



**MÉTIS NATION – SASKATCHEWAN  
PROVINCIAL MÉTIS COUNCIL MEETING**  
*held February 27, 2025*

Minutes of the Métis Nation – Saskatchewan (MN-S) Provincial Métis Council (PMC) Meeting held February 27, 2025, at Delta Hotel Downtown Saskatoon, 405 20 Street East, Saskatoon, Saskatchewan.

**PROVINCIAL MÉTIS COUNCIL:**

***Present:***

Glen McCallum, President	Loretta King, Western Region 1
Michelle LeClair, Vice President	Autumn Laing-LaRose, Provincial Métis Youth Council
Lisa McCallum, Secretary	Darlene Langan, Les Filles de Madeleine
Mervin “Tex” Bouvier, Northern Region 3	Sherry McLennan, Western Region 2* (left at 11:00 a.m.)
Laura Burnouf, Northern Region 1*	Leonard Montgrand, Northern Region 2
Ryan Carriere, Eastern Region 1	Kathie Pruden Nansel, Western Region 2A* (left at 11:10 a.m.)
Brent Digness, Eastern Region 2	Tim Roussin, Eastern Region 2A*
Marg Friesen, Eastern Region 3	
Wendy Gervais, Western Region 3*	
Billy Kennedy, Western Region 1A	

**ALSO PRESENT:**

Elder Norman Fleury	Merrilee Rasmussen, Rasmussen, Rasmussen & Charowsky, LPC
Riva Farrell Racette, Legal Counsel, MLT Aikins LLP	Diane Parsons, Recording Secretary*
Dawn Pritchard, Dawn Pritchard Law and Consulting	

**MN-S OFFICE:** *(additional MN-S representatives attended as “Observers”)*

Matt Vermette, Chief Operating Officer, Chair	Heather Hallgrimson, Legislative Coordinator, Policy and Self Determination
Dorothy Myo, Deputy Chief, Self-Government	
Hilary Peterson, Acting Senior General Counsel / Deputy Chief	

*(\* indicates attendance by videoconference)*

**1. CALL TO ORDER**

Matt Vermette, Chief Operating Officer, called the meeting to order at approximately 10:15 a.m. and acknowledged the traditional lands on which the meeting was being held.

**2. OPENING PRAYERS**

Elder Norman Fleury provided Opening Prayers.

**3. APPOINTMENT OF CHAIR**

*Related information (displayed at the meeting): Draft Resolution titled, “Appointment of Chair for Provincial Métis Council Meeting on February 27, 2025”*

During discussion, comments were offered on:

- Clarification that:
  - o According to the *Handbook for the Executive, Ministers and Members of the PMC*, the MN-S President serves as the Chair of the PMC and has authority to delegate this role
  - o At the March 15, 2023, PMC meeting, the PMC confirmed the preference to appoint a meeting Chair who was not an elected official
- The feasibility of selecting a Chair for future PMC meetings, who was not a member of senior management.

**It was MOVED (Glen McCallum) and SECONDED (Michelle LeClair)**

**WHEREAS** at the duly held meeting on March 15, 2023, the Provincial Métis Council (PMC) confirmed that it was beneficial to the efficient running of PMC meetings to appoint a meeting Chair who was not selected from among the elected officials to allow for fuller participation for all members (Resolution #230315-07); and

**WHEREAS** the Speaker and Deputy Speaker of the Métis Nation Legislative Assembly have Chaired PMC meetings since 2023 but were unavailable to Chair the February 27, 2025, PMC meeting;

**THEREFORE BE IT RESOLVED** that the PMC appoints Matthew Vermette to serve as meeting Chair for the February 27, 2025, meeting only.

**CARRIED (250227-01)**

Minister McLennan voted in opposition

**4. ROLL CALL**

A roll call was conducted, and it was confirmed that a quorum was present.

**5. APPOINTMENT OF RECORDING SECRETARY**

**It was MOVED (Michelle LeClair) and SECONDED (Lisa McCallum)**

That the Métis Nation – Saskatchewan Provincial Métis Council (PMC) approves the appointment of Diane Parsons as Recording Secretary for the February 27, 2025, PMC Meeting.

**CARRIED (250227-02)**

**6. APPROVAL OF THE AGENDA**

*Related information: Draft Agenda for the February 27, 2025, MN-S PMC Meeting*

During discussion on examples of non-compliance with the *Handbook for the Executive, Ministers and Members of the PMC*, comments were offered on matters including:

- The late submission of documents for consideration at PMC meetings, and inconsistent agenda preparation procedures
- Not providing some motions in advance (e.g., to appoint the Chair or Recording Secretary)
- Inappropriate use of cell phones during PMC meetings.

It was noted that the *Handbook for the Executive, Ministers and Members of the PMC*, had not been updated in four years, and required revisions.

In response to questions, Hilary Peterson, Acting Senior General Counsel/Deputy Chief, acknowledged the importance of following established procedures, noting that the meeting could proceed if it was the will of the PMC. It was also noted that the *Handbook for the Executive, Ministers, and Members of the PMC* did not address special meetings or exceptional circumstances.

**It was MOVED (Michelle LeClair) and SECONDED (Lisa McCallum)**

That the Agenda for the February 27, 2025, Métis Nation – Saskatchewan (MN-S) Provincial Métis Council (PMC) Meeting be approved as follows:

1. Call to Order
2. Opening Prayer
3. Appointment of the Chair
4. Roll Call
5. Appointment of the Recording Secretary
6. Approval of the Agenda
7. Opening Remarks
8. Review of Members of the PMC Anti-Harassment Policy
9. Resolutions:
  - 9.1 Members of the PMC Anti-Harassment Policy
  - 9.2 Application of the MN-S Staff Respectful Workplace Policy
10. Conclusion and Closing Prayer.

**CARRIED (250227-03)**

**11:00 a.m.**

Minister McLennan departed the meeting.

**11:10 a.m.**

Minister Pruden-Nansel departed the meeting.

**7. OPENING REMARKS**

President McCallum acknowledged recent and upcoming events, and commented on:

- Ongoing efforts to refine MN-S government operations
- Continuing to strengthen relationships established in the past four years with provincial and federal governments, industry, First Nations, and the University of Saskatchewan
- Building trust with partners to further Métis land and harvesting claims
- Expanding opportunities and creating new pathways for Métis in Saskatchewan.

**8. REVIEW OF MEMBERS OF THE PROVINCIAL MÉTIS COUNCIL ANTI-HARASSMENT POLICY**

*Related information (displayed at the meeting): Presentation titled, “Preventing Workplace Harassment and Violence”*

Dorothy Myo, Deputy Chief, Self-Government, reported that as directed by the PMC, a draft harassment policy for PMC members was presented at the February 18, 2025 PMC meeting. The February 21, 2025 PMC Technical Session presented an opportunity to review the draft and provide feedback, which was incorporated into the revised draft. The policy intended to create a safe, inclusive work environment by clearly defining “harassment” and establishing a structured process for handling complaints and disciplinary action.

Riva Farrell Racette, Legal Counsel, MLT Aikins LLP, commented on components of a draft anti-harassment policy, designed to protect PMC members from harassment and create a productive space for the PMC to perform their elected duties. Additional comments were offered on:

- Some of the feedback from the February 21, 2025, PMC Technical Session, including:
  - o The policy must apply exclusively to complaints between PMC members, at all times, including during PMC meetings and Métis Nation Legislative Assemblies
  - o A separate harassment policy may be required for the Chief Executive Officer
  - o Designating General Counsel to educate incoming PMC members on the policy
- Aligning the policy's definition of "harassment" with employment standards and human rights legislation, as this definition should serve as the policy's foundation.

## **9. RESOLUTIONS**

### **9.1 Members of the Provincial Métis Council Anti-Harassment Policy**

*Related information (provided with the agenda): Draft Resolution, "Members of the Provincial Métis Council Anti-Harassment Policy"*

A draft resolution was introduced to approve the PMC Anti-Harassment Policy.

During discussion, comments were offered on:

- Low attendance and minimal feedback at the February 21, 2025 PMC Technical Session
- Engaging an external mediator to assist the PMC with conflict resolution
- Scheduling another PMC workshop to further review the draft policy, including on:
  - o The application of the policy to the MN-S President
  - o Processes for managing complaints from citizens and staff
  - o Roles and responsibilities of the proposed Complaints Committee, and its relationship to the Human Resources Committee
  - o Its alignment with the *Handbook for the Executive, Ministers and Members of the PMC*
  - o Available sanctions for the PMC
  - o Defining references to: "corrective action", "interim measures", "frivolous and vexatious" and "General Counsel"
  - o Processes for appeals, and for appointing an impartial mediator
  - o Clarifying when the MNLA could review the policy, and whether it would be retroactive
  - o Ensuring a fair process and maintaining confidentiality.

At the request of the Mover, the draft resolution, presented to approve the proposed PMC Anti-Harassment Policy, was withdrawn.

Minister Bouvier announced his resignation from the Human Resources Committee, citing a lack of communication regarding meetings.

### **9.2 Application of the MN-S Staff Respectful Workplace Policy to the Chief Executive Officer**

*Related information (provided with the agenda): Draft Resolution, "Application of the MN-S Staff Respectful Workplace Policy to the Chief Executive Officer"*

Consideration of this resolution was postponed to the March 18, 2025 PMC Meeting.

## **10. CONCLUSION AND CLOSING PRAYER**

The Métis Nation – Saskatchewan Provincial Métis Council Meeting held February 27, 2025, concluded at 12:00 p.m. with a Closing Prayer offered by Elder Norman Fleury.

## **LIST OF ATTACHMENTS**

*The following items are attached to these minutes:*

- List of Information Items
- List of Acronyms

## **LIST OF INFORMATION ITEMS**

*The following items were referenced or presented for consideration at the meeting:*

1. Provincial Métis Council Meeting Roll Call
2. Draft Agenda for the February 27, 2025, MN-S PMC Meeting
3. Presentation titled, “Preventing Workplace Harassment and Violence”
4. Resolution titled, “Appointment of Chair for Provincial Métis Council Meeting on February 27, 2025”
5. Resolution titled, “Members of the Provincial Métis Council Anti-Harassment Policy”
6. Resolution titled, “Application of the MN-S Staff Respectful Workplace Policy to the Chief Executive Officer”

## **LIST OF ACRONYMS**

*The following acronyms are referenced in these minutes:*

MN-S	Métis Nation – Saskatchewan
PMC	Provincial Métis Council
MNLA	Métis Nation Legislative Assembly