



MINUTES

Special Council Meeting

5:00 PM - Tuesday, December 15, 2020
Conference Call

The Special Council Meeting of the Town of Coaldale was called to order on Tuesday, December 15, 2020, at 5:00 PM, via Conference Call, with the following members present:

PRESENT: Kim Craig, Mayor
Bill Chapman, Councillor
Briane Simpson, Councillor
Butch Pauls, Councillor
Doreen Lloyd, Councillor
Jacen Abrey, Councillor
Roger Hohm, Councillor

EXCUSED: None

STAFF PRESENT: Kalen Hastings, Chief Administrative Officer

0.0 PUBLIC HEARING

1.0 CALL TO ORDER

Mayor Craig called the conference call meeting to order at 6:00pm.

1.1 Mayor Craig inquired if there was any conflict-of-Interest Declaration: Pecuniary and Non-pecuniary. None declared.

2.0 ADDITIONS TO/ADOPTION OF THE AGENDA

455-2020

Moved by Councillor Doreen Lloyd

THAT Council adopt the December 15, 2020, Special Council Meeting agenda as presented.

Carried 7-0

- 3.0 ADOPTION OF MINUTES
- 4.0 BUSINESS ARISING FROM THE MINUTES
- 5.0 DELEGATION
- 6.0 BYLAWS
- 7.0 NEW BUSINESS
- 8.0 DEPARTMENTAL REPORTS
- 9.0 COUNCIL REPORTS
- 10.0 CORRESPONDENCE
- 11.0 INFORMATION ITEMS
- 12.0 CLOSED MEETING

456-2020

Moved by Councillor Briane Simpson

THAT Council move to go into CLOSED SESSION at 6:02pm.

Carried 7-0

457-2020

Moved by Councillor Roger Hohm

THAT Council move to come out of CLOSED SESSION at 7:40pm.

Carried 7-0

- 12.1 HR Culture Audit - Final Report

CAO Hastings joined the meeting at 6:50pm.

458-2020

Moved by Councillor Briane Simpson

WHEREAS Coaldale Town Council takes allegations of discrimination and harassment seriously;

AND WHEREAS Council retained Cheryl Yingst Bartel, LLB, LLM, from the roster of approved mediators from the Province of Alberta, mediation services branch, for the purpose of conducting an internal assessment of the Town's workplace environment and to rule out or identify any instances or evidence of discrimination, harassment and bullying in the workplace;

AND WHEREAS Council is in receipt of, and has had the opportunity to review, the independent reports provided to them by Ms. Yingst Bartel, including the Workplace Culture Audit and the workplace complaint filed by a former employee;

AND WHEREAS Council acknowledges the duty and responsibility of all employers to provide a safe work environment for employees, as well as administration's ongoing efforts and strategic mandate of being an employer of choice;

NOW THEREFORE, BE IT RESOLVED THAT COUNCIL:

- Publish the full "Workplace Audit Report," free from any redactions along with Auditor's cover letter regarding process of the audit and her CV on the Town website and to have Ms. Yingst Bartel send copies of same to all participants;*
- Adopt the recommendations in the Workplace Audit Report and support Town administration's efforts to implement them; and*
- Instruct the Town's legal counsel to send a letter to the former employee who initiated a complaint involving allegations concerning workplace discrimination, harassment and bullying at the workplace.*

FURTHER, THAT Council develop a statement with the assistance of a facilitator; and

FURTHER, THAT Council submit the full auditors report to the Minister of Municipal Affairs with a copy to the MLA for Taber-Warner on December 16, 2020.

Carried 7-0

13.0 ADJOURNMENT

459-2020

Moved by Councillor Butch Pauls

THAT Council move to adjourn the meeting at 7:48pm.

Carried 7-0

Kim Craig, Mayor

Kalen Hastings, CAO