

**Nishnawbe-Aski Legal Services Corporation**

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L \*PCLP \*ΔP

August 1, 2024

Melissa Leblanc  
49 Montgomery Ave,  
Timmins, ON

**Re: Employment Agreement – Restorative Justice Worker**

**Dear Melissa:**

On behalf of Nishnawbe-Aski Legal Services Corporation ("NALSC"), I am pleased to offer you employment as a Full-Time **Restorative Justice Worker** in accordance with the terms and conditions described in the attached employment agreement ("the Agreement").

Please carefully read and consider the terms and conditions in the Agreement and confirm your understanding of, and agreement with, them by signing and returning the countersigned copy to me. Please retain the second copy of the Agreement your records. When countersigned by you, the Agreement shall constitute a binding employment agreement between you and NALSC.

**Melissa**, we warmly welcome you to NALSC. We look forward to working with you and look forward to a mutually successful future together!

Yours truly,



Colette Shwetz  
Director of Human Resources

**Mailing Address:**

101 Syndicate Ave N,  
Suite 101, Thunder Bay,  
On P7C 3V4

Tel: (807) 622-1413  
Fax: (807) 622-3024

Email:  
info@nanlegal.on.ca

Website:  
<http://www.nanlegal.on.ca>



**Head Office:**

678 City Road, Fort  
William First Nation,  
On P7J 1K3

# EMPLOYMENT AGREEMENT

BETWEEN:

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION  
hereinafter called "NALSC"

- and -

Melissa Leblanc

## 1. Employment

You will hold the position of **Restorative Justice Worker**, operating out of **Timmins**, and will report to the program manager. A brief job description for this position, which may be amended by the Company from time to time. Your title, duties and responsibilities may be changed at the discretion of the Company, consistent with your role, and shall not constitute a constructive dismissal.

For the period that you are employed, the expectation is that you shall devote the whole of your working time, attention, and ability to the business of NALSC and you shall truly and faithfully serve NALSC and shall use your best efforts to promote the interests of NALSC. To that end, you shall not engage in any activities which would result in your interests coming into conflict with the interests of NALSC.

## 2. Term

You will commence in your new position on **August 19, 2024**, and this Agreement will continue for an indefinite duration, subject to the termination provisions contained herein. This position is based on the annual approved funding for the **Ministry of Children and Social Services Program**.

## 3. Probationary Period

Your employment shall be subject to a three (3) month probationary period, during which time NALSC will determine your suitability. NALSC reserves the right to terminate this Agreement at any time during the probationary period for any reason so long as you are provided with minimum notice of such termination, or pay in lieu of notice, if any, in accordance with the *Ontario Employment Standards Act, 2000* (the "ESA"). This probationary period in no way acts as a guarantee of employment for this three-month period.

## 4. Compensation and Benefits

You will receive the following compensation and benefits:

**(A) Salary.** You will be paid **\$54,113** annually. Our payroll is administered biweekly. Your position "Restorative Justice Worker" has been placed in pay band (6) and your grid position is (0).

**(B) Benefits.** You will be entitled to participate in the benefit plan offered by NALSC to its employees during the term of this Agreement. The benefit plan is available to you following the completion of your probationary period, described above. NALSC reserves the right to vary the benefit plan at any time at its sole discretion.

**(C) Pension.** You will be entitled to participate in the pension plan offered by NALSC to its employees during

the term of this Agreement. The pension plan is available to you following the completion of your probationary period, described above. NALSC reserves the right to vary the pension plan at any time at its sole discretion.

You agree and acknowledge that all benefit coverage and enrolment in NALSC's pension plan shall cease upon the last day of employment in the event of your resignation or your termination for just cause, or, if you are terminated without cause, shall cease at the end of the notice period outlined in section eight (8) below or as prescribed by section 57 of the ESA.

#### **5. Vacation**

You will be entitled to schedule 3 weeks' paid vacation on your annual hire date. Vacation entitlement is earned at 1.25 vacation days per month. For your first year of employment, your vacation must be earned prior taking vacation days. Please note that vacation entitlement is per your annual hire date, with entitlement increases in accordance with NALSC HR Policies. Although every effort will be made to provide you with vacation time requested, you acknowledge that there may be times when certain vacation time is denied due to the specific needs of NALSC's business. Vacation requests must be made in writing to program manager at least one (1) month prior to the requested vacation period. Should the foregoing amount be less than the minimum entitlement to vacation required in the ESA, then the minimum amount required by that statute shall apply.

Vacation time must be pre-approved and will be scheduled at mutually convenient times recognizing that, in a small office such as ours, we must always be conscious of having coverage.

#### **6. Hours of Work**

Your regular hours of work are from 9am to 5pm, with a one (1) hour unpaid lunch break, for a total of thirty-five (35) hours per week but may be changed based on NALSC's needs. Your hours of work will be determined in consultation with your program manager. You may also be required to work evenings, Saturdays, and Sundays.

If you are required or work, or request to work, more hours than provided for in this Agreement you must first obtain the written direction or written approval of your program manager within 24 hours of working such hours. Also, as agreed upon during your interview, you are required to provide a copy of your criminal records check for this position. This will be required as soon as possible and before the end of your probationary period. Should you fail to provide this document, your probationary period may be extended, or your employment may be suspended or terminated.

#### **7. Personnel Policies, Procedures and Rules**

You will be bound by any personnel policies, procedures and rules established by NALSC. By signing this Agreement, the Employee confirms that you have been provided with, has read, and agrees to abide by all policies, procedures and rules established by NALSC.

#### **8. Termination**

While it is difficult to discuss the conclusion of a relationship at the outset, we believe it is helpful to address these issues so that both parties have clarity moving forward.

(a) **Just Cause.** If you engage in any act or omission which constitutes just cause pursuant to the Employment Standards Act, 2000 ("ESA"), this Agreement will terminate immediately, and you shall only receive your minimum entitlements pursuant to the ESA.

(b) **Without Cause.** In the absence of just cause, NALSC may terminate this Agreement for any reason and at any other time upon providing you with your entitlements pursuant to the ESA. This notice or pay in lieu of notice shall be calculated based on your base salary only and shall be in full satisfaction of any obligations owing to you by NALSC, statutory, common law or otherwise.

(c) **By the Employee.** If you elect to terminate this Agreement, you shall provide NALSC with four weeks' written notice. This notice may be waived by NALSC at its sole discretion, without any further payment or obligation to you.

#### **9. Confidentiality**

During the term of this Agreement, you will have access to information that NALSC considers to be confidential. Such confidential information includes, but is not limited to, any information concerning clients, billing rates, employees, methods of procurement, financial, purchasing, marketing, logistical and or sales strategies and techniques of NALSC and other secret information and that such information constitutes valuable, special, and unique property of NALSC.

Accordingly, you agree that you will not, at any time, (either during employment or at any time thereafter) directly or indirectly, disclose to or for the benefit of any person, firm, corporation, association, business entity or agency, governmental or private, of any nature whatsoever and whosoever situate, any confidential information of NALSC, except in connection with the performance of your duties on behalf of NALSC or as publicly available other than as a consequence of the breach by you of your confidentiality obligations hereunder.

#### **10. Return of Company Property and Documents**

At the conclusion of employment, or earlier if requested by NALSC, you shall promptly surrender to NALSC, without retaining copies, all tangible items which are or contain confidential information pertaining to NALSC. You shall also return all electronic devices, files, memory keys, correspondence, memoranda, documents, training materials, manuals, computer software, hardware, and printouts, working papers, client lists, telephone/address books, business cards, appointment books, calendars and other tangible items which NALSC gave to you, or which you created in whole or in part within the scope of your employment, even if these items do not contain confidential information.

#### **11. Authorization**

By signing this letter, you authorize NALSC to deduct from any outstanding payment, including wages, owed to you by NALSC at any time, any monies which you owe to NALSC.

#### **12. Entire Agreement**

This Agreement constitutes the entire agreement between the parties with respect to the subject matter

hereof and cancels and supersedes any and all prior and contemporaneous agreements, discussions and understandings. There are no representations, warranties, forms, conditions, undertakings, or collateral agreements, express, implied, or statutory between the parties other than as expressly set forth in this Agreement. No waiver, modification, or termination of any term of this Agreement shall be effective unless in writing and signed by all parties.

### **13. Severability**

The provisions, paragraphs and sub-paragraphs of this Agreement are and shall be deemed to be severable the one from the other. If any one or more of the provisions, paragraphs or sub-paragraphs contained herein shall be invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions, paragraphs and subparagraphs contained herein shall not in any way be affected or impaired.

### **14. Headings**

The headings contained in this Agreement are for reference purposes only and shall not in any way affect the meaning interpretation of this Agreement.

### **15. Governing Law**

This Agreement shall be governed in all respects by the laws of the Province of Ontario and the laws of Canada applicable therein.

### **16. Assignment**

Except as otherwise provided herein, no assignment of any rights or delegation of any obligations provided for herein may be made by any party without the express written consent of all other parties hereto. Notwithstanding the foregoing, NALSC may, upon two (2) days written notice to you, assign its rights, together with its obligations hereunder, to any associate or affiliate of NALSC.

### **17. Interpretation**

The language used in this Agreement shall be deemed to be the language chosen by the parties to express their mutual intent, and the Agreement shall be interpreted without regard to any presumption or other rule requiring interpretation of the Agreement more strongly against the party causing it to be drafted.

### **18. Independent Legal Advice**

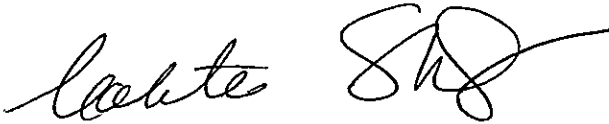
You acknowledge that you have had ample opportunity to obtain independent legal advice in connection with the negotiation and ultimate execution of this Agreement. If you did not obtain independent legal advice, it is because you understood this Agreement, and did not feel that you needed legal advice. You therefore confirm that you are executing this Agreement freely, voluntarily and without duress.

### **19. Copy of the Agreement**

You hereby acknowledge receipt of a copy of this Agreement duly signed by NALSC.

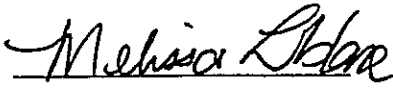
Melissa, congratulations on your new position. I hope you find your new position challenging and rewarding and look forward to a mutually successful future together.

Yours truly,

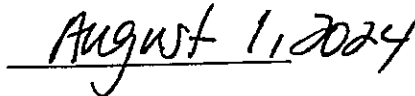


Colette Shwetz  
Director of Human Resources

I hereby accept the position I have been offered and agree to abide to all the terms and conditions outlined in the letter of employment.



Employee Signature



Date



# Nishnawbe-Aski Legal Services Corporation

## RESTORATIVE JUSTICE WORKER

### Job Description

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**Title:** Restorative Justice Worker

**Dept.:** RJ

**Reports to:** Restorative Justice  
Manager

**JD #:**

**REVIEWED:** January 16, 2024

**Approved:** January 16, 2024

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### Summary

The Restorative Justice Workers will be responsible for delivering and reporting on the implementation and progress of the initiative in the target communities funded under the project.

### Core Competencies:

- Education and/or equivalent experience in social, justice or law related field;
- Experience with the Euro-Canadian Legal system and knowledge of the Indigenous Justice system and experience with Restorative Justice Circles;
- Experience in organizing and delivering training programs;
- Ability to work in a cross-cultural environment;
- Computer skills – working with Microsoft applications, email and internet;
- Public speaking skills and excellent oral and written communication skills;
- Willingness to communicate with others about law related and traditional issues;
- Demonstrated ability to work independently;
- Must be willing and able to travel extensively;
- Access to reliable transportation;
- Ability to speak Cree/Oji-Cree/Ojibway would be an asset.

### Job Duties

- Complete training in facilitation of Restorative Justice Circles (RJC).
- Visit the communities to determine their level of progress in RJC and hold community meetings to educate and to determine needs and wishes.
- Liaise with court, police, judges, and probation officers to arrange for referrals to divert charges to RJC.
- To Liaise with police to arrange for pre-charge/ post-charge referrals, and provide education on the benefits of using Restorative Justice in the areas of pre-charge and post-charge referrals
- Visit mandated community(s) twice monthly and conduct at least one RJC per visit as resources tolerate.

- Provide resources for Community Justice Circles and support those who wish to conduct their own CA Conferences.
- Maintain records of conferences and provide follow-up reports and final reports once agreements are completed.
- Ensure database information is updated on a bi-weekly basis, and activity reports are provided monthly.
- Obtain qualitative community evaluation of services provided on a monthly basis.
- Attend Courts as they occur to liaise with Crown, Police, Probation Officers, and Justice Committee to arrange conferences,
- Hold community meetings to educate them in diversion and to determine needs and wishes on a Quarterly basis.
- Perform other related duties as required in furtherance of the mandate of the Corporation.

## **Requirements**

- The Restorative Justice Worker should have a post-secondary diploma in law, advocacy, paralegal, social work, mental health, or related area of study.
- Experience and knowledge of Aboriginal issues and the current legal system is a must.
- Excellent written and verbal communication skills

## **Reporting**

- The Restorative Justice Worker is responsible to the Restorative Justice Manager for day-to-day activities and for overall work performance.

## **Meetings, Training and Outreach**

- Attend all meetings, telephone and video conferences, committees, as directed.
- Attend professional development, training, workshops, education, as directed.
- Develop positive relationships with justice providers, defense counsel, police authorities, community leadership, duty counsel, crown attorneys, probation, parole and more. Keep program coordinator, supervisor, manager, or director apprised.

## **File maintenance**

- Ensure all paper and electronic files are maintained up to date.
- Ensure all client information is kept confidential and that client files are up to date and complete.
- Follow directives, guidelines, and policies for records management and file keeping policies.

## **Additional Duties and Responsibilities**

- Complete all additional responsibilities and duties as assigned.
- Other duties as assigned.

## **SALARY RANGE**

Pursuant to current wage grid.



**CERTIFICATIONS:**

I certify that I have read and understand the responsibilities assigned to this position.

Melissa LeBlanc      MELISSA LEBLANC      AUGUST, 2024  
Employee Signature      Printed Name      Date

I certify that this job description is an accurate description of the responsibility assigned to the position.

\_\_\_\_\_  
Supervisor or H/R Signature      Printed Name      Date

I approve of the delegation of responsibilities outlined herein within the context of the overall organizational structure.

\_\_\_\_\_  
CEO's/ ED's Signature      Printed Name      Date