

Memorandum of Settlement
CUPE 37 Town of Canmore
And
The Town of Canmore

This will form the bases of a collective agreement for the term of January 1, 2011 to December 31, 2012

7.01 This Collective Agreement shall be in effect from **January 1, 2011 to December 31, 2012** and from year to year thereafter unless notice to bargain in writing is served by either party upon the other not less than sixty (60) days and not more than one hundred and twenty (120) days prior to the expiration or next anniversary date thereafter to this Collective Agreement.

16.01 (employer) The Employer has the right to require an employee to submit to an independent Medical examination (IME) when it considers such examination necessary

The Union withdraws their proposal 16.3 based on the conversation that the employee can use the Health Care Spending Account and/or Wellness Account.

21.01 The Employer agrees to provide the benefits as contained in the Town of Canmore Policy #427 – 2001, and Great West Life Policy #132111, with the premium cost-share basis as indicated within those policies. This benefits package coverage includes:

HEALTH AND INSURANCE PLANS;

Alberta Health Care;
Extended Health Care;
Dental Care;
Life Insurance;
Dependent Life Insurance;
Accidental Death and Dismemberment;
Short Term Disability;
Long Term Disability; and

Health Care Spending Account/and or Wellness Account

21.02 The Employer agrees to maintain a **Registered Retirement Savings Plan (RRSP)**.

The individual employees shall contribute to the **RRSP** at a minimum rate of **5.5%** of gross annual salary per year; and the Employer shall contribute to the individual employee's plan at the rate of **8.65%** of the aforesaid employee's gross annual salary.

The individual employee shall not be entitled to withdraw either the employee's contribution or the employer's contributions to the **RRSP** until retirement or termination of employment.

LETTER OF UNDERSTANDING #1
BETWEEN
THE TOWN OF CANMORE
And
THE CANADIAN UNION OF PUBLIC EMPLOYEES
SUB-LOCAL 37

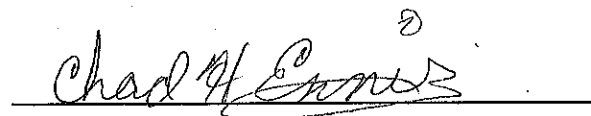
Attached to and forming part of this Collective Agreement.

No present Employee covered by this Collective Agreement shall lose his employment as a result of contracting out, during the life of this Collective Agreement.

Signed on Behalf of the Town of Canmore



Signed on Behalf of The Canadian Union of
Public Employees, Local #37



LETTER OF UNDERSTANDING #2

BETWEEN

THE TOWN OF CANMORE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES

SUB-LOCAL 37

RE: HOURS OF WORK – NOEL BOUTIN

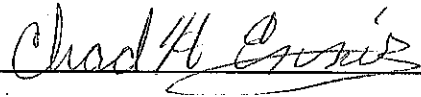
The Parties are in agreement with the following:

1. That the normal hours of work for Noel Boutin shall be from 6:00 am to 5:00 pm to a maximum of ten (10) hours per day and forty (40) hours per week between Monday and Thursday.
2. That the current hours of work may be changed by the either party with one (1) month notice.
3. All other terms and conditions of the current Collective Agreement will apply.

Signed on Behalf of the Town of Canmore

Signed on Behalf of The Canadian Union of
Public Employees, Local #37





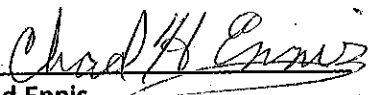
General wage increase of


January 1, 2011 2%


January 1, 2012 2%

Signed this Day the 26th of July 2010

For the Union

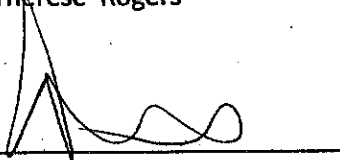

Chad Ennis


Noel Boutin


Tony Miotti

For the Town of Canmore


Therese Rogers


Andreas Comeau

Don Staple