



**2024-2026 Memorandum of Agreement
Between Quinte Labour Council (QLC)
And
United Way Hastings & Prince Edward (UWHPE or United Way HPE)**

Background

There is a formal agreement between the Canadian Labour Congress (CLC) and United Way Centraide Canada (UWCC), which sets out a series of principles forming the basis of an ongoing relationship between the two entities. At the local level, a partnership agreement between United Way Hastings & Prince Edward and the Quinte Labour Council was originally formed in April 2006.

Purpose of the Agreement

Using the national partnership between United Way Centraide Canada and Canadian Labour Congress, the purpose of this agreement is to continue a partnership at the local level between United Way HPE and the Quinte Labour Council, and to assist both parties to work together to build better, healthier, and more caring communities. The parties agree to the following terms within the partnership agreement.

Principles

Both United Way HPE and Quinte Labour Council:

- Are committed to strong, active, safe and respectful communities.
- Envision a humane and responsive human services system within the community.
- Recognize and will promote understanding of the other's mission and goals in community building.
- Acknowledge the national agreements between both organizations that sees labour playing an important role in the local United Way-Centraide, specifically in the areas of governance, volunteer committees, community fundraising, workplace fundraising, fund allocation, and community building work.
- Commit to ensuring the partnership, the work done together, and the independent work and leadership of the other will be recognized.
- Support workplace fundraising for United Way Hastings & Prince Edward
- Support the CLC-CTC (Canadian Labour Congress) labour community advocate training program and its local equivalent, the Workers Help Centre, as an important support for workers, their families and the community.
- Believe that a mutually accountable partnership arrangement will best provide the basis for an ongoing working relationship.



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Hastings &
Prince Edward



- Agree that open and clear communication between them is required to maintain the partnership within the different roles and responsibilities of each party.
- Acknowledge the leadership role played by the national bodies of each party, the Canadian Labour Congress - le Congrès du travail du Canada (CLC-CTC) and United Way Centraide Canada (UWCC). The principles laid out in the 1988 Statement of Principles, and 2012 partnership update established a model partnership framework. Both the Labour Council and United Way-Centraide endorse this framework for our partnership.

Accountable Officers

The President of the Quinte Labour Council and the Executive Director of United Way Hastings & Prince Edward are responsible for ensuring the terms and conditions of this Agreement are carried out within the spirit of the purpose and the principles. These officers are accountable to their respective governing bodies to maintain the integrity of this agreement.

Implementation

Representatives endorsed by the Labour Council will be involved with United Way Hastings & Prince Edward to assist with effective decision-making and goal achievement:

- Two (2) seats are available for QLC representatives at any one time, on a full board of 13-15 members. If the Board size is officially changed for any reason, the number of QLC seats can be reviewed and may be altered, in consultation with the QLC.
- The Quinte Labour Council will implement a robust recruitment process that aligns with the board recruitment process of United Way HPE ensuring representatives selected to represent QLC and QLC's core values and mandate also align with the mission, vision, values & strategic direction of United Way HPE.
- The Quinte Labour Council will submit their nominations to United Way HPE for inclusion in the recruitment process; QLC reps will participate in the same recruitment and election process as other candidates/nominees.
- Additional labour representatives will be recruited, utilizing United Way HPE's typical recruitment processes, to participate on committees as appropriate including the annual allocations committee, campaign cabinet and other committees as needed.

Dispute Mechanisms

1. When issues arise in the relationship/partnership that affect both parties, they agree to consult and identify a common approach.



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Hastings &
Prince Edward



2. If agreement cannot be reached locally, both parties agree to abide by the Dispute Resolution Process set out by the United Way Centraide Canada and the Canadian Labour Congress.
3. Both parties will exercise their independent roles and responsibilities as reflected in the Statement of Principles outlined in the most recent versions of the National Partnership Agreement between United Way Centraide Canada and the Canadian Labour Congress.

Program Elements

United Way Hastings & Prince Edward and the Quinte Labour Council will explore the potential of innovative and unique partnership opportunities to grow the impact of the UWHPE & QLC relationship; this may include a loaned representative program between United Way HPE and QLC and collaborations around current programs of UWHPE.

Previous iterations of this agreement included United Way HPE employing a Labour Community Services full-time staff position. While this is not a viable option during the term of this agreement, both partners agree to continue to explore the potential of the position in the future with the ultimate decision with respect to all staffing residing with UWHPE.

Duration of the Agreement

This agreement will be valid from the time of signing by both parties until December 30, 2026, or until a new agreement is developed and signed, whichever date is earlier.

In the event the parties wish to end the partnership, formal written notice of intent shall be provided 90 days prior to termination. Both parties agree to meet with CLC and UWCC representation as soon as the notice of intent is provided to discuss the situation and consider options.

Parties to the Agreement

The primary parties of the agreement are United Way Hastings & Prince Edward and Quinte Labour Council. The CLC is also party to this agreement due to its relationship with the Labour Council and must be involved in the finalization or revision of such agreement.

Signatures

Organization	Name	Signature	Date
Quinte Labour Council	Marg Bourgoin (President)	Marg Bourgoin	July 25, 2024
Canadian Labour Congress	Kim Kent (Regional Rep)	Kim Kent	08-06-24



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United Way Hastings & Prince Edward	Kimberley Taylor (Board Chair)	Kimberley Taylor	July 18, 2024
United Way Hastings & Prince Edward	Brandi Hodge (Executive Director)	B. Hodge	July 19, 2024

Appendix 1

Timeline

2006 United Way of Quinte in partnership with the Quinte Labour Council agreed to establish the Workers Help Centre.

2007 Workers Help Centre officially opened.

2007 One FTE of Director of Labour Community Services with a job-sharing structure, with one person responsible for directing the programs and services including but not limited to the Workers Help Centre, the other responsible for union fundraising.

2014 - 2016 Transitioned to one full time position entitled 'coordinator of labour programs and services'

Initials: