



Community Services Committee

Wednesday, October 30, 2024 at 9:15 AM

Council Chambers

Agenda

Page

1. **Call to Order**
2. **Land Acknowledgement**
3. **Roll Call**
4. **Disclosure of Pecuniary Interest and General Nature Thereof**
5. **Corporate Services Department Report**

Human Resources Division Report

- a. [Human Resources Division Report to Community Services Committee](#) 

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[By-law 144-24 CUPE4425Agreement2024](#) 

Recommendation: THAT the Community Services Department recommends that County Council adopt a By-law approve a two -year collective agreement between the Canadian Union of Public Employees (CUPE) Local 4425, the Renfrew County Housing Corporation and the County of Renfrew for the term January 1, 2024 to December 31, 2025 which was ratified by the CUPE membership on October 28, 2024; AND THAT By-law 106-20 be hereby repealed.

6. **Approval of the Human Resources Division Report to the Community Services Committee as a Whole**

Recommendation: THAT the Human Resources Division Report be approved as presented.

7. New Business

a. Child Welfare Funding

Recommendation:

WHEREAS the County of Renfrew and the City of Pembroke have no financial obligations concerning the funding of Child Welfare agencies; and

WHEREAS the Financial Accountability Office in June 2024 identified issues with funding in the Child Welfare sector; and
WHEREAS Family and Children's Services of Renfrew County has experienced a funding cut of \$1.59 million, or 10.8%, over the past ten 10 years; and

WHEREAS Family and Children's Services of Renfrew County was provided planning allocations reflecting a further funding reduction of \$963, 603 over the next two years; and

WHEREAS Family and Children's Services of Renfrew County has achieved administrative efficiencies as a multi-service agency, has implemented various cost mitigation measures, including reductions in staff and services, and has reached a point where further measures could negatively impact children at risk and their families; and

WHEREAS both the County of Renfrew and the City of Pembroke are committed to improving the health and safety of their residents; and

NOW, THEREFORE BE IT RESOLVED that the County of Renfrew and the City of Pembroke formally request the Province of Ontario to consult with and collaborate with Child Welfare agencies to develop an updated and equitable Child Welfare funding formula; and

BE IT FURTHER RESOLVED that the newly developed funding formula be structured to ensure an equitable and proportionate distribution that meets the diverse, unique, individual, and complex needs of the communities and populations served; and

BE IT FURTHER RESOLVED that the Warden of the County of Renfrew and the Mayor of the City of Pembroke be directed to write a letter to Minister Parsa expressing their concerns and

request a meeting in the fall of 2024 or to submit a joint delegation request for the 2025 Rural Ontario Municipal Association (ROMA) conference;

AND THAT this resolution be shared with Premier Doug Ford, Renfrew-Nipissing-Pembroke MPP John Yakabuski, Association of Municipalities of Ontario (AMO), Rural Ontario Municipal Association (ROMA), Eastern Ontario Wardens' Caucus (EOWC), Eastern Ontario Mayors' Caucus (EOMC), Ontario Association of Children's Aid Societies (OACAS), and local municipalities.

8. Date of next meeting (Wednesday, November 13, 2024) and adjournment

Recommendation: THAT this meeting adjourn and the next regular meeting be held on Wednesday, November 13, 2024.

NOTE:

- County Council: Wednesday, October 30, 2024.
- Submissions received from the public either orally or in writing, may become part of the public record.

**COUNTY OF RENFREW
CORPORATE SERVICES DEPARTMENT
HUMAN RESOURCES DIVISION
COMMUNITY SERVICES COMMITTEE**

TO: Renfrew County Housing Corporation Board of Directors

FROM: Greg Belmore, Manager of Human Resources

DATE: October 30, 2024

SUBJECT: Human Resources Division Report

RESOLUTIONS

1. **2024 Contract – CUPE Local 4425 Renfrew County Housing Corporation**

Recommendation: THAT the Community Services Department recommends that County Council adopt a By-law to approve a two-year collective agreement between the Canadian Union of Public Employees (CUPE) Local 4425, the Renfrew County Housing Corporation and the County of Renfrew for the term January 1, 2024 to December 31, 2025 which was ratified by the CUPE membership on October 28, 2024; AND THAT By-law 106-20 be hereby repealed.

Background

Contract negotiations with CUPE Local 4425 occurred on October 22, 2024. The last agreement was a three-year contract beginning on January 1, 2021 and expired on December 31, 2023. The new contract was ratified by CUPE Local 4425 on October 28, 2024.

It consists of a pay increase of 3.3% for 2024 after straightening the wage line through grid adjustment and 3.25% for 2025. The employer's share of benefits is increasing to 100% over the term of the Collective. There are slight improvements to the boot allowance, mental health coverage, and vision coverage. The employer was able to achieve language changes in pregnancy and parental leave and clarifications in mileage language.

COUNTY OF RENFREW

BY-LAW NUMBER 144-24

EMPLOYMENT BY-LAW # 6

A BY-LAW CONCERNING THE COLLECTIVE AGREEMENT WITH THE CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) LOCAL 4425, RENFREW COUNTY HOUSING CORPORATION

WHEREAS the County of Renfrew deems it advisable to ratify by by-law the Collective Agreement with the Canadian Union of Public Employees (CUPE) Local 4425, Renfrew County Housing Corporation.

THEREFORE the Council of the Corporation of the County of Renfrew enacts as follows:

1. THAT All provisions as outlined in Schedule 'A' attached, and forming the Collective Agreement between the Corporation of the County of Renfrew and CUPE Local 4425, Renfrew County Housing Corporation, shall form the basis of wage rates and working conditions for the period of January 1, 2024 through to and including December 31, 2025.
2. THAT all amendments shall be presented to Council in the form of a replacement by-law.
3. THAT In conjunction with the provisions of the Chief Administrative Officer's By-law, the Chief Administrative Officer shall be responsible for the administration of this By-law and will be accountable to Council for its enforcement.
4. THAT this By-law shall not be interpreted to contradict or violate any statute or regulation of the Province of Ontario.
5. THAT By-law 106-20 is hereby repealed.
6. THAT this By-law shall come into force and be effective on January 1, 2024.

READ a first time this 30th day of October, 2024.

READ a second time this 30th day of October, 2024.

READ a third time and finally passed this 30th day of October, 2024.

PETER EMON, WARDEN

GWEN DOMBROSKI, CLERK