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MEMORANDUM OF AGREEMENT

BETWEEN:

DEARNESS HOME (THE CORPORATION OF THE CITY OF LONDON)
(the "Employer")

- AND -






SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1 CANADA
Registered Nurses Bargaining Unit (Full and Part Time Bargaining Units)
(the "Union")

The representatives of the parties have hereby accepted and agreed to recommend to their respective principals for ratification, terms of settlement per the following. It is recognized that all changes unless otherwise specified, shall come into effect 30 calendar days following ratification by both Parties, and that any benefit changes shall come into effect 30 calendar days following ratification unless otherwise indicated. In the event that this Memorandum is ratified by the Parties, the representatives will meet to finalize the renewed Collective Agreement, subject to review by the Legal Counsel of both Parties and proper execution of the Collective Agreement.





1. The Parties herein agree that the terms contained in the Memorandum of Agreement shall constitute the full and final settlement of all matters in dispute between them with respect to a renewal collective agreement and that there are no representations (written, oral or otherwise) that either party has relied upon that have not been recorded herein. All proposals, written and/or verbal, not resolved herein are withdrawn on a without prejudice basis.
2. The Parties agree that the renewed Collective Agreement shall include the terms and conditions of the previous Collective Agreement which expired December 31, 2010 except as amended, deleted from or added to by virtue of this Memorandum.
3. The Memorandum of Agreement is subject to a majority vote in the affirmative by the membership of the Union and the elected Council of the City of London.

Signed this 30 day of June 2011.

For the Corporation:

For the Union:

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1. **ARTICLE - TERM OF AGREEMENT**
Article 27:

This Agreement shall remain in full force and effect to and including the 31st of December 2014, and shall remain in effect from year to year thereafter unless either party gives to the other party written notice of termination or the desire to amend this Agreement.

2. **SCHEDULE "A" FULL-TIME AND PART TIME SERVICE WORKERS = WAGES**
Amend Schedule "A" to reflect the following increases:

Effective January 1, 2011	0%
Effective January 1, 2012	1.9%
Effective January 1, 2013	1.9%
Effective January 1, 2014	1.9%

Within 30 calendar days of ratification of this Memorandum of Agreement, a one-time lump sum payment of eight hundred and fifty dollars (\$850.00) less all applicable statutory deductions required by law shall be paid by the Corporation to all of the Corporation's Full Time SEIU Local 1 Canada (Registered Nurses) bargaining unit members who are employed with the Corporation, and actively at work with the Corporation as at date of ratification by both Parties. For employees not actively at work, these employees will receive the lump sum payment upon return to work provided that the return to work occurs within the term of the Agreement outlined above and in any event is no later than December 31, 2014.

Within 30 calendar days of ratification of this Memorandum of Agreement, a one-time lump sum payment calculated as four hundred and forty dollars (\$440.00) less all applicable statutory deductions required by law shall be paid by the Corporation to all of the Corporation's Part Time SEIU Local 1 Canada (Registered Nurses) bargaining unit members who are employed with the Corporation, and actively at work with the Corporation as at date of ratification by both Parties. For employees not actively at work, these employees will receive the lump sum payment upon return to work provided that the return to work occurs within the term of the Agreement outlined above and in any event is no later than December 31, 2014. This amount is not subject to percentage in lieu of receiving benefits or percentage in lieu of vacation pay as provided for under Articles 20 and 21.

3. **ARTICLE 19 - PAID HOLIDAYS**

19.04: If a nurse is required to work on any of the foregoing holidays shall be paid at the rate of time and one half the nurse's regular straight-time hourly rate of pay for all hours worked on such holiday. In addition, the nurse will receive a lieu day off with pay in the amount of her or his regular straight-time hourly rate of pay times the number of hours in a normal daily shift as set out in Article 15.01. In the alternative of an additional lieu day off, the nurse may elect to be paid holiday pay in accordance with Article 19.03 and pay at the rate of one and one-half (1½) times her regular pay for all worked on the foregoing holiday.

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4. ARTICLE 21 - HOSPITAL, MEDICAL, PENSION, INSURANCE PROGRAM

21.01 (a) The Employer will pay 100% of the premiums for the following benefit programs:

Effective 30 calendar days following ratification by both parties, an eye exam once every twenty-four (24) consecutive months up to a maximum amount of eighty dollars (\$80.00) per exam for employees only.

5. SCHEDULE "A"

Newly hired nurses will be given credit, for purposes of placement on the grid, for recent experience working as a Registered Nurse in a long term care facility, or related nursing experience.

6. APPENDIX "B"

Applicable only to the following employees:

- Thelma Espina (full time employee)
- ~~Dorothy Mascarenhas (full time employee)~~
- Margaret Mark (full time employee)
- Catherine Marks (full time employee)
- ~~Colleen Neumann (full time employee)~~
- ~~Suzanne MacEwen (part time employee)~~
- Georgina Njoku (part time employee)
- Elena Ellis (part time employee)
- ~~Lorna McLeod (part time employee)~~
- Zorica Zoric (part time employee)
- Sharon Murray (part time employee)
- ~~Leigh Mauer (part time employee)~~
- ~~Maureen Robinson (part time employee)~~

Chair and Members
Finance and Administration Committee

3c

#11105
July 8, 2011
(Offer to Purchase)

RE: Offer to Purchase
Capital Budget Project No. ES2492 - Vauxhall PCP COS Management
75 Alauria Street

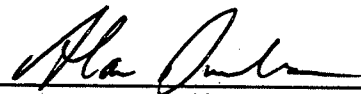
FINANCE DEPARTMENT REPORT ON THE SOURCES OF FINANCING:

Finance Department confirms that the cost of this purchase can be accommodated within the financing available for it in the Capital Works Budget and that, subject to the adoption of the recommendations of the Managing Director - Corporate Assets, the detailed source of financing for this purchase is:

<u>ESTIMATED EXPENDITURES</u>	<u>Approved Budget</u>	<u>Committed To Date</u>	<u>This Submission</u>	<u>Balance For Future Work</u>
Engineering	\$1,200,000	\$1,028,432		\$171,568
Land Acquisition	375,000	0	362,860	12,140
Construction	5,907,936	5,777,543		130,393
City Related Expenses	132,147	73,668		58,479
NET ESTIMATED EXPENDITURES	\$7,615,083	\$6,879,643	\$362,860 1)	\$372,580
SOURCE OF FINANCING				
Debenture By-law No. W.-5290-253	\$2,700,000	1,964,560	362,860	\$372,580
Drawdown from Sewage Works R.F.	4,915,083	4,915,083		0
TOTAL FINANCING	\$7,615,083	\$6,879,643	\$362,860	\$372,580

1) <u>Financial Note:</u>	
Offer to Purchase	\$359,000
Add: Land Transfer Tax	3,860
Total Purchase Cost	\$362,860

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Alan Dunbar
Manager of Financial Planning & Policy

Chair and Members
Finance and Administration Committee

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#11037
April 4, 2011
(Offer to Purchase)

RE: Offer to Purchase
Capital Budget Project No. SW6030 - Landfill Site Property Acquisition
3243 Manning Drive - W12A Landfill Site

FINANCE AND CORPORATE SERVICES DEPARTMENT REPORT ON THE SOURCES OF FINANCING:

Finance and Corporate Services Department confirms that the cost of this purchase can be accommodated within the financing available for it in the Capital Works Budget and that, subject to the adoption of the recommendations of the Managing Director - Corporate Assets, the detailed source of financing for this purchase is:

<u>ESTIMATED EXPENDITURES</u>	<u>Approved Budget</u>	<u>Committed To Date</u>	<u>This Submission</u>	<u>Balance For Future Work</u>
Property Purchase	\$4,514,202	\$2,762,010	\$1,246,975	\$505,217
NET ESTIMATED EXPENDITURES	\$4,514,202	\$2,762,010	\$1,246,975	\$505,217
SOURCE OF FINANCING				
Drawdown from Sanitary Landfill Reserve Fund	\$4,514,202	\$2,762,010	\$1,246,975	\$505,217
TOTAL FINANCING	\$4,514,202	\$2,762,010	\$1,246,975	\$505,217

1) Financial Note:

Offer to Purchase

Add: Land Transfer Tax

Add: Legal fees including disbursements

Add: Demolition Costs

\$1,200,000

20,475

1,500

25,000

\$1,246,975

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Alan Dunbar

Manager of Financial Planning & Policy

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Chair and Members
Finance and Administration Committee

RE: Offer to Purchase
New Capital Project PD2735 - 2011 Parkland Acquisition
Capital Project ES3019-11 - 2011 SWM Ponds & Outlets
Sunningdale Road at Denview Avenue - Foxfield Park Acquisition

FINANCE DEPARTMENT REPORT ON THE SOURCES OF FINANCING:

Finance Department confirms that the cost of this project can not be accommodated within the financing available for it in the Capital Works Budget and that, subject to the adoption of the recommendations of the Executive Director of Planning, Environmental and Engineering Services, the detailed source of financing for this project is:

		Original Approved Budget	2011 Revised Budget	First Payment	Balance for Future Payments
ESTIMATED EXPENDITURES					
PD2735-2011 Parkland Acquisition/ES3019 -11					
Land Acquisition	1)	\$142,800	\$2,852,475	\$1,052,475	\$1,800,000
NET ESTIMATED EXPENDITURES					
		<u>\$142,800</u>	<u>\$2,852,475</u>	<u>\$1,052,475</u>	<u>\$1,800,000</u>
SOURCE OF FINANCING:					
PD2735-2011 Parkland Acquisition					
Drawdown from Parkland Reserve Fund	2) & 3)	\$0	\$2,425,795	\$909,675	\$1,516,120
Parkland Credit	4)		283,880		283,880
ES3019: (SOF for Land Acquisition)					
Drawdown from Sewage Works Reserve Fund		5,869	5,869	5,869	0
Drawdown from City Services- Major SWM RF (Development Charges)	6)	136,931	136,931	136,931	0
TOTAL FINANCING		<u>\$142,800</u>	<u>\$2,852,475</u>	<u>\$1,052,475</u>	<u>\$1,800,000</u>

Financial Note:

- 1) Purchase Cost
Add: Land Transfer Tax
Total Land Purchase Cost

\$2,800,000
52,475
2,852,475

- 2) The purchase price will be paid in three instalments as follows:

	August, 2011	August, 2012	August, 2013	Total Payment
PD2735 - 2011 Parkland Acquisition	909,675	900,000	900,000	2,709,675
ES3019-11 - 2011 SWM Ponds & Outlets	142,800	0	0	142,800
	<u>1,052,475</u>	<u>900,000</u> 4)	<u>900,000</u> 5)	<u>2,852,475</u>

- 3) The required funding in the amount of \$2,425,795 is available as a drawdown from the Parkland Reserve Fund. There is sufficient funding in the Parkland Acquisition Reserve Fund to fund the first instalment in 2011 and the second instalment in 2012. If there is insufficient cash-in-lieu collected over the next three years, a temporary loan of up to \$600,000 may be required from the Woodland Acquisition Reserve Fund to fund the third instalment in 2013. This loan will be repaid with interest once sufficient cash-in-lieu is collected in the Parkland Acquisition Reserve Fund.
- 4) The second instalment will be reduced by the value of the parkland requirement credit of \$283,880 from the Claybar Subdivision.
- 5) The third instalment will be reduced by the value of the parkland requirement credit from the Richmond North subdivision to be finalized in 2013. Currently, that transferred value is estimated to be \$704,235. At this value, a loan will not be required from the Woodland Acquisition Reserve Fund.
- 6) Development charges have been utilized in accordance with the underlying legislation and the Development Charges Background Studies completed in 2009.



Larry Palarchio
Director of Financial Planning & Policy

Released in
Public

Chair and Members
Finance and Administration Committee

(60)

#11106
July 8, 2011
(Offer to Purchase)

RE: Offer to Purchase
New Capital Budget Project No. PD2720 - 2011 Woodlot Acquisition
1602 Sunningdale Road

FINANCE DEPARTMENT REPORT ON THE SOURCES OF FINANCING:

Finance Department confirms that the cost of this purchase can not be accommodated within the financing available for it in the Capital Works Budget and that, subject to the adoption of the recommendation of the Executive Director of Planning, Environmental and Engineering Services, the detailed source of financing for this purchase is:

<u>ESTIMATED EXPENDITURES</u>	<u>Approved Budget</u>	<u>This Submission</u>	<u>Revised Budget</u>
Land Acquisition	\$0	\$1,130,664	\$1,130,664
NET ESTIMATED EXPENDITURES	\$0	\$1,130,664 1)	\$1,130,664
SOURCE OF FINANCING			
Drawdown From Woodland Acquisition Reserve Fund	\$0	1,130,664	\$1,130,664
TOTAL FINANCING	\$0	\$1,130,664	\$1,130,664

1) Financial Note:
Offer to Purchase
Add: Land Transfer Tax

\$1,111,950
18,714
\$1,130,664

2) The funding requirement of \$1,130,664 is available as a drawdown from the Woodland Acquisition Reserve Fund. The uncommitted balance in this reserve fund will be approximately \$2,180,000 with the approval of this project.

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Larry Palarchio
Director of Financial Planning & Policy