From: Eadie, Ross
Sent: Tuesday, July 9, 2019 8:51 AM
To: Poitras, Andrew; Bowman, Brian; Allard, Matt; Gillingham, Scott (Councillor); Gilroy, Cindy; Mayes, Brian; Orlikow, John; Rollins, Sherri
Subject: Employee Code Of Conduct and Conflict Of Interest

"employee" means an individual employed by the city, and includes a statutory officer; (« employé »)

I did not hear any reference to any conduct or conflict related to statutory officers and unethical behavior or activity that may occur between them and City Council (governance and administration).

89.1(2)… (b) specify the procedure an employee is to follow if the employee suspects that he or she may be in a conflict of interest and the procedure for resolving a conflict.

While the is a sort of procedure expressed in the attached appendeces, there is not procedure referring to the city's officers which existed in the previous Council Employee Code Of Conduct.

The Public Interest Disclosure (Whistleblower Protection) Act

This Act deals with significant and serious matters in or relating to the public service, not common ethical violations of conduct and conflict. For example, gross miss management is a potential violation under this Act that covers the CAO or other statutory officer. It does not cover a CFO doing business with an EPC city councillor whether or not there is a pecuniary interest in anything to do with City Council and the Corporation. In the "The Legislative Assembly and Executive Council Conflict of Interest Act", the Minister and Deputy Minister including Asst. Deputy Minister and others have a much more rigorous ethical standard.

is not allowed

If I had the time, I would compile all the necessary documentation to make proper changes to this report, but I am asking you to send these policies back to administration for proper provisions to deal with senior management.

Ross Eadie
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Ross listens!

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