



THE CORPORATION OF THE UNITED TOWNSHIPS OF HEAD, CLARA & MARIA

EMPLOYEE DISCLOSURE STATEMENT

I, Melinda Reith have been named in Code of Conduct Complaints
filed by Councillor Villeneuve.

In order to protect employees from defamatory comments and unfounded complaints, the Municipal Code of Conduct for Employees at clause 76 states:

"As all complaints against staff are in fact personal matters about an identifiable individual they will be kept confidential to the best of the ability of the Clerk, staff and investigators."

Clause 81 states:

"Any report shall remain confidential as it would be considered personal information about an identifiable individual. The report shall be received by Council who will ultimately discuss the contents in closed session. A vote on the recommendations of the Municipal Solicitor will then be made in open session."

The *Municipal Act*, which has precedent over municipal policy, states that closed session meetings, including those related to personal information about an identifiable individual, are discretionary to Council.

Based on my firm belief that I have not contravened any sections of the Municipal Code of Conduct or any other policy, by-law or legislation in my activities and actions during the normal course of my employment, I hereby authorize the Council of the United Townships of Head, Clara & Maria to discuss "personal information" about me as it specifically relates to the Code complaints filed in the fall of 2017 and contained in the resulting report of investigation and recommendation from the municipal solicitor dated December 11, 2017 and presented to Council for discussion and decision.

For this instance alone, I release Council from its obligation to hold confidential discussion of personal information about me, an identifiable individual for this meeting and this purpose alone.

M Reith
Employee Signature

Dec 18/17
Date

C. Meehan
Witness Signature

December 18 2017
Date



THE CORPORATION OF THE UNITED TOWNSHIPS OF HEAD, CLARA & MARIA

EMPLOYEE DISCLOSURE STATEMENT

I, Crystal Fischer have been named in Code of Conduct Complaints
filed by Councillor Villeneuve.

In order to protect employees from defamatory comments and unfounded complaints, the Municipal Code of Conduct for Employees at clause 76 states:

"As all complaints against staff are in fact personal matters about an identifiable individual they will be kept confidential to the best of the ability of the Clerk, staff and investigators."

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For this instance alone, I release Council from its obligation to hold confidential discussion of personal information about me, an identifiable individual for this meeting and this purpose alone.

Crystal Fischer
Employee Signature

December 18 2017
Date

Melanie Sheil
Witness Signature

2017 December 18
Date



THE CORPORATION OF THE UNITED TOWNSHIPS OF HEAD, CLARA & MARIA

EMPLOYEE DISCLOSURE STATEMENT

I, Noella LeBreton have been named in Code of Conduct Complaints filed by COUNCILLOR VILLENEUVE

In order to protect employees from defamatory comments and unfounded complaints, the Municipal Code of Conduct for Employees at clause 76 states:

"As all complaints against staff are in fact personal matters about an identifiable individual they will be kept confidential to the best of the ability of the Clerk, staff and investigators."

Clause 81 states:

"Any report shall remain confidential as it would be considered personal information about an identifiable individual. The report shall be received by Council who will ultimately discuss the contents in closed session. A vote on the recommendations of the Municipal Solicitor will then be made in open session."

The *Municipal Act*, which has precedent over municipal policy, states that closed session meetings, including those related to personal information about an identifiable individual, are discretionary to Council.

Based on my firm belief that I have not contravened any sections of the Municipal Code of Conduct or any other policy, by-law or legislation in my activities and actions during the normal course of my employment, I hereby authorize the Council of the United Townships of Head, Clara & Maria to discuss "personal information" about me as it specifically relates to the Code complaints filed in the fall of 2017 and contained in the resulting report of investigation and recommendation from the municipal solicitor dated December 11, 2017 and presented to Council for discussion and decision.

For this instance alone, I release Council from its obligation to hold confidential discussion of personal information about me, an identifiable individual for this meeting and this purpose alone.

Noella LeBreton
Employee Signature

Dec. 19, 2017
Date

Albert Gauthier
Witness Signature

DEC. 19. 2017
Date