



Minutes

The Blue Mountains Special Meeting of Council

Meeting Date: September 15, 2016
Meeting Time: 5:00 p.m.
Location: Town Hall, Council Chambers
Prepared by Corrina Giles, Town Clerk

A. Call to Order

Mayor McKean called the meeting to order with all members in attendance, save Councillor McGee absent due to a previous commitment.

Also in attendance were Director of Infrastructure & Public Works Reg Russwurm, Director of Community Services Shawn Everitt, Director of Finance & IT Services Ruth Prince, Communications & Economic Development Coordinator Elizabeth Cornish, Manager of Human Resources Jennifer Moreau, Fire Chief Rob Collins and Chief Librarian Terri Pope.

▪ Approval of Agenda

Moved by: Joe Halos Seconded by: R. J. Gamble

THAT the Agenda of September 15, 2016 be approved as circulated, including any items added to the Agenda, Carried.

▪ Declaration of Pecuniary Interest and general nature thereof

Councillor Michael Seguin declared a conflict regarding agenda item B.1 Recommendations for Sanctions, FAF.16.90 as the report is regarding sanctions against him. Councillor Seguin removed himself from the Council table.

B. Reports

B.1 Recommendation for Sanctions, FAF.16.90

Moved by: Joe Halos Seconded by: Gail Ardiel

THAT Council receive Staff Report FAF.16.90 "Recommendations for Sanctions";

AND THAT Council direct that sanctions be implemented against Councillor Michael Seguin under the *Occupational Health and Safety Act* and the Town's Policies POL.HS.10.12 Workplace Violence and Harassment Program, HR.06.01 Discrimination and Harassment-free Workplace and HR.06.02 Respectful Workplace as follows:

1. Council make a declaration that Councillor Seguin violated the harassment policy on all allegations and the workplace harassment provisions of the *Occupational Health and Safety Act*;
2. Any contact by Councillor Seguin with municipal staff must be in writing (email or letter) and delivered via the Mayor;

3. Any of Councillor Seguin's inquiries regarding municipal staff must be approved in advance by Council. Requests must be provided to the Mayor in advance for inclusion on a Council agenda.
4. Councillor Seguin may only attend at the Town's municipal offices on the following basis:
 - a. to attend council and committee meetings; or
 - b. to attend to any of the normal business of council, which will be conducted only during business hours, arranged in advance through the Mayor's office and supervised by the Mayor or his delegate;
5. Councillor Seguin not be allowed to have any one-on-one meetings with staff;
6. Councillor Seguin be enrolled in training regarding harassment and bullying, to correct his behavior;
7. Councillor Seguin be removed as Chair of the Finance, Administration & Fire portion of the Committee of the Whole;
8. Councillor Seguin be advised to stop harassing and bullying behavior;
9. That the above sanctions apply for a 90 day time period, to end December 15, 2016, Carried. .

C. Adjournment

Moved by: Michael Martin Seconded by: Gail Ardiel

THAT this Council does now adjourn at 5:37p.m. to meet again at the call of the Chair, Carried.

John McKean, Mayor

Corrina Giles, Town Clerk