

## **NOVEMBER 21ST, 2018**

A special meeting of the Township of Gore Municipal council was held at the Trinity Community Hall located at 2 Cambria Road, on Wednesday November 21<sup>st</sup>, 2018 at 6:30pm.

### **ARE PRESENT:**

Councillors: Donald Manconi, Clark Shaw, Alain Giroux, Shirley Roy, Anik Korosec and Anselmo Marandola forming a quorum and presided over by the Mayor, Scott Pearce.

The General Manager Julie Boyer, the Assistant General Manager Dominique Aubry as well as the Municipal clerk/Secretary-treasurer Diane Chales are also present.

### **CONFIRMATION OF RECEIPT OF THE NOTICE OF MEETING**

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The Municipal clerk/Secretary-treasurer confirms that every member of Council received the notice of the special meeting in good and due form.

**2018-11-291**

### **ADOPTION OF THE AGENDA**

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It is proposed by Councillor Shirley Roy and seconded by Councillor Donald Manconi that the agenda be adopted as deposited.

**UNANIMOUSLY ADOPTED**

**2018-11-292**

### **TERMINATION OF A UNIONIZED EMPLOYEE**

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**WHEREAS** the recent investigation concerning a unionized employee employed by the Municipality, of which all the members of the municipal council know the identity, but that it is not appropriate to name for the purposes of this resolution considering the public character of it;

**WHEREAS** the unionized employee previously mentioned will be hereinafter referred to as "Employee 04-0007";

**WHEREAS** the investigation held regarding the facts relating to Employee 04-0007, following information brought to the attention of the representatives of the Municipality;

**WHEREAS** this investigation was conducted by an independent investigator, who drew up an investigation report that was recently brought to the attention of the Municipality's representatives;

**WHEREAS** the investigation has shown that:

- 1- At numerous occasions and on indefinite dates, Employee 04-0007 has disclosed to citizens and business partners of the Municipality, information

regarding the Municipal Roads Department, in particular concerning the load on trucks and equipment used by the Municipality, which information should not generally be disclosed to the public, which is acknowledged by Employee 04-0007;

- 2- Employee 04-0007 has criticized, to citizens and business partners of the Municipality, some decisions made by the Municipality, especially the one concerning the subcontracting of the snow removal, in contravention of his duty of loyalty to the Municipality;
- 3- On at least 51 occasions between April 30 and September 18, 2018, Employee 04-0007 took longer breaks and longer lunch hours than those authorized by the Municipality and provided for by his working conditions, notably by stopping the machinery that he had to operate and let the engine on, while being paid as if he were at work, committing thus the theft of time for a period of 43.2 hours;

**WHEREAS** these mistakes committed by Employee 04-0007 directly conflict with Regulation # 179-1 on the Code of Ethics and good Conduct of Municipal Employees of the Municipality;

**WHEREAS** Employee 04-0007 attended a meeting presenting the Code of Ethics and signed it;

**WHEREAS** Employee 04-0007 had the opportunity to provide his version of the facts to the investigator, in the presence of a union representative;

**WHEREAS** the recommendations made by Mrs. Julie Boyer, General manager, and Mr. Dominique Aubry, Assistant General manager, regarding the factual report submitted and the penalty to be imposed on the fault committed;

**WHEREAS** the municipal council considers unacceptable the faults committed and applies a discipline proportional to these;

**WHEREAS** it is unthinkable to continue an employment relationship with Employee 04-0007, since the bond of trust is definitively and irreparably broken because of the theft of time committed;

**WHEREAS** the Municipality's obligations under the collective agreement;

**CONSIDERING OF WHAT IS MENTIONED ABOVE, IT IS PROPOSED BY COUNCILLOR DONALD MANCONI AND SECONDED BY ANSELMO MARANDOLA AND UNANIMOUSLY RESOLVED:**

1. **TO IMPOSE** on Employee 04-0007 a disciplinary sanction of five working days, at the time to be determined by Mrs. Julie Boyer, General Manager, in accordance with the collective agreement, for the faults described above in 1- and 2 -.
2. **TO IMPOSE** a disciplinary dismissal on Employee 04-0007, upon the termination of the previously mentioned five-day disciplinary suspension period, for theft of time described above in 3-.

3. **TO MANDATE** Mrs. Julie Boyer, General manager, to send to Employee 04-0007 this resolution and to inform him of the terms of application of the disciplinary measures decided by the municipal council.

**UNANIMOUSLY ADOPTED**

2018-11-293

## **RENEWAL OF THE 2018-2020 GROUP INSURANCE**

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**WHEREAS THAT** the collective insurance of the employees of the municipality expired on December 1<sup>st</sup>, 2018;

**WHEREAS THAT** two insurers have submitted proposals;

**WHEREAS THAT** Great-West offers a saving of 2,64%;

**WHEREAS THAT** Council accepts the proposal of ASQ Consultants;

**THEREFORE IT IS,**

Proposed by Councillor Anik Korosec  
and seconded by Councillor Alain Giroux

**AND RESOLVED:**

**THAT** the municipal council, on the recommendation of Mr. Pierre Piché, accept the conditions of the group insurance contract with Great-West from December 1<sup>st</sup>, 2018 to March 31, 2020 at the following rates:

### **GUARANTEES AND RATES**

- Assurances soins dentaires – familial : 109,55 \$
- Life insurance (rate per \$ 1,000 of insurance): \$ 0.30
- Accidental Death and Dismemberment Insurance (rate per \$ 1,000 of insurance): \$ 0.05
- Dependent Life Insurance (rate per family): \$ 5.16
- Health Insurance - Single: \$ 98.19
- Health insurance - single-parent: \$ 203.32
- Health insurance - couple: \$ 252.54
- Health Insurance - Family: \$ 280.35
- Short-term salary insurance (rate per \$ 10 of insurance): \$ 1.38
- Long-term salary insurance (rate per \$ 100 of insurance): \$ 2.69
- EAP (per member): \$ 4.39
- Dental Insurance - Single: \$ 38.49
- Dental Insurance - Single Parent: \$ 75.15
- Dental Insurance - couple: \$ 96.20
- Dental Insurance - Family: \$ 109.55

**THAT** the expense be taken from budget item for the group insurance for each department.

**UNANIMOUSLY ADOPTED**

2018-11-294

**PAYMENT OF THE PROGRESSIVE COUNT NUMBER 4 FOR SCOTT AND LAC CHEVREUIL ROADS REPAIR PROJECT**

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**WHEREAS** statement 4 has been submitted for the repair work on Scott and Lac Chevreuil roads;

**WHEREAS** that the provisional acceptance of the work has not been approved since the fissure corrections on Scott and Lac Chevreuil roads have not been completed;

**WHEREAS** the municipality is waiting for an expert report on the impact of the micro-leveling work on the longevity of the pavement on Scott road following a poor execution of the contractor's work;

**WHEREAS** statement 4 has been adjusted to take into consideration the actual quantities of bitumen removed on Scott road following the micro-leveling activities;

**THEREFORE**, it is proposed by Councillor Clark Shaw and seconded by Councillor Shirley Roy that the municipality authorize the payment of count number 4 amounting to \$ 674 327.62 including the applicable taxes for the repair work on Scott and Lac Chevreuil Roads, less a sum of \$29 561.97 over paid at count number 2.

**UNANIMOUSLY ADOPTED**

2018-11-295

**FINANCIAL AID TO RESIDENT ASSOCIATIONS FOR CERTAIN PRIVATE STREETS FOR THE 2018-2019 SNOW REMOVAL**

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**WHEREAS THAT** the council adopted by-law 211 in order to help resident associations pay for snow removal and maintenance projects on private streets;

**WHEREAS** there are citizen associations whose purpose is to co-ordinate the snow removal and the maintenance of certain private streets;

**WHEREAS THAT** local associations responsible for the maintenance of these private streets have expressed some concern about the accessibility of emergency vehicles to their members' properties and are asking the municipality for help;

**WHEREAS THAT** section 70 of the Municipal Powers Act (RSQ, c C-47.1) grants to any local municipality the discretionary power to maintain a private road open to the public by tolerance of the owner or the occupier, on request of the majority of the owners or occupants;

**WHEREAS THAT** according to section 90 of the Municipal Powers Act (chapter C-47.1), the municipality can grant any assistance it deems appropriate;

**WHEREAS THAT** the council evaluated and accepted the following requests from residents' associations for the winter maintenance of certain streets under by-law 211:

Des Irlandais street	\$2950 plus applicables taxes
Henderson street	\$5653.41 plus applicables taxes

**IT IS THEREFORE** proposed by Councillor Anik Korosec and seconded by Councillor Donald Manconi that the municipality assume the snow removal fees for the 2018-2019 season for the above mentioned private streets.

**UNANIMOUSLY ADOPTED**

**ANY OTHER SUBJECT AT THE UNANIMOUS CHOICE OF THE COUNCIL MEMBERS**

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None

**QUESTION PERIOD**

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A first question period was held during which no one prevailed themselves of their wright to ask questions:

**2018-11-296**

**CLOSURE OF THE MEETING**

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It is proposed by Councillor Donald Manconi and seconded by Councillor Anselmo Marandola that the meeting be closed at 6:37pm.

**UNANIMOUSLY ADOPTED**