

Listuguj Mi'gmaq Government Order-In-Council



Chronological no.: 2354	Subject: BASQUE, Jeff Inquiry Report 2017	Originated by:
The Council of the Listuguj Mi'gmaq Government		District Gespe'gewa'gi
Date of duly convened meeting	D M Y 0 2 0 3 1 8	Province Gepeg

- WHEREAS** On or about August 15, 2017, during a duly called Council meeting, the Council expressed its support for an independent inquiry for the motion made to Terminate Jeff Basque, Executive Director
- WHEREAS** On or about November 27, 2017, the Council, by resolutions, resolved that, launch an independent inquiry;
- WHEREAS** The Council gave the mandate to Devan J. Corrigan to perform the independent inquiry and to produce a written report to Council
- WHEREAS** On or about February 6, 2018, the Council received the report of the independent inquiry produced by Devan J. Corrigan;
- WHEREAS** That the independent inquiry be subject to solicitor-client privilege in favour of the Council.

THEREFORE BE IT RESOLVED

- THAT** The Council hereby acknowledges having received the Executive Summary of the independent inquiry.
- THAT** The Council has reviewed and accepts the recommendations of the report.
- THAT** The conclusions of the independent inquiry are as follows:
- Follow the guidelines provided by the HR Manual and the Code of Conduct with respect to the termination of employment. Providing training to all councillors regarding the LMG's policies and procedures

Moved: Wendell Metallic
 Seconded: Lorna Sook
 Abstain: Calvin Barnaby / Kevin Methot / Annette Barnaby
 Opposed: -
 Status: Passed Defeated Tabled

Quorum 7


 Councillor Lloyd Alcon

Councillor Gordon Isaac Jr.


 Councillor Wendell Metallic

Councillor Sheila Swasson


 Chief Daisy Gray


 Councillor Annette Barnaby

Councillor Dr. Cathy Martin


 Councillor Kevin Methot


 Councillor John Murvin/Vicaire


 Councillor Calvin Barnaby


 Councillor Sky Metallic

Councillor Lorna Sook

Councillor Chris Wysote

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- The establishment of a Review Panel in order to examine termination requests for LMG employees. The panel should include two of the following: the Chief, the HR Manager, and/or legal counsel. This panel should help reduce unnecessary litigations based on wrongful dismissals
- Councillors who are also employees should not be permitted to bring workplace issues to Council meetings. Council meetings are simply not the place for such discussion
- Enforcement of "Declaring Conflict of Interest" during council meetings as per Code of Conduct. This will eliminate actual conflicts of interest as well as perceived conflicts of interest when it comes to deciding council matters.
- Adhere to Probationary Periods as outlined in Employment Agreements/HR Manual.
- Establish a clear policy on employees who are also Councillors that communicate on Council matters (via email, phone calls, etc.) during work hours.
- Performance review of the Executive Director should be conducted by the Chief, with input from Council.

THAT Subject to the following recital, the contents of the report continue to remain confidential.

THAT Notwithstanding the preceding, the Council retains full discretion to release the contents of the report.

THAT The Chief and/or the Senior Director of Administration is hereby empowered to do all things necessary to ensure the implementation of this Order in Council.