



# Minutes

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Joint Special Meeting of Council and The Blue Mountains Public Library Board

**Meeting Date:** January 14, 2019  
**Meeting Time:** 10:00 a.m.  
**Location:** Town Hall, Council Chambers  
32 Mill Street, Thornbury, ON  
**Prepared by** Corrina Giles, Town Clerk

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## A. Call to Order

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Mayor Alar Soever called the meeting to order with all members in attendance.

Also in attendance Interim Chief Administrative Officer Shawn Everitt, Director of Finance and IT Services Ruth Prince and Director of Infrastructure and Public Works Reg Russwurm.

### ▪ Approval of Agenda

Moved by: Odette Bartnicki

Seconded by: Peter Bordignon

THAT the Agenda of January 14, 2019 be approved as circulated, including any items added to the Agenda, Carried.

### ▪ Declaration of Pecuniary Interest and general nature thereof

NOTE: In accordance with the *Municipal Conflict of Interest Act* and the Town Procedural By-law 2018-20, Council Members must file a written statement of the interest and its general nature with the Clerk for inclusion on the Registry.

None

## B. Council Orientation

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### B.1 Solicitor Stephanie Jeronimo, Hicks Morley

Solicitor Stephanie Jeronimo, Hicks Morley, provided a presentation on the following:

#### 1. Workplace Violence & Harassment Training

#### 2. Requirements under:

- a) Employment Standards Act
- b) Occupational Health and Safety Act
- c) Ontario Human Rights Code

Ms. Jeronimo noted Employment Law is structured around non-unionized employees. The general purpose of the Employment Standards Act is to set out rights and responsibilities for workers and employees including hours of work, minimum wage, overtime and vacation and others. Mayor Soever requested clarification around employer obligation for having staff work weekends, Ms. Jeronimo confirmed that the act does not prohibit weekend work, however the Town's policies and procedures may provide additional direction in this regard. Ms. Jeronimo noted there is no minimum notice period an employee must provide when advising an employer he or she is leaving.

Ms. Jeronimo noted the increase to pregnancy and parental leave, wherein employees are permitted to extend pregnancy and parental leave over eighteen months, further noting changes to unpaid emergency leave and sick leave. Ms. Jeronimo clarified that Council Members and Committee Members are not considered employees under the Employment Standards Act.

Ms. Jeronimo noted the Ontario Human Rights Code covers provision of service and protection against discrimination, further clarifying the Canadian Charter of Rights and Freedoms applies to government action, whereas the Ontario Human Rights Code applies to the actions of individuals including employers and housing providers, among others.

Ms. Jeronimo noted the Occupational Health and Safety Act provides Health and Safety Standards applicable to all workplaces, employees and employers.

Ms. Jeronimo spoke regarding discrimination and harassment, noting that all individuals have the right to work in an environment free from discrimination and harassment, further noting the Human Rights Code, the Occupational Health and Safety Act and workplace policies are in place to uphold this right. Ms. Jeronimo noted under the Human Rights Code, discrimination is defined as “any form of unequal treatment based on a code-related ground”. Harassment is defined as “engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome”. It was noted that the Code of Conduct for Members of Council and Local Boards, POL.COR.07.07 includes a definition of harassment that varies from the definition established by Occupational Health and Safety Act and other applicable legislation. Mayor Soever requested clarification on whether the Code of Conduct for Members of Council and Local Boards, POL.COR.07.07 could provide allowance to identify the complainant in the event of a formal investigation and report by the Integrity Commissioner, specifically as it relates to one member of Council making a complaint about another. Ms. Jeronimo advised that the question should be reviewed by the Integrity Commissioner.

Mayor Soever thanked Ms. Jeronimo for her presentation.

## **C. Adjournment**

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Moved by: Odette Bartnicki

Seconded by: Andrea Matrosovs

THAT this Special Meeting of Council does now adjourn at 12:02 p.m. to meet again at the call of the Chair.

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Alar Soever, Mayor

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Corrina Giles, Town Clerk