



*Bruyère pour des soins continus.
Bruyère Is Continuing Care.*

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Date: April 11, 2016
TO: The Board of Directors of Bruyère Continuing Care Inc., (the "Board")
FROM: Daniel Levac
President & CEO
Bruyère Continuing Care Inc.

RE: M-SAA Compliance Attestation Form - April 1, 2015
March 31, 2016

On behalf of the Community Support Services under the auspices of Bruyère Continuing Care Inc, to the best of my understanding, knowledge and belief, I attest to:

The compliance with the terms of the MULTI-SECTOR SERVICE ACCOUNTABILITY AGREEMENT - April 1, 2014 – March 31, 2017 Effective Date: April 1, 2014, during the Applicable Period of April 1, 2015 to March 31, 2016, with the following exception:

Bruyère is unable to sign the Certification of Compliance for Personal Support Workers (PSW) Workforce Stabilization Strategy, prepared in accordance with the 2014 Addendum and 2015 Addendum (Year 2). We have advised the LHIN of our non-compliance for 2014 Certification with regards to increase of \$1.50 plus 22.7% benefits applicable to the Adult Day Program and Overnight Stay Program only, based on the Memo received from Labor Relations expert "it is evident that acceptance of the funding in question would arguably amount to a violation of the collective agreement as well as the Labor Relations Act, 1995"

In making this attestation, I have exercised care and diligence that would reasonably be expected of a Health Service Provider President & CEO in these circumstances, including making due inquiries of staff that have knowledge of these matters.

Dated at Ottawa, Ontario this April 12, 2016

Daniel Levac
President & CEO
Bruyère Continuing Care Inc.



DECLARATION OF COMPLIANCE
Issued pursuant to the M-SAA effective April 1, 2014

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To: The Board of Directors of the Champlain Local Health Integration Network (the "LHIN"). Attn: Board Chair.

From: The Board of Directors (the "Board") of Bruyère Continuing Care Inc.(the "Bruyère")

Date: April 28, 2016

Re: April 1, 2015 –March 31, 2016 (the "Applicable Period")

Unless otherwise defined in this declaration, capitalized terms have the same meaning as set out in the M-SAA between the LHIN and Bruyère effective April 1, 2014.

The Board has authorized me, by resolution dated April 28, 2016 to declare to you as follows:

After making inquiries of Daniel Levac, President and CEO and other appropriate officers of Bruyère and subject to any exceptions identified on Appendix 1 to this Declaration of Compliance, to the best of the Board's knowledge and belief, Bruyère has fulfilled, its obligations under the service accountability agreement (the "M-SAA") in effect during the Applicable Period.

Without limiting the generality of the foregoing, the HSP has complied with:

- (i) Article 4.8 of the M-SAA concerning applicable procurement practices;
- (ii) The *Local Health System Integration Act, 2006*; and
- (iii) The *Public Sector Compensation Restraint to Protect Public Services Act, 2010*.

Amipal Manchanda, Board Chair
Bruyère Continuing Care Inc.

À Bruyère, nous vous promettons... *bonté • sécurité • bienveillance*
At Bruyère, we promise you... *Kind • Safe • Care*

Schedule G – Form of Compliance Declaration Cont'd.

Appendix 1 - Exceptions

Bruyère is unable to sign the Certification of Compliance for Personal Support Workers (PSW) Workforce Stabilisation Strategy, prepared in accordance with the 2014 Addendum and 2015 Addendum (Year 2). We have advised the LHIN of our non-compliance for 2014 Certification with regards to the increase of \$1.50 plus 22.7% benefits applicable to the Adult Day Program and Overnight Stay Program only, based on the Memo received from Labor Relations expert "it is evident that acceptance of the funding in question would arguably amount to a violation of the collective agreement as well as the *Labour Relations Act, 1995*". (Memo attached)