HUDSON'S
HOPE
PLAYGROUND OF the PEACE

## DISTRICT OF HUDSON'S HOPE <br> AGENDA

Council Chambers
Monday, July 13, 2020

## 1. Call to Order

2. Delegations
3. Notice of New Business

Mayor's List
Councillors Additions:
CAO's Additions:
4. Adoption of Agenda by Consensus
5. Declaration of Conflict of Interest
6. Adoption of Minutes

M1 June 22, 2020 Regular Council Meeting Minutes Page 1
7. Business Arising from the Minutes
8. Public Hearing
9. Staff Reports

| SR1 | Lucas Subdivision - Quarterly Report | Page 7 |
| :--- | :--- | :--- |
| SR2 | Cemetery Signage - Garden of the Peace | Page 15 |
| SR3 | Development Variance Permit-Cantrill - Report \#2 | Page 19 |
| SR4 | Northern Health - Water Treatment Plant \& Pool | Page 20 |
| SR5 | Policy: Employee Recognition - Report \#2 | Page 23 |

10. Committee Meeting Reports:
11. Bylaws:
12. Correspondence:

| C2 | Premier's Office - UBCM 2020 Meeting <br> Requests | Page 28 |
| :--- | :--- | :--- |
| C3 | Ministry of Municipal Affairs \& Housing - <br> UBCM 2020 Meeting Requests | Page 29 |
| C4 | UBCM Executive - Nominations <br> C5 | Gas Tax Agreement - Community Works <br> Fund |
| C6 | Emergency Management BC - Road <br> Rescue Responders | Page 39 |
| C7 | Northern Development Initiative Trust - <br> Economic Development Grant - 2019 | Page 40 |

13. Reports by Mayor \& Council on Meetings and Liaison Responsibilities
14. Old Business
15. New Business
16. Public Inquiries
17. In-Camera Session
18. Adjournment


HUDSOR'S HOPE
PLAYGROUND OF the PEACE

## REGULAR COUNCIL MEETING

June 22, 2020
6:00 P.M.
COUNCIL CHAMBERS

| Present: | Mayor Dave Heiberg <br> Councillor Mattias Gibbs <br> Councillor Pat Markin <br> Councillor Kelly Miller <br> Councillor Valerie Paice <br> Councillor Travous Quibell <br> Councillor Leigh Summer |
| :--- | :--- |
| Staff: | CAO, Chris Cvik <br>  <br>  <br>  <br>  <br>  <br>  <br>  <br>  <br> Corporate Officer, Jeanette McDougall <br> Director of Public Works, Mokles Rahman (partial attendance) <br> Dirotective Services, Bob Norton (partial attendance) |

## 1. CALL TO ORDER

The meeting called to order at 6:00 p.m. with Mayor Heiberg presiding.

## 2. DELEGATIONS

## 3. NOTICE OF NEW BUSINESS

\(\left.$$
\begin{array}{lll}\text { Mayor's Additions: } & \text { CM3 } & \begin{array}{l}\text { Rural Roads Task Force Update } \\
\text { CM4 } \\
\text { Ministry of Transportation \& Infrastructure Meeting } \\
\text { CR1 }\end{array}
$$ <br>

\& Mayor / Acting Mayor Schedule - July 2020\end{array}\right]\)\begin{tabular}{ll}
Councillor's Additions: \& CM1

 

Northeast Regional Advisory Committee Update <br>
(Councillor Markin) <br>
CAO Additions:
\end{tabular}

## 4. ADOPTION OF AGENDA AS AMENDED

RESOLUTION NO. 111/20
M/S Councillors Markin / Summer
THAT the agenda be varied to the order of the Staff Reports as follows: SR12, SR1, SR3, SR11 be moved to the beginning of the section, then the remaining reports be dealt with in normal order.
CARRIED

## 5. DECLARATION OF CONFLICT OF INTEREST

6. ADOPTION OF MINUTES

M1 JUNE 8, 2020 REGULAR COUNCIL MINUTES
RESOLUTION NO. 112/20
M/S Councillors Summer / Quibell
THAT the minutes of the May 25, 2020 Regular Council Meeting be adopted as amended.
CARRIED

## 7. BUSINESS ARISING FROM THE MINUTES

The Director, Protective Services joined the meeting at 6:04 pm.
8. STAFF REPORTS

SR12 PROTECTIVE SERVICES MONTHLY REPORT - JUNE 2020
The Director, Protective Services provided an overview, noting the following: the First Responder call volume is down as the Province continues to limit responses to certain types of calls; open burning prohibitions have been lifted. In-house firefighter training is resuming with enhanced COVID-19 protocols in place; and repairs to pump on Engine 3 in Beryl Prairie Firehall are needed.

The Director, Protective Services left the meeting at 6:09 pm.

The Director, Public Works joined the meeting at 6:10 pm.
Lisa Gardiner, EIT, Environmental Engineer, Western Water Associates Ltd. joined the meeting online at 6:10 pm.

## SR1 SOURCE WATER PROTECTION PLAN - TECHNICAL ADVISORY COMMITTEE REPORT NO. 2

L. Gardiner, EIT, Environmental Engineer, Western Water Associates Ltd. presented a PowerPoint overview of the Source Water Protection Plan and answered Council questions.

Lisa Gardiner, EIT, Environmental Engineer, Western Water Associates Ltd. left the online meeting at 6:27 pm.

RESOLUTION NO. 113/20
M/S Councillors Miller / Summer
THAT Council approve the Source Water Protection Plan for the District of Hudson's Hope.
CARRIED

# SR3 OSBOURNE STREET \& CANYON DRIVE - BARRIER REPLACEMENT REPORT NO. 4 

RESOLUTION NO. 114/20
M/S Councillors Gibbs / Paice
THAT the June 3, 2020 report entitled "Osborne Street at Canyon Drive Barrier Replacement" be lifted from the table for discussion.
CARRIED

RESOLUTION NO. 115/20
M/S Councillors Quibell / Markin
THAT Council rescind Resolution No. 242/19:
"That Council direct administration to install guard rail at the south east corner of the intersection along Osborne Street and Canyon Drive in consultation with the Ministry of Transportation; and

That Council direct administration to work with the Ministry of Transportation in cleaning the undergrowth and cutting the trees blocking the visibility along the Canyon Drive near the intersection; and

That Council direct administration to consider this project under 2020 Capital Budget."
CARRIED

## RESOLUTION NO. 116/20

M/S Councillors Paice / Summer
THAT Council direct Administration to:
a) install proper road signage, including a "No Truck Route" sign on Osborne Street; a "No Right Turn" sign from Canyon Drive to Osborne Street; a "No Left Turn" sign from Osborne Street to Canyon Drive, etc. to restrict traffic flow on Osborne Street;
b) work with the Ministry of Transportation to clear the undergrowth and cut trees that block the visibility along the Canyon Drive near the intersection;
c) amend the District's Streets and Traffic Bylaw No. 27, 1967 to reflect the new signage; and
d) communicate with the local RCMP Detachment regarding new traffic signs.

## CARRIED

## SR11 PUBLIC WORKS - MONTHLY REPORT

Received for Information.
The Director, Public Works left the meeting at 6:49 pm.

## SR4 DEVELOPMENT VARIANCE PERMIT (DVP) APPLICATION - CANTRILL

RESOLUTION NO. 117/20
M/S Councillors Gibbs / Summer
THAT Council approves the DVP Application - Cantrill to continue to move forward on the basis it is unlikely to negatively affect adjacent property owners; and

THAT Council direct Administration bring a final report back to Council for consideration.

## CARRIED

## SR5 MIXED SLO-PITCH BALL DIAMONDS

RESOLUTION NO. 118/20
M/S Councillors Quibell / Summer
THAT Council approve the use of the baseball diamonds by the Hudson's Hope
Mixed Slo-Pitch Club provided that the Club adheres to a "Return to Play" plan that has been approved by Slo-Pitch National Inc.
CARRIED
SR6 POLICY: EMPLOYEE RECOGNITION
RESOLUTION NO. 119/20
M/S Councillors Paice / Miller
THAT Council approve the Employee Recognition Policy. CARRIED

SR7 COVID-19 RETURNING TO SAFE OPERATION (RECOVERY PLAN)
RESOLUTION NO. 120/20
M/S Councillors Paice / Miller
THAT Council approve the District of Hudson's Hope COVID-19 Returning to Safe Operation (Recovery Plan)..
CARRIED

## SR8 COVID-19 RETURNING TO SAFE OPERATION - SWIMMING POOL (RECOVERY PLAN)

RESOLUTION NO. 121/20
M/S Councillors Paice / Markin
THAT Council approve the District of Hudson's Hope COVID-19 Returning to Safe Operation - Swimming Pool (Recovery Plan)..
CARRIED
SR9 ADMINISTRATION - MONTHLY REPORT
Received for Information.

## SR10 CORPORATE - MONTHLY REPORT

Received for Information.
9. PUBLIC HEARING

## 10. COMMITTEE MEETING REPORTS

## CM1 NORTHEAST REGIONAL ADVISORY COMMITTEE

Councillor Markin provided an update on the Northeast Regional Advisory Committee and noted the following: the Northeast Region received approval for a total of approximately $\$ 2$ million for 52 projects since 2005 and the Business Façade program is becoming available again.

## CM2 HUDSON'S HOPE HISTORICAL SOCIETY (MUSEUM)

Councillor Miller advised that there are ongoing meetings with BC Hydro regarding land and that Councillor Miller will place on the agenda for the next Board meeting of the Hudson's Hope Historical Society the possibility of obtaining either some or all of the Don Nearhood Collection for permanent display in Hudson's Hope.

## CM3 RURAL ROADS TASK FORCE

The Mayor noted that traffic is increasing on Canyon Drive in connection with the Highway 29 construction activity.

## CM4 MEETING - MINISTRY OF TRANSPORTATION AND INFRASTRUCTURE

The Mayor advised that a meeting with the Ministry of Transportation and Infrastructure was cancelled due to the slide at Old Fort.
11. BYLAWS

## 12. CORRESPONDENCE

C1 BC HYDRO - ARTIST'S RENDERING OF LYNX CREEK
For information
C2 PLAN H COMMUNITY CONNECTEDNESS GRANT
For information
RESOLUTION NO. 122/20
M/S Councillors Quibell / Markin
That Council approve the request from the Hudson's Hope Health Care \& Housing Society (Silver Willow) to partner with the Society for the purposes of qualifying for the Plan H Community Connectedness grant with the condition that the District's involvement is limited to submitting the application.
CARRIED

## 13. REPORTS BY MAYOR \& COUNCIL ON MEETINGS AND LIAISON RESPONSIBILITIES

CR1 SCHEDULE - MAYOR / ACTING MAYOR
The Mayor advised that he will be on vacation from Monday, July 6, 2020 to Friday, July 10, 2020 and that Councillor Gibbs is Acting Mayor for July and that Councillor Miller will attend the Peace River Regional District Meeting on July 9, 2020.

## 13. OLD BUSINESS

## OB1 COMMUNITY HALL SOCIETY

Councillor Quibell reported that the Community Hall Society has now wound up and that he is therefore no longer the liaison.
15. NEW BUSINESS

NB1 COUNCIL CHAMBERS - PLEXI-GLASS / TEMPERED GLASS
Staff to research plexi-glass and tempered glass to determine whether suitable for use as dividers in Council Chambers.

NB2 TENT
Councillor Summer brought forward a discussion on whether the tent should be placed at the Pool this year.

RESOLUTION NO. 123/20
M/S Councillors Summer / Markin
That Council direct Staff to setup the tent at the Pool for the 2020 season. CARRIED
16. PUBLIC INQUIRIES

## 17. NOTICE OF CLOSED MEETING

18. ADJOURNMENT

Mayor Heiberg declared the meeting adjourned at 7:42 pm.
DIARY Diarized
Conventions/Conferences/Holidays

Conventions/Conferences/Holidays
Commercial Water Rate Increase-annual budget
Consideration 08/04/19

Certified Correct:

## REQUEST FOR DECISION

| RFD\#: CC-2020-58 | Date: July 6, 2020 |
| :--- | :--- |
| Meeting\#: CM071320 | Originator: Chris Cvik |
| RFD TITLE: Lucas Subdivision - Real Estate Agent Quarterly Update No. 1 |  |

## RECOMMENDATIONS:

Receive for information

## BACKGROUND:

As Council may recall, the District entered into a real estate agreement with Nicole Gilliss for the provision of professional services, advice, and technical assistance in the marketing and selling of the seventeen lots that are owned by the District of Hudson's Hope in the Lucas Subdivision. As part of the scope of work in the RFP, the successful proponent is required to provide a written report to Council on a quarterly basis with an update on the status of the lot sales.

## DISCUSSION:

The attached Quarterly Report provides an update on marketing initiatives undertaken to date by the Contractor. No lots have been sold to date under the one-year agreement with the real estate agent.

## FINANCIAL:

Council approved a marketing budget of $\$ 7,500$ in 2020 to assist in the sale of the lots. Council must approve ALL expenditures from the Marketing budget. The Contractor has not provided any request to access the funding.

OPTIONS: N/A

## Attachments:

- Lucas Subdivision - Real Estate Agent Quarterly Update No. 1


Report Approved by:

## Quarterly Report - July, 2020

This is the first quarterly report since the contract to provide real estate marketing services for 17 lots in Lucas Subdivision was awarded on March 31, 2020 by District of Hudson's Hope (DOHH). The RFP indicated that a quarterly report was to be provided to update Mayor and Council with information including number of inquiries, number of showings, number of social media 'views' and any feedback I have received regarding quality of product, (land) and or price.

As indicated in my proposal, three representative lots were listed on the Multiple Listing Services (MLS) on April 1, 2020. The lots have been listed for 95 days. With the situation surrounding the Covid 19 virus, real estate activities have mostly ceased until just recently. Here is a summary of inquiries received during the reporting period:

- 2 written inquiries (email or text)
- No showings
- No realtor inquiries

An inquiry was made by a developer considering construction of speculative homes in HH , and communication continued with the developer until recently. I had been answering questions and providing information when requested. The last communication with this developer was on June 18, 2020, at that time the developer told me due to financing and banks being slow and stricter he would not be proceeding with the project.

Here is a summary of marketing activities:

- Facebook/Instagram, paid boosted ads airing April 29-May 9. Reached 6368 people. (Ads and results attached)
- A large $4 \times 4$ Reflective coroplast sign was fabricated and erected on highway 29 , West of Arena Road (see photo).



## Closure

At the time of writing, real estate inquiries in general, are starting to increase in numbers. I will continue to be available for questions, if needed. Please feel free to contact me anytime at 2507831076.

Yours sincerely,


Nicole Gilliss, Realtor, Independent Contractor
Century 21. - Energy Realty


## \$55,000

## 10814 ROSE AVENUE Hudsons Hope, British Columbia V0C1V0

Century 21 Energy Realty

Views by Websites \& Apps
Last 90 Days


14 Views on 2 Sites

Views Compared Over Time
Last 90 Days


REALTOR.ca Websites \& Apps (Last 90 Days: 0 Views on 0 Sites)

Real Estate Advertising Websites (Last 90 Days: 14 Views on 2 Sites)

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## \$37,500

## 10805 ROSE AVENUE <br> Hudsons Hope, British Columbia V0C1V0

Century 21 Energy Realty

Views by Websites \& Apps
Last 90 Days


Real Estate Advertising Websites - [21 view(s)] (REALTOR.ca Websites \& Apps - [8 view(s)]

## 29 Views on 4 Sites

Views Compared Over Time
Last 90 Days


REALTOR.ca Websites \& Apps (Last 90 Days: 8 Views on 2 Sites)

Real Estate Advertising Websites (Last 90 Days: 21 Views on 2 Sites)

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## \$40,000

## 10011 STEGE STREET <br> Hudsons Hope, British Columbia <br> V0C1V0

Century 21 Energy Realty<br>

Views by Websites \& Apps
Last 90 Days


- Real Estate Advertising Websites - [17 view(s)] (2) REALTOR.ca Websites \& Apps - [6 view(s)]

23 Views on 3 Sites

Views Compared Over Time

$$
\text { Last } 90 \text { Days }
$$



REALTOR.ca Websites \& Apps (Last 90 Days: 6 Views on 1 Sites)

Real Estate Advertising Websites (Last 90 Days: 17 Views on 2 Sites)

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## PROUDLY LISTED AND SOILD BY

## NICOLE GILLISS

ENTUBY 21 eurnay
ENTURY 2 ien

Lot pricing ranges from
37,500-\$55,000

## UDSONS HOPE

ROUDLY PRESENTS UCAS SUBDIVISION

## REQUEST FOR DECISION

| RFD\#: CC-2020-57 | Date: June 18, 2020 |
| :--- | :--- |
| Meeting\#: CM071320 | Originator: Chris Cvik |
| RFD TITLE: Garden of the Peace - Cemetery Signage |  |

## RECOMMENDATIONS:

Receive for information.

## BACKGROUND:

During the Council Meeting on January 14, 2019, the following topic was added under new business:

## NEW BUSINESS:

- Garden of Peace Cemetery
- Faye Lavallee has made several inquiries regarding the cemetery and it has become unclear of her wishes.
- Discussion - Director of Public Works is to contact of Ms. Lavallee to find out what it is she is looking for as far as the Cemetery is concerned.

At the January 28, 2019, Council Meeting under Business Arising from the Minutes, the following update was provided.

## NB1 Garden of Peace Cemetery

- Public Work has been in contact with Mrs. Lavallee.
- Estimated cost for the sign is $\$ 1000.00$.
- The sign will have to adhere to the District Branding.
- Ministry of Transportation needs to be contacted.
- Sign Committee will include it in their upcoming sign study.


## DISCUSSION:

Ms. Lavellee proposed the location of a cemetery directional sign within the highway right-of-way. The Ministry of Transportation and Infrastructure (MOTI) was contacted and denied our request to install the cemetery sign along the highway right-of-way. The explanation provided by MOTI is that cemetery locations are considered to be for local knowledge, and visitors to the community would usually know they are travelling to Hudson's Hope for a funeral and would most likely be looking up the location online ahead of travelling there.

Signs on MOTI rights of way are designed to assist motorists driving through a community with things they might need (i.e., a rest stop, accommodations, gas, etc.) and to assist with the safe navigation of public roads. For this reason, MOTI recommended that the District of Hudson's Hope explore options of putting a sign on private property.

The attached map shows Highway \#29 and the right-of-way allowance on either side of Highway \#29. There is not really an 'ideal' location to install the cemetery sign. The District owns the property on the Northwest side of the highway and will therefore be installing the sign on our property as close to the highway as possible. There may be some tree clearing required once Staff are on-site to install the sign.

## FINANCIAL:

The actual sign cost is $\$ 135$, so the cost including signposts will be under $\$ 200$.

## OPTIONS:

That Council direct Administration to install the sign on the west side of Highway \#29.

## COMMUNICATIONS:

Ms. Lavallee will be notified about the location of the signage.

## Attachments:

1. Map of planned location of Garden of the Peace - Cemetery Sign
2. BC Ministry of Transportation - Policy Manual for Supplemental Signs
a. Appendix 1 - Facilities or Enterprises Ineligible for Signs. Full policy manual can be found at: https://www2.gov.bc.ca/assets/gov/driving-and-transportation/transportation-infrastructure/engineering-standards-and-guidelines/traffic-engineering-and-safety/traffic-engineering/traffic-signs-and-pavement-markings/policy supplemental signs.pdf (website accessed June 17, 2020)


Report Approved by:
Chris Cvik, CAO


## APPENDIX 1: Facilities or Enterprises Ineligible for Signs

1. Commercial Establishments or Enterprises

Signs are not permitted or installed for any private venture enterprise including, but not limited to, retail stores, gift shops, car rental depots, convenience stores, cinemas, pubs, shopping centres, sports fields, theatres, veterinary clinics, dental offices, non-approved accommodation or attractions etc., unless the establishment meets the criteria established under:

- Service and Attraction Sign Policy;
" Manual of Standard Traffic Signs, Chapter 4, "Major Traffic Generators".


## 2. Boundary Signs

The Minister's direction to reduce "non-essential" signs (circa 1990) resulted in the cancellation of signs for the following boundary areas:

- Electoral Districts;
- Highways Districts;
- Fire Protection Districts;
- Irrigation Districts;
- Game or Wildlife Management Units.

Therefore, the Ministry does not sign or issue permits to sign these boundaries.
3. Cemeteries:

Cemeteries are typically visited by local residents, or mourners as part of a funeral procession, in which case the route is planned; therefore, signs for cemeteries are not considered to be of value to the typical motorist. In some rural areas, cemetery names are allowed on G-3 directions signs at road junctions, where motorists may become lost on confusing road networks. A cemetery of historical interest may be signed as a Heritage Attraction under the S\&A program, if approved by the Heritage Branch.

## 4. Memorial Markers:

The installation of memorial markers offers no proven benefit for the motorist and could, in fact, be a distraction. Incorrectly installed markers may prove to be a liability or a maintenance problem for the Ministry; therefore, their installation is not permitted.

## 5. Municipal Parks:

Municipal parks are generally for the benefit of the local residences, therefore, to reduce sign clutter and non-essential signs to the motoring public, the Ministry does not allow or install signs for municipal parks.

## REQUEST FOR DECISION

| RFD\#: CC-2020-59 | Date: July 6, 2020 |
| :--- | :--- |
| Meeting\#: CM071320 | Originator: Chris Cvik |
| RFD TITLE: Cantrill Development Variance Permit (DVP) Application - Report \#2 |  |

## RECOMMENDATION:

THAT Council approves Development Variance Permit No. 2020-02.

## BACKGROUND:

The following resolution was passed at the June 22, 2020, Council Meeting.

## SR4 DEVELOPMENT VARIANCE PERMIT (DVP) APPLICATION - CANTRILL <br> RESOLUTION NO. 117/20 <br> M/S Councillors Gibbs / Summer <br> THAT Council approves the DVP Application - Cantrill to continue to move forward on the basis it is unlikely to negatively affect adjacent property owners; and

THAT Council direct Administration bring a final report back to Council for consideration.
CARRIED

## DISCUSSION:

As there were no property owners and tenants within 100 meters of the subject property, the District issued a Public Notice PSA. No comments were received as of the July 8, 2020, agenda cut-off date.

If the Staff recommendation is approved, the next step is to notify the Land Titles Office.
FINANCIAL CONSIDERATIONS: N/A

## ATTACHMENTS:

1. Development Variance Permit No. 2020-02.


Chris Cvik, CAO

## REQUEST FOR DECISION

| RFD\#: 2020MR11 | Date: July 6, 2020 |
| :--- | :--- |
| Meeting\#: CM071320 | Originator: Mokles Rahman |
| RFD TITLE: Annual Inspection of Water System |  |

## BACKGROUND:

The Environmental Public Health Officer of the Northern Health conducted an annual inspection on June 22, 2020 to the Hudson's Hope Water System and the Swimming Pool. The Director of Public Works and one of the operators attended the inspection.

## Water Treatment Plant:

There were no issues identified in the current operation of the water system.
During the inspection high turbidity in raw water observed due to heavy rain in the previous week.
However, there were no issues with the treated water.
Northern Health requested the District to submit the updated EOCP certificates for the operators. The District is in the process of submitting the certificates to the Northern Health.

## Swimming Pool:

During the inspection, the Water chemistry was slightly off as the pool was not in operation and operator added extra chemicals an hour before the inspection/test. All infrastructure is in acceptable condition to run the pool. An updated Pool safety plan is in place.

There was no concern on opening and operating the Pool.
The District will submit the pool water samples to Northern Health with the other regular water samples of the water systems in the District in Two (2) weeks intervals as usual.

## RECOMMENDATION / RESOLUTION:

That Council receive this report as information.

Prepared by:


Mokles Rahman, Director of Public Works

Approved by:


[^0]
## Water System Inspection Report

| Inspection Information |  |
| :--- | :--- |
| Facility Name: | Hudson's Hope CWS |
| Facility Number: | 1710815 |
| Officer: | Kang Min Gu |
| Inspection type: | Routine |
| Inspection date: | June 22, 2020 |
| Followup Inspection Required: | No |
| Hazard Rating: | Low |

## Critical Hazards

These items relate to public health or safety, and must receive immediate attention.

## Operation \& Maintenance

These items must be corrected within a designated time period.

```
Comments
Construction for the new source and the new treatment system will start in July. Construction will finish
in December.
No issues with current operation.
Water parameters are tested regularly and logged.
Good water sampling history.
No concerns with the treatment plant in terms of physical structure, security, etc.
No concerns with apparent risk of cross connection.
Observed high turbidity from the raw water due to heavy rain event last week. No issues with treated
water.
*Please submit EOCP info on water operators as discussed during the inspection
```

King Min Gu
EMO 1

## Water System Inspection Report

| Inspection Information |  |
| :--- | :--- |
| Facility Name: | Hudson's Hope Swimming Pool |
| Facility Number: | 1710177 |
| Officer: | Kang Min Gu |
| Inspection type: | Routine |
| Inspection date: | June 22, 2020 |
| Follow-up Inspection Required: | No |
| Hazard Rating: | Low |

## Critical Hazards

These items relate to public health or safety, and must receive immediate attention.

## Operation \& Maintenance

These items must be corrected within a designated time period.

## Comments

The pool was not in operation at the time of visit. This season's opening date is TBD.
*Bacteriological sample will be submitted in the next sampling submission
Physical Construction:

- Main drain covers appeared in good condition at time of inspection.
- Good water clarity and no issues identified.
- Walkways are kept clear and free of obstructions
- Please ensure to reduce or prevent any slipping hazard in or around the facility due to pooling water.
- No conditions which may pose an entrapment hazard were observed at time of inspection
- Pool deck and basin is in good condition
- Handrails are secure and do not sway
- Contrasting colour strips on stairs present
- Depth marking present on the walkway of the pool
- Washroom/change room is in good condition

Water Chemistry:

* Water chemistry may be slightly off due to recent addition of pool chemicals
- Free Chlorine (Measured at 1.21 ppm ) - tested and recorded twice daily to ensure within a recommended range of 1 ppm to 3 ppm
- Combined Chlorine (Measured at 0.06 ppm )- tested and recorded twice daily to ensure it does not exceed 1 ppm.
- pH (Measured at 7.69 ) - tested and recorded twice daily to ensure it is within the range of 7.2 to 7.8
- Total Alkalinity (Measured at 146) - tested and recorded once weekly to ensure it is within the range of 80 ppm to 120 ppm . Please ensure that this remains within 80 ppm to 120 ppm as this will allow your system to control pH much easier. No concerns with pH according to testing and written records.

Documentation:

- Pool safety plan has been updated this year


## REQUEST FOR DECISION

| RFD\#: CC-2020-61 | Date: July 7, 2020 |
| :--- | :--- |
| Meeting\#: CM072720 | Originator: Chris Cvik, CAO |
| RFD TITLE: Employee Recognition Policy - Report \#2 |  |

## RECOMMENDATION:

THAT Council receive and file the attached.

## BACKGROUND:

At the June 22, 2020, Council Meeting the following resolution was passed.

```
SR6 POLICY: EMPLOYEE RECOGNITION
RESOLUTION NO. 119/20
M/S Councillors Paice / Miller
THAT Council approve the Employee Recognition Policy.
CARRIED
```


## DISCUSSION:

The policy (financial amounts) in the approved policy are not changing. The procedure (i.e., how Administration implements the policy needs to updated to reflect how Revenue Canada looks at the taxability of retirement gifts/awards and long service.

Based on information from the Revenue Canada website and the tax impact on retirement/long service awards, it was discovered that long service awards cannot be added to non-cash gifts and awards. The impact is to cap the maximum for a long service/retirement award at $\$ 500$ for the non-taxable portion.

Here is the link to the Revenue Canada website and the applicable section: https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/ benefits-allowances/gifts-awards-social-events/gifts-awards-long-service-awards.html\#Ingsrvc

## Long-service awards

As well as the gifts and awards in the policy stated under Policy for non-cash gifts and award, you can, once every five years, give your employee a non-cash long-service or anniversary award valued at $\$ 500$ or less, tax free. The award must be for a minimum of five years' service, and it has to be at least five years since you gave the employee the last long-service or anniversary award. Any amount over the $\$ 500$ is a taxable benefit.

If it has not been at least five years since the employee's last long-service or anniversary award, then the award is a taxable benefit. For example, if the 15year award was given at 17 years of service, and then the next award is given at 20 years of service, the 20-year award will be a taxable benefit, since five years will not have passed since the previous award.

The $\$ 500$ exemption for long-service awards does not affect the $\$ 500$ exemption for other gifts and awards in the year you give them. For example, you can give an employee a non-cash long-service award worth \$500 in the same year you give them other non-cash gifts and awards worth \$500. In this case, there is no taxable benefit for the employee.

## Note:

If the value of the long-service award is less than \$500, you cannot add the shortfall to the annual \$500 exemption for non-cash gifts and awards.

## ALTERNATIVES:

That Council provide other feedback.

## ATTACHMENTS:

Employee Recognition Policy


Chris Cvik, CAO

Employee Recognition Policy<br>Council Resolution No. 119/20<br>Revised Date: XXXXXX

Section: Administration

## Policy:

The District of Hudson's Hope values and appreciates the dedicated service of its' long service employees and wishes to recognize their contributions.

Employees who retire or leave the District with a minimum of five years of completed service are eligible for recognition based on:

1. a gift valued at twenty-five dollars (\$25) per year of completed service; and
2. a celebration event (lunch or dinner) with up to twenty-five dollars (\$25) for lunch or up to thirty-five (\$35) for dinner per employee set aside in honour of the departing or retiring employee.

## Purpose:

To recognize Employees with five years or more of service who resign or retire from the District.

## Scope:

Applies to all Regular Full-Time and Regular Part-Time Employees of the District of Hudson's Hope.

## Procedure:

The District of Hudson's Hope recognizes employees who have worked for the District for a minimum of five (5) years. Service will be calculated from the date of hire. Eligibility will be based on the full years of service completed as of December $31^{\text {st }}$ of the year prior to resignation or retirement.

Tax Impact: The purchase of a departing or retirement gift is not a taxable benefit if the value is $\$ 500$ or less. Amounts over this are considered taxable benefits under Revenue Canada. Employees may elect a cash award in lieu of a retirement gift. Gifts of cash are considered a taxable benefit and are subject to applicable tax deductions. Each year, an estimate will be included in the Staff Appreciation budget for any gift and lunch/dinner functions that may be held over the coming year.

## Other:

Regardless of the length of service, when an employee leaves, Staff may voluntarily elect to contribute towards a gift and/or function. This is separate from any recognition under the Employee Recognition Policy. Voluntary contributions may be added to the Employer sponsored gift amount to increase the value of the gift that can be purchased.

May 31, 2020
District of Hudson's Hope
PO Box 330
Hudson's Hope, BC VOK 1V0

## Attention: Mayor Dave Heiberg

Dear Mayor Heiberg:

## Subject: Love Hudson's Hope

2020 Love Northern BC Program - Annual Marketing Funding Northern Development Project Number 666920

Thank you for your application to Northern Development's Love Northern BC program to access marketing funding in support of your small independent locally-own businesses participating in Love Hudson's Hope. Northern Development is pleased to advise you that your application for 2020 has been approved in the amount of $\$ 1,200$. Enclosed is our cheque in the amount of $\$ 1,155.80$. This cheque tops up your funding to $\$ 1,200$ as the District of Hudson's Hope did not spend the full amount advanced in 2019.

We will require your project report that details how the $\$ 1,2002020$ marketing funds were used to support the small independent locally-own businesses that are participating in Love Hudson's Hope.

This project report must be submitted to our office by January 31 ${ }^{\text {st }}, 2021$ on Northern Development's reporting form which can be found at www.northerndevelopment.bc.ca/funding-programs/business-development/love-northern-bc/. Please be advised that in order to apply for subsequent annual marketing funding through the Love Northern BC program, we will require your completed reporting on the previous year. If you have any questions, please contact info@northerndevelopment.bc.ca.

We wish you every success with your marketing efforts in 2020 and we look forward to supporting you and seeing the results having a positive impact on your local small business based economy.

Sincerely,

Joel McKay
Chief Executive Officer

c: Chris Cvik, Chief Administrative Officer, District of Hudson's Hope Jeanette McDougall, Corporate Officer, District of Hudson's Hope Becky Mercereau, Office Assistant, District of Hudson's Hope

July 2, 2020

## Dear Mayors and Regional District Chairs:

My caucus colleagues and I are looking forward to connecting with you all again at this year's Union of British Columbia Municipalities (UBCM) Convention, being held virtually from September 22-24.

UBCM provides a wonderful opportunity to listen to one another, share ideas, and find new approaches to ensure our communities thrive. With local, provincial, federal, and First Nations governments working together, we can continue to build a better BC.

If you would like to request a meeting with a Cabinet Minister or with me as part of the convention, please note that due to the abbreviated format this year, these meetings will likely be scheduled outside of the regular program dates. To make your request, please register online at https://ubcmreg.gov.bc.ca/ (live, as of today). Please note that this year's invitation code is
MeetingRequest2020 and it is case sensitive. If you have any questions, please contact UBCM.Meetings@gov.bc.ca or phone 250-213-3856.

I look forward to being part of your convention, meeting with many of you, and exploring ways that we can partner together to address common issues.

Sincerely,


John Horgan
Premier

## Location:

Parliament Buildings
Victoria
Page 28 of 41

July 2, 2020
Ref: 255149

## Dear Mayors and Regional District Chairs:

In this unprecedented time, I believe it is more important than ever that we continue to connect and work together. I have deeply appreciated our calls throughout the pandemic and hearing directly from you about how you are supporting your communities, and how we can support you. Your feedback has been invaluable and has informed our government's responses to COVID-19 as we all work together to keep the people of British Columbia safe.

While this year's UBCM Convention will be different in many ways, I am looking forward to the opportunity for all of us to come together and to spend time discussing the needs of your community.

I am writing to provide you with some initial information regarding the process for requesting a meeting with me during the UBCM Convention, taking place this year from September 22 to 24, 2020.

As the UBCM Convention for 2020 will be held in a virtual and abbreviated format, Provincial Government meetings will be held by conference call and will likely occur outside of the shortened program to allow delegates to fully focus and participate in the Convention.

You will receive a separate letter from the Honourable John Horgan, Premier, containing information about the online process for requesting a meeting with the Premier or other Cabinet Ministers.

If you would like to indicate your interest in meeting with me around Convention time, please complete the online request form at: MAH Minister's Meeting and submit it to the Ministry of Municipal Affairs and Housing before August 4, 2020. Meeting times and dates will be confirmed by early September. In the event that I am unable to meet with you, arrangements may be made for a meeting post-Convention.

To get the most out of your delegation's meeting with me, it continues to be helpful for you to provide as much detail as possible on the topic you wish to discuss in the online form. Providing this information in advance gives me a better understanding of your delegation's interests and helps us to make progress on delivering for the people of your community.

Regarding staff meetings, ministry staff will email you shortly with the Provincial Appointment Book. This document lists all government, agency, commission and corporation staff expected to be available to meet with delegates around Convention time, as well as details on how to submit an online staff meeting request.


## Mayors and Regional District Chairs

Page 2

This year's UBCM will be my fourth Convention as Minister responsible for local government, after four years attending as the opposition spokesperson for local government and four years of attending as a City Councillor, and I believe this will be the most important Convention yet. The pandemic has shown how important governments are in keeping people healthy and safe, and all of the work that local governments do for the benefit of British Columbians. As we move forward with restarting B.C., I am looking forward to hearing more about your communities and exploring ways we can continue to work together to make life better for British Columbians, now and for the future.

TO: UBCM Members<br>ATTN: ELECTED OFFICIALS<br>FROM: Councillor Arjun Singh<br>Chair, Nominating Committee

## RE: Call for Nominations for UBCM Executive

UBCM is the collective voice for local government in BC . The membership signals the directions it wants to pursue during the Annual Convention. The members elect an Executive during the Convention to ensure the directions set by the general membership are carried forward. The Executive also provides direction to UBCM between Conventions.

This circular is notice of the UBCM Executive nomination process, including information about the positions open for nomination and the procedures for nomination.

Due to the current pandemic, the nominations and elections process has been amended to work within the new, virtual format for the 2020 Convention.

The deadline for all nominations is Friday July 31, 2020.

## 1. Positions Open to Nomination

The following Executive positions are open for nomination:

- President - Director at Large (5 positions)
- First Vice-President
- Second Vice-President
- Third Vice-President
- Small Community Representative
- Electoral Area Representative
- Vancouver Metro Area Representative (2 positions)

Information on the responsibilities and commitments of UBCM Executive members is attached as Appendix B. Information on nominations and elections procedures is attached as Appendix C.

## 2. Qualifications for Office

Each candidate must be an elected official from a UBCM member local government or First Nation.

A candidate for Small Community Representative must be from the council of a village, or a municipality with a population not greater than 2,500 .

A candidate for Electoral Area Representative must be an Electoral Area Director on a regional district board.

A candidate for Vancouver Metro Area Representative must be an elected official from either or both a member municipality of the GVRD, or the GVRD Board.

## 3. Nomination Process

A candidate must be nominated by two elected officials from a UBCM member local government/First Nation, using the attached nomination and consent form (Appendix A). The attached forms require the signatures of two elected officials; however, given that there are possible barriers in obtaining physical signatures during the pandemic, UBCM will allow nominators to send their confirmations by email if required, so long as the nominators clearly indicate in their email the name and title of the candidate they are nominating, and for what Executive position.

The Nominating Committee reviews the qualifications of each candidate and oversees the election process at the UBCM Convention. In past years, the Nominating Committee consisted of the Immediate Past President and the five Area Association representatives on the UBCM Executive. However, recognizing that Area Association conferences (AGMs and elections) were cancelled due to COVID-19, and that there is a need to expedite the process for issuing the call for nominations, the UBCM Executive has appointed three (3) members of the Presidents Committee to serve on the 2020 Nominating Committee. These members were chosen, as they are not seeking re-election on the UBCM Executive.

The members of the 2020 Nominating Committee are:

- Councillor Arjun Singh, Immediate Past President, UBCM, Chair
- Mayor Maja Tait, President, UBCM
- Councillor Craig Hodge, GVRD/Metro Vancouver Representative


## 4. Nominating Committee Report

The Nominating Committee will prepare a Report on Nominations including, at the candidate's option, a photo and 300 -word biography. The Report on Nominations will be distributed to all UBCM members for their consideration, in mid-August. To be included in this report, nominations must be received by Friday July 31, 2020.

## 5. Nominations Off the Floor

Due to the virtual format of the 2020 Convention, nominations will NOT be accepted off the floor. All interested candidates must submit their nominations by July 31, 2020.

## 6. Candidate Speeches at the UBCM Convention

Candidates will be asked to prepare a pre-recorded 2-minute speech, either by video or audio recording, that will be subsequently uploaded to the virtual Convention website for viewing by Convention delegates.

## 7. Election Oversight

To ensure a fair and independent elections process, the Chief Scrutineer will be invited to the meeting of the Nominating Committee, and scrutineers will review and confirm the votes at the virtual Convention.

## 8. Further Information

The Call for Nominations, Nomination \& Consent Form, and related background information are
available on the UBCM website under Convention > Nominations \& Elections.

Inquiries about the UBCM Executive nominations process should be directed to:
Councillor Arjun Singh
Chair, Nominating Committee 60-10551 Shellbridge Way
Richmond, BC V6X 2W9

## UBCM Contact:

Marie Crawford Email: mcrawford@ubcm.ca<br>General Manager, Richmond Operations Tel: 604-270-8226 ext. 104

We are qualified under the UBCM Bylaws to nominate ${ }^{1}$ a candidate and we nominate:
Name: $\qquad$
Elected Position (Mayor/Chief/Councillor/Director): $\qquad$
Mun/RD/First Nation: $\qquad$
Nominated for:

## NOMINATED BY:

Name:
Elected Position: $\qquad$
Mun/RD/First Nation: $\qquad$
Signature: $\qquad$

Name:
Elected Position: $\qquad$
Mun/RD/First Nation: $\qquad$
Signature: $\qquad$

[^1]Date: $\qquad$ Date:

## CONSENT FORM

I consent to this nomination and attest that I am qualified to be a candidate for the office I have been nominated to pursuant to the UBCM Bylaws². I will also forward by July 31, 2020 to the Chair of the Nominating Committee, the following documentation:

- Nomination \& Consent Form, completed and signed;
- Portrait photograph (resolution: 300 ppi ; size: 600 x 400 px ; format: TIFF or JPEG); and
- Biographical information*. The maximum length of such information shall be 300 words. If the information provided is in excess, the Nominating Committee Chair shall return it once for editing; if it still exceeds 300 words the Nominating Committee Chair shall edit as required.
* Photo and bio will be published in the Report on Nominations.


## CANDIDATE:

Name: $\qquad$ Elected Position: $\qquad$
Mun/RD/First Nation: $\qquad$
Nominated for: $\qquad$
Signature: $\qquad$ Date: $\qquad$
Photograph, biographical information, and completed Nomination \& Consent Form should be submitted to the attention of the Chair, Nominating Committee, via email: mcrawford@ubcm.ca

## Submission Deadline: July 31, 2020

[^2]
## BACKGROUND INFORMATION FOR CANDIDATES TO THE UBCM EXECUTIVE

## 1. RESPONSIBILITY OF UBCM <br> EXECUTIVE

## Under the UBCM Bylaws:

The Executive shall have the power and it shall be their duty to put into effect the will of the Union as expressed by resolutions at any of its meetings. Between meetings they shall manage the affairs of the Union and shall report all the transactions of the year to the Annual Convention.

## 2. UBCM EXECUTIVE STRUCTURE

## Executive

- President
- First Vice-President
- Second Vice-President
- Third Vice-President
- Director at Large (5 positions)
- Small Community Representative
- Electoral Area Representative
- Vancouver Representative
- GVRD (Metro Vancouver)

Representative

- Immediate Past President
- Area Association Rep. (5 positions)
- Vancouver Metro Area Rep. (2 positions)


## Committees

The President appoints Executive members to Committees - of which the following are currently active:

- Presidents
- Resolutions
- Convention
- Community Safety
- Environment
- Health and Social Development
- Indigenous Relations
- Community Economic Development

Each Executive member generally serves on two committees.

## 3. EXECUTIVE MEETINGS

The full Executive meets six times a year, over 2-3 days, following this general pattern:

- Friday, the last day of the Annual Convention (1 hour)
- $2^{\text {nd }}$ or $3^{\text {rd }}$ week of November (2 days)
- $2^{\text {nd }}$ or $3^{\text {rd }}$ week of February ( 3 days)
- $2^{\text {nd }}$ or $3^{\text {rd }}$ week of May (2 days)
- $3^{\text {rd }}$ full week of July (2-3 days)
- Sunday afternoon preceding the Annual Convention (half day)

Executive meetings, other than the two coinciding with Convention, usually take place over a Thursday and Friday. Committee meetings are held Thursday and the full Executive meets on Friday.

Committee Chairs or Table Officers may be called on for more frequent representation. In addition, certain Committees ${ }^{1}$ activities require attendance at meetings or conferences throughout the year.

Executive members' travel expenses and a per diem for meals and incidentals are reimbursed for all activities on behalf of UBCM.

However, for Executive members attending the Annual Convention, UBCM provides reimbursement only for the added expenses that would not normally be incurred by attending as a delegate from a local government.

## UBCM EXECUTIVE NOMINATION \& ELECTION PROCEDURES

## UBCM EXECUTIVE STRUCTURE

The ongoing administration and policy work of the UBCM is governed by an Executive Board that is elected and appointed at the Annual Convention. The Board is comprised of 21 members, with the following structure:

## 13 Elected Positions

President
First Vice-President
Second Vice-President
Third Vice-President
Director at Large (5 positions)
Small Community Representative
Electoral Area Representative
Vancouver Metro Area Representative (2 positions)

## 8 Appointed Positions

Immediate Past President
Vancouver Representative
GVRD (Metro Vancouver) Representative
Area Association Representatives: AKBLG, AVICC, LMLGA, NCLGA \& SILGA

## NOMINATING COMMITTEE

In accordance with the UBCM Bylaws, a Nominating Committee is appointed to oversee the nomination and election process.

The Nominating Committee reviews all nomination documents to verify that nominees meet the qualifications for office. It is not the role of the Nominating Committee to recommend any one candidate. The Committee's mandate is to ensure that nominations are complete and in accordance with policies and procedures.

## NOMINATION PROCESS

## June

Nominating Committee will circulate a Call for Nominations notice that will contain the following information:

- positions open for nomination
- process for nomination
- qualifications for office
- role of Nominating Committee
- closing date for nominations to be included in the Report on Nominations
- general duties of an Executive member

The Call for Nominations will include instructions on how to access additional information on UBCM Executive responsibilities and how to submit a nomination.

July 31, 2020
All nominations close. Nominations will not be accepted off the floor at the virtual 2020 Convention.

## APPENDIX C

Following the July $31^{\text {st }}$ nominations deadline, the Nominating Committee will review nominees' qualifications and prepare a Report on Nominations. For all qualifying nominees, photos and biographical information received by the nominations deadline will be included in the Report on Nominations.

## Mid-August

The Report on Nominations will be distributed to all UBCM members and will include the following information for each candidate:

- name and the position for which he or she has been nominated
- portrait photograph
- biographical information


## On-Site at Convention

## Nominations will not be accepted off the floor at the virtual 2020 Convention.

Candidates running for office will be provided with an opportunity to upload 2 minute pre-recorded video or audio messages that will be shared with delegates in advance of voting for the Executive positions at the Convention. UBCM will reach out to the candidates in advance of Convention to ensure all candidates have the information necessary to complete this process.

Delegates will be advised of the date and time for Executive voting once the Convention Program has been finalized. Only elected officials who are registered delegates for the 2020 UBCM Convention will be permitted to vote, as delegates will be assigned specific voting credentials as part of their convention registration.

Mayor David Heiberg
District of Hudson's Hope
Box 330
Hudson's Hope, BC V0C 1V0


Dear Mayor David Heiberg:

## RE: GAS TAX AGREEMENT COMMUNITY WORKS FUND PAYMENT

I am pleased to advise that UBCM is in the process of distributing the Community Works Fund (CWF) payment for fiscal 2020/2021. An electronic transfer of \$97,868.67 is expected to occur within the next 30 days. These payments are made in accordance with the payment schedule set out in your CWF Agreement with UBCM (see section 4 of your Agreement).

CWF is made available to eligible local governments by the Government of Canada pursuant to the Administrative Agreement on the Federal Gas Tax Fund in British Columbia. Funding under the program may be directed to local priorities that fall within one of the eligible project categories.

This year, the Government of Canada announced that the federal Gas Tax Fund transfer was to be accelerated and delivered in one single payment, rather than two half-payments. Therefore, this will be the only transfer this year for CWF funding.

Further details regarding use of CWF and project eligibility are outlined in your CWF Agreement and details on the Gas Tax Agreement can be found on our website at www.ubem.ca.

For further information, please contact Gas Tax Program Services by e-mail at gastax@ubcm.ca or by phone at 250-356-5134.

Yours truly,


Maja Tait
UBCM President

## Pc: Rhonda Eastman, Deputy Treasurer/Collector

June 30, 2020
Dear Road Rescue responders:
On behalf of Emergency Management BC (EMBC), I would like to acknowledge the outstanding work and dedicated professionalism of our Road Rescue responders across the province. I want to recognize your commitment to making communities within BC safer through the countless hours you devote to training and supporting people in motor vehicle accidents during difficult times.

We do not take your sacrifices for granted and we know how fortunate we are to benefit from your experience and determination in the face of adversity. It is particularly important to recognize your willingness to support under the unprecedented circumstances of COVID-19. Road Rescue responders across the province have displayed a willingness to tackle the many trials presented by COVID-19.

I can say with confidence that the Road Rescue program has made critical contributions to British Columbia's public safety and efforts. We appreciate your commitment and recognize that your preparedness and response at all levels is time spent away from your families, friends, loved ones, and the workplace.

Thank you for your selfless commitment to the safety of British Columbians and for your unwavering dedication during these challenging circumstances. A special thanks to your families and loved ones for sharing you when others are in need. We know your public service and volunteerism is not only about giving back - it is a way of life.

With gratitude,


Madeline L. Maley, RPF
Assistant Deputy Minister, Response Operations
Emergency Management BC
Reference: 572282

Ministry of Public Safety and Solicitor General

June 30, 2020

## CONFIDENTIAL

District of Hudson's Hope
PO Box 330
Hudson's Hope, BC VOK 1V0

## Attention: Mayor David Heiberg

Dear Mayor Heiberg:
Subject: Economic Development Capacity Building - 2019
Northern Development Project Number 608420
We have received the District of Hudson's Hope's reporting for funding under the 2019 Economic Development Capacity Building program.

Enclosed is our cheque in the amount of $\$ 15,548.00$ which represents the grant towards eligible 2019 expenses.

Please don't hesitate to contact us should you require additional information. Northern Development Initiative Trust is pleased to be able to support your community in its efforts to develop the local and regional economy through increased economic development capacity.

c: Chris Cvik, Chief Administrative Officer, District of Hudson's Hope


[^0]:    Chris Cvik, CAO

[^1]:    ** In recognition that physical signatures may be difficult to obtain in the current pandemic, UBCM will accept an email confirmation from the nominator. Please email your confirmation, noting the candidate's name and position they are running for to mcrawford@ubcm.ca **

[^2]:    1 Nominations require two elected officials of members of the Union [Bylaw 4(b)].
    2 All nominees to the Executive shall be elected representatives of a member of the Union [Bylaw 3(c)]. Nominees for Electoral Area Representative, Small Community Representative and Vancouver Metro Area Representative must hold the appropriate office.

