



BY-LAW NUMBER 08-2015

A By-law to authorize the form of agreement to be executed by The District of Thunder Bay Social Services Administration Board and approved service providers for the provision of services related to Community Social Reinvestment Program (CSRIP) funds.

WHEREAS Subsections 4 (1) and (2) of the *District Social Services Administration Boards Act, c.D.15* (the "DSSAB Act"), provides The District of Thunder Bay Social Services Administration Board (the "TBDSSAB") with the authority to exercise any powers, duties, and responsibilities in its district relating to social services;

AND WHEREAS TBDSSAB has been designated a delivery agent pursuant to the *Ontario Works Act, S.O. 1997, c.25, Schedule A*, as amended, and the Regulations thereunder (collectively the "Ontario Works Act"), and having had transferred to the TBDSSAB thereunder, the responsibility of administering prescribed social services, has the authority to enter into agreements with service providers for the administration of Community Social Reinvestment Program funds;

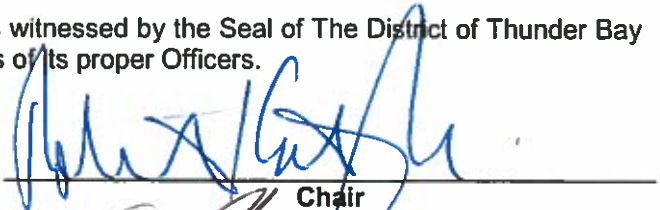
AND WHEREAS the TBDSSAB previously passed By-laws authorizing the form of previous agreements to be executed with various service providers pursuant to the Act and the Ontario Works Act and wishes to repeal said By-laws;

NOW THEREFORE THE DISTRICT OF THUNDER BAY SOCIAL SERVICES ADMINISTRATION BOARD ENACTS AS FOLLOWS:

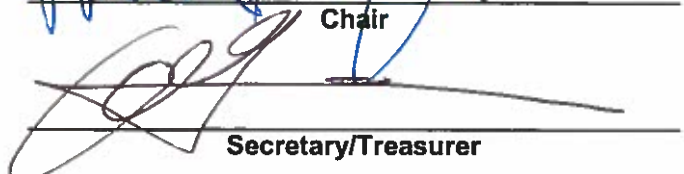
1. That the Chair – TBDSSAB and Chief Administrative Officer – TBDSSAB, or authorized designates or alternates, be and are hereby authorized to enter into and execute service agreements with service providers for the administration of Community Social Reinvestment Program funds pursuant to the DSSAB Act and the Ontario Works Act, in the form attached hereto as Schedule "A" (the "Service Agreements");
2. That the Chair – TBDSSAB and Chief Administrative Officer – TBDSSAB, or authorized designates or alternates, be and are hereby authorized to execute any other documentation relating to the Service Agreements or service agreements previously executed by the TBDSSAB and service providers, provided such documentation does not significantly alter the terms of intent of the Service Agreements;
3. That in accordance with TBDSSAB Policy 02.001, the Chair – TBDSSAB and the Chief Administrative Officer – TBDSSAB, or authorized designates or alternative, be and are hereby authorized to enter into and execute renewals of the Service Agreements, provided there are no significant alterations to the terms or intent of the Service Agreements until such time as the Service Agreements are superseded or replaced by a subsequent agreements or terminated by the parties thereto in accordance therewith;
4. That By-law No. 12-2009, 04-2012 and 01-2015 are hereby repealed; and

5. This By-law shall come into force and take effect on the date of its passing by the TBDSSAB.

Enacted and passed this 30th day of April, 2015, as witnessed by the Seal of The District of Thunder Bay Social Services Administration Board and the hands of its proper Officers.



Chair



Secretary/Treasurer

Read First and finally passed this 30th day of April, 2015.

COMMUNITY SOCIAL REINVESTMENT PROGRAMSchedule "A"
To TBDSSAB By-Law Number 06-2013

THIS AGREEMENT made in duplicate this day of , 2015.

BETWEEN:

THE DISTRICT OF THUNDER BAY SOCIAL
SERVICES ADMINISTRATION BOARD

(hereinafter referred to as "TBDSSAB")

and

<NAME OF ORGANIZATION>

(hereinafter referred to as the "Service Provider")

WHEREAS the TBDSSAB has been designated as a delivery agent pursuant to the *Ministry of Community and Social Services Act* and having the responsibility for administering the Community Social Reinvestment Program (hereinafter referred to as the "Program") in the District of Thunder Bay, has authority to enter into an agreement with the Service Provider for the provision of certain social services;

AND WHEREAS the Service Provider has agreed to provide certain social services to clients under the Program;

NOW THEREFORE the Agreement witnesses that in consideration of the covenants contained herein, the parties hereto undertake and agree as follows:

1. DEFINITIONS

In this Agreement,

- (a) "AODA" means the *Accessibility for Ontarians with Disabilities Act, 2005*, S.O. 2005 Chapter 11.
- (b) "Agreement" means this Contract including all Schedules hereto.
- (c) "Canada Pension Plan" means the *Canada Pension Plan, R.S.C. 1985, c. C-8*, as may be amended from time to time and all regulations thereunder.
- (d) "delegate or delegates" means such other person or persons as may be appointed by TBDSSAB.
- (e) "Employment Insurance Act" means the *Employment Insurance Act, S.C. 1996, c.23*, as may be amended from time to time and all regulations thereunder.
- (f) "fiscal year" means the calendar year beginning January 1st and ending December 31st.
- (g) "FIPPA" means the *Freedom of Information and Protection of Privacy Act, R.S.O. 1990 c. F.11*, as may be amended from time to time and all regulations thereunder.
- (h) "Funds" means the funds paid in accordance with Section 5 of this Agreement.
- (i) "Human Rights Code" means *Human Rights Code, R.S.O. 1990, CHAPTER H.19*, as may be amended from time to time and all regulations thereunder.
- (j) "Income Tax Act" means the *Income Tax Act, R.S.O. 1990, c. I.2*, as may be amended from time to time and all regulations thereunder.
- (k) "MFIPPA" means *Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56*, as may be amended from time to time and all regulations thereunder.

- (l) "Ministry of Community and Social Services Act" means the *Ministry of Community and Social Services Act*, R.S.O. 1990, c. M.20, as may be amended from time to time and all regulations thereunder.
- (m) "Occupational Health and Safety Act" means the *Occupational Health and Safety Act*, R.S.O. 1990, c. O.1, as may be amended from time to time and all regulations thereunder.
- (n) "PIPEDA" means the Personal Information Protection and Electronic Documents Act, S.C. 2000 c. 5, as may be amended from time to time and all regulations thereunder.
- (o) "Program" means the Community Social Reinvestment Program.
- (p) "Reports" means the records and reports as set out in Section 8 and Section 9 of this Agreement.
- (q) "Schedules" means all Schedules attached hereto, which shall form part of this Agreement.
- (r) "Services" means the child care services as set out in the Schedules attached hereto.
- (s) "TBDSSAB Staff" means the staff of TBDSSAB authorized to exercise the rights and perform the duties of TBDSSAB under this Agreement;
- (t) "Term" means the initial term and a renewal of the initial term pursuant to Section 4 of this Agreement, if any.
- (u) "WSIA" means the *Workplace Safety and Insurance Act, 1997*, S.O. 1997, c.16, Sch. A, as may be amended from time to time and all regulations thereunder.

2. GOVERNANCE

The Service Provider represents, warrants and covenants that it has, and shall maintain, in writing, for the term of this Agreement and thereafter, if so required by law or in accordance with this Agreement, the following:

- (i) a code of conduct and ethical responsibilities including a policy on protection of privacy in accordance with FIPPA, MFIPPA or PIPEDA, if applicable, or that is consistent with the Canadian Standards Association Code for the Protection of Personal Information and that is publicly available;
 - (ii) a policy on conflict of interest for all persons at all levels of the Service Provider;
 - (iii) a policy on access for all persons in accordance with the AODA;
 - (iv) procedures to ensure the ongoing effective functioning of the Service Provider;
 - (v) decision-making mechanisms for the Service Provider;
 - (vi) procedures to enable Service Provider to manage the Funds prudently and effectively;
 - (vii) procedures to enable Service Provider to complete the Program successfully;
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- (viii) procedures to enable the Service Provider, in a timely manner, to identify risks to the completion of the Program, and strategies to address the identified risks;
- (ix) procedures to enable the preparation and delivery of all Reports required pursuant to Section 8 and Section 9 of this Agreement;
- (x) procedures to enable the Service Provider to deal with such other matters as it or TBDSSAB deems necessary to ensure that the Service Provider carries out its obligations in accordance with this Agreement; and
- (xi) the Service Provider shall provide the TBDSSAB with supporting documentation upon request that the Service Provider has and maintains all items enumerated in this Section.

3. PROGRAM

- (a) The Service Provider shall provide the Services in accordance with the Program Description attached hereto as Schedule 1.
- (b) The Parties acknowledge that although the description of the Services as set out in Schedule 1 is specific in nature TBDSSAB shall, at all times, have the right to specify:
 - (i) the precise Services that the Service Provider is to perform pursuant to this Agreement;
 - (ii) the method of provision of the Services;
 - (iii) the Service Provider staff that will perform the Services; and
 - (iv) any other matter as may be required by TBDSSAB to ensure that the Services are provided in accordance with the general intent, requirements, and spirit of the Program.
- (c) The Service Provider shall cooperate with all other service providers of the Programs, if any, as determined by TBDSSAB.
- (d) The Service Provider shall ensure compliance in accordance with the AODA.

4. TERM

This Agreement shall be in force from <Start Date> to <End Date>, and until it is superseded or replaced by a subsequent agreement or terminated by either Party in accordance with Section 19 of this Agreement.

5. PAYMENT FOR SERVICES

- (a) In consideration of the Services, TBDSSAB shall pay to the Service Provider for the Services provided pursuant to this Agreement the amounts of actual expenses, not to exceed <\$ Approved Amount>. TBDSSAB reserves the right to determine the amounts, times and manner of such payment.
- (b) TBDSSAB shall deposit the Funds into an account designated by the Service Provider provided that the account:
 - (i) resides at a Canadian financial institution; and
 - (ii) is in the name of the Service Provider.
- (c) Where the Service Provider has failed to claim for all Services for which it is entitled to receive payment, a corrected claim must be received by TBDSSAB

within ninety (90) days of payment by TBDSSAB of the account from which the item was omitted or incorrectly stated, in default of which, the Service Provider shall have no right to claim for such item.

- (d) The Service Provider shall expend the Funds by the end of the Term. The Funds that have not been spent or allocated for future use in the Program shall be returned to TBDSSAB.
- (e) It is agreed and understood that TBDSSAB may withhold payments, or a reasonable amount considering the nature of the breach, if the Service Provider is in breach of its obligations under this Agreement.
- (f) In the event the Service Provider does not achieve its target levels, or spend monies advanced by TBDSSAB for the Services, the Service Provider shall refund such amounts as may be determined by TBDSSAB from time to time.
- (g) The Service Provider acknowledges that the amount of Funds available to it pursuant to the Agreement is based on the actual costs to the Service Provider, less any costs (including taxes) for which the Service Provider has received, will receive, or is eligible to receive, a rebate, credit or refund.

6. ACKNOWLEDGEMENT OF FUNDING SUPPORT

- (a) To recognize and acknowledge the financial support provided, the Service Provider will:
 - (i) prominently display the provided TBDSSAB logo at their office location(s), in their annual reports, agency letterhead, and on their website;
 - (ii) publicly acknowledge TBDSSAB funding, whenever possible, in newspaper and radio advertising, and any other media initiatives;
 - (iii) participate at the request of TBDSSAB in media events concerning the funding received;
 - (iv) obtain approval of the form of acknowledgement from TBDSSAB;
 - (v) indicate that views expressed in any publication are the views of the Service Provider, and do not necessarily reflect those of TBDSSAB.
- (b) Not for Profit and charitable organizations with an annual operating budget of less than \$25,000 may request permission from TBDSSAB for exemption from the obligations outlined in Subsection 6(a) of this Agreement.
- (c) Materials prepared by the Service Provider in order to fulfil its reporting obligations under this Agreement are not required to fulfill the requirements outlined in Subsection 6(a) of this Agreement.

7. TBDSSAB INSPECTION AND CONSULTATION

- (a) The Service Provider shall permit TBDSSAB Staff or delegates to enter at reasonable times any premises used by the Service Provider in connection with the Services and the retention of records pursuant to this Agreement to:
 - (i) observe and evaluate the Services; and
 - (ii) inspect, take and retain copies of all records relating to the Services.
 - (b) The Service Provider agrees that all staff, employees and other agents of the Service Provider providing Services shall, upon reasonable request, be available for consultation with TBDSSAB Staff as may be required by TBDSSAB.
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8. PROGRAM RECORDS AND REPORTS

- (a) The Service Provider shall maintain complete and accurate records of all financial, service and other activities related to the Services, with respect to each site where the Services are being provided.
- (b) The Service Provider shall provide TBDSSAB quarterly year-to-date reports, not later than 21 days after the end of each quarter, which outline the actual and projected expenditures and revenues, as well as specific service data information. It shall forward to TBDSSAB any other statistical data which may be requested, as identified in Schedule 3.
- (c) The Service Provider shall prepare and submit a comprehensive annual report respecting the Services being provided.
- (d) The Service Provider shall provide such further information and reports, to be in such form as TBDSSAB may require from time to time to monitor and evaluate the provision of Services hereunder.
- (e) In the event that the Service Provider ceases operation, it is agreed that the Service Provider will not dispose of any records related to the Services provided for under this Agreement without the consent of TBDSSAB. The Service Provider may, with the consent of TBDSSAB, satisfy this requirement by delivering the possession of the relevant books, documents, vouchers, records and books of account to TBDSSAB.

9. FINANCIAL RECORDS AND REPORTS

- (a) The Service Provider shall maintain books, documents, vouchers, records and books of account respecting the Services provided pursuant to this Agreement and shall allow TBDSSAB staff, or such other persons as may be appointed by TBDSSAB, to inspect and audit such books, documents, vouchers, records and books of account at all reasonable times both during the term of this Agreement and subsequent to its expiration or termination.
- (b) The Service Provider shall, unless otherwise stated in writing by TBDSSAB, submit to TBDSSAB an audited financial statement and reconciliation report with respect to the Services provided pursuant to the Agreement within four (4) months of the Service Provider's fiscal year end. The cost of preparing the statement and report shall be borne by the Service Provider.
- (c) The Service Provider shall prepare and submit annually, and at any other time upon request, a financial report in such form and containing such information as TBDSSAB may require.
- (d) The Service Provider shall comply with the financial reporting requirements as attached hereto as Schedule 3.
- (e) The Service Provider shall adhere to any additional financial reporting requirements specified in the Budget Schedule (Schedule 2) attached hereto.
- (f) The Service Provider shall retain the financial books, documents, vouchers, records and books of account referred to in this Agreement for a minimum period of at least seven (7) years from the end of the fiscal period to which they relate and for such additional period as TBDSSAB may require as they may relate to specific matters, provided that the Service Provider may, with the consent of TBDSSAB, satisfy this requirement for retention beyond the seven (7) year period by delivering the possession of the relevant books, documents, vouchers, records and books of account to TBDSSAB.
- (g) The Service Provider shall comply with Generally Accepted Accounting Principles (GAAP) in the treatment of revenues and expenditures. The Service

Provider shall comply with TBDSSAB direction on the treatment of revenues and expenditures as determined from time to time by TBDSSAB.

10. QUALITY ASSURANCE

The Service Provider, shall comply with the quality assurance program completed by TBDSSAB, if any, <and attached hereto as Schedule 4>, as well as any quality assurance reporting requirements as designated or created by TBDSSAB, including any non-compliance action plan, as may be required in accordance with the results of the quality assurance process and within the identified timelines.

11. RETENTION OF RECORDS

(a) In addition to the requirements of Section 8 and Section 9 hereof, the Service Provider shall not dispose of any records related to the Services for a period of seven (7) years from the end of the fiscal year during which they were prepared or received without the prior written consent of TBDSSAB, which may be given subject to such terms and conditions as TBDSSAB deems advisable.

(b) Notwithstanding Subsection 11(a) hereof, the Service Provider shall retain any such records for such additional period as TBDSSAB may reasonably require in special circumstances, provided that the Service Provider may, with the consent of TBDSSAB, satisfy this requirement for retention beyond the seven (7) year period by delivering possession of the relevant books, documents, vouchers, records and books of account to TBDSSAB.

12. ACQUISITION OF GOODS OR SERVICES AND DISPOSAL OF ASSETS

(a) If the Service Provider acquires goods, services, or both with the Funds, it shall do so through a process that promotes the best value for money, and is consistent with public procurement best practices, as identified in the Service Provider's Procurement Policy.

(b) The Service Provider shall not sell, change the use of, or otherwise dispose of any item, furnishing, or equipment specifically funded, purchased, acquired, or created with the Funds or for which Funds were provided pursuant to this Agreement without the prior written consent of TBDSSAB, which consent may be withheld in its sole discretion or given subject to such terms and conditions as TBDSSAB may deem advisable. These assets may or may not be specifically listed in a Schedule attached to this Agreement.

13. CONFLICT OF INTEREST

(a) The Service Provider shall carry out the Program and use the Funds without an actual, potential, or perceived conflict of interest.

(b) For the purposes of this Agreement, a conflict of interest includes any circumstances where:

- (i) the Service Provider; or
- (ii) any person who has the capacity to influence the Service Provider's decisions,

has outside commitments, relationships or financial interests that could or could be seen to, interfere with the Service Provider's objective, unbiased and impartial judgment relating to the Program, the use of Funds, or both.

(c) The Service Provider shall:

- (i) disclose to the TBDSSAB, without delay, any situation that a reasonable person would interpret as an actual, potential or perceived conflict of interest; and
- (ii) comply with any terms and conditions that the TBDSSAB may prescribe as a result of the disclosure.

14. CONFIDENTIALITY AND FREEDOM OF INFORMATION

- (a) Except where otherwise permitted or required by law, the Service Provider, its directors, officers, employees, agents and volunteers shall hold confidential and shall not disclose or release to any person at any time during or following the term of this Agreement, any information or document that tends to identify any individual in receipt of services without obtaining the written consent of the individual, or the individual's parent, guardian or legal representative prior to the release or disclosure of such information or document.
- (b) The Service Provider shall require all of its directors, officers, employees, agents and volunteers to abide by its policy on protection of privacy in accordance with FIPPA, MFIPPA or PIPEDA, if applicable, in accordance with Subsection 2(i) of this Agreement.
- (c) Unless otherwise permitted or required by law, the Service Provider shall respect and strictly observe the confidentiality and propriety of the confidential business information of TBDSSAB and the personal information of any individual in receipt of services through the Program.
- (d) The Service Provider acknowledges that any information collected by TBDSSAB or provided to TBDSSAB by the Service Provider pursuant to this Agreement is subject to the rights and safeguards in accordance with the MFIPPA.

15. STAFF AND METHODS

The Service Provider shall use current state-of-the-art principles and shall skillfully and completely perform the Services and shall employ only skilled and competent staff who shall be under the supervision of a skilled and competent senior member of the Service Provider's staff.

16. INDEMNIFICATION

The Service Provider shall, both during and following the term of this Agreement, indemnify and save harmless TBDSSAB from all costs, losses, damages, judgments, claims, demands, suits, actions, complaints or other proceedings by whomever made, brought or prosecuted in any manner based upon, occasioned by or attributable to anything done or omitted to be done by the Service Provider, its directors, officers, employees, agents or volunteers related to or arising out of this Agreement or in connection with services provided, purported to be provided or required to be provided by the Service Provider pursuant to this Agreement.

17. INSURANCE

- (a) Unless waived in writing, in whole or in part by TBDSSAB, the Service Provider shall obtain and maintain in full force and effect during the term of this Agreement, commencing no later than the execution of this Agreement, and at the Service Provider's expense, the following insurances with insurers licensed in Ontario as follows: errors and omissions (professional liability), property, boiler, general liability, directors' and officers' liability, vehicle and other insurance as may be required by TBDSSAB
- (b) In addition to other provisions that may be required by TBDSSAB, the Service Provider shall obtain and provide:

(i) Comprehensive General Liability Insurance

The Service Provider shall obtain and maintain in full force and effect during the term of the Agreement commencing no later than the execution of this Agreement, and at the Service Provider's expense, general liability insurance acceptable to TBDSSAB in an amount of not less than Five Million (\$5,000,000) Dollars per occurrence in respect of the services provided pursuant to this Agreement. The insurance policy shall:

- a. include as an additional insured TBDSSAB in respect of the provision of services by the Service Provider pursuant to this Agreement;
- b. contain a cross-liability clause endorsement;
- c. contain non-owned automobile liability;
- d. contain a clause including liability arising out of contract or agreement;
- e. contain a clause including errors and omissions (professional liability);
- f. contain a clause stating that such insurance shall remain in force and not be amended, cancelled or allowed to lapse without 30 days prior written notice being given to TBDSSAB. Regardless of when or if notification is received by TBDSSAB, this agreement will be terminated effective the date the insurance policy is cancelled, for whatever reason;
- g. insurance for building contents (furniture/equipment) and computer insurance providing coverage, and with an Insurer acceptable to TBDSSAB, in an amount not less than full replacement cost of all furniture, equipment, computer hardware, computer software, and other related items owned by TBDSSAB which are in the possession of the Service Provider.

(ii) Automobile Insurance

The Service Provider shall ensure that any employee utilizing an automobile in the provision of services under this Agreement insure and maintain against legal liability for bodily injury and property damage caused by automobiles owned or leased by the employee or Service Provider. Such insurance shall provide coverage for business use and shall specify that it covers the carriage of passengers for hire. Such insurance shall be subject to an inclusive limit of not less than Two Million (\$2,000,000) Dollars where the automobile is owned or leased by an employee or Three Million (\$3,000,000) Dollars where the automobile is owned or leased by the Service Provider. The Service Provider shall provide the TBDSSAB with proof of Automobile Insurance (inclusive items) for both owner and non-owner vehicles.

- (c) If TBDSSAB requests to have the amount of coverage increased or to obtain other special insurance for these Programs, then the Service Provider shall forthwith obtain such increased coverage or special insurance.
 - (d) Prior to commencement of all activities provided for in this Agreement, the Service Provider shall file with TBDSSAB Certificates of Insurance evidencing full compliance with this Section, and shall submit annually such Certificates of
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Insurance to the TBDSSAB or other proof of insurance in such form as TBDSSAB may require.

18. PROOF OF CERTIFICATION

The Service Provider shall maintain for inspection by TBDSSAB, as may be required, copies of the required Fire and Health Certification and verification of annual inspections.

19. TERMINATION AND SUSPENSION

- (a) Either Party may terminate this Agreement in whole, or in part, with respect to the provision of any particular service, upon sixty (60) days written notice to the other Party.
- (b) TBDSSAB shall have the right to terminate this Agreement at any time by notice in writing to the Service Provider or may suspend the Services or any part thereof for such period of time as it may deem advisable. Upon receipt of such notice, the Service Provider shall perform no further services pursuant to this Agreement or activities related thereto except as necessary to close out or suspend such services and as have been approved by TBDSSAB.
- (c) In the event of the termination or suspension, the Service Provider will refund forthwith to TBDSSAB any monies advanced by TBDSSAB and not expended in accordance with the approved budget applicable to the services terminated or suspended, and all other adjustments shall be made as between the Parties as at the date of the notice of termination or suspension.
- (d) TBDSSAB reserves the right to immediately terminate this Agreement without prior notice at any time if the conditions of the Agreement are not met.
- (e) It is agreed by the Parties that in accordance with approved TBDSSAB signing authority policy, as amended from time to time, the Chief Administrative Officer – TBDSSAB, and the Chair – TBDSSAB shall enter into renewal agreements with the Service Provider and if such renewal occurs it will be permitted on the basis of there being no significant changes to the intent of the Agreement, with all terms and conditions herein continued, until such time as the Agreement is superseded or replaced by a subsequent agreement or terminated by either Party in subsection 19 (a) above.

20. FUNDS AT THE END OF A FUNDING YEAR

- (a) If the Service Provider has not spent all of the Funds allocated to the Service Provider for the Funding Year as provided for in the Budget at the end of the said Funding Year, TBDSSAB may take one or both of the following actions:
 - (i) demand the return of the unspent Funds; and
 - (ii) adjust the amount of any further or future installments of Funds accordingly.
- (b) The Service Provider shall, upon expiry or termination of this Agreement, return to the TBDSSAB any Funds remaining in its possession or under its control.

21. INTERPRETATION

- (a) This Agreement shall be read with all changes in number or of gender as required by context. Words in one gender shall be interpreted to include all genders.
- (b) The word "shall" shall be construed as mandatory and the word "may" shall be construed as permissive.

- (c) The words "include", "includes" and/or "including" shall denote that the subsequent list is not exhaustive.
- (d) The headings and subheadings contained in this Agreement are inserted for convenience and for reference only and shall, in no way, limit, define or describe the scope or intent of this Agreement or form part of this Agreement.
- (e) Any reference to currency, money or Funds shall refer to Canadian currency.

22. HUMAN RIGHTS CODE

- (a) The parties agree to be bound by the *Human Rights Code*.
- (b) It is a specific condition of this Agreement that all parties to all agreements arising from or out of this Agreement shall abide by and be bound by the *Human Rights Code*.

23. OBSERVANCE OF THE LAW

- (a) This Agreement shall be governed by and construed in accordance with the laws of Ontario.
- (b) Any reference to an Act in this Agreement shall include a reference to the Regulations made pursuant to such Act, all amendments made to such Act and Regulations from time to time, and to any Act or Regulation which may be passed and thereafter has the effect of supplementing or superseding such Act or Regulation as referenced in this Agreement.
- (c) The Parties agree that they and their respective directors, officers, employees, agents, volunteers and representatives shall at all times comply with all Federal, Provincial and Municipal laws, ordinances, statutes, rules, regulations and orders governing the performance of this Agreement.
- (d) Any actions or proceedings arising in connection with the Agreement shall be conducted in the courts of Ontario, which shall have exclusive jurisdiction over such proceedings.

24. NON-ASSIGNMENT

The Service Provider shall not assign or subcontract this Agreement, in whole or in part, without the prior written approval of TBDSSAB, which approval may be withheld by TBDSSAB in its sole discretion, or given subject to such terms and conditions as TBDSSAB may impose in its sole discretion.

25. AMENDMENTS

This Agreement, and any amendment, supplement, revision or termination thereof, including the addition or substitution of a Schedule to this Agreement, shall be signed by the Parties, and which, when signed and delivered, shall be taken together to constitute one and the same document.

26. THIS AND PREVIOUS AGREEMENTS

- (a) All the terms and conditions of the Schedules hereto are incorporated into and form part of this Agreement.
 - (b) The invalidity of any provision of this Agreement or any covenant herein contained or the unenforceability of the same against any Party hereto shall not affect the validity of any other provision or covenant herein contained or the enforceability of any portion of this Agreement against any other Party hereto;
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- (c) This Agreement supersedes all previous written or oral representations, agreements and understandings between the Parties with respect to the subject matter hereof and no amendments shall be valid unless in accordance with Section 25 of this Agreement.
- (d) The obligations of the Parties which expressly, or by their nature, survive the termination or expiration of this Agreement, shall continue in force and effect following termination or expiration until they are satisfied or, by their nature, expire. This includes, but is not limited to, the confidentiality provisions of this Agreement.

27. STATUS OF SERVICE PROVIDER

- (a) The Service Provider acknowledges and agrees this Agreement is in no way deemed or construed to be a contract or agreement of employment.
- (b) The Parties agree and acknowledge that this Agreement does not constitute a partnership, employment agreement or joint venture between the Parties, nor shall any agency relationship arise as a consequence of this Agreement.
- (c) The Parties agree and acknowledge that the Service Provider is under no obligation to provide its services to TBDSSAB, exclusively or otherwise, and TBDSSAB is under no obligation to engage the services of the Service Provider during the Initial Term or for any periods thereafter. The Service Provider shall not rely upon the continuation of the Term to plan its financial affairs.
- (d) Without limiting the generality of the foregoing, the Parties agree that it is not intended by this Agreement, that the Service Provider, or its employees, are employees of TBDSSAB for the purposes of:
 - (i) the *Income Tax Act*;
 - (ii) the *Canada Pension Plan*;
 - (iii) the *Employment Insurance Act*;
 - (iv) the *WSIA*;
 - (v) the *Occupational Health and Safety Act*;all as amended and revised from time to time, and any legislation in substitution therefor.
- (e) Notwithstanding Subsection 27(a) and 27(b), it is the sole and exclusive responsibility of the Service Provider to satisfy itself as to its status and obligations under all legislation, and other laws including, without limitation, the Acts referred to in the said Subsection.
- (f) The Service Provider shall indemnify and hold harmless TBDSSAB from any and all amount required to be paid by the Service Provider, or claimed to be due and owing and for any and all legal costs, including fees and disbursements and for any administrative costs, incurred by TBDSSAB, relating to any failure of the Service Provider to comply with the provisions of any legislation referred to above.

28. FURTHER ASSURANCES

The Service Provider and TBDSSAB agree that each of them shall, upon the reasonable request of the other, provide or execute such further documents or assurances necessary to give effect to this Agreement.

29. WAIVER

Any condoning, excusing, waiver or overlooking of any default, breach or non-observance by either Party at any time in respect of any term or condition of this Agreement shall not operate as a waiver of the rights of the Parties in respect of any subsequent default, breach, or non-observance.

30. NOTICES

(a) Any notice in writing relating hereto may be delivered in person or sent by courier, fax or may be mailed by certified mail, registered mail or priority post to TBDSSAB addressed to:

Chair
The District of Thunder Bay Social Services Administration Board
231 May Street South
Thunder Bay, ON P7B 1E5

Telephone: (807) 766-2111
Fax No.: (807) 345-6146

(b) Any notice in writing relating hereto may be delivered in person or sent by courier, fax or may be mailed by certified mail, registered mail or priority post to the Service Provider addressed to:

<Name of Executive Director>
<Name of Organization>
<Street Address>
Thunder Bay ON P7x xxx

Telephone: (807) xxx-xxxx
Fax No.: (807) xxx-xxxx

(c) Notices shall be considered delivered on the date of any personal delivery, service by courier or fax transmission and five (5) business days after mailing if the Notice was sent by certified mail, registered mail or priority post. If a mail strike is in progress or there is a reasonable expectation of a mail strike, notice shall be given by one of the alternative permitted methods.

(d) If at any time, either Party shall give notice to the other Party of a change of address or fax number of said Party giving such notice and from and after the date of giving of such notice, the address or fax number therein specified shall be deemed to be the address or fax number of that Party.

31. BINDING EFFECT

This Agreement shall inure to the benefit of, and be binding upon, the Parties and their respective executors, successors, administrators and assigns, as the case may be.

IN WITNESS WHEREOF this Agreement has been signed on behalf of TBDSSAB and on behalf of the Service Provider by their duly authorized signing officers, respectively.

SIGNED, SEALED AND DELIVERED on the _____ day of _____, 2015.

ON BEHALF OF THE DISTRICT OF THUNDER BAY
SOCIAL SERVICES ADMINISTRATION BOARD

** Robert Katajamaki, Chair - TBDSSAB

*(Affix Corporate Seal or Witness)

** William Bradica, CPA, CGA
Chief Administrative Officer -
TBDSSAB

SIGNED, SEALED AND DELIVERED on the _____ day of _____, 2015.

ON BEHALF OF
<NAME OF ORGANIZATION>

Witness

**Signing Officer

Title: _____

Name: _____
(Please Print)

*(Affix Corporate Seal or Witness)

Witness

**Signing Officer

Title: _____

Name: _____
(Please Print)

* Corporate Seal Required OR Witness required where the Service Provider is a sole proprietor or a partner. Not required when corporate seal is affixed.
** I have authority to bind the corporation.

