

CORPORATION OF THE VILLAGE OF COBDEN

BY-LAW # 1993-15

The Council of the Corporation of the Village of Cobden in accordance with provisions of Bill 48 of the Social Contract Act and the Municipal Sectoral agreement, hereby enact as follows:

1. That By-law # 1993-15 enacts the attached amended Plan as the non-bargaining unit plan of the Village of Cobden.
2. That this By-law be posted so that all employees be in a position to view it.
3. This By-law will replace and repeal By-law 1993-14, which was passed and sent to the Social Contract Secretariat prior to August 1st, 1993, and shall come into force and take effect on the day of final passing thereof subject to the provisions of Bill 48.

READ a first, second and passed on the third reading this *14* day of *September* 1993.



REEVE



CLERK-TREASURER

AMENDED PLAN  
CORPORATION OF THE VILLAGE OF COBDEN

Being a Plan to amend the original Plan, which was passed and posted on the 23rd day of July 1993, and submitted to the Social Contract Secretariat before August 1, 1993. This amended plan will implement the provisions of Bill 48, The Social Contract Act and the Municipal Sector Agreement.

And whereas none of the employees of the Corporation are represented by a bargaining agent and whereas there are no other agents or groups, this Plan is for all employees of the Corporation.

Financial Review

We have been further advised by the Provincial Government that the unconditional grants of the Municipality are to be reduced by \$4415.00 per year. We have been further advised that the amount in 1993 will be \$3311.30 with the remaining \$1103.77 to be collected in 1996.

The new amount is based on the actual figure of employees earning \$30,000.00 or less. This figure for the Village of Cobden is 70.6%.

Issues Affecting Future Municipal Decisions

1. Due to the existing size of the Municipal workforce, there is no desire to initiate layoffs, therefore no need to access the job security fund.
2. With respect to an overall decrease in pay the Village has a very limited salary spread between the highest paid employee and the lowest paid. The maximum salary paid in the Village of Cobden is \$39000.00.
3. All things remaining equal there are no expectations that there will need to be any staff increases.
4. The Village currently does not have any type of Salary Grid for its employees.

Potential Areas for Savings that were Considered

- |                                     |                            |
|-------------------------------------|----------------------------|
| - Freeze Salaries                   | No Contract Available      |
| - Freeze Merits                     | N/A                        |
| - Up to 12 days Non Paid Leave      | Insufficient Salary Spread |
| - Reduce benefit package            |                            |
| - Compensation for unused sick days | N/A                        |

Other Methods Under Law

- |                     |             |
|---------------------|-------------|
| - Decrease Reserves | As required |
|---------------------|-------------|

The Plan of Saving 1993 Through March 1996

Item	1993	1994	1995	1996
Reserves	3311.	4415.	4415.	1104.
Total	3311.	4415.	4415.	1104.

This plan will be posted as of September 16, 1993.