

Minutes of the special meeting of council of the Municipality of the Township of Arundel held on the 16th day of April 2013 at 5:00 p.m.

Present were councillors: Lee Ann Brandt, Guylaine Berlinguette, Anne Poirier, Joanna Nash, Gregory Widdison, Bernard Bazinet and Mayor Julia Stuart.

The municipal council declares that the notice of the meeting was sent in accordance with article 152 and following of the Municipal Code.

Director general

WHEREAS the director general and secretary-treasurer has held these positions for this municipality since or around November 1975;

WHEREAS on December 12th 2012, the municipal council adopted resolution 2012-1890 to declare their expectations of the weekly hours that they expected the director general and concurrently to the adoption of this resolution 2012-1890, upon the adoption of the 2013 municipal budget, the Municipality maintained the annual remuneration for the director general without authorizing any pay indexation;

WHEREAS following the decision of the Municipality, the director general filed a complaint on December 19th 2012 with the Commission des relations du travail, two complaints; the first one alleges an illegal reduction of salary and the second, her disguised dismissal, as per applicable stipulations of the Municipal Code of Québec, as shown in file number Cm 2012-6534 of the Commission des relations du travail;

WHEREAS in order to decide on the above mentioned complaints, a hearing was convened by the CRT (Commission des relations du Travail) to be held on February 20th 2013, at 9:30 a.m. in the City of Montreal;

WHEREAS before this date, the parties consented, through their respective lawyers, that this hearing be converted to a mediation meeting in order to evaluate the possibility of a resolution of the two complaints filed by the director general;

WHEREAS consequently, on February 20th, a mediation meeting was held in Montreal, before Mr. Donald Beauchamp, mediator for the CRT, at which time the parties mutually exchanged their respective expectations and potential solutions;

WHEREAS through the mediation, it was brought forth that the director general was seriously considering retiring, which could be effective as of April 30th 2013, and that she was willing to negotiate a settlement in recognition of her numerous years of service to the Municipality;

WHEREAS the two parties came to an agreement in principle and that the Municipality accepts, subject to future approval of the Municipal Council, to recognize the value of the years of service of the director general totalling almost 38 years, by giving her a retirement allocation representing 18 (eighteen) months' salary;

WHEREAS the recommendations of the Mayor and the Municipality's attorney who were duly mandated to represent the interests of the Municipality at the mediation meeting of the CRT and verbal explanations given on this matter;

IN CONSIDERATION OF THE WHEREASES THAT BECOME AN INTEGRAL OF THE PRESENT, It is moved by councillor Guylaine Berlinguette and unanimously resolved:

1. To implement the recommendations made;
2. To authorize the Mayor to sign all documents necessary to ensure the implementation of the present resolution.

Carried unanimously

Termination of meeting

Moved by councillor Anne Poirier that the meeting be terminated at 5:30 p.m.

Carried unanimously

Julia Stuart
Mayor

Bernice Goulet
Secretary-treasurer/
Director General