

TOWN OF ECKVILLE-COUNCIL AGENDA

Monday March 13, 2023

Town Office Council Chambers Eckville, AB 6:00 pm
(Councillors may attend via electronic means)

- | | | |
|---|------|---|
| 1. CALL TO ORDER | 1.1 | |
| 2. DELEGATIONS/PUBLIC HEARING | 2.1 | |
| 3. AGENDA | 3.1 | Additional Agenda Items |
| | 3.2 | Adoption of Agenda |
| 4. MINUTES | 4.1 | Regular Council Meeting Minutes – February 27, 2023 pg. 1-3 |
| 5. ACTION ITEMS | 5.1 | RFD-Maintenance of Eckville Community Cemetery pg. 4-12 |
| 6. BYLAWS, POLICIES | 6.1 | |
| 7. REPORTS | 7.1 | Management Report March 13, 2023 pg. 13-14 |
| | 7.2 | Financial Report-AP Report March 7, 2023 pg. 15 |
| 8. COMMITTEE, BOARD REPORTS | 8.1 | |
| 9. CORRESPONDENCE, INFORMATION | 9.1 | Lacombe County Highlights of Council Meeting Feb 23, 2023 pg. 16-17 |
| | 9.2 | Lacombe County Funding for Canada Day Celebration pg. 18 |
| | 9.3 | LRWSC Minutes Nov 23, 2022, February 22, 2023 pg. 19-27 |
| | 9.4 | Alberta Municipal Affairs letter pg. 28-29 |
| 10. SEMINARS, MEETINGS, SPECIAL EVENTS | 10.1 | CPTED Training pg. 30 |
| | 10.2 | Employment Law Seminar pg. 31 |
| 11. CLOSED SESSION | 11.1 | Section 24: Advice of Officials |
| 12. COMMITTEE OF THE WHOLE | 12.1 | |
| 13. ADJOURNMENT | 13.1 | |

TOWN OF ECKVILLE – COUNCIL MINUTES
Monday February 27, 2023
Eckville Town Office, 5023 – 51 Avenue, Eckville, Alberta

Mtg. Date Mar 13, 2023

Agenda Item 4.1

1. Call to Order

1.1 Mayor Ebden called the meeting to order at 6:00 p.m.

Present: Mayor Ebden
Deputy Mayor Engen
Councillor Palm-Fraser
Councillor See
Councillor Thoreson (joined by electronic means)

Absent: Councillor Meyers
CAO, Jack Ramsden

Staff: Deputy CAO, Darcy Webb
Recording Secretary Heather Allen

Press: None

Gallery: None

2. Delegations/Public Hearings

2.1 None

3. Agenda

3.1 Additional Agenda Items - None

3.2 Adoption of Agenda

Res .046.2023

Moved by Councillor See that the agenda be adopted as presented.
Carried Unanimously.

4. Minutes

4.1 Regular Council Meeting Minutes – February 6, 2023

Res.047.2023

Moved by Deputy Mayor Engen that the minutes of the Regular Meeting of Council held Monday February 6, 2023 be adopted as presented. **Carried Unanimously.**

4.2 Organizational Meeting

Res.048.2023

Moved by Councillor Palm-Fraser that be adopted as presented.
Carried Unanimously.

5. Action Items

5.1 Declaration of Senior Week

Res. 049.2023

Moved by Councillor Thoreson that the Town of Eckville Declare the week of June 5th - June 11th, 2023 to be Seniors Week. **Carried Unanimously.**

5.2 RFD-Municipal Bi-Election Recommendations.

Res. 050.2023

Moved by Councillor Palm-Fraser that the Town of Eckville appoint Jack Ramsden, CAO as Returning Officer and Darcy Webb, Deputy CAO as Substitute Returning Officer for the 2023 Eckville Municipal By-Election to be held on Monday May 15, 2023. **Carried Unanimously.**

Res. 051.2023

Moved by Deputy Mayor Engen that the Town of Eckville hold an Advance Vote for the 2023 Eckville Municipal By-Election on Saturday May 13, 2023 from 2:00 p.m. through to 4:00 p.m. **Carried Unanimously.**

Res. 052.2023

Moved by Councillor See that the Town of Eckville hold an Institutional Vote for residents of the Eckville Manor Lodge for the 2023 Eckville Municipal By-Election on election day Monday May 15, 2023 from 2:30 p.m. to 3:30 p.m. **Carried Unanimously.**

Res. 053.2023

Moved by Councillor Thoreson that the Town of Eckville provide for an Elector Assistance at Home vote for the 2023 Eckville Municipal By-Election in order to take the votes of electors unable to attend the voting station on election day due to a physical incapacity on Monday May 15, 2023 from 4:00 p.m. to 5:00 p.m. **Carried Unanimously.**

5.3 CARA Sponsorship – Request for Funding

Res.054.2023

Moved by Deputy Mayor Engen that the Town of Eckville sponsor the Central Alberta Rodeo Association's Bull Riding Saddle again in 2023 at a cost of \$1,500.00. **Carried Unanimously.**

6. Bylaws/Policies

6.1 None

7. Reports

7.1 Management Report – February 27, 2023

Res. 055.2023

Moved by Deputy Mayor Engen that the Management Report for February 27, 2023 be accepted for information. **Carried Unanimously.**

7.2 Financial Report – AP Report Feb 6th, 7th 2023 and 2022 Operating & Capital Spending Q4. 2023.

Res. 056.2023

Moved by Councillor See that the Financial Report be accepted for information. **Carried Unanimously.**

7.3 Animal Control Services January 2023

Res.057.2023

Moved by Councillor Thoreson that the Animal Control Services January Report be accepted for information. **Carried Unanimously**

7.4 ClearBlue Technologies System Report.

Res. 058.2023

Moved by Councillor Palm-Fraser that the ClearBlue Technologies System Report be accepted for information. **Carried Unanimously.**

8. Committee & Board Reports

- 8.1 Councillor Palm-Fraser reported on the Rec. Board and LRWSC
- 8.2 Councillor Thoreson reported on the Library, FCSS and PRL
- 8.3 Deputy Mayor Engen reported on Medicine River Watershed and Brownlee Law Seminar.
- 8.4 Councillor See reported on the Arena
- 8.5 Mayor Ebden reported on the Hall Board, RCMP Session, Lacombe Foundation and Audit Committee.

Res. 059.2023

Moved by Councillor See that the Committee and Board Reports be accepted. **Carried Unanimously.**

9. Correspondence, Information Items

- 9.1 Lacombe County Council Meeting Highlights February 9, 2023.
- 9.2 LRWSC Battery Recycling.
- 9.3 Sylvan Lake RCMP Strategic Analysis February 2023.
- 9.4 Farm Safety 2023

Res. 060.2023

Moved by Councillor Palm-Fraser that the Correspondence and Information Items be accepted as information. **Carried Unanimously.**

10. Seminars, Meetings, Special Events

- 10.1 Alberta Municipalities Webinar.

11. Closed Session

- 11.1 None

12. Committee of the Whole

- 12.1 None

13. Adjournment

- 13.1

Res. 61.2023

Mayor Ebden adjourned the meeting. Time 7:17 p.m. **Carried Unanimously.**

Mayor

CAO

Mtg. Date March 13, 2023

Agenda Item 51

TOWN OF ECKVILLE
Request to Council for Decision

Meeting:	Town Council
Meeting Date:	March 13, 2023
Originated By:	Jack Ramsden, CAO
Title:	2023 Eckville Municipal Cemetery Maintenance Contract

BACKGROUND: If you recall we contracted the mowing and trimming work at the Cemetery to a private Contractor last year.

This year we have prepared a formal contract for the work and will be inviting several local contractors to bid on the work. We have attached a copy of our new contract to this RFD for your perusal. This document was one that I created and used in Three Hills. Darcy Webb worked on adapting it for our use in Eckville and we think it will be sufficient.

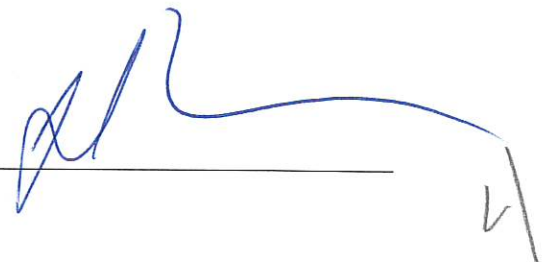
DISCUSSION/ALTERNATIVES: We will be aiming to bring the tenders back to you to be awarded at the April 10th council meeting.

IMPACT ON BUDGET: There will be some impact, however we will ensure that it is covered in the 2023 budget.

RECOMMENDED ACTION: That the following motion be presented for consideration:

“That Administration be instructed to secure tenders for the 2023 Eckville Municipal Cemetery Maintenance Contract for presentation at the April 10th council meeting.”

Prepared By: _____ Approved By: _____





TOWN OF ECKVILLE



CONTRACT NO. **CM - 01 -2023**

CONTRACT FOR: **THE MAINTENANCE OF
ECKVILLE MUNICIPAL CEMETERY
DURING THE 2023 SUMMER MONTHS**

DURATION: **May 1, 2023 to September 30, 2023.**

LOCATION: **THE ECKVILLE MUNICIPAL CEMETERY
(including the undeveloped area to the North)**

3221 Township Road 392, Eckville, AB, T0M 0X0

CONTRACTOR: _____

ADDRESS: _____

TELEPHONE # _____ **CELL #** _____

EMAIL: _____

GENERAL SPECIFICATION

A. Definitions:

1. Contract: The word "Contract" shall mean the written agreement covering the performance of the work and the supply of labour and equipment to perform the work.
2. Contractor: The word "Contractor" shall mean the party or parties agreeing to perform the work as designated in the contract.
3. Town: The word "Town" shall mean the Town of Eckville in the Province of Alberta.
4. Supervisor: The word "Supervisor" shall mean the person employed by the Town to represent them in the execution of the contract.
5. Work: The word "Work" shall mean any or all of the work to be performed in the execution of the contract.

B. Description of Work:

The work shall consist of the regular mowing and trimming of grass in the Eckville Municipal Cemetery, at determined intervals, during the 2023 summer months.

C. Conditions of Work:

1. The Contractor will be required to provide all necessary labour and equipment required to mow and trim grass to the specifications defined within this contract.
2. The Contractor will, at his own expense, obtain a Worker's Compensation Board Contract for the current year and provide the Town with the account number:

Account No. _____

3. The Contractor will indemnify and save harmless the said Town from all claims and demands of every kind and description and of every person or persons arising out of the operations of, use of, or condition of the necessary equipment used in the course of the said work.
4. The Contractor will, at his own expense, maintain insurance coverage in the amount of \$2,000,000.00 for personal liability, public liability, and property damage. Proof of insurance must be provided to the Town prior to the commencement of said work.

5. The Contractor will ensure that the work is done in a safe manner and that all pertinent sections of "OCCUPATIONAL HEALTH AND SAFETY ACT" are adhered to.

D. Areas To Be Mowed and Trimmed:

Areas to be mowed and trimmed shall be defined as all that area lying within the boundaries of the Eckville Municipal Cemetery, including the undeveloped area to the north. Area 'A' is approximately 2.94 acres. Area 'B' is approximately 2 acres. (See Appendix C).

E. Mowing and Trimming Specifications:

The Contractor shall ensure that all work is done to the following specifications:

1. The grass in these areas shall be mowed to an approximate height of 2.5 to 3 inches (6.5 to 7.5 centimeters) above the ground as approved by the supervisor. Care shall be taken to ensure that the entire area is mowed at each cutting.
2. All areas shall be mowed and trimmed at intervals of approximately one week during the duration of this contract. (The maximum number of cuts will be 18). Scheduling to be coordinated by the Contractor and Supervisor.
3. All grass shall be neatly trimmed around all headstones and monuments and all trees, shrubs, curbs, signposts, and other obstructions as may occur.
4. Any paper, cardboard, or other refuse which might be found on the areas to be cut and trimmed shall be collected, bagged and disposed of.

F. Description of Equipment:

The equipment to be used in this contract shall include, but not be limited to that which is listed in Appendix A, which is attached and forms part of this contract.

G. Experience of Contractor and Staff:

The Contractor shall provide: a list of his/her related experience; a list of the staff (complete with their related experience) that he/she intends to use in the execution of this contract; and a list of reference, in Appendix B, which is attached to and forms a part of this contract.

7

H. Suspension of Work:

The Town reserves the right to suspend the work in the event of adverse weather conditions, or in the event that the Contractor fails to adhere to the contract specifications.

I. Method of Payment:

1. Payment shall be made on a "*per cut basis*" as approved by the Town's Supervisor. The rate per cut will be \$ _____ with a maximum of 18 cuts. Additional cuts only with prior approval by the Town's Supervisor.
2. Progress payments will be prepared at monthly intervals, commencing at the beginning of June. (For example, the first payment will be prepared in the first week of June for the work done in May, and in the first week of July for the work done in June, etc.)

J. Terms of Holdback:

1. The Town will hold back 10% of the total value of the work until all work is completed and the contract has been executed in full.
2. The Contractor will be required to sign a "Statutory Declaration" stating that all creditors relating to this contract are paid in full prior to the final release of holdback.
3. The Contractor will be required to provide a "clearance letter" from the Worker's Compensation Board stating that his/her account is in good standing prior to the final release of holdback.
4. Should the Contractor fail to adhere to the terms of this contract, then the Town reserves the right to retain the holdback and use it to offset any costs involved in having the work completed by another party.

K. Terms of Contract:

The term of this contract shall be from May 1, 2023 to September 30, 2023. It is anticipated that each summer season shall be approximately 22 weeks in duration.

THIS AGREEMENT made and concluded in duplicate this ____ day of _____ A.D. 2023.

BETWEEN:



THE TOWN OF ECKVILLE, a municipality in the province of Alberta, hereafter called

THE TOWN

AND:

_____, of the Town of _____, in the Province of Alberta, hereafter called

THE CONTRACTOR

WITNESSETH THAT for and in consideration of the covenants and agreements on the part of the Town of Eckville heretofore contained and the prices aforementioned, the Contractor, for himself, his executors, administrators and assigns, covenants and agrees with the Town to do, furnish and perform the works and things required to be done, furnished and performed, in the manner heretofore described, in connection with the following works, namely:

Contract No. CM - 01 -2023 for the maintenance of the Eckville Municipal Cemetery, at determined intervals, during the 2023 summer months;

In strict accordance with the plans and specifications hereto attached and to deliver the same over, complete and fully finished in every particular to the Town.

IN WITNESS WHEREOF the Town and the Contractor have hereto affixed their corporate seals attested by the hands of their duly authorized officers in that behalf, on the day and date first above written.

MAYOR

CONTRACTOR

CAO

WITNESS

9

APPENDIX A – EQUIPMENT SUMMARY

**CONTRACT NO. CM - 01 -2023
THE MAINTENANCE AND OPERATION OF THE MUNICIPAL CEMETERY DURING
THE 2023 SUMMER MONTHS**

Equipment	Year / Make / Model	Condition
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

We the undersigned hereby submit that it is our intention to utilize the above noted equipment in the execution of this contract.

Dated this ____ day of _____ A.D. 2023.

CONTRACTOR

10

APPENDIX B – CONTRACTOR & STAFF EXPERIENCE

**CONTRACT NO. CM - 01 -2023
THE MAINTENANCE AND OPERATION OF THE MUNICIPAL CEMETERY DURING
THE 2023 SUMMER MONTHS**

Contractor's Related Experience

List of Employees and Related Experience

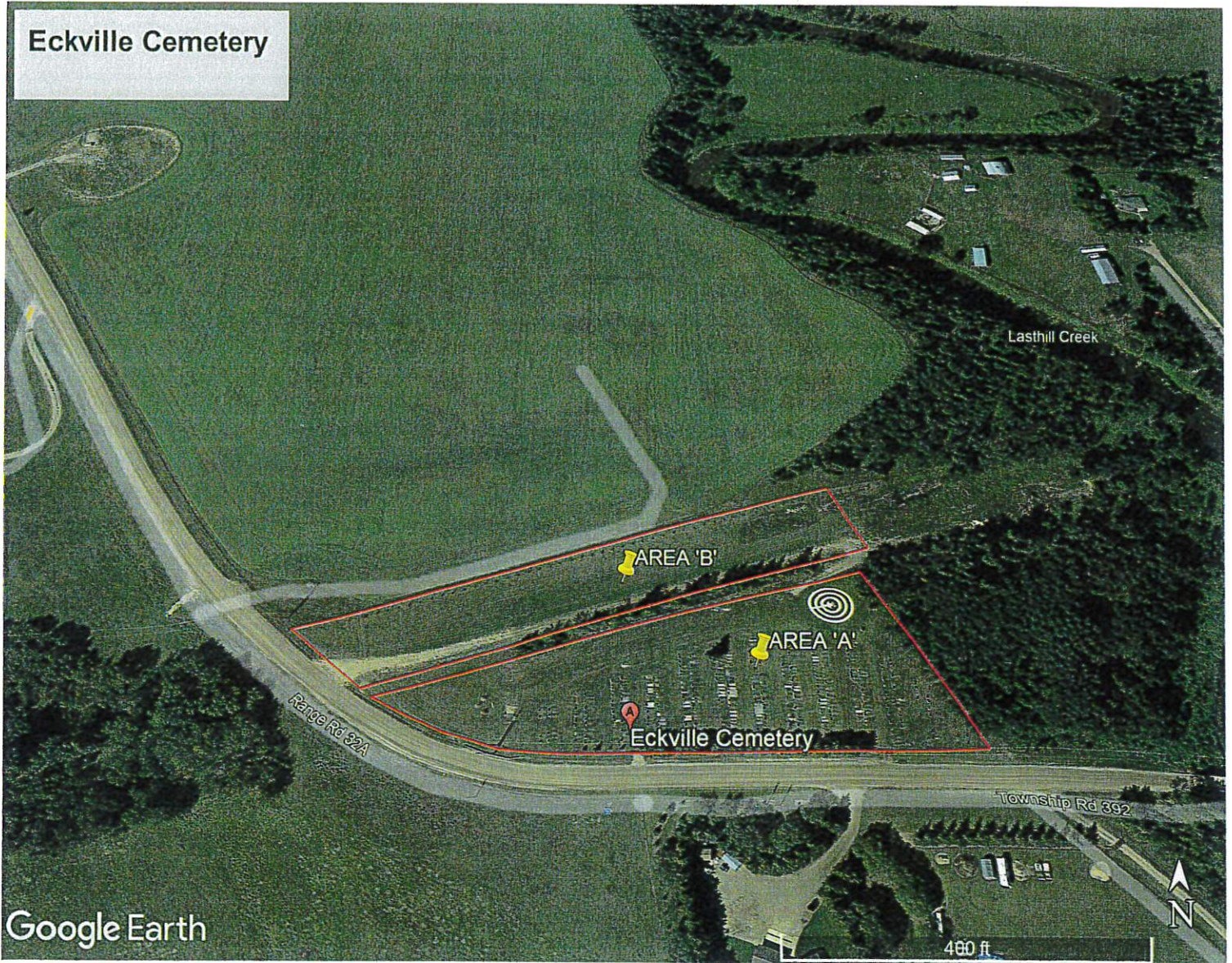
Dated this ____ day of _____ A.D. 2023.

CONTRACTOR

11

APPENDIX C – LOCATION OF WORK

CONTRACT NO. CM - 01 -2023
THE MAINTENANCE AND OPERATION OF THE MUNICIPAL CEMETERY DURING
THE 2023 SUMMER MONTHS



12

**MANAGEMENT REPORT
TO ECKVILLE TOWN COUNCIL
March 13, 2023**

Mtg. Date Mar 13, 2023

Agenda Item 7.1

Current Activities:

- **Water Plant Upgrade Project Number Two:** We will be looking at another capital project in order upgrade the HVAC system, move the lab area and allow for increased SCADA reporting and possibly filter upgrades. This will be coming to Council in the near future.
- **Snow & Ice Removal:** Our Public Works Team will continue with snow and ice removal as required. We would note that we will short staffed during the week March 13th to March 18th due to Public Works Conference in Banff.
- **Purchase of Ice Breaker:** The rental Ice Breaker was returned to the Dealer on February 28th rather than committing to another month's rental.
Good news! We received notice early last week that our new Ice Breaker had arrived and would be ready for pick up as soon as some minor safety modifications (suggested by our Public Works Foreman) were completed. Our Public Works Foreman Tory Evers travelled to Sturgeon County on March 9th to pick up the new Ice Breaker. Who knows, we may get to try it out before this long winter is over.
- **Wastewater Treatment Upgrade Options Study:** We held another virtual meeting with to provide the MNP Project Team on March 9th. We will update you on this at the March 13th council meeting.
- **Main Street Solar Lights:** Nothing to report currently.
- **Town Entrance Sign:** Administration is investigating new software and hardware alternatives which will likely involve new panels. We will keep you informed.

Future / Planned Activities:

- **Highway 11 Twinning, Functional Planning Study – Highway to Township Road 390 (east of Benalto):** Jack attended a virtual meeting on the morning of March 2nd to hear an update presentation from Henry Devos from Nothing to report currently. We will give you a brief update at the March 13th council meeting. .
- **Replotting of Westview Lots:** We are still working on sending out letters as required to government agencies, utility companies, etc. and neighboring Property Owners. Once responses timeframes are met, we will take the application to the Municipal Planning Commission as they are also our Town's Subdivision Approving Authority.
- **Medical Committee Meeting:** We will be arranging a Medical Committee meeting for March 15th in order to update the group on Nurse Practitioner recruitment along with other related activities.

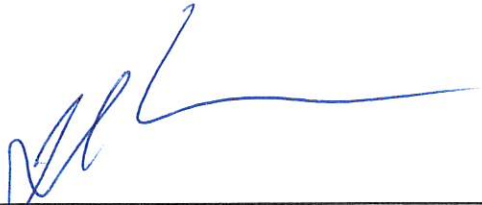
13

Management Report – March 13, 2023

- **Communication Strategy – Municipal App:** We still plan to bring a recommendation to Council with respect to a new phone app and updated website in March.
- **Upcoming Equipment Demonstrations:** Troy Evers is working on setting up demos with a Cat Loader from Eckville Agriterra Equipment Sales and a Bobcat. These demonstrations will be set up for dates later this spring. We will also let Council know when these demos will take place so you can stop by and watch for a few minutes.

Information Items:

- **Year End Audit:** The audit is progressing and the planned date to present to Council is still the April 10th meeting.



Jack Ramsden, CAO



Darcy Webb, Deputy CAO

14

Batch ID: CHEQUES
 Batch Comment: Cheques

Audit Trail Code: PMCHQ00000808
 Posting Date: 2023-03-07

Chequebook ID: ATB - GEN

Mtg. Date Mar 13, 2023

* Voided Cheques

Agenda Item 7.2

Cheque Number	Date	Payment Number	Vendor ID	Cheque Name	Amount
026847	2023-03-07	00000000000022643	AAM001	Canoe	\$344.51
026848	2023-03-07	00000000000022644	AGR002	Agriterra Equipment	\$696.02
026849	2023-03-07	00000000000022645	ARC003	Archon IT Services Ltd.	\$2,967.86
026850	2023-03-07	00000000000022646	ATB001	ATB Financial Mastercard	\$8,416.81
026851	2023-03-07	00000000000022647	AUM002	AMSC Insurance Services Ltd.	\$9,843.69
026852	2023-03-07	00000000000022648	CEN0015	Central Alberta Window Cleanin	\$624.75
026853	2023-03-07	00000000000022649	CEN04	Central Labs	\$162.49
026854	2023-03-07	00000000000022650	CIP01	CIP Office Technology	\$129.36
026855	2023-03-07	00000000000022651	CLO001	Cloverdale Paint Inc.	\$1,692.71
026856	2023-03-07	00000000000022652	EMP001	Empringham Disposal Corp.	\$6,966.75
026857	2023-03-07	00000000000022653	EVE003	Everything H2O	\$19.50
026858	2023-03-07	00000000000022654	LAP001	LAPP	\$4,207.40
026859	2023-03-07	00000000000022655	LIT002	Little Jon's Portable Toilet S	\$346.50
026860	2023-03-07	00000000000022656	MES001	Messer Canada INC.	\$42.67
026861	2023-03-07	00000000000022657	MIS001	Missing Link Internet Inc.	\$367.50
026862	2023-03-07	00000000000022658	REC	Receiver General	\$18,363.40
026863	2023-03-07	00000000000022659	REC01	RecordXpress	\$36.17
026864	2023-03-07	00000000000022660	RMR001	Reynolds Mirth Richards & Farm	\$110.25
026865	2023-03-07	00000000000022661	TEL001	Telus	\$1,129.68
026866	2023-03-07	00000000000022663	TEL002	TELUS MOBILITY	\$134.89
026867	2023-03-07	00000000000022665	TWO001	Two H Group	\$300.00
026868	2023-03-07	00000000000022667	UFA001	UFA	\$2,790.66
026869	2023-03-07	00000000000022669	ULI001	Uline Canada Corporation	\$227.40
026870	2023-03-07	00000000000022671	WEL001	Wells Fargo Equipment Fin Co	\$241.06
026871	2023-03-07	00000000000022672	WIL001	Wild Rose Assessment Services	\$1,424.15

Total Cheques: 25

Cheques Total: \$61,586.18

15



WHERE PEOPLE ARE THE KEY

Mtg. Date Mar 13, 2023

Agenda Item 9.1

HIGHLIGHTS OF THE REGULAR COUNCIL MEETING FEBRUARY 23, 2023

YEAR-ROUND FIRE PERMITTING

The County Manager was directed to draft a bylaw amendment to the Lacombe County Fire Bylaw No. 1337/21, to provide for the implementation of year-round fire permitting. The proposed bylaw amendment will be presented for consideration of first reading at a future Council meeting.

2023 PAVING TENDERS

The County Manager was authorized to award the 2023 paving tender to Central City Asphalt for the amount of \$4,598,219.63. Additional funding of \$260,019.63 will come from the Main Road Reserve, MSI Capital Grant, the Canada Community Building Fund, or a combination thereof.

OPERATIONS DEPARTMENT POLICY REVIEW

The following Operations Department policies were approved as amended:

- OP (3) Residential Community Gates
- OP (4) Gravel program
- OP (5) Pavement Management
- OP (9) Public Works for Community Organizations
- OP (12) Texas Gates
- OP (20) Bridge Material Sales

COMMITTEE OF THE WHOLE MEETING NOTES

The following recommendations from the Committee of the Whole meeting held on February 7, 2023 received the approval of Council:

- *The presentation on FOIP was received for information.*
- *The presentation and discussion on Lacombe County's financial reserves was received for information.*
- *The presentation on the overview of offsite levies be received for information.*
- *That the County Manager was directed to prepare a report on a year-round fire permitting program; and further, that this report be presented for Council's consideration at a future meeting.*
- *The presentation on the minimum dwelling size requirements in Residential Districts was received for information.*
- *The discussion on Truth and Reconciliation be received for information; and further, that Council attends the workshop on in September 2023 regarding Truth and Reconciliation.*
- *That following the February 9, 2023, Council meeting lunches will no longer be catered on the first Council meeting of the month.*

QUEEN ELIZABETH II PLATINUM JUBILEE MEDALS

The presentation of the Queen Elizabeth II Platinum Jubilee medals will take place at the April 27, 2023 Council meeting commencing at 10:00 a.m.



WHERE PEOPLE ARE THE KEY

RC(9) FUNDING APPLICATIONS

Council approved the following 2023 RC(9) funding applications:

Lacombe County RC(9) Grant Program 2023			
Community	Applicant	Event	Recommended Amount
Alix	Alix Public Library	July 1st Canada Day	\$ 500.00
Bentley	Bentley & District Ag Society	Bentley Fair and Rodeo	\$ 1,151.00
Bentley	Bentley Canada Day Committee	July 1st Canada Day	
Blackfalds	Town of Blackfalds	Blackfalds Day	\$ 8,728.00
Clive	Village of Clive	Clive Funfest	\$ 1,151.00
Eckville	Town of Eckville	Eckville Canada Day	\$ 1,151.00
Lacombe	City of Lacombe Arts Endowment Fund	Art in the Park	
Lacombe	Lacombe Days Association	Lacombe Days	\$ 10,000.00
Lacombe	Lacombe Regional Tourism	Canada Day Celebrations	
Lacombe	Echo Lacombe	Light up the Night	
Lacombe County	Mirror & District Community Develop Assoc.	May Day Event	
Lacombe County	Mirror Recreation Society	Community Dinner	\$ 750.00
Lacombe County	Mirror Recreation Society	Easter/Spring Celebration	\$ 750.00
Lacombe County	Mirror Recreation Society	Children's Halloween Party & Haunted House	\$ 750.00
Lacombe County	Mirror Recreation Society	Christmas Celebration (Santa	\$ 750.00
Lacombe County	Mirror Association for Ball Diamonds, Campgrd	New Years and May Day Event	\$ 1,200.00
Lacombe County	Tees Agricultural Society	Spring Chilli Cook-off and Bingo	\$ 475.00
Lacombe County	Tees Agricultural Society	Christmas Concert and Carol Festival	\$ 400.00
Lacombe County	Birch Bay Community Association	Family Day, July 1st fireworks, Beach Day BBQ	\$ 1,196.00
Lacombe County	Wilson Beach Estates	Christmas Parade	
SV of Birchcliff	SV of Birchcliff	Summer Celebration	\$ 576.00
SV of Gull Lake	Gull Lake Community League	Family Day, Canada Day , Christmas Pot Luck	\$ 576.00
SV of Sunbreaker Cove	SV of Sunbreaker Cove	Sunbreaker Cove Regatta	\$ 576.00
SV of Half Moon Bay	SV of Half Moon Bay	July 1st Canada Day	\$ 576.00
			\$ 31,256.00

**Next Regular Council Meeting is
Thursday, March 9, 2023 - 9:00 a.m.**

**Next Committee of the Whole Meeting is
April 4, 2023 - 9:00 a.m.**

Lacombe County Administration Building

****For more details from Lacombe County Council meetings, please refer to the meeting minutes. All meeting minutes are posted on the website (www.lacombecounty.com) after approval.**

17

February 24, 2023

Laurie Marthaller
Town of Eckville
Box 578
Eckville AB T0M 0X0

Dear Ms. Marthaller:

Re: Request for Funding – Canada Day Celebration

Your request for funding through Policy RC(9) – County Support of Community Programs, Events, and Activities was considered at the February 23, 2023 Council meeting. We are pleased to advise that funding in the amount of \$1,151 in support of the Eckville Canada Day Celebration was approved. Please find enclosed a cheque for that amount.

Events such as this bring the community together and we commend you on undertaking the planning and coordination of celebrations.

Sincerely,



MICHAEL MINCHIN, CPA, CMA, CLGM
Manager of Corporate Services
Lacombe County

/ab

APPROVED MINUTES OF THE LACOMBE REGIONAL WASTE SERVICES COMMISSION BOARD NOVEMBER 23, 2022

The meeting of the Lacombe Regional Waste Services Commission was called to order by Chairman Creasey at 1:17 p.m. in the Boardroom of the Lacombe Regional Waste Services Commission Administration office on Wednesday November 23, 2022.

Present

Commission Members:

Present:

Village of Alix	Barb Gilliat
Town of Bentley	Dale Grimsdale
Lacombe County	Dana Kreil
	Ken Weenink
City of Lacombe	Grant Creasey
	Don Gullekson
Town of Eckville	Jacquie Palm-Fraser
Village of Clive	Sarah Fahey

Others:

Jay Hohn	LRWSC Commission Manager
Alissa Lundie	Recording Secretary
Colin Campbell	Ultimate Services

Welcome

Chairman Creasey welcomed the Commission Board to the sixth LRWSC board meeting of 2022.

**RWS/55/22
Agenda**

Mr. Creasey asked the Board if there were any additions to the agenda.

- Mr. Hohn requested that item 6 be moved to 4.
- Mr. Weenink requested the addition of 9a. Campgrounds
- Mr. Gullekson requested the addition of 9b. Tipping Fees.
- Mr. Hohn invited the Commission Board to tour the completed addition after the meeting adjourned.

Moved by Ms. Kreil to approve the agenda as amended.

Carried Unanimously.

**RWS/56/22
Minutes**

Mr. Creasey asked Administration to amend the previous minutes to include "COLA increase" in the first motion of the budget and to amend the second motion to remove the phrase "and a 4.5% COLA rate".

Moved by Mr. Gullekson that the minutes of October 12, 2022 Regular Meeting be approved as amended.

Carried Unanimously.

**RWS/57/22
Ultimate Waste
Presentation**

Mr. Campbell of Ultimate Services gave a presentation to the LRWSC Commission Board in regard to the proposed installation of a compost facility at the LRWSC Prentiss transfer site.

Mr. Campbell gave the Commission Board preliminary information as to what the proposed facility would look like, its operations, where he was in the process of approvals and answered any questions the Commission Board may have.

**RWS/58/22
Waste Haul
Summaries**

**Moved by Ms. Gilliat that the Commission Board receive the Ultimate Services Presentation as information.
Carried Unanimously**

Administration reviewed the Waste Haul summary for the month of October 2022. Clarification was given in the following areas:

- Mr. Hohn reviewed the current dry rubble totals, how they compare to prior years. Incoming weights are down from last year.
- How compactor totals compare to prior years. Compactor weights are about the same as last year.

Moved by Ms. Gilliat that the Waste Haul Summary for the month of October 2022 be received as information by the Commission.

Carried Unanimously.

**RWS/59/22
Accounts Paid
YTD Budget
Comparative List
Acct. Payable
Cheque Listing**

Administration reported on the following with the Commission:

- Year to Date Budget Report October 31, 2022.
- Accounts Payable Cheque Listing from October 1 – 31, 2022.

Moved by Ms. Palm-Fraser that the YTD Budget Comparative to October 31, 2022 be received as information by the Commission.

Carried Unanimously.

Moved by Mr. Weenink that the Accounts Payable Cheque Listing from October 1 - 31, 2022 be received as information by the Commission.

Carried Unanimously.

**RWS/60/22
Commercial Mattress
Fee**

Mr. Hohn requested that the Commission Board approve the reduction of the Commercial Mattress Fee from \$20.00 down to \$10.00. The fee was originally set to assist with covering the costs of shipping the mattresses down to Calgary for recycling. Now that we are doing the recycling in-house, the cost to recycle the mattresses has been reduced from \$20.50 a mattress down to \$7.00 a mattress. Mr. Hohn recommended that the fee be lowered to \$10.00 to reflect that cost savings.

Mr. Hohn did recommend that the current unsorted mattress fee of \$50.00 remain the same, as this fee is an incentive to continue source separation. This fee applies to any commercial carrier/customer that does not sort the mattresses out of their load and ends up dumping the mattresses in the rubble area.

Moved by Mr. Weenink that the Commission Board approve the revised mattress fee of \$10.00 as requested by Administration to be effective immediately.

Carried Unanimously

**RWS/61/22
In-Camera**

**Moved by Mr. Gullekson that the meeting recess in order to meet In-Camera.
Time 3:02 p.m.**

Carried Unanimously

In-Camera Discussion

**RWS/62/22
Reconvene**

**Moved by Mr. Weenink that the meeting reconvenes.
Time 3:27 p.m.**

20

Carried Unanimously

**RWS/63/22
Managers
Report**

Mr. Hohn reported on the following Manager's Report to October 31, 2022. The highlights are as follows:

- Staffing – One staff member is going to be off for about 3-6 months and we have hired a part time temporary staff person to fill in.
- Mr. Hohn informed the Commission Board that he would post the future meeting dates on the LRWSC web site.
- Staff Training – Seven staff members have completed first aid refresher course.
- Cold Storage Building Improvements – improvements to the building have been completed and it will be ready for full use December 5th.
- Site Improvements – Coverage of the eastern slope of Cell 4 has been completed. This will help protect the cell from potential fire.
- Managers truck has been purchased.
- Investments – Mr. Hohn reviewed where the Commissions investments are currently held and the terms that they are locked in.
- Farm Land Lease at Prentiss – the 5-year lease has been signed.
- Wood Recycling - Mr. Hohn received 2 quotes to grind the wood waste at Prentiss and those two quotes made the grinding of the wood very cost prohibitive. The 500MT of pallet wood waste is going to be incinerated on site throughout the winter season, through a combination of utilizing the Air Burner and open pit burning.

Moved by Ms. Fahey that the Managers Report be received for information by the Commission.

Carried Unanimously

**RWS/64/22
Campgrounds**

Mr. Weenink asked Mr. Hohn for clarification on discussions that he was having with Lacombe County in regard to campgrounds and the potential billing of requisitions to those campgrounds for waste disposal. Mr. Hohn explained that with the expansions of seasonal lots that were happening at the various campgrounds throughout Lacombe County, the Commission was exploring the idea of billing a requisition for the seasonal lots. Permanent residents of those campgrounds are already included in the requisition model.

The volume of waste that is being transported out of those campgrounds has increased significantly over the years and Mr. Hohn decided to open discussions with Lacombe County Administration to assess how those campgrounds could contribute to the requisition model to help offset the costs being incurred to service them.

Mr. Creasey suggested that Administration continue to investigate how many seasonal lots are available within Lacombe County and to explore a fair and equitable plan to potentially incorporate those lots into the requisition model.

Moved by Ms. Gilliat that Administration continues investigating and discussing the seasonal lots at the campgrounds with Lacombe County Administration and to present a plan to the Commission Board at a future date.

Carried Unanimously

**General Discussion
Tipping Fees**

Mr. Gullekson asked Mr. Hohn what the tipping fees were for any Commercial Haulers transporting commercial waste coming out of the City of Lacombe.

21

Mr. Hohn explained that if the waste coming in was going into the compactor, then there was no charge on that load. If the waste coming in goes out to the rubble pile, then it is charged at the current rate of \$45.00/MT. Mr. Hohn indicated that there are generally more rubble loads coming out of the City of Lacombe with commercial carriers, than MSW loads.

**RWS/65/22
2023 Regular Board
Meeting Schedule**

The 2023 meetings for the Commission will be held at the Prentiss Transfer Site – Administration Building; 40123 Rge Rd 260 (*jct of Hwy 12 & Prentiss Road (Rge Rd 26-0) south 4 kms.* Wednesdays commencing at 1:15 p.m.

- February 22, 2023
- April 26, 2023 (2022 Audit)
- June 21, 2023
- August 23, 2023
- October 11, 2023 (2024 Budget Meeting)
- November 22, 2023 (Organizational Meeting)

Moved by Mr. Gullekson that the Commission Board accepts the 2023 Commission Board Meeting dates as presented. Carried Unanimously.

Next Meeting

The next regular meeting of the Commission will be held February 22, 2023 at 1:15 p.m. in the LRWSC Administration Boardroom at Prentiss.

**RWS/66/22
Adjourn**

Moved by Mr. Gullekson that the meeting adjourns.

***Time: 4:12 p.m.
Carried Unanimously.***

Chairperson

Manager

UNAPPROVED MINUTES OF THE LACOMBE REGIONAL WASTE SERVICES COMMISSION BOARD FEBRUARY 22, 2023

The meeting of the Lacombe Regional Waste Services Commission was called to order by Chairman Grant Creasey at 1:15 p.m. in the Boardroom of the Lacombe Regional Waste Services Commission Administration office on Wednesday February 22, 2023.

Present

Commission Members:

Present:

Village of Alix	Barb Gilliat
Town of Bentley	Dale Grimsdale
Lacombe County	Dwayne West
	Ken Weenink
City of Lacombe	Grant Creasey
	Don Gullekson
Town of Eckville	Jacque Palm-Fraser
Village of Clive	Sarah Fahey

Others:

Jay Hohn	LRWSC Commission Manager
Alissa Lundie	Recording Secretary
Daniel Luymes	BDO Canada LLP

Welcome

Chairman Creasey welcomed the Commission Board to the first LRWSC board meeting of 2023.

**RWS/01/23
Agenda**

Mr. Creasey asked the Board if there were any additions to the agenda.

Moved by Ms. Gilliat to approve the agenda as presented. Carried Unanimously.

**RWS/02/23
Minutes**

Moved by Mr. Gullekson that the minutes of November 23, 2022 Organizational Meeting be approved. Carried Unanimously.

Chairman Creasey requested that the word "garbage" in RWS/64/22 Campgrounds be changed to "waste".

Moved by Ms. Fahey that the minutes of November 23, 2022 Regular Board Meeting be approved as amended. Carried Unanimously.

**RWS/03/23
BDO Engagement
Partner Letter**

Mr. Luymes reported to the Commission the BDO Canada LLP letter stating the continuation being LRWSC auditors subject to the terms and conditions of their Agreement.

This agreement will remain in place and fully effective for future years until varied or replaced by another relevant written agreement. As Chartered Professional Accountants, the Engagement Partner includes:

- BDO's Role as Auditors
- Reporting
- Role of Management and those Charged with Governance
- Financial Statement Services
- Tax Services

23

- Additional Services BDO Provides
- Standard Terms and Conditions of the Agreement

Moved by Mr. West that LRWSC Administration enter into an agreement with BDO Canada LLP of all the terms and conditions of the Engagement Partner Letter on behalf of the Commission. And furthermore, that the letter be received for information by the Commission.

Carried Unanimously.

**RWS/04/23
BDO Audit Planning
Process**

Mr. Luymes reported to the Commission BDO Canada's audit plan for the audit of the LRWSC financial statements for the year ending December 31, 2022. Mr. Lister also gave additional information on how the various processes work.

The report highlights and gives an explanation of key issues relevant to the audit as follows:

- Terms of Reference
 - Engagement Objectives
- Independence
- Audit Strategy Materiality:
 - Scoping
 - Identify and Assess Risk
 - Design Audit Response
 - Obtain Audit Evidence
 - Form Opinion
 - Report
- Risks and Planned Audit Response
- Fraud Discussion
- Independence Letter with respect to the Commission
 - Professional Conduct
 - Interpretations as per provincial institute/order
 - Safeguards required by BDO

Moved by Mr. West that the Commission Members acknowledge and receive BDO Canada LLP letter of independence with respect to the LRWSC within the meaning of the Rules of Professional Conduct of the Institute of Chartered Accountants of Alberta be received for information by the Commission.

Carried Unanimously.

**RWS/05/23
Waste Haul
Summaries**

Administration reviewed the Waste Haul summaries for the month of November & December 2022 and January 2023. Clarification was given in the following areas:

- Mr. Hohn reviewed the current dry rubble totals, how they compare to prior years.
- How compactor totals compare to prior years.

Moved by Mr. Weenink that the Waste Haul Summary for the month of November & December 2022 and January 2023 be received as information by the Commission.

Carried Unanimously.

**RWS/06/23
Accounts Paid
YTD Budget
Comparative List
Acct. Payable
Cheque Listing**

Administration reported on the following with the Commission:

- Year to Date Budget Report December 31, 2022 & January 31, 2023.
- Accounts Payable Cheque Listing from Nov. 1 – December 31, 2022 & January 2023.

24

Moved by Mr. Grimsdale that the YTD Budget Comparative to December 31, 2022 & January 31, 2023 be received as information by the Commission.

Carried Unanimously.

Moved by Ms. Palm-Fraser that the Accounts Payable Cheque Listing from November 1- December 31, 2022 & January 2023 be received as information by the Commission.

Carried Unanimously.

**RWS/07/23
Skid Steer
Purchase**

Mr. Hohn reviewed with the Commission Board that LRWSC currently has one 2021 John Deere 324G skid steer that is used at the Prentiss Site, and the remote sites for many uses (pushing up rubble/burn pits, maintaining site roads, spreading sand and gravel, snow removal, moving wastes, hauling materials).

The Commission also owns a 2014 Massey Ferguson tractor that is used at the Prentiss site for snow removal, spreading sand, and mowing grass with a 3-point hitch mower at all sites and a 1994 John Deere tractor that was used at the Bentley site for snow removal and pushing up wood into the burn pit. Mr. Hohn reported that the John Deere has been moved to Prentiss as vandalism was becoming a problem and parts were being stolen off the tractor at the Bentley site, and the current skid steer can accomplish these tasks at Bentley.

Mr. Hohn also reported that the Massey Ferguson was going to be up for replacement shortly and a new replacement tractor has been quoted at \$54,500.00 from Pentagon. The Commission currently has \$34,000.00 saved to replace the 2014 Massey Ferguson tractor.

Mr. Hohn also pointed out that if the Commission replaces this tractor for another one, the Commission will end up obtaining a piece of equipment with limited use to LRWSC as it can only be used for snow removal, spreading sand, and cutting grass at all the sites. As the Commission already has the 1994 John Deere that can accomplish the mowing of grass at the sites, this seems like a redundant purchase for this type of equipment. Adding an additional skid steer to our fleet would give us the flexibility and functionality to complete a wider range of tasks. Previously, when the skid steer is not at the Prentiss site, the Massey tractor is relied on to complete tasks that a tractor is not really designed for (for example - pushing up the rubble pile/wood pile, hauling items to the proper areas, and snow removal).

Mr. Hohn has obtained quotes from four different local suppliers for seven different 2023 models of skid steers:

Brandt	JD 324G	\$91,000.00
Pentagon	Gehl R260	\$83,500.00
Bobcat	S62	\$66,500.00
Bobcat	S66	\$73,600.00
Finning	Cat 246D3	\$86,500.00
Finning	Cat 262D3	\$91,500.00
Finning	Cat 236D3	\$79,000.00

Mr. Hohn stated that the additional skid steer would not have to be the same size as the model we currently have (John Deere 324G). Therefore, the Commission could look at downsizing the new unit and purchase a slightly smaller one that can still accomplish the tasks we need it to do.

The quote from Bobcat of Red deer for the S66 at a price of \$73,600.00 would be the machine of choice, as it is just slightly smaller than our current model. The 2014 Massey Ferguson could be sold for approximately \$15,000.00 to \$20,000.00.

Mr. Hohn proposed that the funding for the new Skid Steer would be supplied from the following sources, Unrestricted Surplus Reserve (\$31,000.00), the proceeds from the sale of the 2014 Massey

25

Ferguson (\$15,000.00), and the remainder (\$34,000.00) from the Capital Equipment Replacement Reserve.

Moved by Ms. Gilliat that the Commission Board approve the purchase of a Skid Steer at a cost of \$80,000.00 to be funded from the sale of the unit, the Unrestricted Surplus and Capital Equipment Replacement fund as presented.

Carried Unanimously.

**RWS/08/23
Strategic Planning**

Mr. Hohn informed the Commission Board that in April 2019, LRWSC hosted a Strategic Planning Session to help facilitate the direction that stakeholders and the LRWSC Board wanted to achieve for LRWSC for the immediate and long-term future.

The 2019 Strategic Plan, was designed to identify issues and goals for the period from 2019 to 2022 with the recommendation that a new planning session be held in the Spring of 2023.

As there are several new Board members since the 2019 Strategic Planning session was held, it may be beneficial for both Administration and the Board to participate in a new planning session to set new goals for the future.

Mr. Hohn contacted the Facilitation Planner that had just completed Lacombe County's new Strategic Plan for 2023 to get an estimate for what we would require.

The quote ranged in price depending on our need:

- 1 - To complete a whole new Strategic Plan (two-day session, two-day prep and complete report) – up to \$7500.00
- 2 -To update our existing plan with new artwork (one-day prep, one-day session, one-day follow up) – up to \$5500.00

Another option would be to complete an internal update with Administration and the Board at a date to be determined.

Administration is requesting that we examine our current plan to see what areas may need addressing, as well as discuss whether the Board would like to create/update a new Strategic Plan at this time.

Funding for the new Strategic Plan would be funded from the Unrestricted Surplus Reserve.

Moved by Mr. Weenink moved that Administration comes up with a plan to revise and update the Strategic Plan and to present it to the Commission Board at a future meeting.

Carried Unanimously.

**RWS/09/23
Managers Report**

Mr. Hohn reported on the following Manager's Report to January 31, 2023. The highlights are as follows:

- Equipment Update – The new 2023 Tri Drive has arrived, and it is now at Universal to have the deck installed.
- Sale of Unit 912,914 and 915 – A local contractor has offered to purchase these units when they become available for sale.
- LRWSC Safety Manual and ERP – we are in the process of updating both the manual and the ERP for Prentiss and the remote sites.
- Safety Meeting Highlights – We do a daily safety meeting prior to the day starting which has been helpful in updating the staff on current conditions as well as any irregular operational plans for that day.

26

- Site Truck – a member of the public backed into our site truck, and it has since been repaired.
- Neighbor Communication – 23 of our close neighbors received a letter giving them our contact information and a brief explanation of our operations. They are encouraged to contact us directly if they have any questions or concerns.
- 911 calls – we had a neighbor call the fire department to report a fire in the wood area on evening. The fire department responded and determined the fire was contained.
- Environmental Health – AHS received a complaint about strong waste burning odors coming from the Prentiss site. At the date of the complaint some wood waste was being incinerated and there was some smoldering material. The representative was informed that the burning material was wood only and the file was closed.
- Extended Producer Responsibility – The new EPR recycling framework has been set out and it will take effect April 1, 2025. Existing programs in place as of November 30, 2022, will continue at the same service level on April 1, 2025, while new programs put in place as of December 1, 2022 will take effect October 1, 2026.

Moved by Mr. West that the Managers Report be received as information by the Commission.

Carried Unanimously

Next Meeting

The next regular meeting of the Commission will be held April 26, 2023 at 1:15 p.m. in the LRWSC Administration Boardroom at Prentiss.

***RWS/10/23
Adjourn***

Moved by Mr. Gullekson that the meeting adjourns.

***Time: 3:10 p.m.
Carried Unanimously.***

Chairperson

Manager

27



ALBERTA

MUNICIPAL AFFAIRS

*Office of the Minister**MLA, Calgary-Shaw*

AR111005

Dear Chief Elected Officials:

My colleague, the Honourable Travis Toews, President of Treasury Board and Minister of Finance, has tabled *Budget 2023* in the Alberta Legislature. I am writing to share information with you about how *Budget 2023* impacts municipalities.

Alberta's government is helping to secure Alberta's future by investing almost \$1 billion to build stronger communities across our province. The Municipal Affairs budget reflects an overall increase of \$45.2 million from the previous budget. These investments will continue to support municipalities in providing well-managed, collaborative, and accountable local government to Albertans.

We have heard frequently how important it is for Alberta municipalities to secure reliable, long-term funding for infrastructure and services in your communities. Through *Budget 2023*, capital support for municipalities is being maintained with \$485 million provided through the Municipal Sustainability Initiative (MSI). In addition, we are doubling MSI operating funding to \$60 million. The estimated 2023 MSI allocations are available on the program website at www.alberta.ca/municipal-sustainability-initiative.aspx.

Next year, we will be introducing the Local Government Fiscal Framework (LGFF), an updated framework that ties funding to provincial revenue changes, which will ensure sustainable funding levels for the province and allow municipalities to plan more effectively for the future. The baseline funding amount for the LGFF will be \$722 million in 2024/25. Furthermore, we heard your feedback and, subject to approval by the Legislature, are updating the legislation so that this amount will increase or decrease at 100 per cent of the percentage change in provincial revenues from three years prior, rather than 50 per cent as legislated. Based on the most current financial data and subject to approval of the legislation, we anticipate funding for municipalities will increase by 12.6 per cent to approximately \$813 million for the 2025/26 fiscal year.

The federal Canada Community-Building Fund (CCBF), which provides infrastructure funding to municipalities throughout the province, will see an increase of \$11.1 million to Alberta. The estimated 2023 CCBF allocations are available on the program website at www.alberta.ca/canada-community-building-fund.aspx.

MSI and CCBF program funding is subject to the Legislative Assembly's approval of *Budget 2023*. Individual allocations and 2023 funding are subject to ministerial authorization under the respective program guidelines. Federal CCBF funding is also subject to confirmation by the Government of Canada. Municipalities can anticipate receiving letters confirming MSI and CCBF funding commitments in April.

.../2

I am pleased to inform you that an additional \$3 million in grant funding is being committed in support of local public library boards, which means an increase of at least five per cent for all library boards. This funding increase will help maintain the delivery of critical literacy and skill-building resources to Albertans. There will also be an increase of \$800,000 in funding to the Land and Property Rights Tribunal to expand capacity for timely surface rights decisions.

Additionally, *Budget 2023* will provide an increase of \$500,000 to provide fire services training grants. Public safety is always a priority, and while we respect that fire services is a municipal responsibility, our government recognizes that a strong provincial-municipal partnership remains key to keeping Albertans safe.

As we all look forward to the year ahead, I want to re-iterate that Alberta municipalities remain our partners in economic prosperity and in delivering the critical public services and infrastructure that Albertans need and deserve. Municipal Affairs remains committed to providing sustainable levels of capital funding, promoting economic development, and supporting local governments in the provision of programs and services.

Alberta's economy has momentum, and we are focused on even more job creation and diversification as we continue to be the economic engine of Canada. At the same time, we recognize Albertans are dealing with the financial pressures of high inflation.

Budget 2023 will help grow our economy while also strengthening health care, improving public safety, and providing relief to Albertans through the inflation crisis. Alberta's government will do its part by remaining steadfastly committed to responsible management, paying down the debt, and saving for tomorrow.

With these priorities in mind, we will move forward together in fulfilling Alberta's promise and securing a bright and prosperous future for Alberta families.

Sincerely,



Rebecca Schulz
Minister





CPTED Services & Training is a division of The Central Alberta Crime Prevention Centre

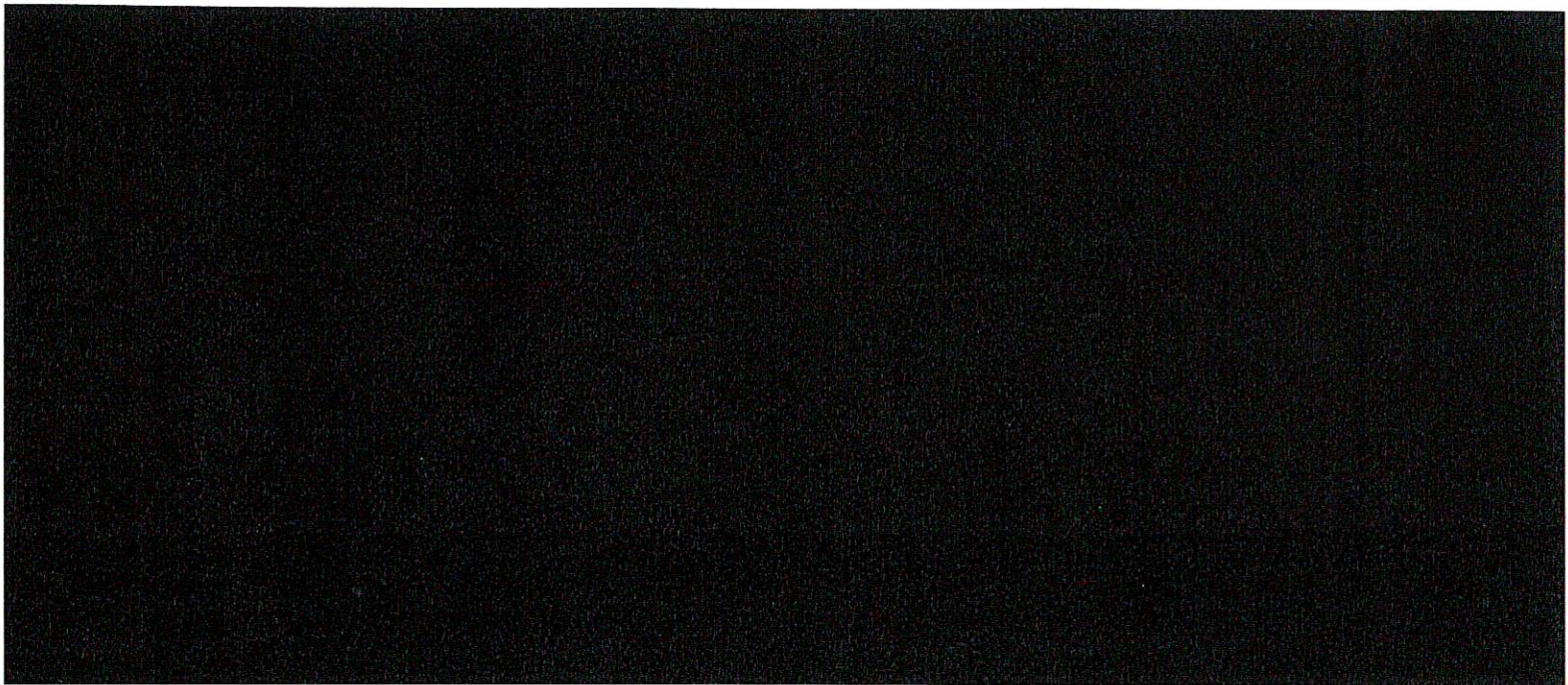
**Crime Prevention Through Environmental Design
(CPTED) Basic & Advanced Training Courses**

More dates coming for FALL 2023

CPTED Basic Training

DATES: Apr 11-12, May 24-25

30



Mtg. Date May 13, 2023

Agenda Item 10.2

[View this email in your browser](#)

**REYNOLDS MIRTH
RICHARDS & FARMER**

Alberta's Workplace in 2023

Employment Law
Seminar

Delta Edmonton South
Conference Centre

Thursday, May 4, 2023
8:30 AM - 3:30 PM

Join our Partners and Associates for insightful sessions to help you gain insight and tools to navigate recent changes in the workplace and emerging issues. The agenda boasts a lineup of timely topics focused on the legal landscape and how it relates to labour and employment in Alberta.

[SEE AGENDA](#)

[REGISTER NOW](#)

31