



Remembrance Day - November 11

Remembrance Day is observed on 11 November in most countries to recall the end of hostilities of World War I on that date in 1918. Hostilities formally ended "at the 11th hour of the 11th day of the 11th month", in accordance with the armistice signed by representatives of Germany and the Entente between 5:12 and 5:20 that morning. ("At the 11th hour" refers to the passing of the 11th hour, or 11:00 am.) The First World War officially ended with the signing of the Treaty of Versailles on 28 June 1919.

The red remembrance poppy has become a familiar emblem of Remembrance Day due to the poem "In Flanders Fields" written by Canadian physician Lieutenant-Colonel John McCrae. Poppies were worn for the first time at the 1921 anniversary ceremony. At first real poppies were worn. These poppies bloomed across some of the worst battlefields of Flanders in World War I; their brilliant red colour became a symbol for the blood spilled in the war.

Postcards for Peace at Craigleith Heritage Depot

This November, the Craigleith Heritage Depot invites you to write a postcard to a Canadian veteran. In honour of the men and women who have fought for our country, the Depot will participate in the Postcards for Peace nation-wide campaign.

Materials will be provided for folks of all ages to decorate and write one or more postcards to servicemen and service women. A list of addresses will also be provided at the creator's request, drawn from the Veteran Affairs Canada database, to direct their postcard to a veteran. Please note that postage will be at the creator's expense.

Alternatively, creators are welcome to leave their postcard at the Depot to contribute to a Peace Wreath that will hang in the Depot for the month in remembrance and reflection of our Canadian forces.

Contact: The Craigleith Heritage Depot, T: 519-599-3131 ext. 370



Thornbury Guiding Units Enrolment Night

Wednesday Nov 2nd was a special night for Thornbury Guiding units as they enrolled new girls into the unit. There was an overwhelming attendance by parents and family in support of the girls on their special night. Each unit opened with their usual opening exercise, then a brief introduction of Guiders in each unit. After a brief reading on "Why We Wear A Uniform", the enrolments took place. The girls were excited and eager to join their units! Once the girls were completed, new Spark Guiders Becky Dahl and Mary Hindle renewed their Guide Promise, as they had been in Guiding as girl members. Wenona Hammond presented Shirley Woolner with her 40 yr pin in Guiding. The evening ended with each unit doing their traditional closing, then fruit treats for all!



COMMUNITY EVENTS

To be included in this listing post your event on www.visitbluemountains.ca

Details subject to change- Confirm with organizers

Shri Fest

November 11-13

Blue Mountain Village

A 3-day celebration of yoga life with notable yoga teachers. See musicians and artists united to create beauty! Whether you're an avid yogi or just getting started, this is your event. Registration details can be found at www.shrifest.com

BEAVER VALLEY HANDMADE ARTISAN MARKET

Saturday, November 12, 10:00am - 5:00pm

Kimberley Hall, 235309 Grey Road 13

Art, craft and food from local artists, artisans and food producers. Free Admission. Open House at Grist Mill Winery's specials. Book sale at Kimberley Library. Hourly draws. See paintings, jewellery, woodworking pottery, soap, sauces, preserves, artisan olive oil and balsamic vinegars and more. Barbara 519-924-3942 www.theartmap.com/events

CANDY CANE FAIR

Saturday, November 12, 11:00am - 2:00pm

Grace United Church 140 Bruce St.S. Thornbury
Popular Cookie Bar to buy your Xmas Cookies by the pound, Crafts, Home Baking, Xmas Decorations, Delicious Lunch served from 11:30-1:30 Contact: 519-599-2438 www.graceunitedthornbury.ca

JAZZ AT THE MOVIES

Friday, November 18, 7:30pm - 10:00pm

Marsh Street Centre, Clarksburg

JAZZ at the MOVIES will be performed and narrated by the Mary-Catherine Pazzano Quartet with Mary-Catherine on vocals, Don Buchanan on keyboard, Mike Grace on acoustic bass and Steve James on drums. Tickets \$25, Students \$5 available at Pharmasave and Sincerely Yours in Thornbury, Marsh Street Centre in Clarksburg,

Blue Mountain Music in Collingwood and Stuff To Read in Meaford. Contact: Tony 519-599-2893
Website: thornburyjazz.com

JOLLY HOLLY BAKE SALE & LUNCH

Saturday, November 19, 11:00am - 2:00pm

St. George's Parish Hall 519-599-3047

NEW TERRITORY FOR SENIORS INFORMATION SERIES

Tuesday, November 22, 10:30am to 12pm

St. George's Anglican Church, Clarksburg

Are you planning your estate? Are you the Executor of an estate? Join us to learn about the Estate Administration Tax. (formerly the probate fee) Free event, transportation available.

RSVP to BVO 519-599-2577 ext 29

GLAMAPALOOZA

Thursday, November 24

Glamapalooza is an epic ladies event in Thornbury. Shopping, dining, activities, dancing, live music and more. www.glamapalooza.ca

CHRISTMAS AT BLUE CRAFT & GIFT SHOW

Saturday, November 26, 10:00am - 5:00pm

Sunday, November 27, 10:00am - 5:00pm

2nd Annual Christmas at Blue Craft & Gift Show at Blue Mountain Conference Centre. Over 100 vendors. Contact: David 705-309-0970

UNIQUE CHRISTMAS GIFT SALE

Saturday December 3, 9:30am - 2:30pm

Marsh Street Centre, Clarksburg

OLDE FASHIONED CHRISTMAS

Saturday, December 10, 10:00am - 9:00pm

Downtown Thornbury

www.oldefashionedchristmas.com

Public Skating at Beaver Valley Arena

Adult Skating \$3 per person

Mondays, Wednesday & Fridays
(10am - 12pm)

Parent & Tot - No Charge

Tuesdays (10am - 11am)

Public Skating - No Charge

Saturdays (7pm - 9pm)

Sundays (12pm - 2pm)

Public Skating exceptions, cancellations and updates can be found on the Municipal Calendar on the Town's Home Page www.thebluemountains.ca

Smile Animal Society's 2nd annual Huge Indoor Yard Sale.

Sat. Dec. 3 from 9 am to 1 pm.
Christ Church Anglican,
Boucher St. Meaford.
Huge array of new & gently used treasures.

WEEKLY EVENTS

Daily - Monday-Friday

Coffee Klatch - 10am to noon
Marsh Street Centre, Clarksburg

Mon, Wed, Thurs, Fri

Pickleball - Beaver Valley Community Centre; www.pickleballthornbury.com for the schedule or call Jean 519-538-5130

Mondays

Bridge 1pm. St. Georges Anglican Church, \$2.00 includes refreshments

Tuesdays

Toastmasters 7pm.

Marsh Street Centre, Clarksburg

Wednesdays

Taoist Tai Chi Arts™ Classes 10am-noon
Beaver Valley Com. Centre. 519-538-0288

Events For Life Coffee Nook 9:30-10:30am
Come and enjoy coffee and muffins at Grace United Church eventsforlifethornbury.com

Wednesday and Thursday

Bid Euchre 1:00 pm Beaver Valley Community Centre, \$2.00 - 519-599-2209

Sundays

English Country Dancing, loved by Jane Austin and many local dancers, takes place at the Marsh St. Centre in Clarksburg, Sundays November 20th and December 11th, 2:00pm to 4:30 p.m. No partner necessary - admission \$6.
www.lordgreysdance.weebly.com

Scottish Rotarians Curl Their Way Across Ontario

A 60-year old tradition plays out in Thornbury-Clarksburg and Meaford next week, as the 2016 Scotland to Canada Rotary Curling tour visits the area for a 2-day stay with the 2 local Rotary clubs. While Monday morning will see the visiting team take on local Rotarian curlers at the Meaford Curling Club, the other major aspect of the visit will be the Rotary fellowship that comes from a number of house parties, local tours and a gala joint Rotary meeting on Monday evening at Lora Bay Golf Club.

The 20 members of the Scottish team will be halfway through their month long tour, having arrived in Montreal and curled their way across Ontario to get to our area. Their next stop will be in Kitchener-Waterloo, and a week and a half later, the tour will wrap up in Burlington. This Rotary fellowship activity had a humble beginning 60 years ago. The late George South, a charter member of the Thornbury-Clarksburg Rotary Club, was the instigator of the local Rotary involvement in the exchange, and every 2 years since a team of Rotarians has gone one direction or the other to curl and tour.

Local Rotarians, Rick Offord and Gerry McGregor were both members of the 2014 Canada to Scotland team and spent the entire month of November that year curling their way around Scotland, describing it as "trip of a lifetime".

The Scottish visitors will be hosted by Rotarians in Meaford and Thornbury-Clarksburg. This long-standing Rotary fellowship activity is but one of the many international Rotary fellowships that enhance the experience of being a Rotarian. "Service Above Self" is certainly the Rotary motto, but Rotary provides so many other avenues for personal growth and gratification -- beyond the satisfaction that comes from doing good in the world.



Rotary Taste of South Georgian Bay Draw Winners

Orchid Restaurant - Frances Telch
The Dam Pub - Sylvia Bauer
The Mill Café - Kim Carscadden
SiSi Trattoria - David Slade
Thornbury Bakery - Barb Fleming
Sunset Grill - Brian Wootton
Tholos Restaurant - Virginia Thompson
The Cheese Gallery - Karen Campbell
Corner Cafe - Joan Gaudet
Gustav Chop House - Fatima Miranda

Thank you to those who bought tickets with proceeds going to support local community projects.

Book Signing with Werner Zimmermann

Join in the fun, Saturday December 10th 2:00 pm, hosted by Jessica's Book Nook at the Beaver Valley Community School.

Participate in a costume contest, and dressup as one of Werner's characters from Deck The Halls, Dashing Through the Snow or Porcupine in a Pine Tree. Call the bookstore for further information 519-599-7361

New Open Hours & Location for the Library

The L.E. Shore Memorial Library is closed for roof repairs. During the closure (6-8 weeks?), library services are available at the temporary Town Hall location and Craigleith Heritage Depot. Keep in mind that digital services and eBooks, digital audio books and eMagazines are available through our website 24/7.

Town Hall Location 32 Mill Street

Monday - Closed
Tuesday - 8:30 – 8:00 pm
Wednesday - 8:30 – 4:30 pm
Thursday - 8:30 – 8:00 pm
Friday - 8:30 – 4:30 pm
Saturday - 10 – 5:00 pm
Sunday 12 – 4:00 pm

Craigleith Heritage Depot 113 Lakeshore Road

Monday, Tuesday - 10 – 5 pm
Wednesday - 10 – 8 pm
Thurs., Fri., Sat. - 10 – 5 pm
Sunday - 12 – 5 pm

www.thebluemountainslibrary.ca

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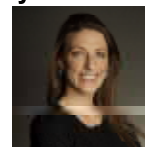
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In Memory

Those we love, don't go away, they walk beside us every day, unseen, unheard, but always there, still missed, still loved, still very dear!



SMITH, HAROLD 'MURRAY'

Harold Murray Smith, 96, formerly of Thornbury and Toronto, died September 8, 2016 at Grove Park Home in Barrie. Murray was predeceased by his loving wife Gail (née Myles) of Thornbury. He is survived by his five children, Cheryl Forshaw (Geoff), Bruce (Frances), Don (Susan), Mike (Deb), Kathy Green (Bruce), and also by his brother Bruce (Dolina), sister Thelma Line, sister-in-law Isabel, and brother-in-law Milne Myles (Faye). He is fondly remembered by grandchildren, Jason, Michael, Tom, Justin, Jeremy, Derek, Kaitlyn, Kendra, Mark, and great grandson, Evan, and his nieces and nephews.

MURPHY, KATHLEEN JEAN

Kathleen passed away peacefully at the home of her son Peter in Guelph on Sunday September 18, 2016 at the age of 93. Born in Collingwood on December 3, 1922 a daughter of the late James and Elizabeth (nee Sheridan) Brown, Kathleen was raised in Thornbury. Kathleen was predeceased by her beloved husband Jim in 2010 and is remembered as the much loved mother of Peter and his wife Tanya of Guelph, Judy Noddle of Keswick and Ric and his wife Susan of Snug Harbour. She will be the sorely missed Nanny of Lori, Ryan, Elise, Jillian, Nic, Deanna and Wyatt and Dylan. Sisters Sarah Murray of Meaford and Isabel Johnson of Thornbury predeceased Kathleen and she will be fondly remembered by her several nieces and nephews and by their families.

MORGAN, IAN FREDERICK

Born December 2nd, 1930, son of the late George and Marjorie Elaine (nee Palsler) Morgan, Ian passed away aged 85 in the comfort of his own home, with his wife of 61 years by his side, on Thursday October 13th, 2016. Ian is lovingly remembered by his wife Mary Lou (nee Lyon), his eldest son David and his wife Margaret Mitchell, daughter Lynn and her partner Tom Duxbury, and youngest son Donald and his wife Kirsten. He will be

sadly missed by his grandchildren; David's children with Connie Welden (deceased): Trevor and Ailish, and his stepdaughter - Margaret's daughter Alison Ludlow; Lynn and Tom's children: Robyn and Erin, and Lynn's stepchildren Sandy and his wife Samantha, and Scott; and Donald and Kirsten's children: Merran, Mackay and Ewan. Ian is survived by his sister Mary and her husband Charles Ferguson and their children Susan and Robert.

WOLF, RICHARD HANS

Born in Frankfurt, Germany on March 6, 1932, Hans Wolf of Thornbury passed away at Meaford Hospital on Wednesday October 19, 2016 at the age of 84. He was the loved father of Patti Wolf and Kevin Shaw of Thornbury and dear grandfather and great grandfather of Derek and Margriet Reekie and their children Hanna, Charlotte and Delhia; Dana and Shauna Reekie and their children Jackson and Lennon; Rebecca Reekie and Nathan Bellamy and their son Kessel; and Alicia and Brady Record. Hans was the dear brother of Uta and Rolf Reichman.

HOGG, ROBIN

Robin Gene Daniel Hogg of Clarksburg, born in Collingwood on July 16, 1960, a son of Mary (nee Rice) and Norman Hogg, passed away at Hospice Grey Bruce in Owen Sound on Thursday October 27, 2016 at the age of 56. He is remembered as a beloved son by his mother Mary of Collingwood and he was predeceased by his father, Norman Hogg. Robin was the loved father of Emma Hogg and Daniel Hogg, both of Clarksburg. He will be fondly remembered by his brother Ted Hogg of Collingwood and by his sisters Rosemary Turner (Calvin) of Collingwood and Betty Brodie (Hal) of Barrie and is survived also by many nieces and nephews.

FLIELER, DOROTHY BELLE

Born in Lougheed Alberta on June 8, 1919, a daughter of the late Violet (nee Knapp) and Peter Keeler, Dorothy passed away at Errinrunc Nursing Home in Thornbury on Tuesday November 1, 2016 at the age of 97. Dorothy was married to Cecil Kenneth Blackman. Following her husband's death in 1982 after 45 years of marriage, she married Alfred Flieler in 1990 who

predeceased her in 2000. Dorothy will be remembered as a much loved 'Mom' by her daughter Janet Hulbert of Scarborough and by her son Terry Blackman (late Vicky) of Thornbury. She will be a sadly missed grandmother and great grandmother to Scott Hulbert and Jeffery Hulbert (Rebecca) and their three sons; Heather Blackman (Mark McCutcheon) and their two daughters; and Karen Blackman (James Cabberro) and their two sons. Sisters Clara, Violet and Verna and brothers Leonard, Lester, Ray, Hubert and Frank all predeceased Dorothy, the youngest of the nine siblings and she will be recalled as a dear aunt by her many nieces and nephews and their families.

International Cyber Security Awareness

Members of the Ontario Provincial Police (OPP) remind everyone to be aware of the email scams criminals use to commit identity theft and other crimes.

Phishing is any e-mail falsely claiming to be from an established legitimate organization such as a financial institution, business or government agency. The e-mail may request or direct the consumer to visit a certain website to update or provide personal and/or financial information and passwords. It is really a malicious attempt to collect customer information for the purpose of committing fraud.

Ransomware produces what has been called a "Police Trojan" or "scareware" because a notice pops up that appears to come from a law enforcement agency. The message is a false accusation of illegal online activities and then demands that the consumer needs to pay a fee via money transfer or credit card to unlock the computer. When the victim submits their payment details, the criminals then steal and use the victim's personal information.

The Canadian Anti-Fraud Centre (CAFC) received 5,179 'phishing' complaints in 2015, identified 1,704 people as victims who lost more than \$508,000. In 2015, the CAFC received 295 complaints from Canadian consumers who received a ransomware pop-up message. Of those, 135 victims were identified as having lost a total of more than \$47,000.00 – roughly \$348 per victim.

To recognize and avoid phishing:

- Protect your computer with anti-virus software, spyware filters, email filters and firewall programs.
- Contact the named financial institution immediately and report your suspicions.
- Do not reply to any email that requests your personal information.
- Look for misspelled words.
- Always report phishing or 'spoofed' emails.

Signs that you may have encountered ransomware:

- A pop-up message or banner with a ransom request.
- A user cannot usually access anything on the computer beyond the screen.
- Sending money outside of the traditional or mainstream banking system.
- Sending money to "unlock" a computer.

Tips to protect yourself from ransomware:

- Never click on a pop-up that claims your computer has a virus.
- Update your anti-virus software often and scan your computer for viruses regularly.
- Don't click on links or attachments in e-mails sent to you by someone you don't know.
- Turn on your browser's pop-up blocking feature.
- Never download anti-virus software from a pop-up or link sent to you in an e-mail.

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Building Boom Strongest in 10 years

The Town's Chief Building Official Greg Miller, reported that construction activity is firing on all cylinders in the Town of The Blue Mountains. Year to date, the Building Services Division has issued 480 building permits with an associated construction value of \$107 million in 2016 topping the \$103 million in permits issued for all of 2015.

At the end of October, 165 new dwelling units have been issued, up sharply compared to 105 dwelling units issued for the entire 2015 season representing a 57% year over year increase. New dwellings under construction is the main driver behind the strong numbers representing \$70 million of the \$107 million or 65% of the total value of permits issued. A total of 480 building permits have been issued year-to-date compared to 350 during the same period in 2015; up 38%.

Miller stated, "This is really encouraging to see such strong construction activity in our community. The economic impact goes beyond providing jobs in the construction sector with a trickledown effect to other areas of the economy from furnishings, landscaping and maintenance to restaurants and other retail services. This momentum will spur other new investments and developments in our community, which is very positive".

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Outside Operations:

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Trail Crew

Childcare:

Nursery Staff

Lodge:

Night Cleaners

We offer competitive wages, a Season's pass and discounted meals (while working). For our Full-Time positions, we are looking for friendly and enthusiastic people who are able to work weekends, Christmas Break and March Break. Part-time weekend only positions are also available. No experience is required as we will provide training.

The Georgian Peaks Club would like all potential employees to know that accommodations for disabilities can be made during recruitment and employment.

If interested, please e-mail, fax or send your resume to:

The Georgian Peaks Club
Box 400 Thornbury, ON N0H 2P0
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Fax: 519-599-6451 E-mail: admin@georgianpeaks.com



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fld6792thornbury@sobeys.com



Mayor's comments regarding Councillor

Sanctions - Sept 15

Statement by Mayor John McKean

Every member of our community is entitled to a workplace that is free from harassment.

The Town of The Blue Mountains has comprehensive policies to ensure adherence to Ontario's workplace legislation and our own Code of Conduct. We also have procedures to address any concerns or complaints that are raised.

On May 9, 2016, a complaint was made about the conduct of Councillor Michael Seguin. The complaint alleged that his conduct breached:

- the Town's Code of Conduct for Members of Council (Policy POL.COR.07.07)
- the Town's Workplace Harassment Program (HS.10.12)
- Ontario's Occupational Health and Safety Act.

The complaint was referred to an independent, objective, third-party legal counsel for investigation.

Through the course of the investigation, the complainant and witnesses were interviewed, and relevant documents were reviewed. Councillor Seguin chose not to participate in the process, although he was invited to do so many times.

The final report was presented to a Special Meeting of Council on September 15, 2016. The final report concluded that the conduct of Councillor Seguin was in breach of the Town's policies related to a respectful workplace and the provincial Occupational Health and Safety Act.

After considering the matter, Council passed a resolution adopting the conclusions of the investigation and acknowledging that Councillor Seguin's conduct was in breach of both the Town's policies and Ontario's Occupational Health and Safety Act. Council also approved a series of corrective measures which will ensure that Town staff will again have a proper and respectful environment in which to work.

Council also expressed its regret that the circumstances which gave rise to the complaint ever took place. Council expects that these circumstances are now at an end, and will not be repeated.

Throughout these difficult circumstances, and the investigation that followed, the public servants who work at our Town have conducted themselves professionally and respectfully. On behalf of all the members of our community, I would like to thank them for their ongoing efforts and professionalism.

I would like to assure the public that the matter has been addressed and resolved in a professional, objective and independent manner, in accordance with all legal obligations and proper proceedings.

I want to assure taxpayers that both Town councillors and Town staff remain committed to protecting the best interests of the community.

As Mayor, I look forward to putting this regrettable matter behind us, and leading the Town forward.

We look forward to your support as we continue to do the important work of Council business and serve the Town of the Blue Mountain

For information please contact:
John McKean, Mayor
Town of The Blue Mountains
519-599-3131 Ext. 400

Town Statement on Investigation - Sept 23

Your Town Council and staff are committed to protecting the best interests of our community.

Every day, it is our goal to provide great public service and leadership to our community, in a way that upholds the law and instills public confidence in our civic administration.

Recently, we have had to address circumstances which arose when a formal complaint was filed against Councillor Seguin. The purpose of this letter is to provide more information about how that matter has been resolved.

The complaint was made under Town policies and Ontario's Occupational Health and Safety Act. This Act addresses harassment in the workplace and the obligation to investigate. It also includes provisions addressing confidentiality to protect all those involved. This is the process required by provincial legislation and the Town, like all employers, is required to follow it.

In response to the complaint, and further to our statutory obligations and policies, an independent,

unbiased objective investigator conducted a full investigation. Findings were made and recommendations were presented to Council in a written report from external solicitors.

The report concluded that Councillor Seguin's conduct was in breach of both the Town's policies and the Occupational Health and Safety Act.

After careful consideration, Council passed a resolution adopting the conclusions of the report, and imposing sanctions designed to ensure that the conduct would not continue. The people of The Blue Mountains would not tolerate harassment or intimidating behavior in their workplaces. Council's own strategic plan commits to making the Town an "employer of choice." The Town administration must always be a safe and respectful workplace, which fully complies with provincial legislation.

Some have questioned why this investigation was undertaken by an independent investigator rather than by an Integrity Commissioner. This is because the complaint was filed in part under the Occupational Health and Safety Act. An Integrity Commissioner has no jurisdiction over workplace harassment complaints made under that Act. Some have also indicated that they would like the benefit of more information about the facts surrounding the complaint.

While the Town recognizes the importance of transparency, the Town was and remains obliged to follow the provisions of the Occupational Health and Safety Act in managing this complaint. The Act addresses treating the information as confidential in the circumstances. Indeed, it is normal practice for an investigation such as this to remain confidential to protect the interest of all involved. It only became public when it was released, without authorization, by Councillor Seguin.

It is our hope that with the steps we have taken, we can move beyond this regrettable matter, and continue with our role of delivering and planning services to our community for today, and the future.

For more information please contact:
John McKean, Mayor,
Town of The Blue Mountains
519-599-3131 Ext. 400

Members of the Media

The plot thickens. The Mayor's press release of September 23, 2016 in response to my open letter to him (below) seems to imply this never was a Code of Conduct complaint and the whole thing is covered by the confidentiality provisions of OHS. Councillor Seguin meanwhile assures me that he has the correspondence with the Mayor to prove that it was a Code of Conduct complaint. At some time the truth will come out. There is a story here that is yet to be told.

For further information please don't hesitate to contact me either by e-mail or cell # 416-592-0487.

Best regard, Alar Soever

Open Letter To Mayor McKean Sept 19

Dear Mayor McKean,

The secrecy surrounding the complaint and the findings of the investigation into Councillor Seguin under the Code of Conduct for Members of Council has caused a lot of animosity in our community and eroded public confidence in both our elected and appointed officials.

Regardless of how one feels about Councillor Seguin, one has to be concerned as to why, what should have been a simple, straightforward and transparent process, has turned into a political circus shrouded in mystery.

Let's look at what little the public does know from what has been published in the press and from Councillor Seguin's social media posts.

On July 22nd 2016 the Town of Blue Mountains issued a Notice of Public Meeting to be held on August 19th REGARDING PROPOSED UPDATE TO THE CODE OF CONDUCT FOR MEMBERS OF COUNCIL, POLICY NO. POL.COR.07.07.

At the August 19th meeting Councillor Seguin declared a pecuniary interest and members of the public questioned why there was a need to amend the Code of Conduct and appoint an Integrity Commissioner at this particular time.

After the August 19th Public Meeting it was reported in the press that the town's CAO, Troy Speck, had filed a complaint against Councillor

continued

continued

Michael Seguin under the above Code of Conduct, and the Town's respectful workplace policy and the harassment policy against him on behalf of municipal staff.

The town's manager of human resources was reported as confirming there was a complaint filed and that the town is taking it seriously.

It was also reported that "Under the town's current policy, the complaint was sent to Mayor John McKean, who has the authority to dismiss the complaint or move forward with an investigation. McKean chose to move forward with an investigation. McKean wouldn't comment on the ongoing investigation."

As revealed by his social media posts Councillor Seguin had reportedly taken the position that he would not cooperate with the Mayor's investigation as it was being carried out by the Town's Human Relations lawyer who had close ties to the CAO and staff, and that as a result Councillor Seguin had an apprehension of possible bias against him. His lawyer advised him to demand the appointment of an independent Integrity Commissioner as contemplated in the Municipal Act.

On August 22nd, Council met to approve the amendments to the Town's Code of Conduct and the appointment of an Integrity Commissioner.

So far everything was going as expected and the public expected an investigation would be completed, a public report completed as required by the Municipal Act and our newly amended Code of Conduct, and that the public would be able to judge for themselves whether Councillor Seguin had actually committed serious infractions and was deserving of sanctions, or in the alternative, as suggested by some in the community, that the complaint against Councillor Seguin was trivial and had been made solely to muzzle him because he has a direct style and asks tough questions.

This is where this story takes a bizarre and troubling turn.

Instead of an open, straightforward, and transparent process with a public report as required by the Municipal Act and

our new amended Code of Conduct for Councillors, what followed were two Closed Meetings of Council.

Then, at the only Open Meeting on this issue held on September 15th, a Staff report was tabled, informing the public that Councillor Seguin had been found guilty of "all allegations", without providing any information about the allegations or findings of the investigation.

The staff report also recommended a series of onerous sanctions which severely limited Councillor Seguin's ability to do his job and ask questions of staff. I might add that many people found it strange that staff would be tasked with recommending sanctions, when the complaints had been reportedly been filed by the CAO on behalf of staff.

To date the public does still not know what the allegations were against Councillor Seguin under the Code of Conduct and other town policies and what the investigation found with respect to these allegations.

People are outraged. The lack of openness has led to the general perception in the community is that Councillor Seguin has been accused, tried, convicted, and sentenced by the CAO and staff merely for asking tough questions. Given the current lack of openness, the validity of this perception cannot be tested against the other possibility that Councillor Seguin did actually commit serious violations of the Code of Conduct and is deserving of the severe sanctions imposed on him.

The public does not know what to think. The statements made by other Councillors at last Thursday's Council Meeting only added to the confusion. If one were to listen to Councillor Halos one would assume the actions of Councillor Seguin were of the most egregious nature, while the comments of Councillor Martin and his vote against the sanctions would lead one to believe the allegations against Councillor Seguin were of a far less serious nature. The result is that the lack of proper disclosure has and continues to taint the reputations of both Councillor Seguin and the CAO and staff.

The fact the public has been kept in the dark is eroding public confidence in both our elected officials and Town Staff and calling

into question for many the good governance of this municipality.

Mayor McKean, In your media release dated September 15th you stated "I would like to assure the public that the matter has been addressed in a professional, objective, and independent manner in accordance with all legal obligations and proper proceedings."

If this is really the case, where is the public report into the results of the investigation into the complaint against Councillor Seguin under the Town's Code of Conduct for Councillors required by the Municipal Act and the Town's Code of Conduct?

If there is no such report, why not? Was there a complaint made and an investigation launched under the Code of Conduct or was there not? If there was and there is no report, was the complaint under the Code of Conduct dismissed or dropped or found to be without merit? If so, why wasn't this publicly announced?

What happened to the appointment of an Integrity Commissioner?

Until you answer these questions a dark cloud will remain over our Town.

I hope you will start to show leadership on this issue and address these questions promptly so we can move on with healing this community.

Respectfully submitted,
Alar Soever
Concerned Long Time Resident

Open Letter to John McKean and the Community

**RE: Mike Seguin, Councillor
5:00pm Town Hall, Council
Chambers, Thornbury, Sept 15**

John McKean asked Council to make a motion regarding Recommendations for Sanctions prepared by Jennifer Moreau, Manager Human Resources, The Town of The Blue Mountains regarding Michael Seguin and violations of Town Policy and breaches of the Occupational Health and Safety Act. Finally one of the councillors made the motion and it was seconded. With further discussion the councillor in his speech mentioned "You don't get

respect – you have to earn it"

Early March 2016, behind closed doors a decision was made by the Library CEO and the Library Board to fire all 9 staff members of our library. Library staff were called in on the pretext of having a job development day with lunch. "Surprise" all were fired and no lunch.

Remember we are talking about getting and giving respect.

A Public Meeting was held at the Library. Many common sense, highly qualified and meaningful speeches were presented to John McKean and Library CEO and Board – with no response to anyone. "Totally ignored".

No communication – compassion – consideration or respect. Of course people are going to be upset – you brought it on.

April 28 – John McKean put an article in the Collingwood Connection, to tell people they should watch what they say.

What happened to freedom of speech?

John McKean appointed Chair of Library Board. Board meetings are now held at the Town Council Chambers. At each Board Meeting our taxpayers gave heartfelt and eloquent speeches to our Council and the Library Board. All of which made my very proud of our community and our community members.

Again, no response from John McKean, Board or CEO. Of course by now, some taxpayers are getting impatient. Some received a response via a threatening e-mail – I myself received a letter from John McKean letting me know that my opinion would not be "tolerated".

We got negative responses but absolutely nothing in the way of positive communication between community and our elected officials.

Respect? Where do you see it? Let's introduce a new word. "Dictator - or – "Dictatorship". Do you see a resemblance?

All of the fallout from these decisions could have been stopped from happening if we had been given a little "respect".

And remember to get respect you must earn it – it does not come free.

Sincerely,
Joan Gaudet