis (please note that lunch is not provided). To register:

Statement of Significance Workshop

Tuesday, November 7, 2017

9:30 a.m. to 4:30 p.m.

[Statement of Significance Workshop Registration - Click Here](#)

Standards and Guidelines Workshop

Wednesday, November 8, 2017

9:00 am to 4:00 pm

[Standards and Guidelines Workshop Registration- Click Here](#)

If you have any questions, please contact our office at 306-787-2817 or historic.places@gov.sk.ca.

Thank you.

Marvin Thomas
Heritage Planning and Policy Advisor
Heritage Conservation Branch
Saskatchewan Ministry of Parks, Culture and Sport
2nd Floor, 3211 Albert Street
REGINA, SK S4S 5W6
Tel.: (306) 798-2000
Fax: (306) 787-0069

SAVE THE DATE

What: Ministry of Parks, Culture and Sport Heritage Forum.

When: Thursday, February 22nd, 2018.

Where: Saskatoon.

Why: Learn about best practices in heritage-and-culture-led community development.

Registration: \$60.00 (waived for members of Main Street Saskatchewan partner organizations).

More details to come later this fall.

Note: If you do not wish to receive emails regarding the Ministry of Parks, Culture and Sport's heritage events, and would like to be removed from our event distribution list, please so indicate by return email.

Don McLeod

From: website@mg.labourlawonline.ca on behalf of Labourlawonline.ca
<website@mg.labourlawonline.ca>
Sent: Tuesday, September 19, 2017 9:43 AM
To: Michele Schmidt
Subject: Announcing the 23rd Annual Saskatchewan Labour Law Review



Attend the 23rd Annual Saskatchewan Labour Law Review and catch up on the year's top developments in labour law and their impact on unions and employers in Saskatchewan.

At this state-of-the-law conference, experienced union and management counsel will help you understand new developments in labour law and their impact on the unionized workplace.

ATTENTION LAWYERS: This conference has been approved by the Law Society of Saskatchewan for 11.5 Continuing Professional Development (CPD) hours.

CPHR: This program has been accredited by the Chartered Professionals in Human Resources Saskatchewan (CPHR Saskatchewan) for 12 CPHR Continuing Professional Development (CPD) Hours.

TUESDAY, NOVEMBER 21

Registration: 8:00 – 8:30 a.m.

MORNING SESSION – 8:30 a.m. to 12:00 p.m.
Marcus Davies and Meghan McCreary

Saskatchewan Labour Arbitration Update

The year's top labour arbitration awards from Saskatchewan and their impact on union and employer representatives.

Saskatchewan Labour Relations Board Update

The year's top decisions of the Saskatchewan Labour Relations Board and their impact on union and employer representatives.

AFTERNOON SESSION – 1:15 to 4:30 p.m.

Robert Frost-Hinz and Crystal Norbeck

The Criminal Employee

What are the legal implications when an employee commits a criminal offence – on or off the workplace – and faces criminal charges, conviction or prison.

Correcting Poor Performance: Best Practices

Learn best practices for addressing poor performance and what arbitrators are saying when employers get it wrong.

When Employees Engage in Sexual Misconduct

Options for dealing with the misconduct of employees who engage in sex crimes, sexual harassment and sex talk – on and off the workplace.

The Top 10 Progressive Discipline Mistakes to Avoid

Sometimes the simplest things get overlooked in the steps of progressive discipline as you will see in this review of common and avoidable mistakes.

WEDNESDAY, NOVEMBER 22

MORNING SESSION – 8:30 a.m. to 12:00 p.m.

Gary Bainbridge and Kevin Wilson

Accommodation Update

A review of the year's top accommodation cases from across Canada and their impact on union and employer representatives in Saskatchewan.

AFTERNOON SESSION – 1:15 to 3:00 p.m.

Gary Bainbridge and Kevin Wilson with Guest Arbitrators Beth Bilson, Sheila Denysiuk and Rob Garden

Grievance Allowed . . . or Denied?

Three arbitrators offer instant rulings on grievances presented by union and management counsel, with focus on new labour law issues.

PRESENTERS

Gary Bainbridge – Union Counsel, Bainbridge Jodouin Cheecham (Saskatoon)

Beth Bilson, Q.C. – Labour Arbitrator and Mediator (Saskatoon)

Marcus Davies – Union Counsel, Bainbridge Jodouin Cheecham (Saskatoon)

Sheila Denysiuk, Q.C. – Labour Arbitrator and Mediator, Hnatyshyn Gough (Saskatoon)

Robert Frost-Hinz – Employer Counsel, MLT Aikins LLP (Saskatoon)

Rob Garden, Q.C. – Labour Arbitrator and Mediator (Calgary)

Meghan McCreary – Employer Counsel, MLT Aikins LLP (Regina)

Crystal Norbeck – Union Counsel, Gerrand Rath Johnson (Regina)

Kevin Wilson, Q.C. – Employer Counsel, MLT Aikins LLP (Saskatoon)

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September 13, 2017

Dear Municipal leader,

Please accept this written request for a municipal proclamation.

Saskatchewan Multicultural Week is November 18-26, 2017. This year's theme is "*Who's your Multicultural Superhero?*". We all benefit when our communities welcome people from many cultures.

Saskatchewan Multicultural Week is celebrated each November during the week that includes November 22nd. The Saskatchewan motto is *From Many Peoples Strength*. Saskatchewan was the first province to enact multiculturalism legislation in 1974, recognizing the right of every community to retain its identity, language, and traditional arts and sciences for the mutual benefit of citizens. In 1997, the Act was revised and a section of the Act states that the policy should preserve, strengthen and promote Aboriginal cultures and acknowledge their historic and current contribution to development of Saskatchewan. More information is available on [The Multiculturalism Act](#) of Saskatchewan.

The Multicultural Council of Saskatchewan is committed to promoting, fostering, improving and developing multiculturalism in the economic, cultural and political life of Saskatchewan while working to achieve equality of all residents. MCoS is supported by Saskatchewan Lotteries through SaskCulture.

Contact person:
Rhonda Rosenberg, Executive Director
Multicultural Council of Saskatchewan
452 Albert Street North, Regina SK S4R 3C1
Phone: (306) 721-6267; Fax: (306) 721-3342
exec@mcos.ca

Thank you for your assistance. I look forward to hearing from you regarding this proclamation request.

Respectfully,



Rhonda Rosenberg
Executive Director