



**MÉTIS NATION – SASKATCHEWAN
PROVINCIAL MÉTIS COUNCIL MEETING**
held June 25, 2025

Minutes of the Métis Nation – Saskatchewan (MN-S) Provincial Métis Council (PMC) Meeting held June 25, 2025, at Dakota Dunes Resort, 203 Dakota Dunes Way, Whitecap, Saskatchewan.

PROVINCIAL MÉTIS COUNCIL:

Present:

Glen McCallum, President
Marlene Hansen, Secretary
Laura Burnouf, Northern Region 1
Ryan Carriere, Eastern Region 1
Marg Friesen, Eastern Region 3
Beverly Fullerton, Western Region 2A
Billy Kennedy, Western Region 1A

Loretta King, Western Region 1
Autumn Laing-LaRose, Provincial Métis Youth
Council
Darlene Langan, Les Filles de Madeleine
Darcy Lepowick, Eastern Region 2A
Brennan Merasty, Northern Region 3
Leonard Montgrand, Northern Region 2

Absent:

Wendy Gervais, Western Region 3

Sherry McLennan, Western Region 2

ALSO PRESENT:

John Lagimodiere, Chair
Elder Norman Fleury

Elder Caroline Laliberte
Elder Max Morin

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

Richard Quintal, Chief Executive Officer
Matthew Vermette, Chief Operating Officer
Dorothy Myo, Deputy Chief, Self-Government
Hilary Peterson, Deputy Chief, Legal / Senior
General Counsel
Kelly Pruden, Deputy Chief, Infrastructure
Kendra Gill, Director Policy & Research

Julia Holiday-Scott, Acting Director, Mental
Health & Addictions
Billy Jo Natomagan, Director Planning &
Priorities, Policy & Self Government
Heather Hallgrimson, Acting Cabinet and
Legislative Services Manager – Policy & Self
Determination

PREPARATION OF MINUTES:

Diane Parsons, Recording Secretary

1. CALL TO ORDER

John Lagimodiere, Chair, called the meeting to order at approximately 9:20 a.m. and acknowledged the traditional lands on which the meeting was being held.

2. OPENING PRAYER

Elder Norman Fleury provided an Opening Prayer.

3. ROLL CALL

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

4. APPROVAL OF THE AGENDA

Related information: Draft Agenda for the June 25, 2025, MN-S PMC Meeting

During discussion, it was agreed to add the following item to the agenda:

- Item 7.0 – Métis Addictions Council of Saskatchewan Board of Directors Appointments.

It was MOVED (Marg Friesen) and SECONDED (Darcy Lepowick)

That the Agenda for the June 25, 2025, Métis Nation – Saskatchewan (MN-S) Provincial Métis Council (PMC) Meeting be approved as follows:

1. Call to Order
2. Opening Prayer
3. Roll Call
4. Approval of the Agenda
5. Opening Remarks – President Glen McCallum
6. Consent Agenda:
 - 6.1 Approval of the Recording Secretary
 - 6.2 Approval of the February 27, 2025, and March 18, 2025, PMC Minutes
 - 6.3 Receipt of the Provincial Métis Youth Council Election Rules 2025
7. Resolutions:
 - 7.0 Métis Addictions Council of Saskatchewan Board of Directors Appointments
 - 7.1 Métis Distinction – Identity, Culture, Values and Language
 - 7.2 Portfolio Assignments
 - 7.3 Ethics Committee
 - 7.4 Finance Committee
 - 7.5 Provincial Métis Council Conduct Policy
 - 7.6 2025-2026 Calendar for the Provincial Métis Council
 - 7.7 2025 Wildfire Evacuation Funding
 - 7.8 Amending the Date of the Fall 2025 Métis Nation Legislative Assembly (MNLA)
 - 7.9 Re-Appointing the MNLA Speaker and Appointing the MNLA Deputy Speaker
 - 7.10 Setting the Order of the Day for the September 5-7, 2025 MNLA
 - 7.11 Appointing Dumont's Scouts for the September 5-7, 2025 MNLA
8. In-Camera
9. Reading PMC Resolution #IC-250318-03 into the Record
10. Conclusion and Closing Prayer.

CARRIED (250625-01)

5. OPENING REMARKS

President McCallum welcomed Regional Representatives, thanked them for their service to the MN-S, and provided additional comments on:

- Professionalism, integrity, and commitment to serving Métis in Saskatchewan, guided by the principles of the MN-S government and Louis Riel's vision
- Ensuring that Local Presidents were well-informed about MN-S programs, key initiatives, and strategic direction to support alignment and effective local engagement
- Recent communication from the Government of Canada regarding the resumption of treaty negotiations.

6. CONSENT AGENDA

Related information (provided with agenda):

- *Draft Minutes of the February 27, 2025 MN-S PMC Meeting*
- *Draft Minutes of the March 18, 2025 MN-S PMC Meeting*
- *Provincial Métis Youth Council Election Rules 2025*

During discussion on the Provincial Métis Youth Council (PMYC) Election, it was noted that:

- Nominations for President of the PMYC and two Regional Youth Representatives per region, were open from July 19 to 24, 2025, with the online election scheduled August 5-9, 2025; and
- Additional election details, including the rules, were available on the MN-S election website¹.

PMC members were encouraged to share this information widely and to support youth in pursuing leadership roles.

It was MOVED and SECONDED

That the Métis Nation – Saskatchewan Provincial Métis Council (PMC) approves the following items presented on the “Consent Agenda”:

- Appointment of Diane Parsons as Recording Secretary for the June 25, 2025, PMC Meeting
- Adoption of the Minutes of the February 27, 2025, and March 18, 2025, MN-S PMC Meetings
- Receipt of Provincial Métis Youth Council Election Rules 2025.

CARRIED (250625-02)

7. RESOLUTIONS

7.0 Métis Addictions Council of Saskatchewan (MACSI) Board of Directors - Appointments

Related information: Draft Resolution on “Métis Addictions Council of Saskatchewan (MACSI) Board of Directors Appointments”

During discussion, comments were offered on:

- The background and qualifications of the proposed candidate to the MACSI Board of Directors
- The potential value of:
 - o Including a Métis Elder on the Board of Directors to bring cultural knowledge and guidance
 - o Re-evaluating the current approach to addiction treatment and recovery.

It was MOVED (Beverly Fullerton) and SECONDED (Marg Friesen)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values and language - inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS the Métis Addictions Council of Saskatchewan (MACSI) is an affiliate of the MN-S, and the PMC has the authority to approve by resolution, the appointment of members to the MACSI Board of Directors (the “Board”);

¹ MN-S Elections Website. <https://mnselection.ca>

WHEREAS MACSI has identified a list of qualified candidates to fill vacant Board positions through a call for nominations; and

WHEREAS the MN-S Minister of Health and Mental Health and Addictions has approved Rebecca Rackow as a candidate for the Board;

THEREFORE BE IT RESOLVED that the PMC approves the appointment of Rebecca Rackow to the MACSI Board for a two-year term, beginning on June 25, 2025, and ending on June 25, 2027.

CARRIED (250625-03)

7.1 Métis Distinction – Identity, Culture, Values, and Language

Related information (provided with the agenda): Draft Resolution on “Métis Distinction – Identity, Culture, Values, and Language”

During discussion, comments were offered on:

- Affirming the Métis within Saskatchewan as a distinct people with a shared identity, language, culture, and values
- Committing to concrete actions like advancing language legislation, deepening research, and centering Elders’ guidance
- Ensuring that distinctions-based values were being upheld province-wide
- The inclusion of both terms, “kihtêyak” and “Lii Vyeu Moond”, in the motion’s preamble.

It was MOVED (Brennan Merasty) and SECONDED (Beverly Fullerton)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values and language – inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS the Métis are a distinct Indigenous people with shared customs, collective identities rooted in kinship, and a unique relationship to the land, whose presence and nationhood predate Canada’s westward expansion into the historic Northwest;

WHEREAS the Métis Nation within Saskatchewan emerged from historic Métis communities that were established along key riverways and trade routes, among other areas, and these communities have remained vital despite colonial disruptions;

WHEREAS the Métis Nation within Saskatchewan has historically spoken many distinct languages – including nēhiyawewin (Cree), Northern Michif, Heritage Michif, Michif French, and Denesuline – each representing threads of the Métis Nation within Saskatchewan’s living heritage;

WHEREAS families are the heart of Métis culture and community in Saskatchewan, and it was through the coming together of Métis families that Locals were formed, creating the foundation for the governance of the MN-S; and

WHEREAS the MN-S, as the government representing the Métis Nation within Saskatchewan, continues to uphold the identity, culture, values and language through its governance and institutions;

THEREFORE BE IT RESOLVED that the PMC formally recognizes and reaffirms Métis distinction – being identity, culture, values, and language, as foundational to the MN-S’ existence and governance;

FURTHER BE IT RESOLVED that the PMC directs the MN-S to:

- Undertake research and development of Métis language legislation that acknowledges the rich linguistic heritage of the MN-S Government and safeguards the vitality of these languages for future generations;
- Conduct research in partnership with existing agreements signed with the University of Saskatchewan, on historic and distinctive Métis communities, including Locals, throughout Saskatchewan, to ensure a deeper and more accurate understanding and acknowledgment of the Métis Nation within Saskatchewan's enduring footprint; and
- Engage with North, Central and South kîhtêyak, the Old Ones, and other Knowledge Keepers to ensure the cultural alignment of the information gathered; and

FURTHER BE IT RESOLVED that the PMC calls on the Métis Nation Legislative Assembly to ratify the directions set out above, ensuring that Métis distinction continues to be enshrined within the governance and future of the MN-S.

CARRIED (250625-04)

7.2 Ministerial Portfolio Assignments

Related information (provided with the agenda): Draft Resolution on "Ministerial Portfolio Assignments"

During discussion, comments were offered on:

- Moving past political distractions to focus on effective governance, with each representative expected to be fully informed and accountable for their respective files and regional priorities
- Concerns regarding a lack of consultation and communication in the portfolio appointments
- The MN-S' transition from a non-profit structure to a government model.

It was MOVED (Glen McCallum) and SECONDED (Laura Burnouf)

WHEREAS Articles 2.4 and 4.4(b) of the *Constitution of the Métis Nation – Saskatchewan* (the "*Constitution*") confer upon the Métis Nation – Saskatchewan (MN-S) President, the discretion to assign Ministerial portfolios, subject to the approval of the Provincial Métis Council (PMC) and ratification by the Métis Nation Legislative Assembly (MNLA);

WHEREAS Article 2.4 of the *Constitution* further mandates that the assignment of Ministerial portfolios are restricted to members of the MNLA; and

WHEREAS the MN-S President made the following appointments of Ministerial Portfolios on June 23, 2025, in Saskatoon, Saskatchewan:

- Lands and Resources, Agriculture and Environment: Darcy Lepowick, Eastern Region 2A
- Self Determination and Self Government: Brennan Merasty, Northern Region 3
- Housing and Homelessness: Billy Kennedy, Western Region 1A
- Finance: Marg Friesen, Eastern Region 3
- Early Learning and Childcare, Education, Language and Identity: Laura Burnouf, Northern Region 1
- Economic Development: President Glen McCallum
- Health and Mental Health and Addictions: Beverly Fullerton, Western Region 2A
- Child and Family Services: Loretta King, Western Region 1
- Northern Affairs and Emergency Management: Leonard Montgrand, Northern Region 2
- Veterans: Ryan Carriere, Eastern Region 1

THEREFORE BE IT RESOLVED that the Ministerial Portfolio appointments made by the MN-S President as aforesaid, be approved as of June 25, 2025, subject to ratification at the next sitting of the MNLA.

CARRIED (250625-05)

Secretary Hansen voted in opposition

7.3 Ethics Committee

Related information (provided with the agenda): Draft Resolution, “Ethics Committee”

It was MOVED (Brennan Merasty) and SECONDED (Loretta King)

WHEREAS the Human Resources Committee is a standing committee of the Provincial Métis Council (PMC) that has been established pursuant to the Article 3.4 a) of the *Constitution of the Métis Nation – Saskatchewan*;

WHEREAS Section 8.1 of the Handbook for Executives, Ministers and Members of the PMC states that “The President will make recommendations to the PMC for approval as to who sits on a Standing Committee”;

WHEREAS the name “Ethics Committee” more appropriately captures the function and duties of the Human Resources Committee; and

WHEREAS the MN-S President has recommended the following persons be appointed to the Ethics Committee:

- Marg Friesen, Eastern Region 3 (Co-Chair)
- Brennan Merasty, Northern Region 3 (Co-Chair)
- Laura Burnouf, Northern Region 1
- Beverly Fullerton, Western Region 2A

THEREFORE BE IT RESOLVED that the PMC hereby approves the renaming of the “Human Resources Committee” to the “Ethics Committee”; and

FURTHER BE IT RESOLVED that the PMC approves the following appointments to the Ethics Committee, as recommended by the MN-S President:

- Marg Friesen, Eastern Region 3 (Co-Chair)
- Brennan Merasty, Northern Region 3 (Co-Chair)
- Laura Burnouf, Northern Region 1
- Beverly Fullerton, Western Region 2A.

CARRIED (250625-06)

Secretary Hansen abstained from the vote

7.4 Finance Committee

Related information (provided with the agenda): Draft Resolution, “Finance Committee”

It was MOVED (Autumn Laing-LaRose) and SECONDED (Laura Burnouf)

WHEREAS the Finance Committee is a standing committee of the Provincial Métis Council (PMC) that has been established pursuant to Article 3.4 a) of the *Constitution of the Métis Nation – Saskatchewan*;

WHEREAS the Terms of Reference for the Finance Committee adopted by the PMC on April 19, 2024 (Resolution #240419-04), state that the Minister of Finance is Chair of the

Finance Committee and that members of the Finance Committee are appointed based on the recommendations of the Métis Nation – Saskatchewan (MN-S) President; and

WHEREAS the MN-S President has recommended the following persons be appointed to the Finance Committee:

- Marg Friesen, Eastern Region 3 (Chair)
- Billy Kennedy, Western Region 1A
- Loretta King, Western Region 1
- Darcy Lepowick, Eastern Region 2A
- Brennan Merasty, Northern Region 3

THEREFORE BE IT RESOLVED that the PMC approves the following appointments to the Finance Committee, as recommended by the MN-S President:

- Marg Friesen, Eastern Region 3 (Chair)
- Billy Kennedy, Western Region 1A
- Loretta King, Western Region 1
- Darcy Lepowick, Eastern Region 2A
- Brennan Merasty, Northern Region 3.

CARRIED (250625-07)

Secretary Hansen and Darlene Langan abstained from the vote

Health Break

The meeting recessed at 10:30 a.m. and reconvened at 10:50 a.m.

7.5 Provincial Métis Council Conduct Policy

Related information (provided with the agenda): Draft Resolution, “Provincial Métis Council Conduct Policy”

During discussion, comments were offered on:

- Development of the proposed policy through prior discussions, workshops and legal review
- Formalizing expectations for elected officials, developing conflict resolution processes, and supporting MN-S staff
- Concern regarding the clarity of disciplinary measures and a need for further review before full adoption.

It was MOVED (Marg Friesen) and SECONDED (Beverly Fullerton)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values, and language – inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women, and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS the MN-S is committed to promoting transparency, integrity, and accountability in all aspects of government operations, including the conduct of its elected officials;

WHEREAS in 2017, the PMC adopted in principle the “Interim Rules of Order and Parliamentary Procedure” and “Interim Code of Conduct – Conflict of Interest” (Resolution #171210-04), and then adopted the “Code of Conduct – Conflict of Interest” (Resolution #180302-03) in 2018;

WHEREAS in November 2019, the PMC adopted the “*Handbook for the Executive, Ministers, and Members of the Provincial Métis Council*” (the “*Handbook*”) which has served as a guiding

document to outline expectations for conduct, responsibilities, and ethical standards for PMC members (Resolution #191108-08);

WHEREAS in June 2021, the PMC directed that a Technical Review Committee be formed to review the *Handbook* and develop recommendations for its continued refinement, improvement and enhancements, to support good governance and sound process to support the work of the MN-S government (Resolution #210618-04);

WHEREAS the proposed Provincial Métis Council Conduct Policy (the “Conduct Policy”), attached as Schedule A, incorporates the recommendations of the Technical Review Committee, updating and replacing the Handbook, to ensure clarity, consistency, and alignment with the *Constitution of the Métis Nation – Saskatchewan* and pertinent legislation; and

WHEREAS the PMC has reviewed the proposed Conduct Policy and finds it to be in the best interest of the MN-S government and its citizens to adopt an updated framework for conduct and governance;

THEREFORE BE IT RESOLVED that the PMC, at its duly held meeting on June 25, 2025, approves the adoption of the Conduct Policy attached as Schedule A, which replaces and updates the “*Handbook for the Executive, Ministers, and Members of the Provincial Métis Council*” and the “Code of Conduct – Conflict of Interest”.

CARRIED (250625-08)

Secretary Hansen voted in opposition

7.6 2025-2026 Calendar for the Provincial Métis Council

Related information (provided with the agenda): Draft Resolution, “2025-2026 Calendar for the Provincial Métis Council”

During discussion, comments were offered on:

- Implementing quarterly variance reporting (comparing budgeted vs. actual expenses) to enhance financial transparency and accountability, enabling the PMC and Métis Nation Legislative Assembly (MNLA) to monitor expenditures more effectively
- A request to consider rescheduling the August 19, 2025 PMC meeting to August 26, 2025, pending venue availability.

It was MOVED (Marg Friesen) and SECONDED (Loretta King)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values, and language – inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women, and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS the PMC, at its duly convened meeting on November 18, 2024, approved a calendar schedule for 2025 PMC meetings to promote efficient planning and preparation (Resolution #241118-03), setting the following dates: January 21, February 18, March 18, April 15, June 17, September 16, October 16, and November 18, 2025;

WHEREAS the PMC recognizes the need to adjust the 2025 meeting schedule to accommodate the MN-S Election and the subsequent onboarding of newly-elected PMC members, to ensure sufficient time for orientation, onboarding and distinctions planning;

WHEREAS the PMC reviews financial variance analysis on a quarterly basis and supports effective planning to include the dates of quarterly variance analysis in the calendar schedule; and

WHEREAS it is prudent to set dates for the PMC meetings for 2026 in advance, to ensure venue availability and adequate planning time;

THEREFORE BE IT RESOLVED that the PMC, at its duly held meeting on June 25, 2025, approves the revised 2025-2026 PMC meeting schedule as follows:

- Tuesday, August 19, 2025 (In Person) - Q1 Variance Analysis (date to be confirmed)
- Tuesday, October 21, 2025 (Virtual) – Q2 Variance Analysis
- Tuesday, November 18, 2025 (In Person)
- Tuesday, January 20, 2026 (Virtual) – Q3 Variance Analysis
- Tuesday, February 24, 2026 (In Person)
- Tuesday, March 17, 2026 (Virtual)
- Tuesday, April 21, 2026 (In Person) – Q4 Variance Analysis
- Tuesday, May 19, 2026 (Virtual)
- Tuesday, June 23, 2026 (In Person)
- Tuesday, September 15, 2026 (In Person) – Q1 Variance Analysis
- Tuesday, October 20, 2026 (Virtual) – Q2 Variance Analysis
- Tuesday, November 17, 2026 (In Person).

CARRIED (250625-09)

7.7 2025 Wildfire Evacuation Funding

Related information (provided with the agenda): Draft Resolution, “2025 Wildfire Evacuation Funding”

Kelly Pruden, Deputy Chief, Infrastructure, reported that a budget carry-forward had accrued within the Department of Mental Health and Addictions, due to program and hiring delays. PMC approval was requested to re-allocate excess funds to enhance preparedness and the ability to respond effectively to future disasters. During discussion and in response to questions, comments were offered on:

- Confirmation that the proposed reallocation would not impact MN-S Mental Health and Addictions front-line services or capacity expansions
- Experiences in assisting citizens during recent wildfire evacuations
- Ongoing discussions with the federal government regarding access to Emergency Management Assistance Program funding
- Developing an emergency response plan in collaboration with Indigenous groups and the Province of Saskatchewan, focussed on distinctions-based needs and pre-identified evacuation accommodations.

It was MOVED (Marg Friesen) and SECONDED (Loretta King)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values, and language – inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women, and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS the Ministry of Health works across all MN-S ministries to create a collaborative process to review new and existing programs;

WHEREAS the Department of Mental Health and Addictions is requesting to reallocate \$1,700,000 to support evacuations due to provincial wildfires, from its 2025-2026 Carry Forward Budget; and

WHEREAS the Finance Committee, at their duly held meeting on June 24, 2025, recommended that \$1,700,000 be reallocated from the Department of Mental Health and Addictions 2025-2026 Carry Forward Budget, to supporting evacuations due to provincial wildfires;

THEREFORE BE IT RESOLVED that the PMC approves reallocating \$1,700,000 from the Mental Health and Addictions 2025-2026 Carry Forward Budget, to support evacuations due to provincial wildfires.

CARRIED (250625-10)

7.8 Amending the Date of the Fall 2025 MNLA

Related information (provided with the agenda): Draft Resolution, “Amending the Date of the Fall 2025 Métis Nation Legislative Assembly”

It was MOVED (Laura Burnouf) and SECONDED (Marlene Hansen)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values, and language – inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women, and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS Article 3.10 of the *Constitution of the Métis Nation – Saskatchewan* (the “*Constitution*”) authorizes the PMC to set the date and place for each sitting of the Métis Nation Legislative Assembly (MNLA);

WHEREAS the PMC, at its duly held meeting on February 18, 2025, resolved to hold the Fall 2025 MNLA on November 28-30, 2025, at Prairieland Park, 503 Ruth Street West, Saskatoon, Saskatchewan (Resolution #250218-05);

WHEREAS the PMC has identified a scheduling conflict with the previously set dates of November 28-30, 2025, and recognizes the need to amend the date to ensure maximum participation of MNLA delegates and alignment with venue availability at Prairieland Park; and

WHEREAS Article 2.8 of the *Constitution* requires that any session of the MNLA provide 30 days’ notice to Local Presidents and the PMC, and the proposed amended dates allow sufficient time to meet this requirement;

THEREFORE BE IT RESOLVED that the PMC, at its duly held meeting on June 25, 2025, approves amending the Fall 2025 MNLA dates from November 28-30, 2025, to November 21-23, 2025, to be held at Prairieland Park, 503 Ruth Street West, Saskatoon, Saskatchewan.

CARRIED (250625-11)

Change in Chair

Matt Vermette, Chief Operating Officer, assumed the Chair at 10:45 a.m. for consideration of the next agenda item.

7.9 Re-Appointing Speaker and Appointing Deputy Speaker

Related information (provided with the agenda): Draft Resolution, “Re-Appointing Speaker and Appointing Deputy Speaker”

It was MOVED (Glen McCallum) and SECONDED (Brennan Merasty)

WHEREAS Article 5 of the *Métis Nation of Saskatchewan Legislative Assembly Act, 1999* (the “MNLA Act”), directs the Provincial Métis Council (PMC) to appoint a Speaker and Deputy Speaker for the Métis Nation Legislative Assembly (MNLA), which must be ratified by the MNLA;

WHEREAS the MNLA Act in Article 5 also states that the term of appointment for the Speaker or Deputy Speaker is two years, subject to reappointment;

WHEREAS the MNLA, at their duly held meeting on May 27, 2023, appointed John Lagimodiere as Speaker for a two-year term (Resolution #MNLA230527-02), subject to a one-year extension;

WHEREAS to meet the governance needs of the Métis Nation – Saskatchewan and ensure continuity and effective planning, it is deemed prudent to re-appoint John Lagimodiere for an additional two-year term rather than a one-year extension; and

WHEREAS John Lagimodiere has demonstrated effective leadership and commitment to the procedures, rules, debates, and decorum of the MNLA, and Mike Nolin has shown capability to serve as Deputy Speaker;

THEREFORE BE IT RESOLVED that the PMC re-appoints John Lagimodiere as Speaker for a two-year term and appoints Mike Nolin as Deputy Speaker of the MNLA for a two-year term commencing at the next MNLA sitting, subject to ratification by the MNLA.

CARRIED (250625-12)

Change in Chair

John Lagimodiere re-assumed the Chair 10:47 a.m.

7.10 Setting the Order of the Day for the September 5-7, 2025, Métis Nation Legislative Assembly

Related information (provided with the agenda): Draft Resolution, “Setting the Order of the Day for the September 5-7, 2025, Métis Nation Legislative Assembly”

During discussion, comments were offered on the feasibility of engaging a Métis citizen to sing the Canadian National Anthem during the Grand Entry at the September 2025 MNLA.

It was MOVED (Loretta King) and SECONDED (Autumn Laing-LaRose)

WHEREAS the Métis Nation – Saskatchewan (MN-S) recognizes the distinctiveness of Métis identity, culture, values, and language – inclusive of Knowledge Keepers, kihtêyak, Lii Vyeu Moond (“the Old Ones” or Elders), Youth, Women, and distinctive resources – which is incorporated into proposals and decisions of the Provincial Métis Council (PMC);

WHEREAS Article 3.10 of the *Constitution of the Métis Nation – Saskatchewan* authorizes the PMC to set the date and place for each sitting of the Métis Nation Legislative Assembly (MNLA);

WHEREAS the PMC, at its duly held meeting on February 18, 2025, resolved to hold an MNLA on September 5-7, 2025, at Prairieland Park, 503 Ruth Street West, Saskatoon, Saskatchewan (Resolution #250218-07);

WHEREAS Articles 6.2 and 6.3 of the *Métis Nation of Saskatchewan Legislative Assembly Act, 1999* (the “MNLA Act”) as amended, directs the Clerk of the MNLA, as defined in Article 2.4 of the *MNLA Act*, to draft an agenda for the MNLA as directed by the PMC, and to compile the necessary documentation for the Order of the Day;

THEREFORE BE IT RESOLVED that the PMC approves the Order of the Day/Agenda as follows for the September 2025 MNLA on September 5-7, 2025, as proposed by the Clerk of the MNLA:

DIALOGUE FORUMS – September 5, 2025

MNLA DAY ONE – September 6, 2025

Grand Entry:

- Fiddler – Dean Smith
- Opening Prayer – Lii Vyeu Moond (“the Old Ones”) or Elders
- Métis Anthem – Loretta King, Western Region 1
- O Canada – Métis Citizen

State of the Nation Address: President Glen McCallum, MN-S

Roll Call: Richard Quintal, Clerk of the MNLA / Voting Delegates

Motions:

- Ratification of Speaker Re-appointment and Appointment of Deputy Speaker
- Approval of the Order of the Day

Proposed Consent Agenda Items:

- Appointment of the Minute Taker
- Reading of the Record of Decisions of the November 2-3, 2024, and January 25, 2025, MNLA Minutes
- Adoption of the November 2-3, 2024, and January 25, 2025, MNLA Minutes
- Business Arising from the November 2-3, 2024, and January 25, 2025, MNLA Minutes
- Acceptance of all Reports - Executive, Regional, Ministerial, CEO and Affiliates
- Appointment of the Dumont’s Scouts
- Approval of Reactivated Local – Wynyard 116

Motion:

- Ratification of Ministerial Portfolios

Presentation of 2023-24 MN-S Audited Financial Statements

Motion:

- Approval of 2023-24 MN-S Audited Financial Statements

Adjournment – Day One

MNLA DAY TWO – September 7, 2025

Opening Prayer, Lii Vyeu Moond (“the Old Ones”) or Elders

Roll Call: Richard Quintal, Clerk of the Métis Nation Legislative Assembly / Voting Delegates

Presentation of 2025-26 MN-S Operating Budget

Motion:

- Approval of 2025-26 MN-S Operating Budget

Motion:

- Métis Distinction – Identity, Culture, Values and Language

Updates:

- Coming Home Update – Clerk of the MNLA and Provincial Métis Council

Conclusion and Closing Prayer.

CARRIED (250625-13)

7.11 Appointing Dumont's Scouts for the September 5-7, 2025, Métis Nation Legislative Assembly
Related information (provided with the agenda): Draft Resolution, "Appointing Dumont's Scouts for the September 5-7, 2025, Métis Nation Legislative Assembly"

Discussion ensued on appointing John Belanger as the Lead Dumont's Scout.

It was MOVED (Loretta King) and SECONDED (Autumn Laing-LaRose)

WHEREAS Article 8 of the *Métis Nation of Saskatchewan Legislative Assembly Act, 1999*, directs the Provincial Métis Council (PMC) to appoint Dumont's Scouts to maintain order and procedure during a Métis Nation Legislative Assembly (MNLA);

WHEREAS the MNLA is scheduled to be held on September 5-7, 2025, at Prairieland Park, 503 Ruth Street West, Saskatoon, Saskatchewan, as per Resolution #250218-07;

WHEREAS the role of Dumont's Scouts, named in honour of historical peacemakers, is essential to ensuring the orderly conduct of the MNLA proceedings; and

WHEREAS the PMC has identified individuals who are capable and committed to fulfilling the responsibilities of Dumont's Scouts;

THEREFORE BE IT RESOLVED that the PMC appoints the following individuals as Dumont's Scouts for the MNLA to be held on September 5-7, 2025:

- Dave Arnott
- John Belanger (Lead)
- Hailey Burnouf
- Rick McKay
- Josie Searson.

CARRIED (250625-14)

Health Break

Elder Caroline Laliberte offered a Meal Blessing. The meeting recessed at 12:04 p.m. and reconvened after a meal break at 1:05 p.m.

8. IN-CAMERA

It was MOVED (Marg Friesen) and SECONDED (Beverly Fullerton)

That the June 25, 2025, Métis Nation – Saskatchewan Provincial Métis Council Meeting now adjourn for an in-camera discussion.

CARRIED (250625-15)

Time: 1:05 p.m.

MEETING RECONVENED

The meeting reconvened after the in-camera discussion at 2:50 p.m.

9. READING PMC RESOLUTION IC-250318-03 INTO THE RECORD

The following resolution, duly approved at the March 18, 2025 PMC In-Camera meeting, was read into the record.

It was MOVED (Marg Friesen) and SECONDED (Autumn Laing-LaRose)

WHEREAS at the January 21, 2025, Provincial Métis Council (PMC) Meeting, the Métis Nation – Saskatchewan (MN-S) Chief Executive Officer (CEO) verbally raised a harassment complaint against the MN-S Provincial Secretary, two Ministers and an Associate Minister of the MN-S, and a written complaint of harassment regarding the same individuals was received by the MN-S from the CEO on February 14, 2025;

WHEREAS on January 31, 2025, the Provincial Secretary and the same two Ministers and Associate Minister each filed complaints with the PMC alleging harassment by the CEO regarding his comments at the January 21, 2025, PMC Meeting;

WHEREAS an investigation into the complaints was conducted by an independent third party investigator from March 4, 2025 to March 16, 2025, regarding all five complaints;

WHEREAS the investigation concluded that the complaints raised by the CEO against the Provincial Secretary, two Ministers and Associate Minister were founded;

WHEREAS the investigation concluded that the complaints raised by the Provincial Secretary, the two Ministers and Associate Minister against the CEO were unfounded; and

WHEREAS the Human Resources Committee has presented its recommendations for corrective measures to the PMC at this In-Camera meeting of March 18, 2025;

THEREFORE BE IT RESOLVED that the PMC hereby approves the following recommended actions as a result of the findings of the investigation report:

1. That the PMC issue a statement of regret for the comments made about the CEO, and an apology for not addressing the concerns raised by the CEO sooner;
2. That the Provincial Secretary, two Ministers and Associate Minister provide a written apology to the CEO for their actions to the satisfaction of the PMC;
3. That the Provincial Secretary, two Ministers and Associate Minister not be permitted to attend any PMC meetings until the written apology as referenced is provided to the CEO;
4. That the Provincial Secretary, two Ministers and Associate Minister not be permitted to contact the CEO verbally or in writing until further notice, and that the Chief Operating Officer (COO) will continue to fulfill any job duties normally performed by the CEO in relation to the Provincial Secretary, two Ministers and Associate Minister during this time;
5. That the MN-S amend the *Handbook for the Executive, Ministers and Members of the PMC* to expressly state that harassment of MN-S employees by the Executive, Ministers or members of the PMC will not be tolerated;
6. That the MN-S amend the *MN-S staff Respectful Workplace Policy* to expressly state that harassment of MN-S employees by the Executive, Ministers or members of the PMC will not be tolerated and to provide that if the CEO has any complaints of harassment to raise against any individuals holding these positions, such complaints will be raised and investigated by the Human Resources Committee of the PMC, or such third party investigator appointed by same;

7. That the Provincial Secretary, two Ministers and Associate Minister not be permitted to make any disparaging comments regarding the CEO on social media or otherwise;
8. That the MN-S issue a statement to be posted on the MN-S website advising of the harassment complaints made against each the Provincial Secretary, two Ministers and Associate Minister, the outcomes of the investigation into that complaint, and corresponding actions taken by the MN-S in response;
9. That the Human Resources Committee provide correspondence to the CEO, Provincial Secretary, two Ministers and Associate Minister advising of the outcome of the investigation and communicating the aforementioned actions that will be implemented by the MN-S as a result of the findings of the investigation;
10. That the Provincial Secretary, two Ministers and Associate Minister maintain the details and outcome of the investigation as confidential, except for the public censure and apology made by the Provincial Secretary, two Ministers and Associate Minister, and not discuss same, except with respect to their own legal counsel; and
11. That the Minister of Finance be directed to consult with the COO regarding the use of interest income as the source of funds for a monetary settlement with the CEO, and be authorized to allocate such funds toward any negotiated settlement.

CARRIED (IC-250318-03)

10. CONCLUSION AND CLOSING PRAYER

The meeting concluded with a Closing Prayer offered by Elder Max Morin.

It was MOVED (Brennan Merasty)

That the June 25, 2025, Métis Nation – Saskatchewan Provincial Métis Council Meeting now conclude.

CARRIED (250625-16)

Time: 3:00 p.m.

* * *

LIST OF ATTACHMENTS

The following items are attached to these minutes:

- List of Information Items
- List of Acronyms
- Appendix #1: Schedule A to Resolution #250625-08, "Provincial Métis Council Conduct Policy"

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 June 25, 2025, MN-S PMC Meeting
3. Draft Minutes of the February 27, 2025, MN-S PMC Meeting
4. Draft Minutes of the March 18, 2025, MN-S PMC Meeting
5. Provincial Métis Youth Council Election Rules 2025
6. Resolution titled, “Métis Addictions Council of Saskatchewan (MACSI) Board of Directors Appointments”
7. Resolution titled, “Métis Distinction – Identity, Culture, Values, and Language”
8. Resolution titled, “Ministerial Portfolio Assignments”
9. Resolution titled, “Ethics Committee”
10. Resolution titled, “Finance Committee”
11. Resolution titled, “Provincial Métis Council Conduct Policy”
12. Resolution titled, “2025-2026 Calendar for the Provincial Métis Council”
13. Resolution titled, “2025 Wildfire Evacuation Funding”
14. Resolution titled, “Amending the Date of the Fall 2025 Métis Nation Legislative Assembly”
15. Resolution titled, “Re-Appointing Speaker and Appointing Deputy Speaker”
16. Resolution titled, “Setting the Order of the Day for the September 5-7, 2025, Métis Nation Legislative Assembly
17. Resolution titled, “Appointing Dumont’s Scouts for the September 5-7, 2025, Métis Nation Legislative Assembly”
18. Resolution #IC-250318-03 titled, “Human Resources”

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
MACSI	Métis Addictions Council of Saskatchewan
CEO	Chief Executive Officer

APPENDIX #1

Schedule A to Resolution #250625-08, “Provincial Métis Council Conduct Policy”

PROVINCIAL MÉTIS COUNCIL CONDUCT POLICY

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PREAMBLE

Whereas the MN-S is committed to building a strong government rooted in the distinct needs, rights, and identity of Métis people in Saskatchewan;

Whereas rules of conduct for the Métis people have existed for generations and include the laws of the Prairie including the laws for the colony of St. Laurent and the laws of the Buffalo Hunt;

Whereas being elected as a Member of the Provincial Métis Council is a high honour that comes with responsibilities;

Whereas MN-S Citizens have placed their trust and confidence in the elected Members of the Provincial Métis Council to represent them;

Whereas the Provincial Métis Council is instrumental in supporting the governance of the Métis Nation – Saskatchewan;

Whereas the Provincial Métis Council has committed to the Métis Nation – Saskatchewan to share in the responsibilities of service, protection, upholding the laws, integrity, character and future of the Métis Nation – Saskatchewan and to represent MN-S Citizens, both present and future;

Whereas Members of the Provincial Métis Council recognize that their actions affect the lives of MN-S Citizens – they are keepers of the public trust and must uphold the highest standards of ethical and professional behaviour; and

Whereas ethics and integrity are at the core of public confidence in the Provincial Métis Council and Members are expected to perform their duties and arrange their private affairs in a way that promotes the confidence of MN-S Citizens, that avoids conflicts of interest, and avoids the improper use of influence of their office;

Therefore, the Members of the Provincial Métis Council agree on the following values, grounded in Métis identity, culture, values and language, to guide their work as Members of the Provincial Métis Council:

- Supporting one another with mutual respect, which is a universal principle in Métis governance;
- Respect for all of the things around us - working for the good “in a good way”;
- “Integrity”, acting with integrity;
- “Accountability”, being accountable to the citizens for resources used, for decisions made and for decisions not made;
- “Transparency”, not keeping secrets from the citizens;
- “Leadership”, acting as good leaders to the citizens;
- Kinship and connectedness to each other, grounded in distinct Métis identity, culture, values and language;
- “Being prepared”, being prepared for meetings and decision making is integral to governing efficiently;
- “Showing up”, showing up at meetings is part of the responsibilities of Members;
- “Collective Responsibility”, being responsible collectively for decisions that are made or not made;
- “Solidarity”, presenting collective decisions in a unified manner; and
- Deep and profound listening, so that your speaker knows they have been heard.

English Word	Description	Heritage Michif	Northern Michif	French Michif	Cree	Dene
Respect	Respect for all things/working in a good way	manaachihitoowin	manâcihitowin	rispay	càpàtimisòwin-askiy	Asië nuhënarë hëtië bëk'ësoridlí - ëghëdaláda nëzq há
Support	supporting one another	wiichihitoyaahk	wîcihitowin	souportii	sîtoskâtowin	Êttsëdedí
Integrity	acting with integrity	kwaayesh tootamihk	tâpowikihtamowin	integrijii	kwayask-itâtisiwin	Hëtië ëltth'í Dënë ts'ënëni basí hok'ënaqdhír
Accountability	being accountable to the citizens for resources used, for decisions made and for decisions not made	ashpaymikawiyaahk	kwayeskwâtisowin	trustaab	miyopayihcikêwin	T'ahisí bët'orë?así Dënë bëba ëghëlaghuna, asië bëgha yatí dé, dâ't'u ëtth'í basí walé
Transparency	not keeping secrets from the citizens	taapwayshkihk	kwayeskosiwin	traansparaan	sâpo-nôkosiwin	T'ahí nëttsísí Dënë tarëlyq yënríni, tthënë ts'ën ëghëlēna hilë
Leadership	acting as good leaders to the citizens	niikaaniihk	nîkânîstamowin	ann shaarzh	onîkânêstamâkêwin	Dënë tthë thëyy, hëtië ëltth'í basí
Being prepared	being prepared for meetings and decision making is integral to governing efficiently	kwayachihtaahk	mamanêwin	pripaarii	wawêyîwin	Ts'ëtaghë senëdé nëyatí nonjdhír dé, asië bëgha yatí dé ëla bët'orëdhí há honjdhën dé bët'orulá
Showing up	showing up at meetings is part of the responsibilities of Members	aykoota aen ayaahk	ta nôk'siyin	onnvuss monrii	itohtêwin	T'ahuk'ë norët'jsí ëyir naghudhír
Collective Responsibility	being responsible collectively for decisions that are made or not made	pishkaymiwayhk	mâmawi piskihcikâtêwin	onna toot risponsaab	mâmawi nâkatêyihcikêwin	Ëla ëghëdaláda t'ahí bëgha yatísí bët'orëdhí honjdhën dé, Dënë êtts'ëdadí, bëgha hok'ëch'a de ësqt'ilë
Solidarity	acting in solidarity	paray itayhtamihk	mâmawin'towin	on va toot stchean aansaamb	sôhkêyimitowin	Hëtië êtts'ëdedí bët'a nahuts'ír há
Deep and profound listening	Listening deeply so the speaker knows they have been heard	naatoohamihk	natohtamowin	aykootii	nihtohtamowin	orëstth' á

PART I
GENERAL

1. Application

- (1) This Policy applies to all individuals who are:
- (a) elected or appointed to the PMC pursuant to Article 3-1 of the *Constitution*;
 - (b) appointed to the PMC pursuant to Articles 12-2 and 12-2.1 of the *Constitution*;
 - (c) elected members of the Executive described in Articles 4-1 and 4-2 of the *Constitution*; or
 - (d) elected as the Regional Representative in a Region as described in Article 5-2 of the *Constitution*.
- (2) Each individual to whom this Policy applies shall sign an acknowledgment that they have received a copy and understand that they are required to comply with it.

2. Definitions

In this Policy, unless the context otherwise requires:

“CEO” means the Chief Executive Officer of the MN-S appointed by the PMC in accordance with section 7;

“confidential information” includes:

- (a) information, materials, and documents provided or prepared in relation to an in-camera meeting of the PMC and the discussion relating to those matters that takes place during the in-camera meeting;
- (b) information, materials and documents that are identified, marked or communicated as privileged or confidential;
- (c) personal information relating to any individual;
- (d) business and legal plans and strategies, intellectual property and other proprietary or sensitive information, including proprietary information relating to MN-S contractors, partners and suppliers;
- (e) legal advice and advice from other professional advisors; and
- (f) documents, plans and communications that are in draft form;

“conflict of interest” means a situation where the personal, private or economic interests of a member of the PMC or a member of their immediate family, including financial interests, political interests, reputational interests and other similar interests, may potentially influence, actually influence, or may reasonably be seen as influencing the member of the PMC in the course of:

- (a) making any decision;
- (b) exercising any power; or
- (c) otherwise performing any function of their office;

“*Constitution*” means the *Constitution of the Métis Nation – Saskatchewan*, as amended from time to time;

“Ethics Committee” means the Ethics Committee of the PMC appointed in accordance with Article 3-4(a) of the *Constitution*;

“Executive” means the Executive of the MN-S as described in Article 4 of the *Constitution*;

“gift” includes a gift of goods or services intended for the personal use or enjoyment of the recipient but does not include:

(a) payments received by a member of the PMC from the MN-S in accordance with an established practice or policy of the MN-S; or

(b) customary hospitality;

“harassment” means any inappropriate conduct, comment, display, action or gesture directed toward an individual:

(a) that is discriminatory, humiliating, intimidating, threatening or sexual in nature; and

(b) that the person engaging in the inappropriate conduct, comment, display, action or gesture knows or reasonably ought to know is unwelcome;

“immediate family member” means a spouse, child, spouse’s child, parent, adoptive parent, sibling or dependant;

“Minister” means a member of the MNLA who is assigned a portfolio pursuant to Article 2-4 of the *Constitution*;

“MN-S” means the Métis Nation – Saskatchewan;

“MN-S Affiliate” means an entity that is established by the MN-S to provide programs and services to and on behalf of the Métis of Saskatchewan;

“MN-S Citizen” means a person who is registered as a Métis citizen in accordance with the *Métis Nation – Saskatchewan Citizenship Act, 1999*;

“MNLA” means the Métis Nation Legislative Assembly established pursuant to Article 2 of the *Constitution*;

“person” means any individual, sole proprietorship, partnership, corporation, body corporate, unincorporated organization, firm, Indigenous group or governmental authority;

“personal information” means information about an identifiable individual, and includes an individual’s name, age, address, phone number, social insurance number, income, opinions, performance reviews, disciplinary history, financial information and health information;

“PMC” means the Provincial Métis Council described in Article 3 of the *Constitution*;

“President” means the President of the MN-S elected in accordance with Article 4 of the *Constitution*.

3. Interpretation

This Policy must be interpreted on the basis of the following principles:

- (1) Nothing in this Policy is intended to conflict with the Constitution or any law of the MN-S and in the event of any such conflict, the Constitution or the law of the MN-S prevails to the extent of the conflict.

- (2) Nothing in this Policy shall be construed so as to abrogate or derogate from any rights or freedoms held by MN-S Citizens or the MN-S that are or may be protected under the *Constitution Act, 1982* or any other domestic or international legal instrument or doctrine.
- (3) If a general rule is in conflict with a more specific rule, the more specific rule will apply.
- (4) Where a specific list follows a general statement or is described as being included in the general statement, the specific list is to be interpreted as applying without limiting the generality of the general statement.

4. Periodic Review

The PMC must review this Policy after each general election of members to the PMC.

PART II **PROVINCIAL MÉTIS COUNCIL**

5. Solidarity

- (1) When the PMC makes a decision, the principle of solidarity requires unity among all members of the PMC when publicly presenting and otherwise commenting on the decision, regardless of whether an individual member voted in favour of the decision.
- (2) When the PMC has made a decision, the decision is understood as the decision of the PMC and not of the individual members of the PMC.

6. Collective Responsibility

- (1) Members of the PMC must continue to act in solidarity in accepting and managing the consequences of a PMC decision, including sharing in both successes and failures.
- (2) Regardless of the outcome of any PMC decision, the members of the PMC must remain united, and must not direct blame to any entity other than the PMC as a whole.

7. Relationship with CEO

- (1) The CEO is appointed by the PMC and is responsible for the overall management and oversight of the day-to-day operations of the MN-S.
- (2) The PMC provides direction to the CEO through a formal recorded vote.
- (3) The CEO:
 - (a) is the sole employee of the PMC;
 - (b) is directly accountable to the PMC, which delegates to the CEO the authority to manage the activities of the MN-S in accordance with the PMC's strategic direction;
 - (c) has the authority to establish operational policies, make decisions, and undertake any activity to achieve the vision, mission, goals and objectives of the MN-S; and
 - (d) is the PMC's sole point of contact with the public service of the MN-S government.

8. Open Meetings

- (1) Subject to subsection (2), PMC meetings are open to the public, although members of the public may be excluded from a meeting or portion of a meeting that is held in-camera or for failing to comply with the PMC's meeting rules and procedures.

- (2) Information, documents and materials shared in an in-camera meeting or portion of a meeting, and the discussion that occurs in the meeting or portion of a meeting, are kept confidential in order to create an environment in which participants may share ideas and speak openly and frankly about the matters before them.

9. Meeting Rules and Procedures

The PMC shall, within 60 days of adopting this Policy, adopt rules and procedures to govern the conduct of its meetings and may amend those rules and procedures from time to time as necessary and appropriate.

PART III

PMC MEMBERS CONDUCT

10. General Expectations

The behaviour of members of the PMC reflects on the MN-S and MN-S Citizens and, as such, members of the PMC are expected to conduct themselves in accordance with the highest standard of personal and professional conduct in order to inspire the confidence of MN-S Citizens in the MN-S.

11. Fiduciary Duty

Members of the PMC have a fiduciary relationship with the MN-S out of which fiduciary duties arise and are, accordingly, required to perform their duties honestly, faithfully, to the best of their ability and with a view to the best interests of the MN-S.

12. Integrity

Members of the PMC must at all times act with integrity, which means they must act lawfully, honestly, ethically and honourably.

13. Leadership

- (1) Members of the PMC must at all times act in a manner consistent with their leadership role, which means:
 - (a) championing the values and history of the Métis people;
 - (b) being responsive to, and a guardian of, the interests and aspirations of the MN-S and MN-S Citizens;
 - (c) being an agent for change when change is in the interests of the MN-S and MN-S Citizens; and
 - (d) promoting unity and not divisiveness.
- (2) The conduct of PMC members in their personal capacity that is reasonably likely to materially and negatively impact the reputation of the MN-S, or the performance of the duties of the office of the member of the PMC, is conduct inconsistent with the leadership role of members of the PMC.
- (3) No member of the PMC shall engage in:
 - (a) any form of violence;
 - (b) discriminatory conduct or remarks against any person or group of people;
 - (c) acts of harassment or public ridicule against any person; or
 - (d) any unlawful activity.

14. Respect

Members of the PMC must at all times act respectfully towards colleagues, MN-S personnel, MN-S Citizens and the general public, which includes:

- (a) observing ceremony and other points of decorum, as applicable;
- (b) recognizing and not interfering with the rights of others;
- (c) tolerating the reasonable opinions of others;
- (d) acting fairly and courteously towards others;
- (e) valuing and not interfering with the roles others play within the MN-S;
- (f) abstaining from engagement in any form of violence, discrimination, harassment and other unlawful activity; and
- (g) abstaining from use of inflammatory or abusive language.

15. Responsibility and Accountability

Members of the PMC must take responsibility for their actions, inactions and decisions and are accountable for them to fellow colleagues and MN-S Citizens, as appropriate.

16. Professionalism

Members of the PMC must act professionally in carrying out the duties of their office, which includes:

- (a) attending all PMC and MNLA meetings;
- (b) preparing for meetings and other functions by reviewing the applicable document package and other relevant materials in advance;
- (c) giving full attention to colleagues and MN-S personnel when they are presenting or speaking;
- (d) identifying situations where the work of the member of the PMC may overlap with or affect the work of a colleague and consulting with that colleague in respect of the possible overlap or effect;
- (e) refraining from making disparaging remarks toward colleagues or MN-S personnel;
- (f) making efficient use of MN-S resources; and
- (g) being punctual and respectful of others' time.

17. Acceptable Use of MN-S Resources

(1) Members of the PMC must not:

- (a) abuse any personnel, property, information or other resources of the MN-S or any MN-S Affiliate;
or
- (b) use any personnel, property, phones, computers, email addresses, information or other resources of the MN-S or any MN-S Affiliate for their own personal use or benefit.

(2) Members of the PMC may not ask MN-S staff to run personal errands for them or use MN-S office equipment for personal projects.

Conflicts of Interest

18. Written Disclosure

- (1) Immediately upon taking office, each member of the PMC must file a written disclosure with the CEO or designate, containing the following information:
 - (a) any potential, existing or perceived conflict of interest;
 - (b) the names of all immediate family members;
 - (c) the sources of financial remuneration that the member of the PMC and their spouse receive as employees or contractors;
 - (d) the real property owned by the member of the PMC or their spouse;
 - (e) the organizations for which the member of the PMC or any immediate family member is a director, officer, or trustee;
 - (f) any business interest that the member of the PMC or immediate family member owns, directly or indirectly, including shares of a corporation and any other ownership interests; and
 - (g) any material interest that the member of the PMC or an immediate family member has in an existing or proposed transaction or project with the MN-S, an MN-S Affiliate or in respect of which the MN-S is otherwise involved.
- (2) After taking office, each member of the PMC must disclose any material change to the information provided in the written disclosure they filed upon taking office within 15 days.

19. Declaration of Conflict

- (1) Where a member of the PMC has a conflict of interest in a matter before the PMC in a meeting, the member shall declare that conflict and leave the meeting while the matter is discussed and dealt with by the PMC.
- (2) The declaration of a conflict must be recorded in the minutes of the PMC meeting at which it is declared, as well as the time when the member leaves and returns to the meeting.

20. Gifts and Personal Benefits

- (1) While it is recognized that the giving of gifts is a part of Métis culture intended to respect and honour relationships, members of the PMC must not accept, and must make all reasonable efforts to prevent immediate family members from accepting, gifts that may reasonably be seen by MN-S Citizens or members of the general public as given for the purpose of influencing the member of the PMC, or in gratitude for the influence of the member of the PMC.
- (2) Members of the PMC may accept gifts, provided that:
 - (a) the gift is not cash or cash-equivalent;
 - (b) the value of the gift does not exceed \$500; and
 - (c) the gift is given to the member of the PMC in observance of ceremony, protocol or social convention in connection with their participation in a speaking engagement, technical presentation, business meeting or similar function related to the duties of their office.
- (3) Members of the PMC must disclose to the CEO:

- (a) any gift accepted by them or an immediate family member with a fair market value in excess of \$500;
 - (b) all gifts from a single person in a calendar year with a collective value in excess of \$500; and
 - (c) any gift accepted by them or an immediate family member where such acceptance is contrary to this Policy or where they are uncertain about the value of the gift.
- (4) Where a gift is required to be disclosed by this Policy, the disclosure must be in writing and include:
- (a) the name of the member of the PMC;
 - (b) the name of the person who gave the gift;
 - (c) a description of the gift;
 - (d) the fair market value of the gift;
 - (e) the circumstances under which the gift was accepted; and
 - (f) details of what was done with the gift after it was received.
- (5) The CEO may, in the CEO's sole discretion, require that any gift disclosed, or the cash-equivalent of such gift, be relinquished by the recipient to the MN-S.
- (6) Gifts received by a member of the PMC on behalf of the MN-S that have cultural, spiritual or historical value or that are otherwise significant to the MN-S must be left with the MN-S when the member of the PMC ceases to hold office.

21. Outside Employment

- (1) Members of the PMC may not be gainfully employed or perform for-profit contract work while they hold office, as it is expected that they devote their full time to their duties and responsibilities as a member of the PMC.
- (2) A per diem or honorarium offered to a member of the PMC for presenting or speaking engagements may be accepted for payment to the MN-S.

Confidentiality

22. Obligation of Confidentiality

- (1) Members of the PMC must ensure that confidential information is kept in strict confidence at all times.
- (2) No member of the PMC may use or disclose any confidential information, or allow any other person to use or disclose any confidential information, unless that use or disclosure is expressly permitted by this Policy.
- (3) Members of the PMC may only use or disclose confidential information in connection with the purpose for which it was collected or produced, and only as may be necessary to perform the duties of their office.
- (4) Members of the PMC must not use any confidential information to advance their own interests, regardless of whether the member of the PMC believes use of the information will or will not create a conflict of interest.

- (5) Members of the PMC must keep confidential information that is in their possession secure at all times by ensuring, at a minimum, that:
 - (a) physical documents are kept in locked filing cabinets when not in use;
 - (b) confidential information is not left unattended;
 - (c) only computers or other electronic devices and hardware and software provided by MN-S, including MN-S computer domains housing document sharing and email accounts, are used to access, share or distribute confidential information and access to them is limited; and
 - (d) password protection and other access controls for electronic devices is implemented.
- (6) Members of the PMC must immediately report any unauthorized use or disclosure of confidential information to the MN-S or MN-S Affiliate authority responsible for the confidential information that has been used or disclosed without authorization.

23. Return of Confidential Information

A member of the PMC who ceases to hold office must:

- (a) seek and follow direction from the MN-S or the PMC for the return or destruction of confidential information that may then be in the member's possession; and
- (b) not use or disclose any confidential information the member learned during their time serving on the PMC, or that remains in the member's possession.

Social Media

24. Social Media

- (1) The MN-S recognizes the value of social media as a means for members of the PMC to connect with MN-S Citizens and further recognizes the ubiquity of social media in the everyday lives of members of the PMC and the broader public.
- (2) Members of the PMC may use social media, provided their use of social media is at all times consistent with this Policy.
- (3) Members of the PMC may use social media in their personal time to connect with friends, family and public life, but must be mindful of how their use of social media in their personal time may impact their reputation as representative of the MN-S, and the reputation of the MN-S as a whole.
- (4) Members of the PMC must assume that everything they communicate on social media, by comment or otherwise (such as "liking" or "sharing" a post), may become public and may be associated with the MN-S.
- (5) Members of the PMC should not expect privacy when using social media.
- (6) A member of the PMC shall not communicate a personal opinion they know or should know is inconsistent with the views or values of the MN-S or the decisions of the PMC taken collectively.
- (7) Members of the PMC must assume that all communication through social media is permanent, even after the communication is deleted, so that if a member of the PMC uses social media in a manner that is inconsistent with this Policy and afterwards deletes the offending communication, the member of the PMC may still be found to have violated this Policy in the same way as if the communication had not been deleted, provided reasonable evidence of the communication remains available.

Drugs and Alcohol

25. No impairment

Members of the PMC must not be impaired while performing the duties of their office or, in particular, while interacting with MN-S employees.

26. Consumption

- (1) Members of the PMC must not consume drugs while performing the duties of their office, unless they are consuming drugs that are prescribed to them by a duly qualified medical professional.
- (2) Members of the PMC must not consume alcohol while attending a social or business event as a representative of the MN-S.

27. Assistance Programs and Accommodation

- (1) Members of the PMC that suspect they have a drug or alcohol dependency are encouraged to seek support and treatment and may contact the Ethics Committee for more information about available assistance programs and accommodation.
- (2) All inquiries made to the Ethics Committee will remain strictly confidential.

Administrative Matters

28. Public Records of Meetings

Records of meetings of the PMC may be made available to MN-S Citizens and the general public for purposes of promoting accountability of the MN-S, provided such records have been redacted so as to remove confidential information.

29. Public Records of Remuneration

Amounts paid by the MN-S to members of the PMC as salary, an allowance or as reimbursement for authorized expenses may be made available to MN-S Citizens and the general public for the purpose of promoting financial accountability of the MN-S.

30. Travel Expenses

- (1) Members of the PMC may request reimbursement for travel expenses in accordance with the Métis Nation – Saskatchewan Elected Official Travel Policy incurred in connection with performing the duties of their office, provided the travel expenses:
 - (a) are included within an approved budget and have been authorized in writing in advance by the appropriate authority, as determined by an applicable MN-S policy or guideline;
 - (b) have actually been incurred by the member of the PMC for themselves and not for any other person;
 - (c) are necessary to permit the member of the PMC to perform the duties of their office;
 - (d) are reasonable;
 - (e) are supported by receipts;
 - (f) have not already been, or will not later be, reimbursed by any other person; and
 - (g) are not in excess of any applicable maximum reimbursable amount, as determined by an applicable MN-S policy or guideline.

- (2) A member of the PMC who receives reimbursement in excess of the amount permitted in accordance with subsection (1) must repay the excess within 30 days of the time when it is identified.

PART IV **MINISTERS**

31. Role of Ministers

Ministers are responsible for fulfilling the mandate assigned to them by the President and in so doing shall:

- (a) advocate for funding and resources for the portfolio assigned to them;
- (b) where necessary and appropriate take the lead in proposing legislation to the MNLA relating to their portfolio;
- (c) bring forward to the PMC decision items relating to their portfolio as required by MN-S legislation or policy; and
- (d) provide reports to the President on progress concerning the mandate assigned to them.

PART V **COMPLAINT INVESTIGATIONS AND HEARINGS** ***General***

32. Definitions

In this Part:

“complaint” means:

- (a) a complaint alleging a violation of this Policy or a standard of conduct by:
 - (i) a member of the PMC against another member of the PMC; or
 - (ii) subject to subsection 38(2), an MN-S Citizen; or
- (b) a complaint by an employee of the MN-S against a member of the PMC alleging discrimination, bullying, harassment or lateral violence under the MN-S *Respectful Workplace Policy*;

“hearing panel” means a hearing panel constituted pursuant to section 42;

“Integrity Officer” means MN-S Senior General Counsel or another person designated by the Ethics Committee;

“scandalous, frivolous or vexatious” means, in reference to a complaint, devoid of all merit or without a reasonable possibility of success;

“standard of conduct” means a standard of conduct applicable to members of the PMC pursuant to this Policy or any other MN-S law, regulation, policy or guideline;

“subject member of the PMC” means a member of the PMC who is the subject of a complaint.

33. Confidentiality

- (1) Although all reasonable efforts will be made to keep confidential the identities of complainants and the details of complaints and inquiries, the identity of the complainant and other details may become evident in the course of an investigation and may be included in related reporting and, as a result,

the anonymity of any complainant, or the secrecy of any particular detail of a complaint, cannot be guaranteed.

- (2) Materials received or produced in connection with this Part may be disclosed to independent third-party investigators, legal counsel and other external advisors.
- (3) Notwithstanding anything to the contrary in this Policy, the Ethics Committee must obtain the prior written consent of the complainant prior to disclosing the identity of the complainant to third party law enforcement authorities, including police.

34. Protection of Complainants and Others

- (1) The MN-S will not tolerate or allow a member of the PMC to harass or retaliate against an individual for doing any of the following:
 - (a) making a complaint or causing a complaint to be made in good faith;
 - (b) participating in or otherwise co-operating in the course of an investigation; or
 - (c) refusing to act on an instruction the individual reasonably believes would cause a violation of a standard of conduct or that is otherwise illegal or unethical.
- (2) A member of the PMC who harasses or retaliates against an individual for doing any of the things described in subsection (1) violates this Policy and the standards of conduct expected of them.

35. Rights of Complainant

A complainant has the following rights:

- (a) subject to section 33, privacy;
- (b) the right to be consulted;
- (c) the right to receive notice that a complaint is dismissed.

36. Bad Faith Complaints

No person may submit or cause to be submitted any complaint that is scandalous, frivolous or vexatious or otherwise submitted in bad faith and a member of the PMC who does so violates this Policy and the standards of conduct expected of them.

37. Interim Suspension

- (1) Where a complaint relates to conduct that has resulted in a member of the PMC being charged with an indictable offence, the member of the PMC shall be suspended from office until the conclusion of the criminal proceedings and the proceedings relating to the complaint in accordance with this Part.
- (2) A member of the PMC who is suspended pursuant to subsection (1) is suspended without pay, does not have access to any MN-S resources, and may not sit at the table or participate in PMC meetings while suspended.

Making a Complaint

38. Submitting a Complaint

- (1) A member of the PMC may submit a complaint against another member of the PMC to the Integrity Officer.
- (2) An MN-S Citizen may submit a complaint against a member of the PMC to the Chair of the Ethics Committee, who may refer the complaint to the Integrity Officer, where circumstances warrant, but

this provision ceases to be effective when legislation establishing an MN-S judicial body to settle disputes is enacted and in force.

- (3) The CEO shall submit a complaint received from an employee or a complaint made by the CEO to the Integrity Officer.
- (4) Complaints should include enough information to allow the Integrity Officer to understand:
 - (a) which member of the PMC is being complained of;
 - (b) what behaviour of the subject member of the PMC is alleged to be offensive or inappropriate;
 - (c) what standard of conduct has allegedly been violated;
 - (d) in the case of a complaint by an employee under the MN-S *Respectful Workplace Policy*, details of the alleged discrimination, bullying, harassment or lateral violence that has occurred; and
 - (e) what effect the alleged violation has had or may have on the complainant and/or the MN-S or MN-S Citizens.
- (5) After receiving a complaint, the Integrity Officer may request additional details from the complainant to clarify the circumstances that led to its submission.

39. Dismissal or Referral

- (1) The Integrity Officer shall:
 - (a) dismiss a complaint where:
 - (i) the complaint is scandalous, frivolous or vexatious or otherwise made in bad faith; or
 - (ii) there are alternative systems, processes or forums (including the criminal justice system) that can better address the subject matter of the complaint; or
 - (b) refer the complaint to the Ethics Committee.
- (2) The Integrity Officer shall provide written reasons to support the decision to dismiss or refer a complaint pursuant to subsection (1).

40. Mediation and Investigation

The Ethics Committee shall review a complaint referred to it pursuant to clause 39(1)(b), together with the reasons provided by the Integrity Officer for the referral, within a reasonable time, and thereafter may:

- (a) wherever appropriate and possible, and if the complainant and the subject member of the PMC agree, facilitate a mediation prior to proceeding with a formal investigation by arranging for an impartial mediator and an impartial Lii Vyeu Moond to help the parties resolve the complaint and set their relationship on a good path;
- (b) where mediation is not appropriate or possible or where mediation has failed to resolve the complaint, appoint a third-party investigator to investigate the facts related to the complaint and prepare an investigation report that includes:
 - (i) a description of the complaint;
 - (ii) the response of the subject member of the PMC to the complaint;
 - (iii) a summary of the information obtained from witnesses, if any; and

- (iv) a conclusion as to whether a violation of this Policy or a standard of conduct or of the MN-S *Respectful Workplace Policy* is established and reasons for that conclusion.

41. Referral to Hearing

- (1) Where the Ethics Committee receives an investigation report that concludes that a violation of this Policy or a standard of conduct or of the MN-S *Respectful Workplace Policy* has occurred, the Ethics Committee shall provide a copy of the report to the subject member of the PMC and the complainant and provide notice to them that a hearing will be required to be held to determine the remedial measures to be ordered in relation to the violation that has been established.
- (2) The MN-S shall provide administrative support to:
 - (a) the Ethics Committee in arranging for appointments to a hearing panel when required and implementing and monitoring decisions of a hearing panel; and
 - (b) a hearing panel in preparing and delivering notices of hearings and making logistical arrangements for the conduct of hearings.

Hearings

42. Hearing Panel

- (1) Within 14 days of receiving the notice described in section 41, the complainant and the subject member of the PMC shall each name a person who is a member of the MNLA to the hearing panel and those two persons shall name, within 14 days of their appointment:
 - (a) a third person who is a member of the MNLA as chair of the hearing panel; and
 - (b) two impartial Lii Vyeu Moond, one male and one female, to advise the hearing panel.
- (2) If a party fails to advise the Ethics Committee of their nominee to the hearing panel, or if the two nominees fail to name a person to chair the hearing panel or Lii Vyeu Moond to advise the hearing panel within the time provided, the Ethics Committee shall, without delay, name a person to that position.

43. Notice

The hearing panel shall set a date and time for the hearing and provide a notice of hearing at least 30 days prior to that date to the subject member of the PMC and the complainant setting out:

- (a) a statement indicating that a hearing will be held in respect of the complaint, and that the purpose of the hearing is to impose appropriate remedial measures on the subject member of the PMC;
- (b) the time and place of the hearing;
- (c) a summary of the procedures to be followed at the hearing; and
- (d) a statement indicating the hearing may proceed without the subject member of the PMC if they are not present at the time and place appointed for the hearing.

44. Remedial Measures

- (1) Following the conclusion of a hearing, the hearing panel must decide the remedial measures that will be imposed on the subject member of the PMC.

- (2) The hearing panel shall only impose remedial measures that are fair, reasonable and proportionate, and rationally connected to one or more of the following objectives:
 - (a) denouncing conduct that violates a standard of conduct;
 - (b) denouncing harm caused by the violation of a standard of conduct;
 - (c) deterring the subject member of the PMC and others from violating a standard of conduct;
 - (d) disgorging of profits improperly had from violating a standard of conduct;
 - (e) promoting a sense of responsibility in the subject member of the PMC.
- (3) In formulating remedial measures that are fair, reasonable and proportionate, the hearing panel:
 - (a) may have regard to the disciplinary history of the subject member of the PMC and the application of the principles of progressive discipline; and
 - (b) shall have regard to any mitigating factors raised by the subject member of the PMC that may have caused or contributed to the violation of a standard of conduct, including:
 - (i) past trauma endured by the subject member of the PMC;
 - (ii) physical, mental and emotional health conditions of the subject member of the PMC, including drug or alcohol dependency; and
 - (iii) unique systemic or background factors affecting the subject member of the PMC, including systemic racism.
- (4) In imposing remedial measures, the hearing panel may order one or more of the following:
 - (a) that the subject member of the PMC to do one or more of the following within a specified period of time and to be suspended from the PMC until the order is complied with:
 - (i) provide a public apology to the complainant, the MN-S or other persons adversely affected by their conduct;
 - (ii) appear before the PMC to be publicly censured;
 - (iii) complete a specified remedial program of education or training;
 - (iv) compensate persons that have been adversely affected financially by their conduct;
 - (b) that the subject member of the PMC be suspended from the PMC for a specified period of time.
- (5) A subject member of the PMC who is suspended from the PMC pursuant to clause (4)(b) or for failure to comply with an order described in clause (4)(a) within the time prescribed for complying is suspended without pay, does not have access to any MN-S resources, and may not sit at the table or participate in PMC meetings while suspended.
- (6) If the hearing panel identifies a drug or alcohol dependency as a mitigating factor that may have caused or contributed to the violation of a standard of conduct, the hearing panel shall:
 - (a) include as a remedial measure a referral to an appropriate addiction assistance program, rooted in Métis culture and values where possible; and
 - (b) if applicable, make reasonable efforts to accommodate the subject member of the PMC materially in accordance with the MN-S accommodation policies applicable to employees.

- (7) The hearing panel may recommend to the President that the subject member of the PMC be relieved of any ministerial assignments made by the President.

45. Decision and Reasons

- (1) The hearing panel may render its decision immediately following its deliberations at the conclusion of a hearing or may reserve its decision and render it at a later date, provided the decision is rendered within 30 days unless the complainant and the subject member of the PMC agree otherwise.
- (2) The hearing panel must provide written reasons for its decision to the subject member of the PMC, the complainant and the Ethics Committee.

46. Implementation of Hearing Panel Orders

The Ethics Committee, or its designate, is responsible to ensure that the orders made by a hearing panel are enforced.

PART VI
TRANSITION

47. Transition

Any complaint or other matter relating to the conduct of a member of the PMC that was received by the MN-S prior to the effective date of this Policy must be administered in accordance with the MN-S laws, regulations, policies or guidelines that were in place when the complaint or other matter was received.

PMC Conduct Policy Acknowledgement Form

Métis Nation – Saskatchewan
Provincial Métis Council

I, _____ acknowledge that I have received a copy of the Provincial Métis Council Conduct Policy, adopted by the Provincial Métis Council on June 25, 2025.

I further acknowledge that I understand that I, as a member of the Provincial Métis Council, am bound by the Policy and must comply with its requirements.

DATED at _____ Saskatchewan, this _____ day of _____.
[city, town, etc.] [month, year]

[Name of PMC member]

[Signature of PMC Member]

[Name of Witness]

[Signature of Witness]