

**STANDING COMMITTEE ON HUMAN SERVICES**  
**Friday, May 10, 2013**

**MINUTE NO. 24**  
**9:01 a.m. – Māmwapiwin Room (Room 8)**

1. **Present:** Delbert Kirsch in the Chair and Members Mark Docherty, Doreen Eagles\*, David Forbes, Greg Lawrence, Paul Merriman, Scott Moe\* and Laura Ross.

**Substituting Members**

Doreen Eagles for Nadine Wilson

Scott Moe for Laura Ross (9:01 a.m. – 11:56 a.m. only)

2. The committee resumed consideration of Bill No. 85 – The Saskatchewan Employment Act.

The following Labour Relations and Workplace Safety Minister and officials appeared before the committee and answered questions:

Witnesses

Hon. Don Morgan, Minister

Mike Carr, Deputy Minister

Tareq Al-Zabet, Executive Director, Occupational Health and Safety

Laurier Donais, Executive Director, Central Services

Greg Tuer, Executive Director, Labour Standards

Ray Anthony, Director, Safety Services

Glen McRorie, Director, Compliance and Investigation

Pat Parenteau, Director, Policy

Daniel Parrott, Director, Legal and Education Services

Janis Walls, Acting Director, Health Services, Occupational Health and Safety

Amanda Gorchynski, Acting Manager, Legal and Technical Analysis Unit

Michael Berry, Senior Policy Analyst

Andrew Langgard, Senior Policy Analyst

Will Sutherland, Senior Policy Analyst

3. The committee recessed from 10:31 a.m. until 10:43 a.m.
4. The committee resumed consideration of Bill No. 85 – The Saskatchewan Employment Act.
5. The committee recessed from 11:56 a.m. until 1:00 p.m.
6. The committee resumed consideration of Bill No. 85 – The Saskatchewan Employment Act.
7. The questions being put on clauses 1-1 to 1-3, they were agreed to.
8. During consideration of clause 2-1, it was moved by Mr. Merriman:

**Clause 2-1 of the printed Bill**

Add the following clause after clause (d) of Clause 2-1 of the printed Bill:

“(e) ‘**emergency circumstance**’ means a situation where there is an imminent risk or danger to a person, property or an employer’s business that could not have been foreseen by the employer”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-1 as amended, it was agreed to.

9. The question being put on clause 2-2, it was agreed to.

10. During consideration of clause 2-3, it was moved by Mr. Merriman:

**Clause 2-3 of the printed Bill**

Amend Clause 2-3 of the printed Bill:

(a) in clause (1)(a) by striking out “subject to subsection (2)” and substituting “subject to subsections (2) and (3)”; and

(b) by adding the following subsection after subsection (2):

“(3) Section 2-64, Division 5 and section 2-83 apply to an employee employed primarily in farming, ranching or market gardening”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-3 as amended, it was agreed to.

11. The questions being put on clauses 2-4 to 2-17, they were agreed to.

12. During consideration of clause 2-18, it was moved by Mr. Merriman:

**Clause 2-18 of the printed Bill**

Amend Clause 2-18 of the printed Bill:

(a) by striking out subsection (1) and substituting the following:

“(1) Unless an employee is working in accordance with a modified work arrangement or in accordance with an averaging authorization that satisfies the requirements of section 2-20, an employer shall pay the employee overtime for each hour or part of an hour in which the employer requires or permits the employee to work or to be at the employer’s disposal for more than:

(a) 40 hours in a week; or

(b) either of:

(i) eight hours in a day if the employer schedules the employee’s work in accordance with clause (2)(a); or

(ii) 10 hours in a day if the employer schedules the employee's work in accordance with clause (2)(b)"; and

(b) by adding the following subsection after subsection (3):

“(4) Notwithstanding section 2-17, subsection (1) of this section and section 2-19, an employer shall pay an employee overtime if:

(a) the employee works, on average, fewer than 40 hours per week; and

(b) the employer requires or permits the employee to work or to be at the employer's disposal for more than eight hours in a day”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-18 as amended, it was agreed to.

13. The question being put on clause 2-19, it was agreed to.

14. During consideration of clause 2-20, it was moved by Mr. Merriman:

**Clause 2-20 of the printed Bill**

Add the following subsection after subsection (4) of Clause 2-20 of the printed Bill:

“(5) The employer shall provide notice of the written authorization to every employee who will be working in accordance with the written authorization by:

(a) personally giving it to the employee;

(b) posting it in the workplace;

(c) posting it online on a secure website to which the employee has access; or

(d) providing it in any other manner that informs the employee of the notice”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-20 as amended, it was agreed to.

15. The questions being put on clauses 2-21 to 2-39, they were agreed to.

16. During consideration of clause 2-40, it was moved by Mr. Merriman:

**Clause 2-40 of the printed Bill**

Add the following subsection after subsection (4) of Clause 2-40 of the printed Bill:

“(5) Nothing in this section limits or abrogates an employee’s rights at common law or pursuant to *The Saskatchewan Human Rights Code*”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-40 as amended, it was agreed to.

17. The questions being put on clauses 2-41 to 2-45, they were agreed to.

18. During consideration of clause 2-46, it was moved by Mr. Merriman:

**Clause 2-46 of the printed Bill**

Strike out clause (2)(a) of Clause 2-46 of the printed Bill and substitute the following:

“(a) to bereavement leave, compassionate care leave, critically ill child care leave, crime-related child death or disappearance leave and citizenship ceremony leave”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-46 as amended, it was agreed to.

19. The questions being put on clauses 2-47 to 2-54, they were agreed to.

20. During consideration of clause 2-55, it was moved by Mr. Merriman:

**Clause 2-55 of the printed Bill**

Strike out subsections (3) to (5) of Clause 2-55 of the printed Bill.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-55 as amended, it was agreed to.

21. The questions being put on clauses 2-56 to 2-57, they were agreed to.

22. During consideration of clause 2-58, it was moved by Mr. Merriman:

**Clause 2-58 of the printed Bill**

Strike out subsection (1) of Clause 2-58 of the printed Bill and substitute the following:

“(1) If an employer lays off or terminates the employment of an employee, the employer shall pay to the employee, with respect to the period of the notice required pursuant to section 2-57:

(a) if the employer is not bound by a collective agreement that applies to the employee, the greater of:

- (i) the sum earned by the employee during that period of notice; and
  - (ii) a sum equivalent to the employee's normal wages for that period;
- or

(b) if the employer is bound by a collective agreement that applies to the employee, the entitlements provided for in the collective agreement”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-58 as amended, it was agreed to.

23. The question being put on clause 2-59 to 2-84, they were agreed to.

24. During consideration of clause 2-85, it was moved by Mr. Merriman:

**Clause 2-85 of the printed Bill**

Strike out subsection (1) of Clause 2-85 of the printed Bill and substitute the following:

“(1) A claim pursuant to this Part with respect to unpaid wages must be made to the director of employment standards:

(a) within 12 months after the last day on which payment of wages was to be made to an employee and the employer failed to make the payment; or

(b) if employment with the employer has ended, within 12 months after the last day on which any final payment of wages was to be made to the employee”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-85 as amended, it was agreed to.

25. The questions being put on clauses 2-86 to 2-92, they were agreed to.

26. During consideration of clause 2-93, it was moved by Mr. Merriman:

**Clause 2-93 of the printed Bill**

Add the following subsection after subsection (2) of Clause 2-93 of the printed Bill:

“(3) If an employer is convicted of taking discriminatory action against an employee contrary to section 2-42, the convicting court may, in addition to any other penalty imposed, order the employer:

(a) to reinstate the employee in his or her former employment under the same terms and conditions in which he or she was formerly employed; and

(b) to pay to the employee his or her wages retroactive to the date that the discriminatory action was taken against the employee”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-93 as amended, it was agreed to.

27. The question being put on clause 2-94, it was agreed to.

28. During consideration of clause 2-95, it was moved by Mr. Merriman:

**Clause 2-95 of the printed Bill**

Amend Clause 2-95 of the printed Bill:

(a) by adding the following clause after clause (c):

“(d) imposing terms and conditions applicable to any employer or employee or category of employers or employees exempted pursuant to clause (a) or (b), including terms and conditions prescribing the number of hours that an employee or category of employees may be required or permitted to work or to be at the disposal of his or her employer without the employer being required to pay the employee or category of employees additional wages pursuant to Subdivision 2 of Division 2”; and

(b) by adding the following clause after clause (m):

“(n) respecting the determination of the cash value of board and lodging received by an employee from his or her employer”.

The question being put on the amendment, it was agreed to.

The question being put on clause 2-95 as amended, it was agreed to.

29. The questions being put on clauses 2-96 to 5-26, they were agreed to.

30. During consideration of clause 6-1, it was moved by Mr. Merriman:

**Clause 6-1 of the printed Bill**

Amend subsection (1) of Clause 6-1 of the printed Bill:

(a) by striking out paragraph (h)(i)(B) and substituting the following:

“(B) a person whose primary duties include activities that are of a confidential nature in relation to any of the following and that may have an impact on the bargaining unit the person would be included in as an employee but for this paragraph:

- (I) labour relations;
- (II) business strategic planning;
- (III) policy advice;
- (IV) budget implementation or planning”; and

(b) by striking out clause (o) and substituting the following:

“(o) **‘supervisory employee’** means an employee whose primary function is to supervise employees and who exercises one or more of the following duties:

- (i) independently assigning work to employees and monitoring the quality of work produced by employees;
- (ii) assigning hours of work and overtime;
- (iii) providing an assessment to be used for work appraisals or merit increases for employees;
- (iv) recommending disciplining employees;

but does not include an employee who:

- (v) is a gang leader, lead hand or team leader whose duties are ancillary to the work he or she performs;
- (vi) acts as a supervisor on a temporary basis; or
- (vii) is in a prescribed occupation”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-1 as amended, it was agreed to.

31. The questions being put on clause 6-2 to 6-17, they were agreed to.

32. The question being put on clause 6-18, it was defeated.

33. During consideration of clause 6-19, it was moved by Mr. Merriman:

**Clause 6-19 of the printed Bill**

Strike out clause (4)(d) of Clause 6-19 of the printed Bill and substitute the following:

“(d) directing that a vote be taken of all employees eligible to vote”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-19 as amended, it was agreed to.

34. The questions being put on clause 6-20 to 6-33, they were agreed to.

35. During consideration of clause 6-34, it was moved by Mr. Merriman:

**Clause 6-34 of the printed Bill**

Amend subsection (1) of Clause 6-34 of the printed Bill by striking out “the employer and union” and substituting “the employer or union”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-34 as amended, it was agreed to.

36. The question being put on clause 6-35, it was agreed to.

37. During consideration of clause 6-36, it was moved by Mr. Merriman:

**Clause 6-36 of the printed Bill**

Amend subsection (1) of Clause 6-36 of the printed Bill by striking out “At any time after a notice to engage in collective bargaining has been given” and substituting “At any time after the parties have engaged in collective bargaining”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-36 as amended, it was agreed to.

38. The questions being put on clause 6-37 to 6-38, they were agreed to.

39. During consideration of clause 6-39, it was moved by Mr. Merriman:

**Clause 6-39 of the printed Bill**

Strike out subsection (1) of Clause 6-39 of the printed Bill and substitute the following:

“(1) If a ratification vote is required by one or both of the parties to confirm the acceptance of a collective agreement, no union or employer shall fail to:

(a) commence the process of conducting the vote within 14 days after the date on which the collective agreement was reached; and

(b) conclude the vote mentioned in clause (a) within 60 days after the date on which the collective agreement was reached”.

The question being put on the amendment, it was agreed to.



The question being put on clause 6-39 as amended, it was agreed to.

40. The questions being put on clause 6-40 to 6-58, they were agreed to.

41. During consideration of clause 6-59, it was moved by Mr. Merriman:

**Clause 6-59 of the printed Bill**

Strike out clause (1)(c) of Clause 6-59 of the printed Bill and substitute the following:

“(c) the employee’s discipline by the union”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-59 as amended, it was agreed to.

42. The questions being put on clause 6-60 to 6-61, they were agreed to.

43. During consideration of clause 6-62, it was moved by Mr. Merriman:

**Clause 6-62 of the printed Bill**

Amend Clause 6-62 of the printed Bill:

(a) by striking out subsection (1) and substituting the following:

“(1) Within six months after the end of a union’s fiscal year, the union shall make available without charge:

(a) to each of its members the audited financial statement of its affairs to the end of the preceding fiscal year, signed by its president and treasurer or corresponding principal officers;

(b) to each of its members who are in a bargaining unit the unaudited financial statement of that bargaining unit; and

(c) to each of its members any prescribed information”;

(b) in subsection (2) by striking out “audited financial statement mentioned in clause (1)(a)” and substituting “financial statements mentioned in subsection (1)”;

(c) in subsection (3) by striking out “financial statement” and substituting “financial statements”; and

(d) by adding the following subsection after subsection (3):

“(4) The financial statements mentioned in subsection (1) must be provided by:

- (a) personally giving them to the member;
- (b) mailing them to the member;
- (c) posting them in the workplace;
- (d) posting them online on a secure website to which the member has access; or
- (e) providing them in any other manner that ensures that the member will receive the statements”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-62 as amended, it was agreed to.

44. The questions being put on clauses 6-63 to 6-66, they were agreed to.

45. During consideration of clause 6-67, it was moved by Mr. Merriman:

**Clause 6-67 of the printed Bill**

Amend subsection (2) of Clause 6-67 of the printed Bill by striking out “the minister may” and substituting “the minister shall”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-67 as amended, it was agreed to.

46. The questions being put on clauses 6-68 to 6-87, they were agreed to.

47. During consideration of clause 6-88, it was moved by Mr. Merriman:

**Clause 6-88 of the printed Bill**

Amend subclause (a)(i) of Clause 6-88 of the printed Bill by striking out “population of 15,000” and substituting “population of 20,000”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-88 as amended, it was agreed to.

48. The questions being put on clauses 6-89 to 6-90, they were agreed to.

49. During consideration of clause 6-91, it was moved by Mr. Merriman:

**Clause 6-91 of the printed Bill**

Add the following subsection after subsection (2) of Clause 6-91 of the printed Bill:

“(3) When considering its decision or award and to ensure that the decision or award is fair and reasonable to the employees and the employer and is in the best interest of the public, the arbitration board:

(a) shall consider, for the period with respect to which the decision or award will apply, the following:

(i) wages and benefits in private and public, and unionized and non-unionized, employment;

(ii) the continuity and stability of private and public employment, including:

(A) employment levels and incidence of layoffs;

(B) incidence of employment at less than normal working hours; and

(C) opportunity for employment;

(iii) the general economic conditions in Saskatchewan; and

(b) may consider, for the period with respect to which the decision or award will apply, the following:

(i) the terms and conditions of employment in similar occupations outside the employer’s employment taking into account any geographic, industrial or other variations that the arbitration board considers relevant;

(ii) the need to maintain appropriate relationships in terms and conditions of employment between different classification levels within an occupation and between occupations in the employer’s employment;

(iii) the need to establish terms and conditions of employment that are fair and reasonable in relation to the qualifications required, the work performed, the responsibility assumed and the nature of the services rendered;

(iv) any other factor that the arbitration board considers relevant to the matter in dispute”.

The question being put on the amendment, it was agreed to.

The question being put on clause 6-91 as amended, it was agreed to.

50. The questions being put on clauses 6-92 to 6-104, they were agreed to.

51. During consideration of clause 6-105, it was moved by Mr. Merriman:

**Clause 6-105 of the printed Bill**

Amend Clause 6-105 of the printed Bill:

(a) in clause (4)(b) by adding “for employees in receipt of benefits pursuant to the benefit plan, program or welfare trust” after “continuation of benefits”; and

(b) in subsection (5):

(i) by striking out clause (c) and substituting the following:

“(c) require that the former union continue to administer the benefit plan, program or welfare trust with respect to those employees in receipt of benefits until:

(i) all of those employees cease to qualify for those benefits; or

(ii) the benefit plan, program or welfare trust is transferred to the replacing union”; and

(ii) by striking out clause (f).

The question being put on the amendment, it was agreed to.

The question being put on clause 6-105 as amended, it was agreed to.

52. The questions being put on clauses 6-106 to 11-1, they were agreed to.

53. During consideration of new clause 1-4, it was moved by Mr. Merriman:

**New Clause 1-4 of the printed Bill**

Add the following Clause after Clause 1-3 of the printed Bill:

**“Responsibilities of minister re Act**

**1-4(1)** The minister is responsible for all matters not by law assigned to any other minister or agency of the government relating to the matters governed by this Act.

(2) For the purposes of carrying out the minister’s responsibilities pursuant to this Act, the minister may:

(a) collect, assimilate and publish in suitable form statistical and other information relating to conditions of labour and employment in Saskatchewan;

(b) make inquiries into and report on the labour and employment legislation in force in any jurisdiction in or outside Canada and, on the basis of those inquiries and reports, make any recommendations that the minister considers advisable with regard to the labour and employment law of Saskatchewan; and

(c) consider and report on any petition or recommendation for a change in the labour and employment law of Saskatchewan that is presented or made by a union, an employer or any other person”.

The question being put on the new clause, it was agreed to.

The question being put on new clause 1-4 as amended, it was agreed to.

54. During consideration of new clause 2-56, it was moved by Mr. Merriman:

**New Clause 2-56 of the printed Bill**

Add the following Clause after Clause 2-55 of the printed Bill:

**“Compassionate care**

**2-56(1)** In this section, ‘**member of the employee’s family**’ means a member of a class of persons prescribed pursuant to the regulations made pursuant to the *Employment Insurance Act* (Canada).

(2) An employee is entitled to a compassionate care leave of up to eight weeks to provide care or support to a member of the employee’s family who has a serious medical condition with a significant risk of death within 26 weeks from the date the leave commences.

(3) In a period of 52 weeks, an employee is not entitled to take more than two compassionate care leaves pursuant to subsection (2).

(4) An employee’s compassionate care leave pursuant to subsection (2) ends:

(a) if the employee is no longer providing care or support to the family member;

(b) on the termination of the 26-week period mentioned in that subsection; or

(c) on the death of the employee’s family member”.

The question being put on the new clause, it was agreed to.

The question being put on new clause 2-56 as amended, it was agreed to.

55. During consideration of new clause 2-57, it was moved by Mr. Merriman:

**New Clause 2-57 of the printed Bill**

Add the following Clause after new Clause 2-56 of the printed Bill:

**“Critically ill child care leave**

**2-57(1)** In this section, ‘**critically ill child**’ means a critically ill child

within the meaning of the regulations made pursuant to the *Employment Insurance Act* (Canada).

(2) An employee is entitled to critically ill child care leave of up to 37 weeks to provide care and support to his or her critically ill child.

(3) An employee's critically ill child care leave pursuant to subsection (2) ends:

(a) if the employee is no longer providing care or support to the child;

(b) 52 weeks from the date the medical certificate is issued;

(c) on the termination of the 37-week period mentioned in subsection (2); or

(d) on the death of the employee's child".

The question being put on the new clause, it was agreed to.

The question being put on new clause 2-57 as amended, it was agreed to.

56. During consideration of new clause 2-58, it was moved by Mr. Merriman:

**New Clause 2-58 of the printed Bill**

Add the following Clause after new Clause 2-57 of the printed Bill:

**“Crime-related child death or disappearance leave**

**2-58(1)** In this section:

(a) ‘**child**’ means a person who is under 18 years of age;

(b) ‘**crime**’ means an offence pursuant to the *Criminal Code*, other than an offence prescribed by the regulations made pursuant to paragraph 209.4(f) of the *Canada Labour Code*.

(2) An employee is entitled to crime-related child death or disappearance leave of up to 104 weeks if a child of the employee dies and it is probable, considering the circumstances, that the child died as a result of a crime.

(3) An employee is entitled to a leave pursuant to this section of up to 52 weeks if a child of the employee disappears and it is probable, considering the circumstances, that the child's disappearance is a result of a crime.

(4) An employee is not entitled to a leave pursuant to this section if the employee is charged with the crime or if it is probable, considering the circumstances, that the child was a party to the crime.

(5) If an employee takes a leave pursuant to this section and the circumstances that made it probable that the child died or disappeared as a result of a crime change and it no longer seems probable that the child died or disappeared as a result of a crime, the employee's entitlement to the leave ends on the day on which it no longer seems probable.

(6) If an employee takes a leave pursuant to this section and the employee is subsequently charged with the crime, the employee's entitlement to the leave ends on the day on which the employee is charged.

(7) Subject to subsection (9), if an employee takes a leave pursuant to subsection (3) and the child is found within the 52-week period that begins in the week the child disappears, the employee is entitled:

(a) to remain on leave for 14 days after the day the child is found, if the child is found alive; or

(b) to take 104 weeks of leave from the day the child disappeared, if the child is found dead, whether or not the employee is still on leave when the child is found.

(8) An employee may take a leave pursuant to subsection (2) only during the 104-week period that begins in the week the child dies.

(9) Subject to subsection (7), an employee may take a leave pursuant to subsection (3) only during the 52-week period that begins in the week the child disappears".

The question being put on the new clause, it was agreed to.

The question being put on new clause 2-58 as amended, it was agreed to.

57. During consideration of new clause 2-60, it was moved by Mr. Merriman:

**New Clause 2-60 of the printed Bill**

Add the following Clause after Clause 2-59 of the printed Bill:

**“Employee notice re termination**

**2-60(1)** Subject to subsection (2), an employee who has been employed by the employer for at least 13 consecutive weeks must give the employer written notice of at least two weeks stating the day on which the employee is ending his or her employment.

(2) Subsection (1) does not apply if:

(a) there is an established custom or practice in any industry respecting the termination of employment that is contrary in whole or in part to subsection (1);

- (b) an employee terminates employment because the employee's personal health or safety would be in danger if the employee continued to be employed by the employer;
- (c) the contract of employment is or has become impossible for the employee to perform by reason of unforeseeable or unpreventable causes beyond the control of the employee;
- (d) the employee is temporarily laid off;
- (e) the employee is laid off after refusing an offer by the employer of reasonable alternative work;
- (f) the employee is employed under an agreement by which the employee may elect either to work or not to work for a temporary period when requested to work by the employer; or
- (g) the employee terminates the employment because of a reduction in wage rate, overtime rate, vacation pay, public holiday pay or termination pay”.

The question being put on the new clause, it was agreed to.

The question being put on new clause 2-60 as amended, it was agreed to.

58. During consideration of new clause 10-31, it was moved by Mr. Merriman:

**New Clause 10-31 of the printed Bill**

Add the following Clause after Clause 10-30 of the printed Bill:

**“S.S. 1994, c.P-37.1, section 19.1 amended**

**10-31(1)** Section 19.1 of *The Public Health Act, 1994* is amended in the manner set forth in this section.

**(2) Clause (1)(a) is amended by striking out ‘The Occupational Health and Safety Act, 1993’ and substituting ‘The Saskatchewan Employment Act’.**

**(3) Subsection (2) is amended:**

**(a) in the portion preceding clause (a) by striking out ‘The Occupational Health and Safety Act, 1993’ and substituting ‘The Saskatchewan Employment Act’; and**

**(b) in clause (a) by striking out ‘The Occupational Health and Safety Act, 1993’ and substituting ‘The Saskatchewan Employment Act’”.**

The question being put on the new clause, it was agreed to.

The question being put on new clause 10-31 as amended, it was agreed to.



59. It was moved by Ms. Ross:

That the committee report Bill No. 85 – The Saskatchewan Employment Act – with amendment.

The question being put, it was agreed to.

60. It was moved by Mr. Merriman:

That this committee do now adjourn.

The question being put, it was agreed to.

61. The committee adjourned at 3:25 p.m. to the call of the Chair.

---

Stacey Ursulescu  
Committee Clerk

---

Delbert Kirsch  
Committee Chair