

Métis Nation
of Ontario 

M E M O R A N D U M

To: MNO Citizens, Community Councils, PCMNO

From: France Picotte, MNO Chair

Date: July 17, 2017

Subject: 2017 Annual General Assembly - Special Business Resolutions

Attached are copies of the special business resolutions that were received prior to the deadline set in my previous memo.

These resolutions will now be forward to the 2017 MNO Annual General for consideration and potential passage pursuant to the rules set out in MNO Policy #2011-002 (the "Policy"). This policy is available at: <http://www.metisnation.org/media/494314/mno%20policy%20-%20assembly%20resolutions%20-%20august%202014%20version.pdf>.

Please feel free to circulate the attached proposed special business resolutions so MNO citizens are aware they are being brought forward for consideration to the 2017 MNO Annual General Assembly.

**SPECIAL RESOLUTION
CHANGES TO MNO CITIZENSHIP DEFINITION**

WHEREAS the Métis—as a distinct Indigenous people—have the inherent right to self-determination, which includes the right to determine its own citizenship;

AND WHEREAS the MNO—as a Métis government for its citizens and communities—has exercised this right through the 2004 MNO AGA—as the highest governing authority within the MNO—unanimously adopting a definition for citizenship within the MNO as set out in section 4(a) of the MNO Bylaws;

AND WHEREAS the MNO maintains a centralized Registry of citizens and all new applicants for citizenship must meet the requirements of the MNO Registry Policy, which was adopted by PCMNO as an interim policy in 2009 and ultimately approved by the 2014 MNO AGA;

AND WHEREAS over 10,000 individuals have met the requirements of MNO Registry Policy since 2009 and have been granted MNO citizenship with thousands more applying and being processed each year;

AND WHEREAS the MNO's rights-based agenda and legitimacy as a Métis government is tied to the credibility of its centralized registry to identify Métis citizens who are rights-holders as the descendants of historic Métis communities throughout Ontario as well as citizens of the Métis Nation as explained in the MNO Registry Policy;

AND WHEREAS in the past election some candidates promised to unilaterally change the MNO citizenship definition to allow anyone with some mixed Aboriginal ancestry to be granted citizenship, rather than individual having to ancestrally connect to a Métis ancestor as required by the MNO Registry Policy;

AND WHEREAS each year the MNO AGA is held in a different location across the province, which does not always allow for a fair representation from all citizens and communities across the province;

AND WHEREAS the MNO's rights-based agenda and legitimacy as a Métis government is tied to the credibility of its centralized registry to identify Métis citizens who are rights-holders as the descendants of historic Métis communities throughout Ontario as well as citizens of the Métis Nation;

THEREFORE BE IT RESOLVED that the following section be added to the MNO Bylaws:

4(b) The definition of Métis in section 4(a) shall only be changed after two consecutive General Assemblies have passed special resolutions agreeing to said changes. For greater certainty, a resolution of the PCMNO cannot alter the definition of Métis in section 4(a).

MOVED BY:

Margaret Froh



MNO Citizenship # 15-529920

SECONDED BY:

Mitch Case



MNO Citizenship # 07-9358

**SPECIAL RESOLUTION
CHANGES TO MNO REGISTRY POLICY**

WHEREAS the Métis—as a distinct Indigenous people—have the inherent right to self-determination, which includes the right to determine its own citizenship;

AND WHEREAS the MNO—as a Métis government for its citizens and communities—has exercised this right through the 2004 MNO AGA—as the highest governing authority within the MNO—unanimously adopting a definition for citizenship within the MNO as set out in section 4(a) of the MNO Bylaws;

AND WHEREAS the MNO maintains a centralized Registry of citizens and all new applicants for citizenship must meet the requirements of the MNO Registry Policy, which was adopted by PCMNO as an interim policy in 2009 and ultimately approved by the 2014 MNO AGA;

AND WHEREAS over 10,000 individuals have met the requirements of MNO Registry Policy since 2009 and have been granted MNO citizenship with thousands more applying and being processed each year;

AND WHEREAS the MNO's rights-based agenda and legitimacy as a Métis government is tied to the credibility of its centralized registry to identify Métis citizens who are rights-holders as the descendants of historic Métis communities throughout Ontario as well as citizens of the Métis Nation as explained in the MNO Registry Policy;

AND WHEREAS in the past election some candidates promised to unilaterally change the MNO citizenship definition to allow anyone with some mixed Aboriginal ancestry to be granted citizenship, rather than individual having to ancestrally connect to a Métis ancestor as required by the MNO Registry Policy;

AND WHEREAS each year the MNO AGA is held in a different location across the province, which does not always allow for a fair representation from all citizens and communities across the province;

AND WHEREAS the MNO's rights-based agenda and legitimacy as a Métis government is tied to the credibility of its centralized registry to identify Métis citizens who are rights-holders as the descendants of historic Métis communities throughout Ontario as well as citizens of the Métis Nation;

THEREFORE BE IT RESOLVED that the following proposed changes be made to the MNO Bylaws:

- Adding “as set out in the MNO Registry Policy, as may be amended from time to time, by way of special resolution of a General Assembly” at the end of section 5(a) of the MNO Bylaws.

- Removing the word “through the Registry process of the MNO and adding “as set out in the MNO Registry Policy, as may be amended from time to time, by way of special resolution of a General Assembly” to section 5(c) of the MNO Bylaws.

For ease of reference and review, the new section 5 of the MNO Bylaws would read as follow:

5. A person is entitled to be registered as a citizen of MNO who:
- a) provides sufficient documentation that he or she is Métis within the meaning of 4(a) as set out in the MNO Registry Policy, as may be amended from time to time, by way of special resolution of a General Assembly;
 - b) is not enrolled on any other Aboriginal registry; and
 - c) applied for admission as a citizen and has been approved based on meeting the requirements of the MNO Registry Policy, as may be amended from time to time, by way of special resolution of a General Assembly.

MOVED BY: Margaret Froh  MNO Citizenship # 15-529920

SECONDED BY: Mitch Case  MNO Citizenship # 07-9358

Special Resolution

Resolution #: AGA-RES2017- __

Title: MNO Employee Relationship Advisory Circle

WHEREAS the Métis Nation of Ontario's Statement of Prime Purpose declares that, "...*The strength of our society is based on democracy, freedom, fairness, equality, generosity, justice.....*", and that we desire, "... *to bind our people together to collectively promote our economic well-being*", and "...*to develop prosperity and economic self-sufficiency within the Métis Nation*";

AND WHEREAS the MNO has strived to be recognized as our own self-governing body with experienced and skilled staff and representatives who can work Nation to Nation with other Nations;

AND WHEREAS we, the MNO, benefit from being perceived as an attractive destination organization for new staff with suitable and advantageous education and training, including our Métis youth;

AND WHEREAS we, the MNO, benefit when we can retain a pool of staff with valuable corporate and cultural knowledge and experience;

AND WHEREAS MNO staff turnover is substantial and problematic each year with costs relating to lost corporate and cultural knowledge, administrative functions related to separation, pre-employment administrative functions and communications, job applicant screening, training, and the low initial productivity of new hires while they become familiar with their job duties;

AND WHEREAS we, the MNO, have reached a critical time in our history where knowledgeable, educated, experienced and dedicated staff are necessary to push our MNO agenda forward while there is a window of opportunity provincially and federally;

AND WHEREAS the MNO has developed a Policies and Procedures Manual which, among other things, contains employment standards, procedures and codes of conduct intended to reflect the voices and values of the Métis people, as embodied in our MNO Statement of Prime Purpose;

AND WHEREAS we, the MNO, believe that it would be advantageous for all concerned that the employees of the MNO have input into the Policies and Procedures Manual in order to ensure that the employment standards, procedures and codes of conduct reflect the aforesaid principles of democracy, freedom, fairness, equality, generosity and justice;

AND WHEREAS the Policies and Procedures Manual does not currently afford collaborative input from the employees of the MNO;

THEREFORE BE IT RESOLVED that the MNO Policies and Procedures Manual be amended by adding the following new Section 8 at the end thereof:

SECTION 8: EMPLOYEE RELATIONS

POLICY NO. 8.010 – MNO EMPLOYEE RELATIONSHIP ADVISORY CIRCLE

POLICY:

The MNO is committed to ensuring that its relationship with its employees is governed by its founding principles of democracy, freedom, fairness, equality, generosity and justice, while also recognizing that certain employment standards and procedures are mandated by law. To this end, the MNO will establish an Employee Relationship Advisory Circle with the primary goals of improving the relationship between the MNO and its employees and facilitating and enhancing employee input on human resource matters and policies. The Employee Relationship Advisory Circle will establish its own terms of reference, provided that such terms of reference will be governed by the follow principles:

1. The Advisory Circle will be comprised of an equal number of members from each of the employee group and the management group. The employee group representatives will be appointed by the MNO employees and the management representatives will be appointed by the MNO Secretariat.
2. The Advisory Circle will meet at least quarterly to discuss and make recommendations regarding human resources policies and matters, and ways to improve and maintain a positive relationship between the MNO and its employees.
3. The Advisory Circle may make recommendations regarding the MNO Policies and Procedures Manual, provided that any such specific recommendations shall be consistent with all legal and regulatory standards and requirements applicable to the MNO and its employees.
4. The Advisory Circle will make recommendations to the MNO only. No recommendation shall be binding on the MNO.

Potential Movers: Clint Calder  MNO Citizenship #06-7447

Potential Seconders: Cheyenne Calder  MNO Citizenship #09-425220