

Minutes of the regular meeting of council held Monday, November 29, 2021 No. 1427 held in the Council Chambers at 34 Reid's Lane, Deer Lake, NL.

In attendance: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald
Councillor Brett Langdon (in another meeting, came late)

Also in attendance: Town Manager, Maxine Hayden
Town Clerk, Lori Humphrey
Administrative Assistant, Christa Jones
Director of Operations & Communications, Jason Young
Public Works Superintendent, David Thomas

Absent:

Gallery: Bill Hayden

Regular meeting of council called to order at 7:32pm by Mayor Michael Goosney

2021-1129-01, Minutes No. 1426

Councillor Amanda Freake/ Councillor Kerry Jones

Resolved to accept the minutes of regular meeting of council, No. 1426 Monday, November 15, 2021.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald

In favor 6; opposed 0. Carried

New Business

- Kids Eat Smart - reminder to vote.
- Deer Lake Fire Rescue's Santa Parade will be on December 4th at 5:00pm. Santa Stroll Saturday at the Salvation Army, many different events happening.

2021-1129-02, Covid 19 Policy

Councillor Darren Fitzgerald / Deputy Mayor Melanie Young
Move to accept the Covid 19 Policy as presented.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald

In favor 6; opposed 0. Carried

COVID-19 VACCINATION POLICY (for Unionized and Non-Unionized Employees)

Policy

The Town of Deer Lake (the “Town”) is committed to protecting the health and safety of all employees, including by reducing the potential exposure to COVID-19 in the workplace, in accordance with its obligations under the Newfoundland and Labrador *Occupational Health and Safety Act*. Further to that commitment, the Town is adopting this policy.

Vaccination against COVID-19 provides the best available protection for everyone, including employees (and their families), clients, and the broader community. COVID-19 vaccines are highly effective at preventing individuals from contracting COVID-19.

This policy is effective immediately, but may be amended as public health guidance and/or requirements change. The Town will conduct periodic reviews of this policy to ensure that the protective measures outlined herein remain appropriate.

Scope

This policy applies to all Town employees.

Definitions

For the purposes of this policy, an individual is considered “**Fully Vaccinated**” 14 or more days after the date they received a complete series (as recommended by applicable public health guidance), of an approved Health Canada COVID-19 vaccine regimen, for example:

- two doses of an approved Health Canada two-dose COVID-19 vaccine regimen (i.e., any combination of AstraZeneca, Moderna, or Pfizer BioNTech).

This definition is subject to change in accordance with Canadian and Newfoundland and Labrador public health guidance.

Policy

Subject to the exceptions set out in this policy, we require that all employees be Fully Vaccinated against COVID-19 and provide proof of vaccination to the Town before attending the workplace. To the extent feasible, we will make best efforts to facilitate schedule changes if employees are scheduled to receive their COVID-19 vaccine during normal hours of work.

Proof of Vaccination

Employees must provide proof of vaccination (i.e. the confirmation provided by the applicable health body) as soon as possible and in any event no later than December 17, 2021. All vaccination information will be submitted to, and verified by Maxine Hayden, Town Manager, who will also be

available to answer questions about this Policy and the Town's collection of information. Information will be gathered in accordance with the privacy and confidentiality provisions of this policy.

The Town requires proof of vaccination in order to reduce the risk of potential exposure to COVID-19 in the workplace, in accordance with its rights and obligations as an employer under the Newfoundland and Labrador *Occupational Health and Safety Act*.

Exemptions

An exemption and resulting accommodation may be provided to employees based on a ground protected by applicable human rights legislation.

An employee seeking an exemption to this policy must submit a written request for accommodation to Maxine Hayden, Town Manager. Exemptions will be considered on a case by case basis. Where an employee's circumstances satisfy the criteria for an exemption, resulting reasonable accommodations will be granted up to the point of undue hardship and subject to applicable human rights legislation.

Where an exemption is granted, we may require alternative arrangements to reduce the risk of infection and transmission.

Other COVID-19 Safety Protocols:

The terms of this policy are in addition to (and not in substitution of) other COVID-19 safety precautions the Town has in place or may implement in the future.

Privacy

In administering this policy, the Town will only collect information that is reasonably necessary and will limit disclosure of employees' vaccination status and any surrounding medical information only to those who require this information for operational purposes. We will implement appropriate protocols to guard the sensitivity of this information and will only retain such information for as long as necessary.

Resources

We understand there may be questions about the vaccine. We encourage everyone to rely on credible sources of information, such as [Canada Public Health](https://www.canada.ca/en/health-canada/services/drugs-health-products/covid19-industry/drugs-vaccines-treatments/vaccines.html). Information about COVID-19 vaccines is available and frequently updated on the Health Canada website at: <https://www.canada.ca/en/health-canada/services/drugs-health-products/covid19-industry/drugs-vaccines-treatments/vaccines.html>. You may also wish to consult your family doctor.

Compliance and Enforcement

Any employee found to have violated this policy, including (but not limited to) by submitting false or fraudulent information to the Town, will be subject to disciplinary action up to and including termination of employment.

Terms of Policy

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available and further research is conducted.

The Town reserves the right to modify this policy, or any other COVID-19 related requirements, at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.

Questions?

If you have any questions concerning this policy, please feel free to contact Maxine Hayden, Town Manager.

Correspondence

Correspondence

Meeting No. 1427

Date: Monday, November 26, 2021

No	NAME	REGARDING	
1	MAA	Ballot	Did you decide on a vote
2	Department of Transportation and Infrastructure	Approval to award consultant	FYI
3	Department of Transportation and Infrastructure	Deadline for Municipal Infrastructure Applications	FYI
4	Water Resources	Engagement for Drinking Water Safety Action Plan	FYI
5	Deer Lake Kitty Rescue	Letter	Set up meeting with Kitty Rescue

(a) Finance

2021-1129-03, Finance

Councillor Kerry Jones / Councillor Amanda Freake

Resolved that the recommendations for Finance Report for November 24, 2021 be adopted as presented.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald

In favor 6; opposed 0. Carried

Finance

November 24, 2021

In attendance:

Councillor Kerry Jones

Councillor Darren Fitzgerald

Councillor Amanda Freake

Maxine Hayden

No	Description	Recommendation
01	Go Western partner support \$2,500.00 (budgeted)	Recommend approval
02	Deer Lake Library annual grant 2020,2021(budgeted)	Recommend approval
03	Brook Construction Claim (3) \$60,804.59 (cost shared Federal/provincial/Town)	Recommend approval
04	Electrical Materials Park \$11,171.88 (budgeted)	Recommend approval
05	Electrical Materials Park \$8,850.00 (budgeted)	Recommend approval
06	Move that Town of Deer Lake contact Bank's for loan rates for annex	Recommend approval

2021-1124-04, Accounts Payable

Councillor Kerry Jones / Councillor Gordon Hancock

Resolved that the recommendations for Accounts Payable Report for November 24, 2021 be adopted as presented for excluding item #3 and #30.

In Favor:

Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald

In favor 6; opposed 0. Carried

Councillor Gordon Hancock declared conflict for item #3 and left the meeting.

2021-1124-05, Accounts Payable

Councillor Kerry Jones / Councillor Amanda Freake

Resolved that the recommendations for Accounts Payable for November 24, 2021 be adopted as presented for item #3.

In Favor:

Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake

Councillor Kerry Jones
Councillor Darren Fitzgerald

In favor 5; opposed 0. Carried

Councillor Gordon Hancock returned to the meeting. Councillor Kerry Jones leaves the meeting due to conflict of interest for #30

2021-1124-06, Accounts Payable

Councillor Amanda Freake / Councillor Darren Fitzgerald

Resolved that the recommendations for Accounts Payable for November 24, 2021 be adopted as presented for item #3.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Darren Fitzgerald

In favor 5; opposed 0. Carried

Councillor Kerry Jones returns to the meeting.

Town of Deer Lake

Regular Accounts Payable Report

Date: November 24, 2021

No.	Name of Supplier	Amount Owning	Notes
1	Atlantic Industries	\$7,597.75	Culverts-Wellon Drive
2	Ariva	\$1,715.46	Office envelops
3	B&S Trucking	\$3,335.00	Dumpsters, transfers, salt weighing
4	Canadian Red Cross	\$342.69	Recertification, badges
5	Cansel	\$28.75	Data Plan
6	Central Cashiers Office	\$1.00	Lease
7	Chandler	\$56.24	Squeegee blade kit
8	Crane Supply	\$53.86	couplings, adapter

9	CRJ Automotive	\$22.24	Flasher
10	Day and Ross	\$1,095.91	Delivery-Royal Freightliner, Brenntag
11	Deer Lake Home Hrdware	\$132.25	Garbage Bin
12	Dicks and Company	\$41.43	Binder, pens, markers
13	Emco	\$12.88	Plug in
14	Guillevin International	\$125.44	PVC glue
15	Harvey and Company	\$25.19	Gasket, oil drain, nut and stud
16	Hitch Communications	\$1,361.23	Monthly charge
17	KC Reid Enterprises	\$1,696.14	Cleaning supplies, repair to Hodder door
18	L & H Tucker	\$110.48	Coffee/muffins- Sock it fundraiser
19	McLoughlan Supplies	\$104.08	Lights
18	Modern Pest	\$63.34	Pest control-Hodder
19	Martin's Fire Safety	\$34,194.88	Bunker suits
20	Narl Marketing	\$508.43	Furnace oil- Depot
21	NLPA	\$539.56	Ice scraper blades, blades sharpened
22	Parts for Truck	\$939.69	Drums, breakaway kit, spray, bushings
22	Prime Creative	\$172.50	Monthly updates
23	Purolator	\$233.17	Deliver-Can. Safety Assoc.
23	Rigid Trucking and Excavating	\$2,762.23	Blades, bit, excavator, light, roller
24	Royal Freightliner	\$622.98	Air duct
25	Shears Building Supplies	\$268.96	Lumber-Riverbank Road
26	Simmons Tire	\$3,774.20	Tires, tire repair on Loader, Cable #75
27	Stewart McKelvey	\$465.75	Legal Fees
27	Superior Propane	\$861.06	Propane-Hodder, Dept

28	Toopes Auto	\$395.75	Oil filter-#118, gloves, rags, break cleaner
29	Western Signs	\$2,382.92	Signs-industrial park, roads, trail, hodder
30	Western Steel Works	\$373.51	Welding

\$66,416.95

(b) Environment and Housing

2021-1129-07, Environment and Housing

Deputy Mayor Melanie Young/ Councillor Kerry Jones

Resolved that the recommendations for Environment and Housing for November 17, 2021 be adopted as presented.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald

In favor 6; opposed 0. Carried

**Environment & Housing Committee Minutes
Wednesday, November 17th, 2021 - 3:30pm @ Town Office**

In Attendance: Deputy Mayor Young Mark Lamswood Keith Park
Maxine Hayden Dave Thomas

Regrets: Councillor Jones Councillor Fitzgerald

2021 Building Permits to Date:

Following is a breakdown of the number of permits issued (in brackets) and construction values so far in 2021, up to and including November 25th, 2021:

- General repairs (103): \$ 478,350
- Accessory buildings (30): \$ 393,100
- Commercial Construction (18): \$ 530,400
- Decks, Extensions, Patios (47): \$ 190,650
- New Dwellings (14): \$ 3,191,500

Total \$ 4,784,000

#	Name	Address	Description	Action
General Repairs				
1	Chris & Wanda Jefferies	2 Hancock's Rd	Shingles on garage	Approved
2	Tammy Winsor	37 Middle Rd	Replace deck, window and door	Approved
3	Albert & Sharon Anstey	36 Fifth Ave	Siding, front step	Approved
Extensions, Decks, Patios				
4	Guy & Ivy Caravan	17-19 Riverview Pl	Carport extension	Approved
New Residence				
Accessory Building				
Commercial Construction				
Operate A Business				
5	Adrienne Burton	2 King's Ln	Polished; Nail Studio, sole proprietorship	Approved w public notification
Other				
6	Kevin & Perry McKay		Update	Deferred to next meeting
7	Stephen Blanchard	25 North Main St	Meeting at Town Office	Update re: next steps
8			Email from Climate Change Coordinator re: composting feedback	For information; feedback required at next meeting

Councillor Langdon joins the meeting.

2021-1129-08, Environment and Housing

Deputy Mayor Melanie Young/ Councillor Kerry Jones

Resolved that the recommendations for Environment and Housing for November 23, 2021 be adopted as presented.

In Favor:

Mayor Mike Goosney

Deputy Mayor Melanie Young
 Councillor Amanda Freake
 Councillor Gordon Hancock
 Councillor Kerry Jones
 Councillor Darren Fitzgerald
 Councillor Brett Langdon

In favor 7; opposed 0. Carried

Environment & Housing Committee Minutes
Wednesday, November 23rd, 2021 - 3:00pm @ Town Office

In Attendance: Deputy Mayor Young Mark Lamswood Keith Park
 Maxine Hayden Dave Thomas Jason Young

Regrets: Councillor Jones Councillor Fitzgerald

2021 Building Permits to Date:

Following is a breakdown of the number of permits issued (in brackets) and construction values so far in 2021, up to and including November 25th, 2021:

- General repairs (103): \$ 478,350
- Accessory buildings (30): \$ 393,100
- Commercial Construction (18): \$ 530,400
- Decks, Extensions, Patios (47): \$ 190,650
- New Dwellings (14): \$ 3,191,500

Total \$ 4,784,000

#	Name	Address	Description	Action
General Repairs				
1	Zane Caines	100 Nicholville Rd	Siding & Shingles	Approved
2	Tom Jones (Rob Goodland)	49C Tower Rd	Foundation	Approved pending any further requirements from provincial government
Extensions, Decks, Patios				
3	Terry & Marina Jones	40 Garden Rd	Extension on patio	Approved
4	John McDonald	3 Spruce St	Extension on garage	Approved; letter on file from neighbor

New Residence				
Accessory Building				
5	Dale Rowe & Kimberly Piercey	65 Middle Rd	Shed	Approved
Commercial Construction				
Operate A Business				
Other				
6	Kevin & Perry McKay		Update	To schedule a follow up meeting
7	Stephen Blanchard	25 North Main St; revised application as of October 29 th Application (Nov. 4 th Meeting of E&H Committee)	Meeting at Town Office	Approved with conditions as outlined in written correspondence from the town and pending any Service NL requirements
8	Greg Collier	2A Goose Arm Rd	Update	Meeting on November 25 th
9			Email from Climate Change Coordinator re: composting feedback	4 sites determined around town for pilot project
10	Vaden and Joyce Williams		Follow up from recent meeting with town representatives	Defer to next meeting
11	Ben & Ann Bowring	50 Middle Rd	Renewal of permit #2861	Approved

(c) Public Works

2021-1129-09, Public Works

Councillor Darren Fitzgerald/ Councillor Brett Langdon

Resolved that the recommendations for Public Works for November 26, 2021 excluding #3 and 11 be adopted as presented.

In Favor:

Mayor Mike Goosney

Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald
Councillor Brett Langdon

In favor 7; opposed 0. Carried

2021-1129-10, Public Works

Councillor Darren Fitzgerald/ Councillor Gordon Hancock

Resolved that the recommendations for Public Works for November 26, 2021 #3 only be adopted as presented.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald
Councillor Brett Langdon

In favor 7; opposed 0. Carried

2021-1129-11, Public Works

Councillor Darren Fitzgerald/ Councillor Gordon Hancock

Resolved that the recommendations for Public Works for November 26, 2021 #11 only be adopted as presented.

In Favor: Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald
Councillor Brett Langdon

In favor 7; opposed 0. Carried

Public Works
November 26, 2021

Councillor Darren Fitzgerald

Councillor Brett Langdon

Councillor Gordon Hancock
Maxine Hayden

Dave Thomas
Jason Young

No	Description	Recommendation
01	Drainage issue Elizabeth Avenue	Let home owner know this will be part of the storm sewer study
02	Flooding Hancock's road pw to review after rainfall	Defer for more information
03	Land Development Policy	Recommend reviewing load and cost amounts
04	Main Dam Perry Property/Corbett drainage problem	Public works superintendent to make contact with Mr. Perry , in even contact not be made a letter will be written
05	19 Cross's Road Stuckless water pooling	Public works to review property
06	Rockwood Demolition	Recommend RFP with overhaul plans developed during winter.
07	Sewer Industrial Park/Land Sales Industrial Park	Recommend go out for design any land sales should reflect cost with sewer
08	Water fee Reidville	Defer to in camera
09	Storm sewer inspection Stadium parking lot	Ongoing trying to get company to map out path of line
10	Water pressure Nichols Landing	Recommend add Booster stations to our capital works plan for 2023
11	Water and sewer policy	Recommend reviewing pavement cost estimate.

(d) The Department of Arts, Recreation and Culture

2021-1129-12, The Department of Arts, Recreation and Culture

Councillor Brett Langdon / Deputy Mayor Melanie Young

Resolved that the recommendations for The Department of Arts, Recreation and Culture for November 3, 2021 be adopted as presented.

In Favor:

Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald

Councillor Brett Langdon

In favor 7; opposed 0. Carried

**Department of Arts, Recreation and Culture Minutes
Friday, November 19th, 2021, 12:00pm**

In Attendance:

Councilor – Brett Langdon

Councilor – Gordon Hancock

Deputy Mayor – Melanie Young

Town Manager - Maxine Hayden

Director of Recreation Community Services - Glynn Wiseman

Director of Operations & Communications– Jason Young

The meeting started at 12:00 pm

#	Item/Description	Discussion/Notes
1	Welcome; Additions to Agenda	Advertising agreements with Coke at the Hodder. Recreation will be looking for new advertising agreements at the Hodder as the agreement with Coke a Cola has expired.
2	5 th Ave playground needles garbage fence and vandalism	Recreation has the Town electrician installing a camera at the playground to complement our inspections and garbage collection schedule.
3	Xavier community project	Recreation has been in contact with Xavier Junior High. The junior high school has plans to construct a small basketball court on the back of their school. Recreation is committed to working with Xavier to help this project get completed.
4	Banners in the arena	Recreation will be changing the location of the 2 Championship Herder Banners in the arena to make them more prominent. We will also change some banner locations and colours for organization purposes.
5	Food Service for Hockey Tournaments	For the time being recreation will have Betty Guy run the canteen for the town. This is to provide food to the athletes and spectators over the upcoming tournaments. This will only be until a new operator is put in place.
6	Sign Regulations	The Town of Deer Lake will be enforcing its signage regulations. In addition, the Recreation will be looking to have an amendment made to its regulations stating that no signs should be placed in beautification project areas.
7	Speakers for arena and main street	Recreation is in the process of ordering speakers to be located outside the arena and in locations on Main Street. Music can be played from one central location and broadcasted simultaneously through all speakers. We would use this at Christmas time, Canada

		day and planned Deer Lake Live events requiring music.
8	Coast to Coast Antique Car Show	Recreation has been in contact with the NAACC coast to coast antique car show. They will be arriving in Deer Lake on the Evening of July 6 and traveling to out the next day. I have put them in contact with the operator of the Deer Lake Municipal Park who is handling their request for accommodation, food and showers. They will not be in Deer Lake long but would like to residentsto come visit them at their camping location to chat and see how life on the road is for them. Recreation Recommends a Deer Lake live event be planed for that night at Deer Lake Park.
9	Christmas Tree at town office	Recreation will place a real tree outside the Town Office located between the Flag Poles. This tree will be up for the holiday Season.
10	Meeting Adjourned	1:30 pm

Action Items in Bold Above

2021-1129-13 Adjournment

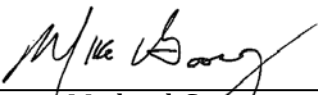
Councillor Amanda Freake

Resolved that since there is no further business that the meeting adjourns at 8:45pm. Next Meeting scheduled for December 13, 2021.

In Favor:

Mayor Mike Goosney
Deputy Mayor Melanie Young
Councillor Amanda Freake
Councillor Gordon Hancock
Councillor Kerry Jones
Councillor Darren Fitzgerald
Councillor Brett Langdon

In favor 7; opposed 0. Carried



Mayor Michael Goosney



Town Clerk, Lori Humphrey