

# Listuguj Mi'gmaq Government Order-In-Council



<b>Chronological no.:</b> 2958	<b>Subject:</b> Policy Update on Health Breaks Department Events	<b>Originated by:</b>
<b>The Council of the</b> Listuguj Mi'gmaq Government		<b>District</b> Gespe'gewa'gi
<b>Date of duly convened meeting</b>	<b>D</b> 0   <b>M</b> 4   <b>Y</b> 2   5	<b>Province</b> Gepeg

**WHEREAS:** the Listuguj Mi'gmaq Government ("LMG") is committed to promoting a healthy work-life balance and supporting the overall well-being of its staff;

**WHEREAS:** the LMG acknowledges the importance of mental health and employee wellness in maintaining a productive and positive workplace environment;

**WHEREAS:** a policy update has been proposed to establish clear guidelines regarding departmental health breaks and annual events for employees;

**THEREFORE, BE IT RESOLVED THAT:**

- Effective April 2, 2025, LMG formally adopts the new policy guidelines for departmental health breaks and annual events, as follows:
  - Each department may host up to two (2) mental health breaks annually.
  - Each department may host one (1) Christmas party event annually.
- Funding for employee participation in these events shall be approved as follows:
  - Full-time permanent employees (including full-time employees on a fixed-term contract) shall be eligible for up to \$ [redacted] per employee per event, with an annual cap of \$ [redacted] per employee across all events, including but not limited to health breaks, birthday parties, birthday gifts, Christmas parties, and staff days.
  - Seasonal, casual, or on-call employees who work a minimum of 16 weeks per year shall be eligible for up to \$ [redacted] per employee per year, with an annual cap of \$ [redacted] per seasonal employee across all events throughout the year.
- This policy is intended to ensure fairness and transparency in the allocation of resources for employee wellness initiatives while maintaining fiscal responsibility across all directorates and departments.

**BE IT FURTHER RESOLVED THAT:** the Chief and Council hereby approve this policy update and authorize its implementation by the Executive Office and Human Resources department.

**Moved:** Dr. Cathy Martin  
**Seconded:** Chris Wysote  
**Abstain:** Sheila Swasson  
**Opposed:** -  
**Absent:** Annette Barnaby, Wendell Metallic, Erwin Peter Molley

**Status:**  Passed  Defeated  Tabled

**Quorum** 7

Councillor Annette Barnaby	Councillor Sheila Swasson	Councillor Sky Metallic
Councillor Erwin Peter Molley	Councillor Dr. Cathy Martin	Councillor Christie Caplin
Councillor Wendell Metallic	Councillor Macy Metallic	Councillor George Martin
Councillor Gordon Isaac Jr.	Councillor Tanner Isaac	Councillor Chris Wysote