

THE RURAL MUNICIPALITY OF WHITEMOUTH

Minutes of the regular meeting of Council held on May 13, 2025, at 1:00 p.m., in the Council Chambers of the Rural Municipality of Whitemouth.

Present: Reeve Amerongen, Deputy Reeve Honke, Councillors McDougald, Staerk, Stead, Municipal Finance Officer Smith and Chief Administrative Officer Johnson

Reeve Amerongen called the meeting to order at 1:00 p.m.

Reading and Confirming of Agenda and Minutes:

Moved by Stead and seconded by McDougald
109/25 **WHEREAS** the agenda for this regular meeting has been reviewed by Council;
NOW THEREFORE BE IT RESOLVED THAT the agenda shall be adopted as amended.

For: All Against: None **CARRIED**

Moved by Honke and seconded by Stead
110/25 **WHEREAS** the minutes of their regular meeting held April 22, 2025, have been submitted to Council for their review;
NOW THEREFORE BE IT RESOLVED THAT these minutes be adopted as presented.

For: All Against: None **CARRIED**

Financial:

1. Payment of Accounts
Moved by McDougald and seconded by Stead
111/25 **WHEREAS** the following items have been submitted for approval of payments:
 Cheque No. 25571 to 25600
 Electronic Payments EFT 8749 to 8774
 Child Care Payments No. 36 and 37
NOW THEREFORE BE IT RESOLVED THAT payments be approved for an amount not to exceed \$112,918.44, of which \$7,680.59 is Child Care payments.

For: All Against: None **CARRIED**

Moved by Stead and seconded by Staerk
112/25 **WHEREAS** the following items have been submitted for approval of payments:
 Electronic Payments EFT 8775 & 8776
NOW THEREFORE BE IT RESOLVED THAT payments be approved for an amount not to exceed \$2,988.39.

For: All Against: None **CARRIED**

Prior to any discussion on Resolution 112/25, Reeve Amerongen and Deputy Reeve Honke requested permission to be excused from all discussions. They left and did not return to the meeting until the resolution was completed.

Moved by Honke and seconded by McDougald
113/25 **WHEREAS** the following items have been submitted for approval of payments:
 Electronic Payments EFT 8733 to 8748
NOW THEREFORE BE IT RESOLVED THAT payments be approved for an amount not to exceed \$3,377.09.

For: All Against: None **CARRIED**

Prior to any discussion on Resolution 113/25, Councillor Stead requested permission to be excused from all discussions. He left and did not return to the meeting until the resolution was completed.

Reports of Committees:

- Whitemouth Library's Agenda, Financial Reports, and Minutes from their Annual General Meeting
- Whitemouth Reynolds North Whiteshell Waste Management Facility – agenda, minutes, financial and Managers report; and
- Eastman Regional Municipal Committee re: minutes and Blue Bin slides.

Verbal Reports of Committees:

Deputy Reeve Honke on the Whitemouth Fire Department, Public Works and the Whitemouth Reynolds North Whiteshell Waste Management Facility; Councillor McDougald on Community Futures Winnipeg River and Public Works; and Reeve Amerongen on the Whitemouth Emergency Response Team.

Public Hearings:

1:30 p.m. Variation Application from Vleugels Farms LTD/Marc Vleugels to allow for the front yard setback to be reduced from the required 125 feet for an Agricultural lot, to 45 feet, to build a farm shop to avoid a slope on the property and to utilize the existing hydro and water for a new farm shop. There is currently an existing barn 38 feet from the property line.

Moved by Stead and seconded by Honke

119/25 **BE IT RESOLVED THAT** the regular order of business of Council be temporarily suspended to open a public hearing to consider Variation Application No. V01/2025 for Roll No. 153900, located in SE 8-13-11 EPM to reduce the front yard setback from 125 feet to 45 feet to build a farm shop to avoid a slope on the property and to utilize the existing hydro and water for a new shop and allow for an existing barn to be 38 feet from the property line.

For: All	Against: None	CARRIED
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Moved by Honke and seconded by Stead

120/25 **BE IT RESOLVED THAT** as per Section 152(4) of the Municipal Act Council does hereby now re-open the meeting to the public.

For: All	Against:	None	CARRIED
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Moved by Honke and seconded by Stead

121/25 **WHEREAS** a request has been received from Vleugels Farms LTD/Marc Vleugels requesting a Variation to allow reduction of the front yard setback from 125 feet to 45 feet to build a farm shop to avoid a slope on the property and to utilize the exiting hydro and water for a new shop and allow for an existing barn to be 38 feet from the property line;

AND WHEREAS the application number is V01/2025;

AND WHEREAS the property is located in the SE of Section 8, Township 13, Range 11 EPM, and identified as Roll No. 153900;

AND WHEREAS no representatives attended and one response noting they have no issues was received;

NOW THEREFORE BE IT RESOLVED THAT Council does hereby approve this Variation Application on the following conditions:

- 1) A Surveyors Certificate is provided; and
- 2) This approval must be utilized within twelve months.

For: All	Against: None	CARRIED
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Moved by Honke and seconded by Stead

For: All	Against: None	CARRIED
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For: All	Against: None	CARRIED
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For: All	Against: None	CARRIED
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1. Joe Presta – request to purchase municipal land adjacent to his property for parking and grass. Tabled.
2. Whiteshell Laboratories Restoration Project Public Liaison Committee re: invitation to Council to attend at the CNL site for a tour. Tabled.
3. Interlake Eastern Regional Health Authority – request CAO’s participation in Community Partner Meeting. Noted.
4. Stella Kaltenber – request to being involved in her efforts develop a Hospice Care for terminally ill people in Interlake and Eastman Regions. Administration was directed to send a letter of support.
5. Minister for Municipal and Northern Relations – approval of Green Team Grant up to \$2,800.00. Noted.
6. Eastman Pride – invitation to events on July 13, 2025, at Wild Skies. Noted.
7. Community Futures Winnipeg River – invitation to their Annual General Meeting. Noted.
8. Eastman Regional Municipal Committee – addressing Ombudsman concerns. Noted.
9. Bert and Pam Heinrichs re: Waterline road inquiry. The Public Works Committee advised they have included this road in the 2025 Gravel Haul. Administration to advise ratepayers accordingly.

10. Rural Municipality of Reynolds – request for support of resolution regarding Elected officials being exempt from using vacation time for Council meetings/official duties.

Moved by McDougald and seconded by Stead

- 114/25 **WHEREAS** participation in municipal governance is essential for maintaining democratic representation and ensuring that municipalities are effectively governed;
AND WHEREAS there has been a noticeable decline in individuals putting their names forward to run for municipal council positions in recent elections, resulting in a significant number of acclamations or vacant seats, which undermines healthy democratic competition and representation;
AND WHEREAS many potential candidates are discouraged from running for office due to the financial hardship caused by needing to take time off work to fulfill the responsibilities of elected office;
AND WHEREAS current employment policies often require individuals to use vacation time or banked time to attend council meetings and other municipal duties, further discouraging participation in local governance;
AND WHEREAS municipal councillors play a critical role in representing their communities, and barriers such as employment insecurity or loss income can lead to reduced participation in municipal governance and fewer diverse voices on council;
THEREFORE BE IT RESOLVED THAT the Association of Manitoba Municipalities be requested to lobby the Province of Manitoba to enact legislation that enables employees who are elected to municipal council positions to take time off work, unpaid, to fulfill their official duties without being required to utilize vacation or banked time, and with protection against any form of workplace retaliation or recourse as a result of their public service;
AND BE IT FURTHER RESOLVED THAT such legislation ensure that employees are granted unpaid leave during council meetings, committee work, and other official duties, supporting the vital function of municipal governance and encouraging a greater number of qualified and diverse candidates to run for office.

For: All

Against: None

CARRIED

11. Municipal Employees Benefits Program re: Board of Trustee nominations. Noted.

12. Drainage and Water Rights Licensing Branch – request resolution of support for AMM District Meeting in June.

Moved by Honke and seconded by Staerk

- 115/25 **WHEREAS** in the Province of Manitoba, reconnaissance soil surveys were completed between 1926 and 1996 and detailed soil surveys were completed between 1972 and 2022, classifying surface soils by their agricultural capability in accordance with the *Canada Land Inventory*; and
WHEREAS the soil classifications from the *Canada Land Inventory* referenced in the *Planning Regulation*, the *Water Rights Regulation*, and the *Nutrient Management Regulation* are defined as: the mineral soils are grouped into seven classes according to their potentialities and limitations for agricultural use. Where Class 6 soils are capable only of producing perennial forage crops, and improvement practices are not feasible and Class 7 soils have no capability for arable culture or permanent pasture; and
WHEREAS Manitoba Environment and Climate Change through the Drainage and Water Rights Licensing Branch regulate drainage within the Province of Manitoba through the *Water Rights Act*; and
WHEREAS all persons including municipalities must obtain a valid and subsisting license as per the *Water Rights Act*; and
WHEREAS development of land cannot take place without obtaining a valid drainage license to construct pertinent development features such as roads and ditches; and
WHEREAS the Drainage and Water Rights Licensing Branch, as of 2019, has implemented an internal policy in which drainage licenses on Class 6 and 7 soils cannot be approved, for registrable or licensable projects; and

WHEREAS the term “registerable project” is defined, separately from other licensable projects for drainage works, in the *Water Rights Act*. These are typically minor or less impactful drainage projects, often involving surface or subsurface drains. Registration allows for a streamlined process compared to full licensing, but still ensures compliance with regulations; and

WHEREAS licensable applications for water control works are not restricted on Class 6 and 7 soils, only “registerable projects” are restricted per the *Water Rights Regulation*; and

WHEREAS municipalities recognize the need to restrict development in environmentally sensitive areas and critical/significant wildlife habitats such as wetlands and habitats for migratory species; and

WHEREAS The *Planning Act*, The *Planning Regulation*, The *Environment Act*, The *Water Protection Act*, The *Water Rights Act*, The *Water Rights Regulation*, and The *Nutrient Management Regulation* do not restrict the issuance of Water Control Works Licenses on Class 6 and 7 soils; and

WHEREAS the municipalities recognize that some subclasses of Class 6 and 7 soils are strongly associated with the presence of wetlands, however development of wetlands is already limited per the *Water Rights Regulation*; and

WHEREAS many subclasses of Class 6 and 7 soils are often viewed as desirable for rural subdivisions, lakeside cottage developments, and campgrounds due to their lack of agricultural capability, including soils which: have a restricted rooting zone depth for crops, contain poisonous plants to farm animals, are heavily forested, are affected by drouthiness (sandy and gravelly soils), have high salinity, have high groundwater table, are too stony to permit cultivation, and have a topographic slope of greater than 31%; and

WHEREAS the *Canada Land Inventory* soil classification system used in the reconnaissance and detailed soil surveys was published in 1965, this classification speaks only to agricultural uses, and predates current drainage practices and drainage regulations by 60 years; and

WHEREAS the Drainage and Water Rights Licensing Branch is applying this internal policy to all undeveloped lands on Class 6 and 7 soils, regardless of current zoning designations; and

WHEREAS many municipalities are experiencing significant loss of developable land, portions of which have already been designated/zoned for development, from the implementation of this internal policy; and

WHEREAS this internal policy is unnecessarily restricting development and the potential for increased tax-base of municipalities;

THEREFORE BE IT RESOLVED THAT the AMM lobby the Province of Manitoba to only enforce current limitations published in the Acts and Regulations, and remove the internal policy denying Water Control Works Licenses on Class 6 and 7 soils; and

FURTHER BE IT RESOLVED THAT the Province of Manitoba engage AMM to participate as stakeholders in the preparations of future internal policies within the Drainage and Water Rights Licensing Branch to adequately evaluate the impact of these internal policies on growth and future development.

For: All	Against: None	CARRIED
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13. Housing Needs Assessment Requirement – comparable to Climate Action Plan and required for 2026. Noted.

14. Whitemouth Child Care Centre Inc. – request to have the grader at their Big Truck/Big Machine Theme week.

Moved by McDougald and seconded by Honke

116/25 **WHEREAS** a request has been received from the Whitemouth Child Care Centre Inc. to have a piece of heavy equipment with operator at their Big Truck/Big Machine Theme Week being held the first week of June;

NOW THEREFORE BE IT RESOLVED THAT this request is hereby approved on the condition that the Child Care Centre acquire completed parental waivers in this regard.

For: All	Against: None	CARRIED
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15. Manitoba Public Insurance re: approved speed display sign for five years. Noted.

16. Seven Sisters Community Club – request for sponsorship or volunteering for 10th Annual Seven Sisters Harvest Party.

Moved by Honke and seconded by Stead

117/25 **WHEREAS** a request has been received from the Seven Sister Falls Community Centre to consider sponsoring and/or volunteering time for their Harvest Party on September 13, 2025;
NOW THEREFORE BE IT RESOLVED THAT contribute \$200.00 for this event.

For: All Against: None **CARRIED**

17. Whitemouth Postmaster Henderson – request for Canada Post Community Foundation annual campaign.

Moved by Stead and seconded by Staerk

118/25 **WHEREAS** a request has been received from Whitemouth Postmaster Henderson to contribute to the Canada Post Community Foundation;
NOW THEREFORE BE IT RESOLVED THAT \$50.00 be hereby authorized.

For: All Against: None **CARRIED**

18. Rural Municipality of Lac du Bonnet – request for support of resolution regarding Crown Land Public Access.

Moved by McDougald and seconded by Stead

125/25 **WHEREAS** agricultural producers lease Crown land from the Province of Manitoba specifically agricultural production and are prohibited from profiting by granting access to others for non-agricultural purposes;
AND WHEREAS these producers invest significant time and financial resources to enhance productivity, environmental stewardship, and biosecurity of the leased lands, while assuming full liability under the Manitoba Occupiers Liability Act, including for incidents involving unsolicited or unauthorized public access;
AND WHEREAS current Provincial policy allows public access to Crown-leased agricultural land without requiring notification to or permission from the leaseholder, resulting in risks such as personal injury, crop and soil damage, equipment interference, and potential contamination from non-agricultural vehicles and activities;
AND WHEREAS the Manitoba Hunter’s Guide merely recommends, but does not mandate, notifying leaseholders, leaving producers uninformed and legally vulnerable particularly during peak agricultural operations;
THEREFORE BE IT RESOLVED that the Association of Manitoba Municipalities (AMM) lobby the Province of Manitoba to implement a policy requiring individuals seeking access to Crown-leased agricultural lands for recreational or other non-agricultural purposes—including but not limited to hunting, camping, and off-road vehicle use—to obtain prior permission from the leaseholder. This policy would recognize that these lands are designated exclusively for agriculture and would mitigate legal, environmental, and safety risks to both producers and the general public.

For: All Against: None **CARRIED**

Unfinished Business:

- 1. Lagoon – Tabled.
- 2. Waterline South of Elma – Tabled.
- 3. Zoning By-Law – draft by-law. Tabled.

4. Harassment Policy

Moved by McDougald and seconded by Staerk

126/25 **WHEREAS** it is deemed necessary to have a harassment policy;

NOW THEREFORE BE IT RESOLVED THAT following be implemented as Policy H.3.

Rural Municipality of Whitemouth

H. 3



HARASSMENT PREVENTION

1. **Purpose**

As per Part 10 of the *Manitoba Workplace Safety and Health Regulation* (M.R. 217/2006), the Rural Municipality of Whitemouth is required to develop and implement a written policy for the prevention of harassment in the workplace. Section 19 of the *Manitoba Human Rights Code* #H175 requires the Rural Municipality of Whitemouth to "take reasonable steps to terminate harassment..."

This policy is not intended to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.

2. **References**

- 2.1 *Manitoba Workplace Safety and Health Regulation* M.R. 217/2006
- 2.2 *Manitoba Human Rights Code* #H175

3. **Definitions**

3.1 "Harassment" means:

- a) any objectionable conduct that creates a risk to the health of a worker; or
- b) severe conduct that adversely affects a worker's psychological or physical well-being.

Conduct is objectionable if it is made on the basis of race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, political belief, political association or political activity, marital status, family status, source of income, disability, physical size or weight, age, nationality, ancestry or place of origin.

Conduct is severe if it could reasonably cause a person to be humiliated or intimidated and is repeated, or in the case of a single occurrence, has a lasting, harmful effect on a person.

Harassment can take place in the workplace or outside of it in a situation connected to work, such as during delivery trips, off-site meetings, or business trips. Harassment will not be tolerated in any of the Rural Municipality of Whitemouth's workplaces, or at any Rural Municipality of Whitemouth sanctioned events.

3.2 "Sexual Harassment" includes offensive or humiliating behavior that is related to a person's sex, as well as behavior of a sexual nature that creates an intimidating, hostile, or "poisoned" work environment, or something that could reasonably be thought to put sexual conditions on a person's job or employment opportunities.

Consensual banter or romantic relationships, where the people involved consent to what is happening, does not constitute harassment. Reasonable conduct of the employer or a supervisor in respect of the management and direction of employees or the workplace, including appropriate performance reviews, counseling, or discipline, does not constitute harassment.

4. **Mission Statement**

The Rural Municipality of Whitemouth is committed to providing a safe and respectful work environment for all staff and customers. No employee of the Rural Municipality of Whitemouth, elected official, contractor, or member of the public is required to tolerate harassment for any reason, or at any time. As well, no person has the right to harass anyone at work or in any employment situation.

5. **Rights and Responsibilities of Employees**

- a) Every employee is entitled to a workplace free of harassment;
- b) Employees have the right to file a complaint with the Manitoba Human Rights Commission.

6. **Responsibilities of Employers**

- a) The employer must ensure, so far as is reasonably practicable, that no worker is subjected to harassment in the workplace;
- b) The employer will take corrective action respecting any person under the employer's direction who subjects a worker to harassment;
- c) The employer will not disclose the name of a complainant or an alleged harasser or the circumstances related to the complaint to any
- d) person except where disclosure is
 - i) necessary to investigate the complaint or take corrective action with respect to the complaint, or
 - ii) required by law.

7. **Making a Harassment Complaint**

- 7.1 If an employee feels he or she is being harassed, the first step that must be taken is to inform the person who is doing the harassing to stop. This step can be done in person or in writing. An employee who is being harassed may speak directly to his/her supervisor, or to the Chief

7.2 If the above step is not successful or is inappropriate when considering the specific circumstances of the complaint, the employee who is being harassed may file a formal complaint, in writing, with the Chief Administrative Officer of the Rural Municipality of Whitemouth.

7.3 In the case where the person doing the harassing is the Chief Administrative Officer, the employee who is being harassed may file a formal complaint with a Member of Council.

- 8.1 The Chief Administrative Officer will arrange for an independent party (either from within the organization or from outside) that is trained to investigate such matters to complete the investigation of the complaint. The Rural Municipality of Whitemouth is committed to ensuring that all harassment complaints are investigated thoroughly and promptly.
- 8.2 Once the investigation is complete, the investigator will prepare a written report of the findings for the Chief Administrative Officer. Based on the findings, the Chief Administrative Officer will determine the appropriate disposition of the complaint, which may include:
 - a) Dismissal of the complaint,
 - b) Disciplinary action to be taken against either party to the complaint, or
 - c) Other remedies as appropriate.

9.1 Employees found to have engaged in harassment will be subject to one or more of the following forms of discipline, depending on the severity of the harassment:

Written Reprimand	Demotion
Suspension (with or without pay)	Dismissal

10.1 The results of the investigation will be communicated to both parties in writing, as well as the final disposition of the complaint.

10.2 A copy of the report will be filed as record in the employee files for each party concerned in the complaint investigation.

12. Interaction Between Staff and Customers

When helping outside party in person at any municipally owned building or outside in public while on the job, staff and elected officials have the right to ask the outside party to leave should they become belligerent, verbally or physically abusive, or use obscene or vulgar language. In cases of physical violence or assault, or interference with job performance staff may contact the Royal Canadian Mounted Police for assistance or to file a report.

CARRIED

NOW THEREFORE BE IT RESOLVED THAT Gord Wilson be hereby hired as Equipment Operator Excluding Grader commencing May 12, 2025; **AND BE IT FURTHER RESOLVE THAT** he be reimbursed as per the Collective Agreement.

CARRIED

4. Public Water System Reassessment – Request for Proposals requested and a response received.

Moved by McDougald and seconded by Honke

128/25 **WHEREAS** tenders for a public water system reassessment has been requested, received and reviewed for same;

NOW THEREFORE BE IT RESOLVED THAT the successful tenderer for this assessment is Dillon Consulting in the amount of \$13,300.00 plus applicable taxes.

For: All

Against: None

CARRIED

5. Land Sales on Commercial Cove. Tabled.

6. Gravel Tender for 2025

Moved by Honke and seconded by Stead

129/25 **WHEREAS** tenders for Gravel Crushing and Loading have been requested, received and reviewed for the 2025 Gravel Haul;

NOW THEREFORE BE IT RESOLVED THAT the successful tenderer for the North is Ron's Backhoe Inc. at a rate of \$9.95 per tonne, plus applicable taxes.

For: All

Against: None

CARRIED

Moved by Stead and seconded by Honke

130/25 **WHEREAS** tenders for Gravel Crushing and Loading has been requested, received and reviewed for the 2025 Gravel Haul;

NOW THEREFORE BE IT RESOLVED THAT the successful tenderer for the South is S.E.G. Enterprises Excavating and Gravel at a rate of \$11.25 per tonne, plus applicable taxes.

For: All

Against: None

CARRIED

In Camera:

Moved by Honke and seconded by Staerk

131/25 **BE IT RESOLVED THAT** Council recess the Regular meeting and go "In Camera" as per Section 152(3) of The Municipal Act to discuss the following item: Legal/Personnel

AND BE IT FURTHER RESOLVED THAT all matters discussed are to remain confidential as per Section 83(1)(d) of The Municipal Act.

For: All

Against: None

CARRIED

Moved by Staerk and seconded by Honke

132/25 **BE IT RESOLVED THAT** as per Section 152(4) of The Municipal Act Council does hereby now re-open the meeting to the public.

For: All

Against: None

CARRIED

Moved by Honke and seconded by Staerk

133/25 **BE IT RESOLVED THAT** that the Whitemouth Fire Departments personnel hourly wage be increased by \$3.00 per hour effective June 1, 2025.

For: All

Against: None

CARRIED

Adjournment:

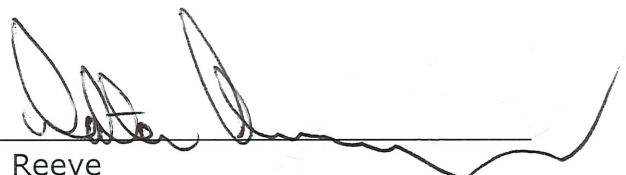
Moved by Staerk and seconded by McDougald

134/25 **BE IT RESOLVED THAT** the regular business has concluded and this meeting does hereby adjourn at 2:35 p.m.

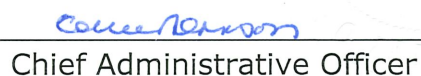
For: All

Against: None

CARRIED



Reeve



Chief Administrative Officer