

**Region of Queens Municipality Regular Council
Tuesday, January 11, 2022, 9:00 a.m. via Zoom**

Minutes

Present: Mayor Darlene Norman, Chair
Deputy Mayor Kevin Muise
Councillor David Brown
Councillor Maddie Charlton
Councillor Ralph Gidney
Councillor Vicki Amirault
Councillor Jack Fancy
Councillor Carl Hawkes
Chris McNeill, CAO
Christine Watson, Admin. Assistant – Planning & Development

1.0 Call to Order

Mayor Norman called the meeting to order at 9:00 a.m.

2.0 Changes / Approval of Agenda

Add: Item 8.4 – Project 1792

Add: In Camera Item 9.4 – Contract Negotiations

It was moved by Councillor Gidney and seconded by Councillor Brown that the Agenda be approved as amended.

MOTION CARRIED unanimously.

3.0 Presentation

3.1 North Queens Active Living Committee – Alyssa Short, Tara Atkins and Sarah Murphy

Mayor Norman welcomed Tara Atkins, Active Living Coordinator, Alyssa Short, Chair, North Queens Active Living Committee, and Sarah Murphy to Council (copy of presentation attached to original set of Minutes). Some highlights included:

The Pilot – The pilot project began last spring with a functioning Steering Committee with Terms of Reference and Community representation, a part-time Active Living Coordinator, office space, community outreach and the promotion of active living.

Active Living Coordinator – The role of the Active Living Coordinator is to coordinate opportunities for active living, community capacity building and identifying and supporting leadership development and engage and develop partnerships, which is key, with community stakeholders.

Tara Atkins has lived in North Queens for most of her life and will help to achieve active living goals. She will focus on marginalized populations and develop strategies to initiate activities such as guided winter snowshoe tours, outdoor walking/running groups, summer canoe activities, work with RQM to increase aquatic centre use, etc.

The Progress/Future Opportunities – To date, there has been community involvement and virtual programs; 14 programs such as pickleball, basketball, yoga, softball, and the Duke of Edinburgh is in process, etc. Other programs are also being planned.

Budget – Year one budget is \$27,000; with projected funding sources from RQM (\$16,500) and pending funding from CCHTH and SSRCE, and in-kind contributions. A letter of request will be submitted to RQM.

Councillor Brown enquired if the Committee considered partnering with Greenfield Recreation. Ms. Short stated that yes they have been working with them and have been promoting more in the Caledonia area, working around Covid restrictions.

Mayor Norman thanked the group for their presentation. She informed the Committee that budget discussions will be taking place soon and a response to their request will follow.

4.0 Tabling of Petitions

There were no petitions to come before this meeting.

5.0 Public Question / Comment Session

Leon Robertson, 45 College Street, Liverpool – Mr. Robertson enquired under Item 7.2 Asset Management Coordinator, if this was a new position and if they would be reporting to the Engineering Department. Mayor Norman stated this position is new and is mandated by the province to have RQM's inventory completed.

Mr. Robertson offered his opinion that under Item 8.3 Provision of Staff for Income Tax Booking that this is necessary and hopes for a positive outcome.

Denise Covey, 43 Hardwood Ridge Road, Greenfield – Ms. Covey stated she has been employed as a fitness attendant since 2014 at Queens Place Emera Center and is now facing termination under Policy 93 – Vaccination Mandates. The government and private businesses cannot legally impose mandatory vaccinations. Immunization is not mandatory in Canada. It cannot be made mandatory because of the Canadian Constitution, Charter of Rights and Freedoms, Bill of Rights and Canadian Human Rights Act.

You, as individuals voted for the Policy 93 Vaccination Mandates and are making it a condition of employment with the Region of Queens Municipality for myself and others employed there. There is no legislation that allows an employer or appointed official to terminate an employee for not getting a Covid-19 shot. If the employer or appointed official does so, they are inviting a wrongful dismissal claim, as well as a claim for Human Rights violation.

Today, I will be sending by registered mail a notice of liability, which has been done through a Constitution lawyer, as well as a copy of Canadian Rights & Freedoms. They will be served to Chris McNeill, CAO, Region of Queens Municipality, Mayor Darlene Norman, all districts, District 1 Deputy Mayor Kevin Muise, District 2 Councillor Ralph Gidney, District 3 Councillor Maddie Charlton, District 4 Councillor Vicki Amirault, District 5 Councillor Jack Fancy, District 6 Councillor David Brown, District 7 Councillor Carl J. Hawkes, all under the Region of Queens Municipality.

These are documents that need to be taken seriously and I would appreciate you taking the time to read them over thoughtfully. You can respond directly to me through my email address dlcovey1969@gmail.com and these will be the records of correspondence. After the review of the notices of liabilities, you as appointed officials and the CAO will have the opportunity to revoke Policy No. 93 Vaccination Mandates.

6.0 Approval of Minutes

6.1 Regular Council – December 14, 2021

**It was moved by Councillor Amirault and seconded by Councillor
Gidney:**

**THAT the minutes of the Regular Council meeting held
December 14, 2021 be approved as circulated.**

MOTION CARRIED unanimously.

7.0 Recommendations

7.1 Tax Sale Public Auction change to Tender

**It was moved by Councillor Amirault and seconded by Councillor
Gidney:**

**THAT Council of Region of Queens Municipality consent that
the Treasurer may call tenders for the properties previously
scheduled for public auction.**

Joanne Veinotte, Director of Corporate Services, stated the report indicated there were 14 properties, but there are now 12 properties. Originally there was \$52,500 worth of outstanding amounts due for 20 properties. \$23,000 – 24,000 remains outstanding. 55% has already been recovered.

The public auction scheduled for January 10, 2022 was cancelled for the safety of our staff and residents due to Covid concerns in our community.

MOTION CARRIED unanimously.

7.2 Asset Management Coordinator Job Description

It was moved by Councillor Hawkes and seconded by Councillor Brown:

THAT Council of Region of Queens Municipality approve the Asset Management Coordinator Job Description.

Chris McNeill, CAO, stated RQM receives federal gas tax money each year, approximately \$700,000. We are required to come up with an asset management plan by March 31, 2023. If we do not complete the plan, we risk not getting future gas tax funding. It's a massive undertaking which will require a full time employee and will take years to complete and needs to be started as soon as possible.

Councillor Fancy enquired how long this position would be required and if it will be reviewed on a yearly basis. Adam Grant, Director of Engineering and Public Works, stated the person in this position will be responsible for identifying all the assets RQM has and will most likely be completed in two years.

Ms. Veinotte stated RQM is obligated to submit a report to Stats Canada every two years and this position will get us to where we need to be.

MOTION CARRIED unanimously.

8.0 Discussions

8.1 Council Implementation Report

There were no discussion items to come before this meeting.

8.2 Ad Hoc Personnel Policy Review Committee

Mayor Norman stated the Diversity and Inclusion Coordinator is required to review all current policies of RQM, looking to see if they are inclusive, keeping with present laws and the present situation. Some of the policies refer to newspapers that no longer exist, refer to actions we can no longer take.

Staff wish that a small Ad Hoc Committee be formed consisting of two Councillors and staff to review the draft policies which will take place in early February and will require 2 – 3 hour half days. Once all are reviewed, they will be brought back to Council.

Councillor Gidney and Councillor Amirault indicated that they would be interested in sitting on this committee.

Councillor Brown indicated that the Audit & Internal Control Committee were also reviewing policies. Ms. Veinotte stated that the policies being reviewed by the Audit Committee focus more on financial issues and indicated she would like to be part of the review Committee in her role of Human Resources.

It was moved by Councillor Charlton and seconded by Councillor Gidney:

THAT this issue be referred to the next Council meeting for a recommendation.

MOTION carried unanimously.

8.3 Provision of Staff for Income Tax Booking

Councillor Amirault stated that it has been brought to her attention that RQM would not be undertaking the bookings for this service this year. RQM has been providing this service for the last 10 years with 800 residents taking advantage of it last year. There are normally 4 – 6 people who volunteer their services for free, which would normally be a \$100 fee that is normally held at the Legion at no rental charge.

She further stated she feels that RQM should still be providing this service, especially during Covid and suggested perhaps the front desk at QPEC could help out with the volume of calls.

Councillor Charlton agreed and suggested partnering with an organization such as Chamber of Commerce or a group of volunteers to book the appointments, or perhaps issuing a post looking for volunteers to assist.

Councillor Brown suggested that the volunteers providing this service could book their own time.

Deputy Mayor Muise took the Chair at 9:47 a.m.

Mayor Norman stated when speaking to staff it was noted that last year 2500 calls were received in making or changing appointments. The program runs over a 10 week period and are usually held at the Legion which provides excellent spacing and waiting area. With this time period, there wouldn't be long wait lines.

She further stated that although we have done this service in the past, it does not mean we have to continue to do things the same way.

Councillor Amirault stated that this service is provided one day a week and although the Legion provides ample space, privacy may be of concern to some. Perhaps RQM could continue to do it this year and feels that this is our responsibility, especially with Covid concerns.

Councillor Gidney stated he felt a partnership is a great idea and noted that he would like some time to make enquiries.

It was moved by Councillor Gidney and seconded by Councillor Charlton:

THAT this issue be referred to the next Council meeting for discussion.

MOTION carried unanimously.

Mayor Norman resumed the Chair at 9:55 a.m.

8.4 Project 1792

Mayor Norman stated she was contacted by a group asking to make a proclamation, which we do not make, but would provide the information.

Project 1792 - "On January 15, 1792 fifteen ships; the Lucretia, the Somerset, the Beaver, the Parr, the Venus, the Mary, the Catherine, the Prince William, the Sierra Leone, the Morning Star, the Eleanor, the Felicity, the Prince Fleury, the Brothers, and the Betsey left the Maritimes with 1196 Black Loyalists aboard. These people were returning to the continent of Africa after the governments and communities of the time did not provide safe haven to them as promised. 230 years later it is crucial to recognize the racism which existed then and exists today. January 15th is a significant piece of Atlantic Canadian History. Look upon Saturday as a reminder of how we must embrace all that live among us equally and respectfully. RQM places high importance on diversity and inclusion as evidenced by the creation of our Diversity and Inclusion Action Team and Diversity and Inclusion Coordinator staff person. We thank Project 1792 for educating and bringing awareness of this sad part of our history whereby government and communities were so unwelcoming that 1196 Black Loyalists chose to make a mass exodus to Africa during the winter months rather than remain in the Maritimes.

9.0 In-Camera Items

It was moved by Councillor Charlton and seconded by Councillor Brown that the proceedings go In-Camera at 10:00 a.m. to discuss the following:

- 9.1 Personnel
- 9.2 Contract Negotiations
- 9.3 Contract Negotiations
- 9.4 Contract Negotiations

MOTION CARRIED unanimously.

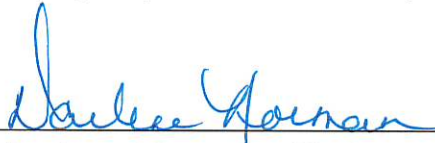
Mayor Norman announced a 10 minute break at 10:00 a.m.

It was moved by Councillor Gidney and seconded by Councillor Brown that the proceedings exit In-Camera at 12:05 p.m.

MOTION CARRIED unanimously.

10.0 Adjournment

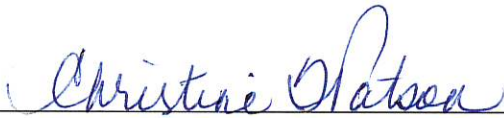
The meeting adjourned at 12:05 p.m.



Mayor Darlene Norman, Chair

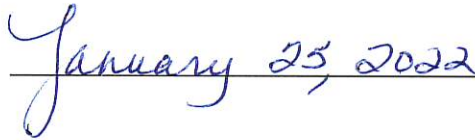



Chris McNeill, CAO



Christine Watson, Administrative Assistant – Planning & Development

Date Approved:





North Queens Active Living

COMMUNITY ENGAGEMENT PROPOSAL

Presentation to
Region of Queens Municipality Council
January 11, 2022





THE PILOT

- A functioning Steering Committee with Terms of Reference and Community Representation
- A part-time Active Living Coordinator
- An office space
- Progress in programming
- Community outreach and communications
- Promotion of active living

Community Involvement

Virtual Programs

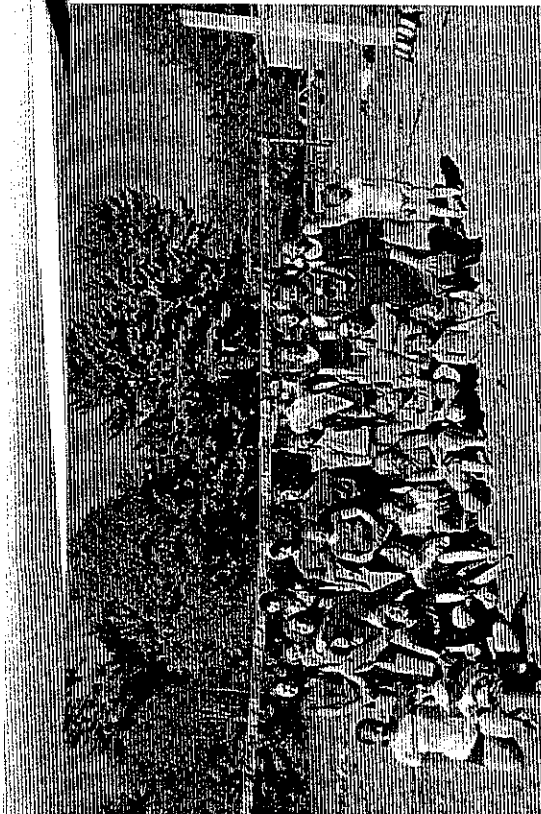
THE PROGRESS

PROGRAMS	PROGRAMS
Pickleball	Community Walks/Hiking
Basketball	Movement Classes, Qi Gong
Ball Hockey	Paddle boarding
Duke of Edinburgh (in progress)	Storybook Trail
Yoga	Softball
Trailblazers (in progress)	Volleyball (indoor and outdoor)
Community challenges	Mindfulness program

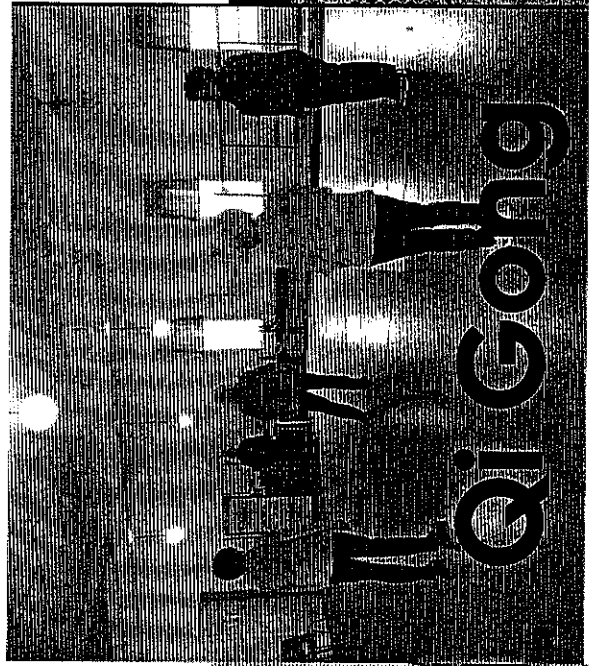
Youth Leadership

Intergenerational

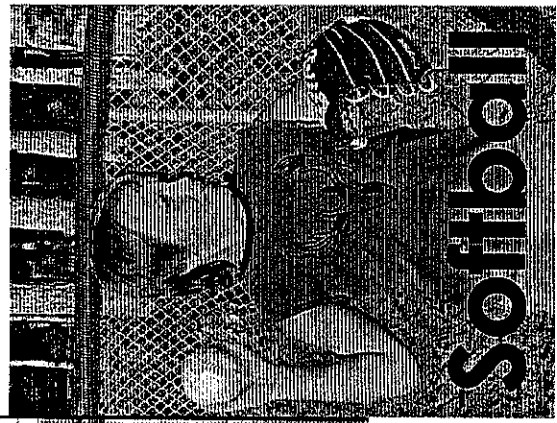
THE PROGRESS



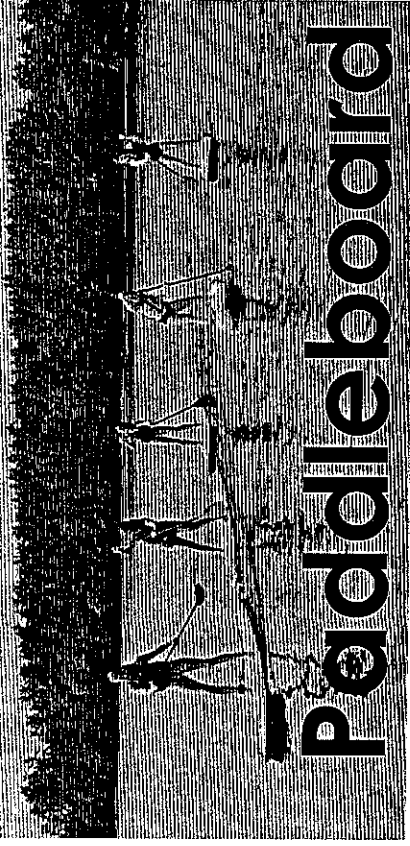
Volleyball



Qi Gong

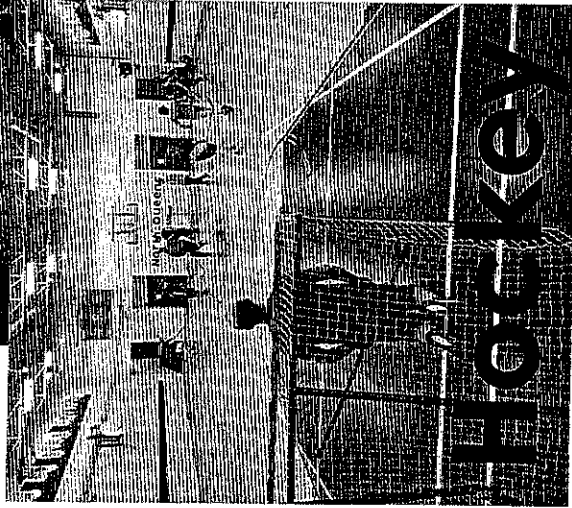


Softball



Paddleboard

THE PROGRESS



Hockey



Pickleball





FUTURE OPPORTUNITIES....

- COVID has been a barrier – but projects are waiting!
 - Wellness Workshops
 - Fitness classes (firefighter fitness, introduction to weightlifting)
 - Student athlete conditioning
 - Nursing home movement classes, intergenerational activities

NEW FACILITIES AND OUTDOOR SPACES:

- School facilities (weight room, walking space, kitchen)
- Keji park
- Community outdoor spaces, fairground, school field, track, and ice rink
- North Queens Fire Association Hall
- North Queens Aquatic Centre
- Wildcat Community facilities



ACTIVE LIVING COORDINATOR

ROLE

- Coordinates opportunities for active living
- Community capacity building, identifying and supporting leadership development
- Engage and develop partnerships with community stakeholders

A NEW FACE WITH NEW IDEAS

- Tara Atkins (Smith).
- lived in North Queens for nearly her whole life;
- help us achieve some of the active living goals that we've long held, and those we didn't even know we had.





TARA'S PLANS

Focus groups:

- Marginalized populations
- Develop strategies to initiate possible activities as desired by said groups

Coordinate and fund community volunteer fitness instruction certification through Fitness Nova Scotia

Virtual cardboard sled contest

Guided winter snowshoe tours

Weekly winter pick-up ice hockey

Community challenges

Outdoor walking/running groups

Obtain and install community horseshoe pits

Summer canoe activities (NSGA)

Work with RQM to increase aquatic centre use (AquaFit, water polo, etc.)

Summer adult softball league

Develop youth club volleyball (2022-2023 winter season) under VNS

BUDGET

Budget (one year): \$27,100

- \$21,400 Leadership
- \$1,200 Admin
- \$4,000 Equipment and materials
- \$500 Other

Projected Funding Sources

- \$16,500 RQM
- \$5,000 CCHTH (pending)
- \$5,600 SSRCE (pending)

In-kind contributions from:

- NQCS
- SSRCE
- NQFA
- Board of Trade
- Community volunteers



THANK YOU

We are grateful for the support that the Region of Queens provided for the first year of this pilot project, and we look forward to continued partnership.

Contact:

northqueensactiveliving@gmail.com

Facebook: [@northqueensactiveliving](https://www.facebook.com/northqueensactiveliving)