

EXECUTIVE COMMITTEE MEETING

DATE: Wednesday, November 9th, 2016
PLACE: Four Points by Sheraton
 Frank's Bar & Grill – Golf Room
 100, Rice Street
 Edmundston, NB
TIME: 4:00 p.m.

MINUTES OF MEETING

1. Call meeting to order

Chair, Mr. Pierre Michaud called the meeting to order at 4:10 p.m. and welcomed the attending members.

Members attending	
Mr. Pierre Michaud, Chair	Mayor de Clair
Mr. Roger Levesque, Vice-Chair	Mayor of Sainte Anne de Madawaska
Mr. Luc St-Jarre	Representing the LSD
Staff attending	
François Picard	Executive Director

2. Human Resources

The ED mentioned that Mr. Michel Rodrigue-Poulin, trained urban planner, had been hired for the planning sector because Mr. Étienne Paquet-Moisson had left in June 2016. Mr. Poulin started working for NWRSC on October 17, 2016. He will be on probation for six months.

The ED said that because of Mr. Jean Bourque's extended absence since December 2015 and the fact that he has been on long-term disability since November 2016, a technical supervisor position was opened up in solid waste management and energy to lighten the workload of the acting director, Mr. Paul Albert. This is a one-year contract position with the possibility of renewal.

Interviews to fill the position will take place in mid-December.

Interviews for the position of Director of Finances for January 2017 will be on November 16, 2016. At the ED's request, Mr. Luc St-Jarre agreed to participate in selecting the candidate.

3. Policy – Long-term Disability

After many discussions with Tin Assurance Inc., a policy on health and dental benefits for employees on disability was developed and reflects current market trends. The members of the Executive Committee recommended adoption of the policy with some modifications (see press release).

Employees on leave will have to pay 50% of their premium while on leave. This policy will be effective on December 1, 2016.

4. **Operational Restructuring – Urban Planning - NWRSC**

The ED summarized the operational restructuring required because the director of planning had retired, there were new employees, sick leave, etc.

To ease the transition, Mr. D'Amours indicated that when appropriate, in the case of disputes, litigation, dossiers requiring application and/or review of the *Urban Planning Act* or modifications to certain plans, he can be available to make sure that everything is in compliance with the regulations.

A draft agreement on a contract or as-needed basis is being developed and will be finalized in early December 2016. Other options will also be assessed.

The members of the Executive Committee agree to the operational restructuring in order to facilitate the transition and to studying possibilities for an agreement with Mr. D'Amours.

5. **Other**

- a) The ED told members of the Executive Committee that he expects, after consulting a law firm, to seek a judgment against a supplier because of several defaults in payment. He wanted to keep the members abreast of the situation, which has been ongoing for several years. The supplier refuses to sign a payment agreement to rectify the situation in the medium term.

After a discussion, the members of the Executive Committee felt that it was appropriate for the ED to start discussions with a law firm and to take the necessary steps to protect NWRSC's assets.

- b) **Policy on Fleet Renewal**

This point was put off till the next meeting of the Executive Committee.

6. **Adjournment**

The meeting was adjourned at 7:30p.m. by the Chair.

.....
PIERRE MICHAUD
Chair

.....
FRANÇOIS PICARD
Executive Director