Nishnawbe-Aski Legal Services Corporation

July 17, 2019

Subject: Verbal Warning

Dear Lloyd Redsky,

This letter serves as a verbal warning to your work conduct that required a Gladue Letter submission for sentencing on July 3, 2019. On July 3rd, you failed to prepare and submit a Gladue Letter for Martin Quill's sentencing represented by his legal counsel, John Bilton for a Pikangikum court matter.

As per Section 25 of the Nishnawbe-Aski Legal Services Corporation Personnel Policy & Procedures Manual, it states: "The purpose of discipline is to teach rather than punish. Discipline is used to demonstrate the importance of appropriate behavior and work habits and to encourage the employee to improve."

On May 22, 23rd, 2019, you had travelled to Pikangikum First Nation to do the Gladue interview. This would have given you sufficient time to conduct the interview portion of preparing a Gladue Letter. Furthermore, I did not receive any subsequent communication indicating that you would not be able to meet the court deadline. On July 2nd, 2019, I sent you an email inquiring the status of the Gladue Letter, and you failed to respond to me. I then had to contact you, and you advised me last minute that the Gladue Letter will not meet the deadline. This did not allow sufficient time to contact legal counsel to provide information to them or have them adjourn the matter.

In the future, you must communicate with your supervisor on the progress and status of your work assignments with sufficient time to make accommodations if necessary. The Gladue Department relies on you to be a contributing member of the staff. Therefore, I hope you will feel free to discuss with me any problems and concerns that may arise.

Sincerely, Local during George Edwards, Gladue Team Lead

cc: Human Resources

Mailing Address:

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Nishnawbe-Aski Legal Services Corporation



Employee Warning Notice

Employee Name: Lloyd Reds Xy	C Date: July 18/19.
Employee ID:	- Job Title: 6 ladve Caseworker.
Manager: George Edwards	Department: Gladue
/ Type of Warning	
1. Verbal Warning by the Employee's Supervisor	2. Letter of Counsel
☐ 3. Letter of Warning ☐ 4. Suspension	5. Dismissal
Reason for Warning	
☐ Tardiness/Leaving Early ☐ Absenteeism	☐ Violation of Company Policies
Substandard Work Rudeness to Clients/Coworkers Violation of Safety Rules Other: Missing deading	
Event Details	
Description of Infraction: - Failed to meet deadline for Markin Quill's work sentencing. Gladue Letter not submitted at sentencing	
Plan for Improvement: Be Her communication with superisor for work related matters. Improve work habit. And better work communication with Gladue Writers in North West area. Consequences of Further Infractions: As per policy disciplinary instructions.	

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee: James Manager: March Date: 13/07/19.