

# Listuguj Mi'gmaq Government Order-In-Council



Chronological no.: 2412	Subject: BLG Mandate-Comprehensive Review of LMG Human Resource Policy & Procedures	Originated by: Resource
The Council of the Listuguj Mi'gmaq Government		District Gespe'gewa'gi
Date of duly convened meeting	D 1 0 M 1 0 Y 1 8	Province Gepeg

**WHEREAS** the LMG is committed to ensure that the work conditions of its employees are consistent with the applicable legal standards;

**WHEREAS** the LMG *Human Resources and Administration Policy and Procedures Manual* (the "HR Manual") currently in place applies to over a substantial number of employees, including certain seasonal workers, of whom the LMG is the employer;

**WHEREAS** the activities and operations of LMG have changed since the HR Manual was most recently reviewed;

**WHEREAS** LMG wishes to ensure that the HR Manual addresses the current activities and operations of LMG, as well as addresses other issues that may apply to LMG's workforce;

**WHEREAS** in addition, issues have been raised by Council members regarding the appropriateness of certain provisions, given their elected office, including Policy 1.1.9;


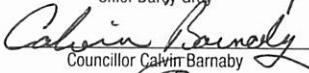
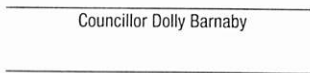
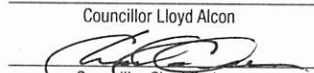

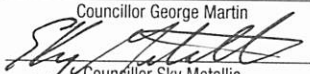
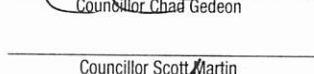

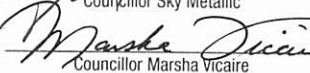
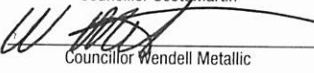
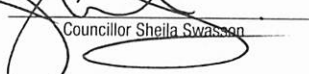


**AND WHEREAS** Chief and Council are of the view that an overall legal review of the HR Manual is required to address these concerns in order to ensure the orderly conduct of LMG activities and operations;

**THEREFORE BE IT RESOLVED THAT** the Council undertakes to conduct an overall review of the HR Manual of October 8, 2015 at the earliest opportunity;

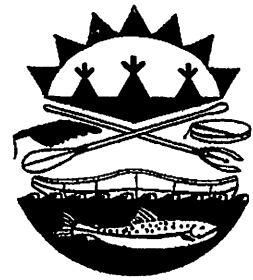
**THAT** Me Nadir André of the firm Borden Ladner Gervais LLP ("BLG") is mandated to conduct a comprehensive review of the HR Manual, including, where necessary, the restructuring and redrafting of its various provisions;

Moved: Chad Gedeon  
 Seconded: Sky Metallic  
 Abstain: -  
 Opposed: -  
 Status:  Passed  Defeated  Tabled

Quorum 7

 Chief Darryl Gray	 Councillor Calvin Barnaby	 Councillor Dolly Barnaby
 Councillor Lloyd Alcon	 Councillor Gordon Isaac Jr.	 Councillor George Martin
 Councillor Chad Gedeon	 Councillor Gary Metallic Sr.	 Councillor Sky Metallic
 Councillor Scott Martin	 Councillor Sheila Swanson	 Councillor Marsha Vicaire
 Councillor Wendell Metallic		

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**THAT** in the interim, and until such time that an updated HR Manual is adopted, the application of Policy: 1.1.9, sections 3 and 5 is suspended. During this period, any Director having concerns regarding a councillor's performance or other matters relating to her or his employment should raise their concerns directly with the Chief;

**AND THAT** the Chief is hereby authorized to do all things necessary to oversee the completion of BLG's mandate and provide counsel with instructions as required.