
The Coaldale and District Chamber of Commerce | Box 1117, Coaldale AB, T1M 1M9
Ph: 403-345-2358 | info@coaldalechamber.com | coaldalechamber.com

Attendance: **Derek Connick**, Westland Insurance
 Leonard Fast, Leonard Fast Law.
 Terry Roosen, Scotiabank
 Briane Simpson, Town of Coaldale
 René van de Vendel, Destiny Homes
 Robert Woolf, Crop Innovations
 Darlene Sinclair, Community Futures

Guests: **Barry Mullaney**, Partnership and Outreach Consultant, Employment Standards
 Colleen Van Raalte, Executive Assistant

1. WELCOME AND INTRODUCTIONS

2. TOWN PRESENTATION – BRAINA SIMPSON

- 2020 development permits show encouraging results for growth in the Community of Coaldale
- 137 development permits issued.
- 22 of those where for new homes, 8 where for commercial/industrial development, 1 for institutional development.
- In an effort to cutting red tape, we have increased process times by getting front-line staff more involved in the process.
- We have also been working on increasing the processing time when issuing development permits.
- For example, permits have industrial landscaping requirements. We have data that can help determine and/or estimate the costs associated to this aspect of the permit.
- Council would like to consider initiating feedback sessions, seeking input on improvements that could be made and what is working well.
- Mountain Park Work Group has been initiated.
- Alberta Gov't announced funding for the replacement of Kate Andrews High School.

3. EMPLOYMENT STANDARDS UPDATE – BARRY MULLANEY

- Alberta Employment Standards
- General presentation on employment standards
- Bill 32 made changes to help with COVID-19 related concerns. Effective August 15, 2020, changes have been made to temporary layoffs, group termination, director's variance, ministerial variance and job-protected leaves.
- Review of record keeping requirements
- Review on wages.
- Should be noted that wages and particularly bonuses, are not based on hours of work. Amounts can be arbitrary.
- New info presented on deductions. Employers may deduct overpayments without an employee's written consent for either overpayments due to a payroll calculation error or vacation pay paid out prior to it being earned. Otherwise, written notice is required prior to make about deduction with a 6-month limitation.
- Review on what deductions may or may not be used.
- Hours of work and rest. We get a lot of inquires into this. There are some unexpected pieces of info that not everyone may know about.
- General overview on vacation time and vacation pay
- Temporary layoffs – Changes have been made due to COVID

- General overview on Termination notice, termination pay, and Job protected leaves. Some changes have been implemented surrounding COVID 19 Job-Protected leaves. More specifically, info regarding Quarantine Leaves and Extended personal & Family responsibility leaves due to COVID-19.
- Full info can found be via the following websites.
- Employment Standards Website: <https://www.alberta.ca/employment-standards.aspx>
- Employment Standards Code and Regulations: www.qp.alberta.ca
- Employment Standards Permits & Variances: <https://www.alberta.ca/employment-standards-permitsvariances.aspx>
- Resources for info surrounding vaccinations in the workplace fall under the jurisdiction of Alberta OHS. <https://www.alberta.ca/ohs-education-resources.aspx>
- People can sign up for OHS emails at <https://www.alberta.ca/health-safety-eneews.aspx>

4. **NEXT MEETING**

TBA