



27 November 2020

Chief Wilbert Marshall, Chair

The regular meeting of the AFNWA Board will be held Wednesday 02 December 2020 at 9:30 AM via the ZOOM virtual platform: <https://zoom.us/j/94973392146>

### **In Camera Reports**

- 1C Approval of Minutes of the In-Camera Meeting held on 06 November 2020
- 2C Business Arising from Minutes
- 3C SCADA Master Plan RFP Award

**Motion:** That the AFNWA Board approve the recommendation as outlined in the confidential report dated 26 November 2020

### **Regular Reports**

- 1. a) Ratification of In-Camera Motions  
b) Approval of the Order of Business and Approval of Additions and Deletions
- 2. Approval of Minutes of the Regular Meeting held on 26 August 2020 & 06 November 2020
- 3. Business Arising from Minutes
  - a) Transition Implementation Plan Update (26 November 2020)

### **Other Business**

- 4. [2021-2022 AFNWA Operations Budget]

**Motion:** That the AFNWA Board approve the 2021-2022 AFNWA Operations Budget in the substantive form attached

- 5. [HR Policy]

**Motion:** That the AFNWA Board approve the HR Policy in the substantive form attached

### **Information Reports**

- 1-I Transition Implementation Update (26 November 2020)

---

James MacKinnon  
Board Secretary



**Atlantic First Nations Water Authority  
MINUTES**

**02 December 2020**

**PRESENT:**

Chief Wilbert Marshall, Chair  
Chief Ross Perley, Vice Chair  
Chief Andrea Paul, Director  
Chief Terry Paul, Director  
Chief Darlene Bernard, Director

**REGRETS:**

Chief Arren Sock, Director

**STAFF:**

Carl Yates, interim CEO, AFNWA  
James MacKinnon, interim COO, AFNWA  
Adam Gould, Manager of Communications & Outreach  
John Lam, Manager of Engineering

**TABLE OF CONTENTS**

CALL TO ORDER ..... 3

1.a) RATIFICATION OF IN-CAMERA MOTIONS ..... 3

1.b) APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF  
ADDITIONS AND DELETIONS ..... 3

2. APPROVAL OF MINUTES 06 November 2020 ..... 3

3. BUSINESS ARISING FROM MINUTES ..... 3

    a) Transition Implementation Plan Update ..... 3-4

4. [ 2021-2022 AFNWA Operations Budget] ..... 4

5. [HR Policy] ..... 5-7

6. DATE OF NEXT MEETING ..... 7

**CALL TO ORDER**

The Chair, called the regular meeting to order at 9:35AM via the Zoom virtual platform. The Board moved In Camera at 9:38 AM and the regular meeting reconvened at 9:51 AM

**1.a) RATIFICATION OF IN-CAMERA MOTIONS**

**MOVED BY Chief Terry Paul, seconded by Chief Ross Perley, that the AFNWA Board ratify the In- Camera motions from 06 November 2020 meeting as well as 02 December 2020 meeting**

**MOTION PUT AND PASSED.**

**1.b) APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS**

Agenda discussed as Members signed on to meeting. In the interest of time, the agenda was accepted as circulated without a motion.

**2. APPROVAL OF MINUTES – 26 August 2020 & 06 November 2020**

**MOVED BY Chief Terry Paul seconded by Chief Andrea Paul, that the AFNWA Board approve the minutes of the regular meeting of 26 August 2020**

**MOTION PUT AND PASSED.**

**MOVED BY Chief Andrea Paul seconded by Chief Ross Perley, that the AFNWA Board approve the minutes of the regular meeting of 06 November 2020**

**MOTION PUT AND PASSED.**

**3. BUSINESS ARISING FROM MINUTES****a) Transition Implementation Plan Update (verbal)**

James MacKinnon, interim COO, presented on the 26 November 2020 Transition Implementation Plan Update Board Report.

Carl Yates advised the newest Board Director, Chief Darlene Bernard, that the Transition

Implementation Plan Document is the framework that AFNWA is going to follow over a two-year period to get us to a fully autonomous operation in the spring of 2022. Chief Darlene advised that the documents are bouncing back and requested a hard copy document package be sent to her.

There were no questions or further comments brought forward.

#### **4. [2021-2022 AFNWA Operations Budget]**

James MacKinnon, interim COO, presented the 2021/2022 fiscal year AFNWA Operations Budget, advising that in our conversations with ISC, they requested that we get our budget in as soon as possible to ensure we secure funding for the next fiscal year.

For the purposes of presenting next fiscal year's operational budget, we showed 2020/21 operational budget side by side to 2021/22 operational budget to recognize the difference in scale as well as some new activities we are taking on.

**(Q)** Chief Darlene Bernard asked what is the APC Corporate Services line item entail? Is APC housing the AFNWA?

**(A)** James MacKinnon advised that the APC is providing space for the AFNWA for now and are providing significant back-office support (accounting, payroll, internet and office equipment, etc.). We anticipate we will still require some APC support next fiscal, particularly on the Finance side as it will take some time to build our financial procedures at the AFNWA as a utility is different from a typical not-for-profit (our recording of depreciation of capital assets for example)

**MOVED BY Chief Andrea Paul, seconded by Chief Ross Perley, that the AFNWA Board approve the 2021/22 Operations Budget as presented.**

**MOTION PUT AND PASSED.**

#### 4. **[HR Policy]**

James MacKinnon advised that during a regular review of the policy, there were several edits that require AFNWA Board of Directors attention and approval. These edits are detailed in the staff report. The HR Policy document was made available in tracked changes version with the following highlighted for the Board's approval.

##### 1) **Vacation Leave for Probationary Employees**

AFNWA staff noticed that probationary employees are not entitled to paid vacation leave. Considering the AFNWA probationary period is 6 months, it is proposed that probationary employees have access to that time.

The proposed changes are as follows:

###### **10.02**

The probationary period may be extended, found to be successfully completed or the decision may be made that the employee will be dismissed. During the probationary period, new AFNWA employees will not be entitled to take paid leave days other than time in lieu for overtime worked or applicable statutory holidays and sick leave. Current AFNWA employees who take new AFNWA positions are entitled to utilize paid leave days during their probationary period including accrued vacation from prior AFNWA positions.

**- changes to -**

###### **10.02**

The probationary period may be extended, found to be successfully completed or the decision may be made that the employee will be dismissed. During the probationary period, new AFNWA employees will be entitled to take paid leave days for vacation, applicable statutory holidays, and sick leave. Current AFNWA employees who take new AFNWA positions are entitled to utilize paid leave days during their probationary period including accrued vacation from prior AFNWA positions.

##### 2) **Conflict Regarding Pension and Benefits Access During a Leave of Absence**

Section 31.06 is in direct conflict with section 17.02. as noted below. We are recommending that section 31.06 be deleted.

**17.02**

Employees on approved leave of absence will be eligible to maintain Life, Pension and Health Benefits plan coverage pursuant to the contract with the current insurance carrier. The AFNWA shall continue to pay the employer's share of same. Employees on leave, except those on maternity/paternity leave, who maintain these benefits must pay their share monthly, otherwise, the benefits will automatically terminate and be reinstated upon their return to work. Employees for whom benefits are terminated during a leave will be entitled to a reinstatement of benefits upon their return to work.

**- the following section is in direct conflict -****31.06**

Where the employee will not be receiving an income from AFNWA while on a leave of absence, except in cases of maternity/paternity leave or disability leave, the AFNWA cannot make pension contributions to the employee's plan.

There were also changes to Article 20: Maternity Leave. We are changing the article title and all subsequent references to it, to "Parental Leave" to be gender inclusive. There are several other nonmaterial edits found in the document attached, titled: AFNWA Human Resource Policy - tracked changes

Lastly, changes were made to the Regular, Part-time and Casual Employee Sections to include the statement:

"If qualifications are equal, preference will be given to Indigenous candidates."

(Q) Chief Terry Paul asked for a clarification in regard to the Pension Contribution and other benefits; when the individual is on leave as per Section 17.02. Are we saying that the AFNWA will pay the corporate share of the pension contribution while the employee is on leave/ away from the corporation? And is the employee responsible to contribute their portion as well while on leave?

(A) If the employee is eligible to receive the pension/benefit, yes, the AFNWA would contribute their portion and the employee would be responsible to contribute their portion while on leave as well *"The AFNWA shall continue to pay the employer's share of same. Employees on leave, except those on maternity/paternity leave, who maintain these benefits must pay their share monthly, otherwise, the benefits will automatically terminate and be reinstated upon their return to work"*

We are leaving that option open if the employee wishes to continue contributing while on leave.

(Q) What is the employer/ employee share for the contribution?

(A) It is dependent on level of salary; it starts at 5.6% initially, until the employee reaches the maximum pensionable earnings for CPP at which point, they would move up to 7.6%. It is a 50/50 sharing.

**MOVED BY Chief Terry Paul, seconded by Chief Darlene Bernard, that the AFNWA Board approve the amended Human Resource Policy as presented.**

**MOTION PUT AND PASSED.**

### **Future Board Meetings**

Carl Yates advised that the Board Executive (Chief Wilbert Marshall and Chief Ross Perley) has proposed a recommendation that starting in the next calendar year, the Board meet every two (2 months) which is a change from our typical monthly basis. This is also in recognition that there will be Board Committee meetings schedules established in the very near future as well. The next Board meeting would be 13 January 2021, then end of February 2021, end of April 2021, end of June 2021, and so on. This does not mean that a Board meeting could not be called in between these times if necessary. The Chair has the discretion to call a special meeting if he feels there is a need to attend to some business at that time.

### **Housekeeping Item**

With the hiring of Adam Gould as our Manager of Communications and Outreach, are also moving to put communications pieces into place, including standing up our website. We are going to try to get more regular communications out to our member communities. We would also like to profile our Board Directors / members on the website and as part of our quarterly newsletters. Carl Yates requested that the Board members provide a short, half of a page, bio and a photo and send to Adam Gould's attention with a cc to James MacKinnon.

Chief Darlene Bernard advise to reach out to L'nuey for her most recent bio.

James MacKinnon requested direct deposit information from the Board Directors for Board compensation purposes (date of Birth, SIN, Direct Deposit info and Address). James will send out a request sheet later today.

## **6. DATE OF NEXT MEETING**

The next meeting is scheduled for 13 January 2021 @ 9:30 AM

The meeting was adjourned at 10:45 AM



Original Signed By \_\_\_\_\_  
*James MacKinnon*  
*Board Secretary*

Original Signed By \_\_\_\_\_  
*Chief Wilbert Marshall*  
*Chair*

The following Information Items were submitted:

1-I Transition Implementation Update (26 November 2020)