

EMPLOYMENT AGREEMENT

BETWEEN:

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
hereinafter called "NALSC"

- and -

Lucy Longpeter

Term Contract Position -Extension

1. Employment

You will hold the position of **Talking Together Program Worker** operating out of NALSC's office in **Thunder Bay** and will report to the Manager of Talking Together Program. A brief job description for this position, which may be amended by the Company from time to time, will be provided to you during your orientation by your Supervisor. 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

Your employment extension will commence on a date that is mutually convenient but no later than **November 13 2019** and shall **expire March 31, 2020**, subject to the termination provisions contained herein.

3. Probationary Period

With this extension, your probationary period shall be waived once you have successfully fulfilled your previous 3-month employment contract with NALSC ending November 13, 2019.

4. Compensation and Benefits

You will receive the following compensation and benefits:

- (a) **Salary.** You will be paid **24.73/hr**. Our payroll is administered bi-weekly.

5. Vacation

Vacation shall be paid to you each pay period as per the minimum amount required by the ESA (Employment Standards Act).

You are entitled to vacation time as per ESA. All 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

This is a full-time position and your regular hours of work are from 9am – 5pm, Monday through Friday, with a one (1) hour lunch break, for a total of thirty-five (35) hours per week, but may be changed based on NALSC's needs.

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 direct supervisor within 24 hours of working such hours. Any overtime hours will be allotted to you via lieu time hours at your regular rate of pay and are subject to approval prior to accumulating them.

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 at law, this Agreement will terminate immediately and you shall receive no payments other than accrued wages and vacation entitlements to the date of termination.

(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 on the basis of 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.

10. 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.

11. 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.

13. 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.

14. 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.

15. 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.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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.

21. Copy of the Agreement

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

Lucy, I extend a very warm welcome to you. I hope you find your employment with the organization challenging and rewarding and look forward to a mutually successful future together.

Yours truly,

Colette Shwetz

HR Manager

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.

Lucie Lopez

Employee Signature

Nov 12/19

Date

August 13, 2019

Lucy Longpeter
801 A, Moore Ave,
Thunder Bay, ON P7G 1E5

Mailing Address:

1805 Arthur St E
Thunder Bay, Ontario
P7E 2R6

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

Email:
info@nanlegal.on.ca

Website:
Http://www.nanlegal.on.ca

Re: One (3) Month contract – Employment Agreement – Lucy Longpeter

Dear Lucy:

On behalf of Nishnawbe-Aski Legal Services Corporation ("NALSC"), I am pleased to offer you employment as a **Talking Together Program 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.

Lucy, 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
Interim Executive Director



Head Office:

109 Mission Rd, Fort
William First Nation, ON
P7J 1K7



NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

REQUEST FOR FLEXIBLE SUMMER HOURS

E-MAILED
 June 28/16
 HR +
 TI

Name of Employee:	Lucie Longpeter
Position:	TTP Facilitator
Date of Request:	June 28, 2016

Flexible Hours Period:

FROM 04-07-16 TO 30-08-16
 Day Month Year Day Month Year

Flexible Hour Work Schedule (from June 17 – August 30).

(Hours of work must be the same for the entire summer). Employees must work Monday to Friday for a total of 35 hours per week. This schedule is available for full-time and contract staff only.

The hours of work for the Receptionist and the summer students shall remain from 9:00 a.m. to 5:00 p.m. Monday to Friday.

All staff must have this request approved by your immediate manager/supervisor prior to commencing flexible hours. Each department manager/supervisor shall ensure that there is someone available to answer any inquiries during the regular business hours (9:00 a.m. to 5:00 p.m. daily).

Option Selection Below		Please √ (one option only)
Option #1	8:00 a.m. – 4:00 p.m. (1 hour lunch)	
Option #2	8:30 a.m. – 4:00 p.m. (1/2 hour lunch)	
Option #3	8:30 a.m. – 4:30 p.m. (1 hour lunch)	✓
Option #4	9:00 a.m. – 4:30 p.m. (1/2 hour lunch)	
Option #5	9:00 a.m. – 5:00 p.m. (1 hour lunch)	

Lucie Longpeter
 Employee's Signature

June 28, 2016
 Date

C. Berswa
 Approval by Manager (Approval by Executive Director for Management Submissions)

June 28/16
 Date

Nishnawbe-Aski Legal Services
Corporation

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April 1, 2014

Lucie Longpeter
Moose Cree First Nation
P.O. Box 846
Moose Factory, ON, P0L 1W0

Mailing Address:

86 S. Cumberland Street
Thunder Bay, Ontario
P7B 2V3

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

E-mail
info@nanlegal.on.ca

Website
www.nanlegal.on.ca



Head Office:

150 City Road
Fort William First Nation
Thunder Bay, Ontario
P7J 1J7

Dear Lucie Longpeter,

Re: Employment with NALSC

This letter is to confirm your employment and the current status of your personnel file with NALSC. Your current job description is attached and will be placed in your file.

You were hired on October 16, 2012 as a Talking Together Facilitator for the Talking Together Program. You are a full time employee and your current salary is \$ 38,000.00 per year.

You are entitled to paid vacation days in the amount of 3 weeks per year.

According to your personnel file, your last evaluation was done May 30, 2013. We trust that this is satisfactory.

Sincerely,

Nishnawbe-Aski Legal Services Corporation

Celina Reitberger
Executive Director

cc. Personnel File

Nishnawbe-Aski Legal Services

150 City Road
 Fort William First Nation
 Thunder Bay, ON P7J 1J7

LONGPETER, LUCIE
 P.O. BOX 1738
 114-383 8TH ST.
 COCHRANE, ON P0L 1C0

Direct Deposit Payment Advice

Period : Nov 1, 2014 to Nov 14, 2014 Payment Date : Nov 20, 2014 DD427-022

Paycode	Straight	OT 1.5	OT 2.0	Pay Rate	Current	YearToDate	Paycode	Current	YearToDate
Salary	70.00			21.1610	1,481.27	33,635.15	Deductions		
Hourly					0.00	187.91	Travel Adv	682.65	2,066.16
Retro Pay					315.69	315.69	TOTAL	682.65	2,066.16
					1,796.96	34,138.75			

Accrual	Opening	Accrued	Released	Balance
BEREAVEMNT	-7.00			-7.00 HOURS
Over Time	21.50			21.50 Hours
OT used	4.00			4.00 Hours
Sick Time	69.50			69.50 Hours
Vac Days	7.00			7.00 Days

Government Deductions	YearToDate
CPP	82.29 . 1,536.55
EI	33.78 . 641.87
Tax	0.00 . 0.00
TOTAL	116.07 . 2,178.42

Cheque Totals	YearToDate
Wages	1,796.96 . 34,138.75
Deductions	682.65 . 2,066.16
Government	116.07 . 2,178.42
NET PAY	998.24 . 29,894.17

EMPLOYMENT CONTRACT /

This agreement made in triplicate this 4th day of February 2013

BETWEEN:

NISHNAWBE ASKI LEGAL SERVICES CORPORATION
(hereinafter referred to as "NALSC")

OF THE FIRST PART
-and-

LUCIE LONGPETER

(hereinafter referred to as the "Talking Together Facilitator")

OF THE SECOND PART

Nishnawbe Aski Legal Services Corporation hereby employs **LUCIE LONGPETER** to fill the position of Talking Together Facilitator. The following shall be the terms and conditions of employment:

1. TERMS OF REFERENCE

- 1.1 The Talking Together Facilitator undertakes to perform and to be responsible for the duties and responsibilities of the position as outlined in Schedule "A" attached to this Agreement.
- 1.2 The Talking Together Facilitator will report to and be responsible to the Talking Together Manager.
- 1.3 Day to day duties will be assigned and supervised by the Talking Together Manager.
- 1.4 **Hours of Work/Accessibility**
The Talking Together Facilitator will work five days per week during normal business hours (pursuant to the NALSC Personnel Policies & Procedures Manual) and such other times as may be required to carry out the functions of the position, with the prior written approval of her supervisor on the day(s) in question.
- 1.5 The Talking Together Facilitator agrees to comply with all lawful instructions given by the Executive Director and or the Talking Together Manager.
- 1.6 The Talking Together Facilitator agrees to adhere to all personnel and administrative policies approved by the Board of NALSC (the "NALSC Personnel Policies & Procedures Manual) and as administered by the Executive Director or Area Director.
- 1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement.

- 1.8 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

- 2.1 This Agreement shall be for a period starting on February 4, 2013 and ending on March 31, 2013. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to employ the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.
- 2.2 The Talking Together Facilitator performance shall be reviewed by the Talking Together Manager and the Executive Director. The Talking Together Facilitator will receive an oral and written evaluation after three months identifying strengths and areas for improvement.

3. FINANCIAL ARRANGEMENTS

3.1 Contract Amount

The Talking Together Facilitator shall be paid at a pro-rated or adjusted payment in accordance to an annual payment of 12 months equaling no more than \$38,000.00 per year, and such payment shall be made bi-weekly, with deductions made for E.I., C.P.P., and Income Tax, if applicable.

3.2 Benefits

Nishnawbe Aski Legal Services Corporation shall provide the Talking Together Facilitator with the following benefits:

- 1) 2 (two) weeks vacation pursuant to Personnel Policies and Procedures Manual – pro-rated at 0.83 days per month.
- 2) Sick leave pursuant to the NALSC Personnel Policies and Procedures Manual. - Pro-rated at 1.25 days per month.
- 3) Lieu time based on accumulated overtime as per Sec. 22 of the NALSC Personnel Policies and Procedures Manual (approved at the discretion of the Executive Director).
- 4) Great West Life Group Insurance and FAAP

3.3 Travel Expenses

The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by the Talking Together Manager. Reimbursement will be limited to the following items:

- a) Hotel (room and tax only)
- b) Meals
- c) Economy Airfare

- d) Taxis (receipts required over \$10.00)
- e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

4. TERMINATION

- 4.1 This Agreement may be terminated by NALSC at any time without notice in writing for just cause.
- 4.2 In addition to the reasons hereinbefore, NALSC may terminate this Agreement without just cause given with two weeks notice or by the payment to the Talking Together Facilitator of two weeks pay, inclusive of benefits.

5. CONFIDENTIALITY

- 5.1 The Talking Together Facilitator shall treat as private and confidential, both during as well as after this Agreement, any information concerning the affairs of NALSC, any information related to clients of NALSC to which he becomes privy during the course of this Agreement, and agrees not to divulge any such information to any other person. In addition to the foregoing, the Talking Together Facilitator shall ensure that any information relating to the identity of clientele will be kept absolutely and strictly confidential and shall not be divulged to any person or organization whatsoever or howsoever.

Failure to keep all information confidential constitutes a breach of this employment contract entitling NALSC to terminate the agreement without notice.

6. CONFLICT OF INTEREST

- 6.1 The Talking Together Facilitator agrees to refrain from any dealings with any business, partnership or undertakings, which do or which have the potential to conflict with any activity of NALSC.

7. ASSIGNMENT OF RIGHTS

- 7.1 The rights, which accrue, to NALSC under this Agreement shall pass to its successors or assigns. The rights of the Talking Together Facilitator under this Agreement are not assignable or transferable in any manner whatsoever.

8. SEVERABILITY

- 8.1 In the event that any provision in this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions shall be and remain in full force and effect.

9. WAIVER

- 9.1 The waiver by either party of any breach or violation of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach or violation of it.

10. ENTIRE AGREEMENT

10.1 This Agreement constitutes the entire agreement between the parties with respect to the employment of the Talking Together Facilitator and any and all previous agreements, written or oral, express or implied between the parties or on their behalf relating to the employment of the Talking Together Facilitator by NALSC are terminated and cancelled and each of the parties releases and forever discharges the other of and from all manner of action, causes of action, claims or demands under or in respect of any agreement.

11. MODIFICATION OF AGREEMENT

11.1 Any modification of this Agreement must be in writing, signed by the parties or it shall have no effect and shall be void.

12. GOVERNING LAW

12.1 This Agreement shall be governed by and construed in accordance with the laws of Canada or the Province of Ontario, as the case may be.

13. HEADINGS

13.1 The headings utilized in this Agreement are for convenience only and are not to be construed in any way as additions to or limitations of the covenants and Agreements contained in this Agreement.

14. NOTICES

- 14.1
- a) Any notice required or permitted to be given to the Talking Together Facilitator shall be sufficiently given if delivered to the Talking Together Facilitator personally or if mailed by registered mail to the Talking Together Facilitators' address last known to NALSC.
 - b) Any notice required or permitted to be given to NALSC shall be sufficiently given if mailed by registered mail to the NALSC at its address last known to the Talking Together Facilitator.
 - c) Any notice given by mail shall be deemed to have been given seventy-two (72) hours after the time it is posted.

15. INDEPENDENT LEGAL ADVICE

15.1 The Talking Together Facilitator acknowledges that she has read and understands this Agreement, and acknowledges that she has had the opportunity to obtain independent legal advice with respect to it.

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 4th day of February 2013, in the City of Thunder Bay, in the Province of Ontario.

SIGNED, SEALED AND DELIVERED


In the presence of:

WITNESS



LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: 
I have authority to bind the corporation.
Celina Reitberger, Executive Director

Please complete and submit this form to your employer to have your paycheque automatically deposited into your Scotiabank account.

To:

(INSERT NAME OF YOUR EMPLOYER)

Please accept these instructions to automatically deposit my paycheque into my bank account as outlined below:

Employee Information

EMPLOYEE NAME LUCIE LONGPETER		TELEPHONE NO. 705-272-6973
ADDRESS 383 8TH ST APT 114		
CITY COCHRANE	PROVINCE ON	POSTAL CODE P0L 1C0
EMPLOYEE NUMBER (IF APPLICABLE)	DEPARTMENT (IF APPLICABLE)	

Employee Bank Account Information

INSTITUTION	NUMBER	12 DIGIT ACCOUNT NUMBER	
THE BANK OF NOVA SCOTIA	002	70292	0092088
Company Processing Instructions > Enter as TRANSIT No.		Enter as ACCOUNT No.	
BRANCH ADDRESS 501 VICTORIA AVENUE EAST THUNDER BAY ON			

I am advising the Company to change my payroll direct deposit as indicated above. I understand that Scotiabank is not responsible for verifying these payments to my account. I will notify the Company promptly in writing if I close or make other changes to my account.

Authorized

Oct 23 2012

SIGNATURE

DATE

Zelda Watt

From: Zelda Watt <zwatt@nanlegal.on.ca>
Sent: Wednesday, October 17, 2012 10:19 AM
To: Susan Cheechoo (scheechoo@nanlegal.on.ca)
Cc: Carol Kakegabon (ckakegabon@nanlegal.on.ca)
Subject: Emailing: L Longpeter Offer Oct 17, 2012
Attachments: L Longpeter Offer Oct 17, 2012.pdf

Lucie;

Attached is the offer of employment letter dated October 16, 2012. Please respond at your earliest convenience.
Aykootey!

Your message is ready to be sent with the following file or link attachments:

L Longpeter Offer Oct 17, 2012

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

Nishnawbe-Aski Legal Services
Corporation

October 16, 2012

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Lucie M. B. Longpeter
114-383 4th Street
Cochrane, On, P0L 1C0

Dear Ms. Longpeter:

RE: OFFER OF EMPLOYMENT

We are pleased to offer you a short term three month contract position of Talking Together Facilitator for the Talking Together Program for the coastal communities.

Upon your acceptance of this offer, you shall commence your employment on Tuesday, October 16, 2012 to January 25, 2013 at a rate of \$146.15 per day, based on 5 days a week at \$730.77 weekly not exceeding \$10,961.55. Benefits will be waived. If you are a "Status Indian", this income is currently tax exempt. Your office will be located at Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario and you will also work out of the satellite office at 107 Aurora St. Cochrane Ontario. Your hours of work will be from 9:00am to 5:00 pm each day.

Carol Kakegabon is the Talking Together Manager, and as such is your direct supervisor. You are also accountable to the Executive Director for overall work performance. A performance appraisal will be assessed during your time with us.

We will set up your payroll information therefore, please forward your banking information, a void cheque, social insurance number, your status card and a phone number, if applicable, to our office as soon as you can.

The overall conditions of your employment are governed by the policies of NALSC, as they are amended from time to time, as well as any applicable governing legislation.

Please be advised that this offer of employment is conditional based on our receipt of a recent Criminal Background Check (the cost of which will be reimbursed by the Corporation).

We look forward to working with you and welcome you to the NALSC team!

Sincerely,
Per - Lee Brown

Celina Reitberger
Executive Director

c.c. Carol Kakegabon, Talking Together Manager
Personnel File

E-MAILED
Oct 17/12
to S. Cheechoo

Mailing Address:

86 S. Cumberland Street
Thunder Bay, Ontario
P7B 2V3

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

E-mail: info@nanlegal.on.ca
Website:
Http://www.nanlegal.on.ca



Head Office:

684 City Road
Unit 14
Thunder Bay, Ontario
P7J 1K3

Lucie Longpeter
P.O. Box 131
Cochrane, ON
POL 1C0

October 9, 2012

Nishnawbe-Aski Legal Services
150 City Road
Fort William First Nation
Thunder Bay, ON

Attn: Carol Kakegabon
Talking Together Manager
Re: Talking Together Facilitator

Dear Ms. Kakegabon,

I am aware that there may be a position open for the eastern James Bay area for the Talking Together Program.

I would be very interested in applying for this position, and I am sending my resume for your consideration.

I am currently employed with NAN with the Residential School Program, but, not sure of where this program will lead to now that the IAP is finished.

Looking forward to your response,

Yours truly,

Lucie Longpeter

(h)705-272-6973 | (c) 705-221-4766 | P.O. Box 131 | 114 - 383 8th Street | Cochrane, ON POL 1C0

EDUCATION

Northern College of Applied Arts & Technology
South Porcupine, ON

- Registered Nursing Certificate 1973 - 1974

Lakehead University
Thunder Bay, ON

- Native Nurse's Entry Program Certificate 1993 - 1994
- BScN Program (incomplete) 1994 - 1997

EMPLOYMENT

RNA - Lady Minto Hospital 1975 - 1977
Cochrane Ontario

- Nursing duties

Health Liaison Worker - GCT #9 1977 - 1979
Timmins, Ontario

- Provided health information to Treaty 9 communities (James Bay)
- Assisted Medical Services Branch with their health studies

Patient Home Care Services - Cree Health Board 1984 - 1993
Val d'Or, Qc

- Home lodging services for Cree patients of east James Bay

Aboriginal Healthy Babies Program 2001 - 2005
Ottawa, ON

- Home visiting program
- Providing health services for at-risk and high-risk Aboriginal families with children 0 - 6 years

Personal Touch Taxi 2006 - 2007
Cochrane, ON

- driver

Ekwatch Art Gallery 2007 - 2008
Cochrane, ON

- Art Gallery Manager Trainee

Personal Touch Taxi 2008 - 2010
Cochrane, ON

- Driver

Misiway Milopemahtesewin Health Access Centre
Timmins, ON

February 2010
(14 wk. contract)

- Co-ordinate workshops
- Develop handbook for the health centre
- Co-ordinate traditional healer's appointments & helper

Weeneebayko Area Health Authority

2010-2012

Moose Factory, ON

- Resource person for the cultural program with the Mushkegowuk First Nations
- Provide administrative duties when required

Nishnawbe Aski Nation

Thunder Bay, ON

- Residential School Health Support Worker

Jan 2012-present

ASSETS

- Spoken Cree (western James Bay dialect)
- Valid driver's licence "G"
- Knowledge of computer programs – Microsoft word, power point, excel
- CPIC (2008 certificate & volunteer)

- Volunteer
Red Cross
Cochrane, ON

2006 – current

Traditional Pursuits

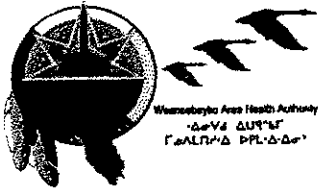
- Sundancer
- Pipe Carrier
- Sweat lodge Conductor
- Hand-drummer/singer

INTERESTS

- Reading | Beading | Sewing | Drumming/singing | Traditional pursuits

REFERENCES

Upon request



Miypimaatisiun
(Traditional Healing Program)
Weeneebayko Area Health Authority
PO Box 664
Moose Factory, Ontario P0L 1W0

October 19, 2012

Carol Kakegabon,
Talking Together Manager
NAN Legal Services
Thunder Bay, Ontario

Re: Sacred Circle Facilitator position

Lucie Longpeter

Lucie Longpeter was one of the Resource people for the Traditional Healing Program for Weeneebayko Area Health Authority. WAHA services the communities of western James Bay, Peawanuck; Attawapiskat; Ft. Albany; Kashechewan; Moosonee and Moose Factory.

Lucie was part of a team of workers that provide Traditiona/Culture Support work to clients in the Region, She has also provided administrative support to the manager by organizing the office files and data collection requirements.

Lucie is organized, efficient, extremely competent, and has an excellent rapport with people of all ages. Her communication skills, both written and verbal, are excellent.

In summary, I highly recommend Lucie for any position or endeavor that she may seek to pursue. She is a valuable asset for any organization.

Sincerely,

*Stella Schimmens, Manager
Traditional Healing Program
Weeneebayko Area Health Ahtuskaywin*

October 2, 2012

To Whom it May Concern

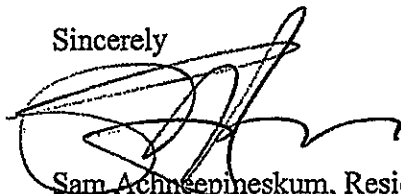
Re: Lucie Longpeter

It is with great pleasure that I write this letter of reference for Ms. Longpeter, in her work with Nishnawbe Aski Nation, she showed great commitment and dedication in working with people of the NAN territory.

I am certain that she will put forward the same commitment and dedication in any organization that she works for.

If you have questions in reference to this letter, or wish to discuss further, I can be contacted at 807 344-6231 or 807 251-0793

Sincerely

A handwritten signature in black ink, appearing to read 'Sam Achneepineskum', with a large, stylized flourish extending to the right.

Sam Achneepineskum, Residential School Program Coordinator
Nishanwbe Aski Nation

Emily Jane Faries, B.A, B.Ed, M.Ed, D.Ed/Ph.D
Telephone: 705-665-3768 Email: dr.ejfaries@sympatico.ca

October 20, 2012

Carol Kakegabon
Talking Together Manager
Nishnawbe Aski Nation Legal Services

Re: Reference Letter for Lucie Longpeter

I have known Lucie Longpeter for most of her adult life. I believe that Lucie is an ideal candidate for the Talking Together Circle Facilitator.

Over the past several years, Lucie has been one of our main supporters at Ni-ta-ski-nan Place of Healing. She has volunteered countless hours and energy into helping people who come to Ni-ta-ski-nan for their personal healing. Lucie has extensive experience in providing emotional support to people of all ages, many of whom are dealing with unresolved historic trauma which has lead to family dysfunction and breakdown.

Lucie is knowledgeable of the need for healing among our people and has been involved in traditional healing programs in the James Bay area. She has extensive networks in the James Bay and Timmins/Cochrane areas. Lucie is a very hard worker and is eager to learn. She is very organized and will do very well in reporting and maintaining data. Lucie is also fluent in the James Bay Cree language.

I highly recommend Lucie for the position of the Talking Together Circle Facilitator. If you need more information, please contact me at the abovenoted number or email.

Sincerely,

Originally signed by

Dr. Emily J. Faries

Lee Brown

From: Carol Kakegabon <ckakegabon@nanlegal.on.ca>
Sent: Tuesday, October 23, 2012 2:20 PM
To: allstaff@nanlegal.on.ca
Subject: Talking Together Facilitator - Coastal Communities

We are in the process of seeking an email and contact information for Lucie Longpeter that we can share with all staff. In the meantime, if matter is urgent please call 1-800-465-5581 or 807-474-4376 for Zelda- Assistant or 807-474-4379 for Carol Kakegabon-Manager

Carol Kakegabon / Waabishkaa Migizi Gabaashet

Talking Together Manager
Tel: (807) 474-4379
Fax: (807) 622-1096
Email: ckakegabon@nanlegal.on.ca

This electronic transmission, including any accompanying attachments, contains confidential information that may be legally privileged and/or exempt from disclosure under applicable law. It is intended only for the use of the recipient(s) to whom it is addressed. Any disclosure, review, copying, other distribution of the contents of this communication or taking any action on its contents by anyone other than the intended recipient(s) is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail and permanently delete the copy you have received. (Migizi Gabaashet)

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2013.0.2741 / Virus Database: 2616/5849 - Release Date: 10/23/12

83-004 2005-11-21 7530-21-023-9673
 Cliquez sur le lien ci-dessous pour obtenir le formulaire en français.
 Find a printer near you: 1-800-967-3673

2010.05.13

Issuing Officer's signature - Signature de l'agent émetteur
[Signature]

Holder's signature - Signature du titulaire
[Signature]

Sex - Sexe: F
 This card is valid until / Cette carte est valide jusqu'au: 2015.02.10

Date of birth - Date de naissance: 1954.02.10
 Registry group - Groupe d'enregistrement: ALBANY F.N.

↑
D.O.B

2379097

CERTIFICATE OF INDIAN STATUS - CERTIFICAT DE STATUT D'INDIEN

This is to certify that - La présente atteste que

Family name - Nom de famille
LONGPETER

Given names - Prénoms
MARIE BERNICE LUCY

Alias - Nom d'emprunt

Registry no. - N° de registre
1420091006



(1985) est un Indien au sens de la Loi sur les Indiens, chapitre 27 des Lois du Canada (1985).
 is an Indian as defined in the Indian Act, chapter 27, Statutes of Canada (1985).

James Bay Detachments
Cochrane Office
OPP Northeast Region
64 Third Ave
P.O. Box 820
Cochrane, ON P0L 1C0



Tel: (705) 272-4391 Fax/Télécopieur: (705) 272-4380

Détachements de la Baie-James
Bureau de Cochrane
OPP Région du Nord-Est
64, ave 3^e
Case postale 820
Cochrane, ON P0L 1C0

July 8, 2010

CRIMINAL RECORD CHECK CERTIFICATE:

NAME: LONGPETER, Lucie
AKA: LOUTTIT, Lucie
ADDRESS: 114 383 8th St
Cochrane, ON P0L 1C0
D.O.B: February 10, 1954

Based solely on the name(s) and date of birth provided, a search of the National Criminal Records repository maintained by the RCMP did not identify any records for a person with the name(s) and date of birth for the applicant. **Positive identification that a criminal record may or may not exist at the National Criminal Records repository can only be confirmed by fingerprint comparison.** Not all offences are reported to the National Criminal Records repository. A local indices check may or may not reveal criminal record convictions that have not been reported to the National Criminal Records repository.

Based solely on the name(s) and date of birth provided, an Investigative Data Banks/local indices check was conducted with **NEGATIVE** results.

THIS SEARCH IS NOT INTENDED FOR INDIVIDUALS SEEKING EMPLOYMENT AND/OR A VOLUNTEER POSITION WITH VULNERABLE PERSON(S). A MORE COMPREHENSIVE PROCESS FOR VULNERABLE SECTOR SCREENING EXISTS.

For paid positions, a fee in the amount of \$25.00 was received for this enquiry service and the documentation involved.

Copies made of the identification that you produced and all corresponding documentation is kept at least twenty four months.

for M.R. (Mike) Pilon
Staff Sergeant #8676
Operations Manager

st/

This correspondence should not be relied upon unless embossed in lower right hand corner.

DA

July 2010

Zelda Watt

From: Lucie Longpeter <heyluce@yahoo.ca>
Sent: Wednesday, October 17, 2012 10:57 AM
To: ckakegabon@nanlegal.on.ca; zwatt@nanlegal.on.ca
Cc: Stella Sackaney
Subject: Re: organization letter

hi zelda

i sent the message below to carol yesterday before i left...it's regarding my cpic, and that is the info needed on nan legal letterhead to be sent by carol..

i shall see you next week...

Lucie

From: Lucie Longpeter <heyluce@yahoo.ca>
To: "ckakegabon@nanlegal.on.ca" <ckakegabon@nanlegal.on.ca>
Cc: Stella Sackaney <ssackaney@gmail.com>
Sent: Tuesday, October 16, 2012 3:51:18 PM
Subject: Re: organization letter

hi carol...

will you be able to send a letter to my sister regarding my cpic as per her message below:

Lucie Bernice Marie Longpeter
February 10 1954
Basic Criminal Check
Sacred Circle Facilitator

the above is the info they need..but she will need info on the duties, i guess you can send all this on letterhead and return to her...

thank you

Lucie

From: Stella Sackaney <ssackaney@gmail.com>
To: Lucie Longpeter <heyluce@yahoo.ca>
Sent: Tuesday, October 16, 2012 10:43:24 AM
Subject: organization letter

Hey Lucie,

When you get the chance can you get your employer to whip you up a letter requesting what type of CPIC they need.

I need on that letter on your employer's letterhead to state the following:

Your Name

Your DOB

Type of CPIC check requesting: Ex. Vulnerable Sector or Basic Criminal Records Check

Your Position

A brief description of your duties.

I'm working on that now, so if you can get that in ASAP I can submit it in for signing.

Thanks!

ttyl

--

Stella

EMPLOYMENT CONTRACT

This agreement made in triplicate this 4th day of February 2013

BETWEEN:

NISHNAWBE ASKI LEGAL SERVICES CORPORATION
(hereinafter referred to as "NALSC")

OF THE FIRST PART
-and-

LUCIE LONGPETER

(hereinafter referred to as the "Talking Together Facilitator")

OF THE SECOND PART

Nishnawbe Aski Legal Services Corporation hereby employs **LUCIE LONGPETER** to fill the position of Talking Together Facilitator. The following shall be the terms and conditions of employment:

1. TERMS OF REFERENCE

- 1.1 The Talking Together Facilitator undertakes to perform and to be responsible for the duties and responsibilities of the position as outlined in Schedule "A" attached to this Agreement.
- 1.2 The Talking Together Facilitator will report to and be responsible to the Talking Together Manager.
- 1.3 Day to day duties will be assigned and supervised by the Talking Together Manager.
- 1.4 **Hours of Work/Accessibility**
The Talking Together Facilitator will work five days per week during normal business hours (pursuant to the NALSC Personnel Policies & Procedures Manual) and such other times as may be required to carry out the functions of the position, with the prior written approval of her supervisor on the day(s) in question.
- 1.5 The Talking Together Facilitator agrees to comply with all lawful instructions given by the Executive Director and or the Talking Together Manager.
- 1.6 The Talking Together Facilitator agrees to adhere to all personnel and administrative policies approved by the Board of NALSC (the "NALSC Personnel Policies & Procedures Manual") and as administered by the Executive Director or Area Director.
- 1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement.

- 1.8 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

- 2.1 This Agreement shall be for a period starting on February 4, 2013 and ending on March 31, 2013. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to employ the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.
- 2.2 The Talking Together Facilitator performance shall be reviewed by the Talking Together Manager and the Executive Director. The Talking Together Facilitator will receive an oral and written evaluation after three months identifying strengths and areas for improvement.

3. FINANCIAL ARRANGEMENTS

3.1 Contract Amount

The Talking Together Facilitator shall be paid at a pro-rated or adjusted payment in accordance to an annual payment of 12 months equaling no more than \$38,000.00 per year, and such payment shall be made bi-weekly, with deductions made for E.I., C.P.P., and Income Tax, if applicable.

3.2 Benefits

Nishnawbe Aski Legal Services Corporation shall provide the Talking Together Facilitator with the following benefits:

- 1) 2 (two) weeks vacation pursuant to Personnel Policies and Procedures Manual – pro-rated at 0.83 days per month.
- 2) Sick leave pursuant to the NALSC Personnel Policies and Procedures Manual. - Pro-rated at 1.25 days per month.
- 3) Lieu time based on accumulated overtime as per Sec. 22 of the NALSC Personnel Policies and Procedures Manual (approved at the discretion of the Executive Director).
- 4) Great West Life Group Insurance and FAAP

3.3 Travel Expenses

The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by the Talking Together Manager. Reimbursement will be limited to the following items:

- a) Hotel (room and tax only)
- b) Meals
- c) Economy Airfare

- d) Taxis (receipts required over \$10.00)
- e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

4. TERMINATION

- 4.1 This Agreement may be terminated by NALSC at any time without notice in writing for just cause.
- 4.2 In addition to the reasons hereinbefore, NALSC may terminate this Agreement without just cause given with two weeks notice or by the payment to the Talking Together Facilitator of two weeks pay, inclusive of benefits.

5. CONFIDENTIALITY

- 5.1 The Talking Together Facilitator shall treat as private and confidential, both during as well as after this Agreement, any information concerning the affairs of NALSC, any information related to clients of NALSC to which he becomes privy during the course of this Agreement, and agrees not to divulge any such information to any other person. In addition to the foregoing, the Talking Together Facilitator shall ensure that any information relating to the identity of clientele will be kept absolutely and strictly confidential and shall not be divulged to any person or organization whatsoever or howsoever.

Failure to keep all information confidential constitutes a breach of this employment contract entitling NALSC to terminate the agreement without notice.

6. CONFLICT OF INTEREST

- 6.1 The Talking Together Facilitator agrees to refrain from any dealings with any business, partnership or undertakings, which do or which have the potential to conflict with any activity of NALSC.

7. ASSIGNMENT OF RIGHTS

- 7.1 The rights, which accrue, to NALSC under this Agreement shall pass to its successors or assigns. The rights of the Talking Together Facilitator under this Agreement are not assignable or transferable in any manner whatsoever.

8. SEVERABILITY

- 8.1 In the event that any provision in this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions shall be and remain in full force and effect.

9. WAIVER

- 9.1 The waiver by either party of any breach or violation of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach or violation of it.

10. ENTIRE AGREEMENT

- 10.1 This Agreement constitutes the entire agreement between the parties with respect to the employment of the Talking Together Facilitator and any and all previous agreements, written or oral, express or implied between the parties or on their behalf relating to the employment of the Talking Together Facilitator by NALSC are terminated and cancelled and each of the parties releases and forever discharges the other of and from all manner of action, causes of action, claims or demands under or in respect of any agreement.

11. MODIFICATION OF AGREEMENT

- 11.1 Any modification of this Agreement must be in writing, signed by the parties or it shall have no effect and shall be void.

12. GOVERNING LAW

- 12.1 This Agreement shall be governed by and construed in accordance with the laws of Canada or the Province of Ontario, as the case may be.

13. HEADINGS

- 13.1 The headings utilized in this Agreement are for convenience only and are not to be construed in any way as additions to or limitations of the covenants and Agreements contained in this Agreement.

14. NOTICES

- 14.1 a) Any notice required or permitted to be given to the Talking Together Facilitator shall be sufficiently given if delivered to the Talking Together Facilitator personally or if mailed by registered mail to the Talking Together Facilitators' address last known to NALSC.
b) Any notice required or permitted to be given to NALSC shall be sufficiently given if mailed by registered mail to the NALSC at its address last known to the Talking Together Facilitator.
c) Any notice given by mail shall be deemed to have been given seventy-two (72) hours after the time it is posted.

15. INDEPENDENT LEGAL ADVICE

- 15.1 The Talking Together Facilitator acknowledges that she has read and understands this Agreement, and acknowledges that she has had the opportunity to obtain independent legal advice with respect to it.

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 4th day of February 2013, in the City of Thunder Bay, in the Province of Ontario.

SIGNED, SEALED AND DELIVERED

In the presence of:

WITNESS


LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: *Celina Reitberger*
I have authority to bind the corporation.
Celina Reitberger, Executive Director

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 4th day of February 2013, in the City of Thunder Bay, in the Province of Ontario.

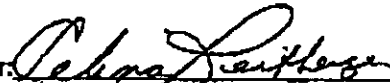
SIGNED, SEALED AND DELIVERED
In the presence of:



LUCIE LONGPETER

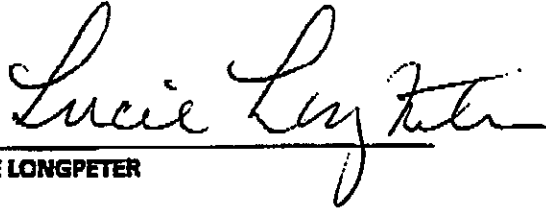
WITNESS

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: 
I have authority to bind the corporation.
Celina Reitberger, Executive Director

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 4th day of February 2013, in the City of Thunder Bay, in the Province of Ontario.


SIGNED, SEALED AND DELIVERED
in the presence of:



WITNESS

LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: 
I have authority to bind the corporation.
Celina Reitberger, Executive Director

EMPLOYMENT CONTRACT

This agreement made in triplicate this 16th day of October 2012.

BETWEEN:

NISHNAWBE ASKI LEGAL SERVICES CORPORATION
(hereinafter referred to as "NALSC")

OF THE FIRST PART

-and-

LUCIE LONGPETER

(hereinafter referred to as the "Talking Together Facilitator")

OF THE SECOND PART

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- 1.1 The Talking Together Facilitator undertakes to perform and to be responsible for the duties and responsibilities of the position as outlined in Schedule "A" attached to this Agreement.
- 1.2 The Talking Together Facilitator will report to and be responsible to the Talking Together Manager.
- 1.3 Day to day duties will be assigned and supervised by the Talking Together Manager.
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The Talking Together Facilitator will work five days per week during normal business hours (pursuant to the NALSC Personnel Policies & Procedures Manual) and such other times as may be required to carry out the functions of the position, with the prior written approval of her supervisor on the day(s) in question.
- 1.5 The Talking Together Facilitator agrees to comply with all lawful instructions given by the Executive Director and or the Talking Together Manager.
- 1.6 The Talking Together Facilitator agrees to adhere to all personnel and administrative policies approved by the Board of NALSC (the "NALSC Personnel Policies & Procedures Manual) and as administered by the Executive Director or Area Director.

1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement.

1.8 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

2.1 This Agreement shall be for a period starting on October 16, 2012 and ending on January 25, 2013. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to employ the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.

2.2 The Talking Together Facilitator performance shall be reviewed by the Talking Together Manager and the Executive Director. The Talking Together Facilitator will receive an oral and written evaluation after three months identifying strengths and areas for improvement.

3. FINANCIAL ARRANGEMENTS

3.1 Contract Amount

The Talking Together Facilitator shall be paid \$10,961.56 for the duration of the contract from October 16, 2012 and ending January 25, 2013. Salary shall be paid bi-weekly, with deductions for E.I., C.P.P., and Income Tax, if applicable.

3.2 Benefits

Will be waived for the duration of this contract.

3.3 Travel Expenses

The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by the Talking Together Manager. Reimbursement will be limited to the following items:

- a) Hotel (room and tax only)
- b) Meals
- c) Economy Airfare
- d) Taxis (receipts required over \$10.00)
- e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

4. TERMINATION

- 4.1 This Agreement may be terminated by NALSC at any time without notice in writing for just cause.
- 4.2 In addition to the reasons hereinbefore, NALSC may terminate this Agreement without just cause given with two weeks notice or by the payment to the Talking Together Facilitator of two weeks pay, inclusive of benefits.

5. CONFIDENTIALITY

- 5.1 The Talking Together Facilitator shall treat as private and confidential, both during as well as after this Agreement, any information concerning the affairs of NALSC, any information related to clients of NALSC to which he becomes privy during the course of this Agreement, and agrees not to divulge any such information to any other person. In addition to the foregoing, the Talking Together Facilitator shall ensure that any information relating to the identity of clientele will be kept absolutely and strictly confidential and shall not be divulged to any person or organization whatsoever or howsoever.

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- 7.1 The rights, which accrue, to NALSC under this Agreement shall pass to its successors or assigns.
The rights of the Talking Together Facilitator under this Agreement are not assignable or transferable in any manner whatsoever.

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- 8.1 In the event that any provision in this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions shall be and remain in full force and effect.

9. WAIVER

- 9.1 The waiver by either party of any breach or violation of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach or violation of it.

10. ENTIRE AGREEMENT

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 - b) Any notice required or permitted to be given to NALSC shall be sufficiently given if mailed by registered mail to the NALSC at its address last known to the Talking Together Facilitator.
 - c) Any notice given by mail shall be deemed to have been given seventy-two (72) hours after the time it is posted.

15. INDEPENDENT LEGAL ADVICE

15.1 The Talking Together Facilitator acknowledges that she has read and understands this Agreement, and acknowledges that she has had the opportunity to obtain independent legal advice with respect to it.

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 16th day of October 2012, in the City of Thunder Bay, in the Province of Ontario.

SIGNED, SEALED AND DELIVERED

In the presence of:

Jada Wynn
WITNESS

Lucie Longpeter
LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: *Celina Reitberger*
I have authority to bind the corporation.
Celina Reitberger, Executive Director

Jennifer McKenzie

From: Carol Kakegabon <ckakegabon@nanlegal.on.ca>
Sent: Monday, January 14, 2013 4:04 PM
To: llongpeter@nanlegal.on.ca
Cc: celina reitberger; Jennifer McKenzie; zwatt@nanlegal.on.ca
Subject: Amended Contract TTF-Lucie Longpeter
Attachments: SKMBT_C20313011416570.pdf

Please add amended page to contract.

Carol Kakegabon / Waabishkaa Migizi Gabaashet

Talking Together Manager

Tel: (807) 474-4379

Fax: (807) 622-1096

Email: ckakegabon@nanlegal.on.ca

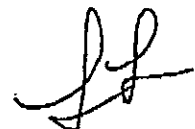
This electronic transmission, including any accompanying attachments, contains confidential information that may be legally privileged and/or exempt from disclosure under applicable law. It is intended only for the use of the recipient(s) to whom it is addressed. Any disclosure, review, copying, other distribution of the contents of this communication or taking any action on its contents by anyone other than the intended recipient(s) is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail and permanently delete the copy you have received. Miigwech (Thank you)

- 1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement
- 1.8 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

- 2.1 This Agreement shall be for a period starting on October 16, 2012 and ending on January 25, 2013. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to employ the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.
- 2.2 The Talking Together Facilitator performance shall be reviewed by the Talking Together Manager and the Executive Director. The Talking Together Facilitator will receive an oral and written evaluation after three months identifying strengths and areas for improvement.

3. FINANCIAL ARRANGEMENTS

- 3.1 **Contract Amount** \$11,692.33 
The Talking Together Facilitator shall be paid \$10,961.56 for the duration of the contract from October 16, 2012 and ending ~~January 25~~ ^{Feb 1, 2013} 2013. Salary shall be paid bi-weekly, with deductions for E.I., C.P.P., and Income Tax, if applicable.
- 3.2 **Benefits**
Will be waived for the duration of this contract.
- 3.3 **Travel Expenses**
The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by the Talking Together Manager. Reimbursement will be limited to the following items:
 - a) Hotel (room and tax only)
 - b) Meals
 - c) Economy Airfare
 - d) Taxis (receipts required over \$10.00)
 - e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

Lucie Longpeter.

EMPLOYMENT CONTRACT

This agreement made in triplicate this 16th day of October 2012.

BETWEEN:

NISHNAWBE ASKI LEGAL SERVICES CORPORATION
(hereinafter referred to as "NALSC")

OF THE FIRST PART

-and-

LUCIE LONGPETER

(hereinafter referred to as the "Talking Together Facilitator")

OF THE SECOND PART

Nishnawbe Aski Legal Services Corporation hereby employs **LUCIE LONGPETER** to fill the position of Talking Together Facilitator. The following shall be the terms and conditions of employment:

1. TERMS OF REFERENCE

- 1.1 The Talking Together Facilitator undertakes to perform and to be responsible for the duties and responsibilities of the position as outlined in Schedule "A" attached to this Agreement.
- 1.2 The Talking Together Facilitator will report to and be responsible to the Talking Together Manager.
- 1.3 Day to day duties will be assigned and supervised by the Talking Together Manager.
- 1.4 Hours of Work/Accessibility
The Talking Together Facilitator will work five days per week during normal business hours (pursuant to the NALSC Personnel Policies & Procedures Manual) and such other times as may be required to carry out the functions of the position, with the prior written approval of her supervisor on the day(s) in question.
- 1.5 The Talking Together Facilitator agrees to comply with all lawful instructions given by the Executive Director and or the Talking Together Manager.
- 1.6 The Talking Together Facilitator agrees to adhere to all personnel and administrative policies approved by the Board of NALSC (the "NALSC Personnel Policies & Procedures Manual) and as administered by the Executive Director or Area Director.

1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement.

1.8 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

2.1 This Agreement shall be for a period starting on October 16, 2012 and ending on January 25, 2013. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to employ the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.

2.2 The Talking Together Facilitator performance shall be reviewed by the Talking Together Manager and the Executive Director. The Talking Together Facilitator will receive an oral and written evaluation after three months identifying strengths and areas for improvement.

3. FINANCIAL ARRANGEMENTS

3.1 Contract Amount

The Talking Together Facilitator shall be paid ^{11692.33} ~~\$10,961.56~~ for the duration of the contract from October 16, 2012 and ending January 25, 2013. Salary shall be paid bi-weekly, with deductions for E.I., C.P.P., and Income Tax, if applicable.

3.2 Benefits

Will be waived for the duration of this contract.

3.3 Travel Expenses

The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by the Talking Together Manager. Reimbursement will be limited to the following items:

- a) Hotel (room and tax only)
- b) Meals
- c) Economy Airfare
- d) Taxis (receipts required over \$10.00)
- e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

4. TERMINATION

- 4.1 This Agreement may be terminated by NALSC at any time without notice in writing for just cause.
- 4.2 In addition to the reasons hereinbefore, NALSC may terminate this Agreement without just cause given with two weeks notice or by the payment to the Talking Together Facilitator of two weeks pay, inclusive of benefits.

5. CONFIDENTIALITY

- 5.1 The Talking Together Facilitator shall treat as private and confidential, both during as well as after this Agreement, any information concerning the affairs of NALSC, any information related to clients of NALSC to which he becomes privy during the course of this Agreement, and agrees not to divulge any such information to any other person. In addition to the foregoing, the Talking Together Facilitator shall ensure that any information relating to the identity of clientele will be kept absolutely and strictly confidential and shall not be divulged to any person or organization whatsoever or howsoever.

Failure to keep all information confidential constitutes a breach of this employment contract entitling NALSC to terminate the agreement without notice.

6. CONFLICT OF INTEREST

- 6.1 The Talking Together Facilitator agrees to refrain from any dealings with any business, partnership or undertaking, which do or which have the potential to conflict with any activity of NALSC.

7. ASSIGNMENT OF RIGHTS

- 7.1 The rights, which accrue, to NALSC under this Agreement shall pass to its successors or assigns.
The rights of the Talking Together Facilitator under this Agreement are not assignable or transferable in any manner whatsoever.

8. SEVERABILITY

- 8.1 In the event that any provision in this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions shall be and remain in full force and effect.

9. WAIVER

- 9.1 The waiver by either party of any breach or violation of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach or violation of it.

10. ENTIRE AGREEMENT

10.1 This Agreement constitutes the entire agreement between the parties with respect to the employment of the Talking Together Facilitator and any and all previous agreements, written or oral, express or implied between the parties or on their behalf relating to the employment of the Talking Together Facilitator by NALSC are terminated and cancelled and each of the parties releases and forever discharges the other of and from all manner of action, causes of action, claims or demands under or in respect of any agreement.

11. MODIFICATION OF AGREEMENT

11.1 Any modification of this Agreement must be in writing, signed by the parties or it shall have no effect and shall be void.

12. GOVERNING LAW

12.1 This Agreement shall be governed by and construed in accordance with the laws of Canada or the Province of Ontario, as the case may be.

13. HEADINGS

13.1 The headings utilized in this Agreement are for convenience only and are not to be construed in any way as additions to or limitations of the covenants and Agreements contained in this Agreement.

14. NOTICES

- 14.1
- a) Any notice required or permitted to be given to the Talking Together Facilitator shall be sufficiently given if delivered to the Talking Together Facilitator personally or if mailed by registered mail to the Talking Together Facilitators' address last known to NALSC.
 - b) Any notice required or permitted to be given to NALSC shall be sufficiently given if mailed by registered mail to the NALSC at its address last known to the Talking Together Facilitator.
 - c) Any notice given by mail shall be deemed to have been given seventy-two (72) hours after the time it is posted.

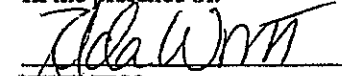
15. INDEPENDENT LEGAL ADVICE

15.1 The Talking Together Facilitator acknowledges that she has read and understands this Agreement, and acknowledges that she has had the opportunity to obtain independent legal advice with respect to it.

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 16th day of October 2012, in the City of Thunder Bay, in the Province of Ontario.

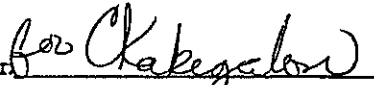
SIGNED, SEALED AND DELIVERED

In the presence of:


WITNESS


LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per 
I have authority to bind the corporation.
Celina Reitberger, Executive Director

EMPLOYMENT CONTRACT

This agreement made in triplicate this 16th day of October 2012.

BETWEEN:

NISHNAWBE ASKI LEGAL SERVICES CORPORATION
(hereinafter referred to as "NALSC")

OF THE FIRST PART

-and-

LUCIE LONGPETER

(hereinafter referred to as the "Talking Together Facilitator")

OF THE SECOND PART

Nishnawbe Aski Legal Services Corporation hereby employs **LUCIE LONGPETER** to fill the position of Talking Together Facilitator. The following shall be the terms and conditions of employment:

1. TERMS OF REFERENCE

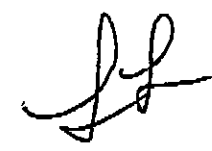
- 1.1 The Talking Together Facilitator undertakes to perform and to be responsible for the duties and responsibilities of the position as outlined in Schedule "A" attached to this Agreement.
- 1.2 The Talking Together Facilitator will report to and be responsible to the Talking Together Manager.
- 1.3 Day to day duties will be assigned and supervised by the Talking Together Manager.
- 1.4 **Hours of Work/Accessibility**
The Talking Together Facilitator will work five days per week during normal business hours (pursuant to the NALSC Personnel Policies & Procedures Manual) and such other times as may be required to carry out the functions of the position, with the prior written approval of her supervisor on the day(s) in question.
- 1.5 The Talking Together Facilitator agrees to comply with all lawful instructions given by the Executive Director and or the Talking Together Manager.
- 1.6 The Talking Together Facilitator agrees to adhere to all personnel and administrative policies approved by the Board of NALSC (the "NALSC Personnel Policies & Procedures Manual) and as administered by the Executive Director or Area Director.

- 1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement
- 1.8 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

- 2.1 This Agreement shall be for a period starting on October 16, 2012 and ending on January 25, 2013. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to employ the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.
- 2.2 The Talking Together Facilitator performance shall be reviewed by the Talking Together Manager and the Executive Director. The Talking Together Facilitator will receive an oral and written evaluation after three months identifying strengths and areas for improvement.

3. FINANCIAL ARRANGEMENTS

3.1 Contract Amount \$11,592.33 
 The Talking Together Facilitator shall be paid \$10,961.56 for the duration of the contract from October 16, 2012 and ending ~~January 25, 2013~~ ^{February 25, 2013}. Salary shall be paid bi-weekly, with deductions for E.I., C.P.P., and Income Tax, if applicable.

3.2 Benefits
 Will be waived for the duration of this contract.

3.3 Travel Expenses
 The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by the Talking Together Manager. Reimbursement will be limited to the following items:

- a) Hotel (room and tax only)
- b) Meals
- c) Economy Airfare
- d) Taxis (receipts required over \$10.00)
- e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

- 1.7 The Talking Together Facilitator is deemed to be a contract employee for the purposes and application of the NALSC policies, and except as otherwise agreed to in this agreement.
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4. TERMINATION

- 4.1 This Agreement may be terminated by NALSC at any time without notice in writing for just cause.
- 4.2 In addition to the reasons hereinbefore, NALSC may terminate this Agreement without just cause given with two weeks notice or by the payment to the Talking Together Facilitator of two weeks pay, inclusive of benefits.

5. CONFIDENTIALITY

- 5.1 The Talking Together Facilitator shall treat as private and confidential, both during as well as after this Agreement, any information concerning the affairs of NALSC, any information related to clients of NALSC to which he becomes privy during the course of this Agreement, and agrees not to divulge any such information to any other person. In addition to the foregoing, the Talking Together Facilitator shall ensure that any information relating to the identity of clientele will be kept absolutely and strictly confidential and shall not be divulged to any person or organization whatsoever or howsoever.

Failure to keep all information confidential constitutes a breach of this employment contract entitling NALSC to terminate the agreement without notice.

6. CONFLICT OF INTEREST

- 6.1 The Talking Together Facilitator agrees to refrain from any dealings with any business, partnership or undertaking, which do or which have the potential to conflict with any activity of NALSC.

7. ASSIGNMENT OF RIGHTS

- 7.1 The rights, which accrue, to NALSC under this Agreement shall pass to its successors or assigns.
The rights of the Talking Together Facilitator under this Agreement are not assignable or transferable in any manner whatsoever.

8. SEVERABILITY

- 8.1 In the event that any provision in this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions shall be and remain in full force and effect.

9. WAIVER

- 9.1 The waiver by either party of any breach or violation of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach or violation of it.

10. ENTIRE AGREEMENT

10.1 This Agreement constitutes the entire agreement between the parties with respect to the employment of the Talking Together Facilitator and any and all previous agreements, written or oral, express or implied between the parties or on their behalf relating to the employment of the Talking Together Facilitator by NALSC are terminated and cancelled and each of the parties releases and forever discharges the other of and from all manner of action, causes of action, claims or demands under or in respect of any agreement.

11. MODIFICATION OF AGREEMENT

11.1 Any modification of this Agreement must be in writing, signed by the parties or it shall have no effect and shall be void.

12. GOVERNING LAW

12.1 This Agreement shall be governed by and construed in accordance with the laws of Canada or the Province of Ontario, as the case may be.

13. HEADINGS

13.1 The headings utilized in this Agreement are for convenience only and are not to be construed in any way as additions to or limitations of the covenants and Agreements contained in this Agreement.

14. NOTICES

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- a) Any notice required or permitted to be given to the Talking Together Facilitator shall be sufficiently given if delivered to the Talking Together Facilitator personally or if mailed by registered mail to the Talking Together Facilitators' address last known to NALSC.
 - b) Any notice required or permitted to be given to NALSC shall be sufficiently given if mailed by registered mail to the NALSC at its address last known to the Talking Together Facilitator.
 - c) Any notice given by mail shall be deemed to have been given seventy-two (72) hours after the time it is posted.

15. INDEPENDENT LEGAL ADVICE

15.1 The Talking Together Facilitator acknowledges that she has read and understands this Agreement, and acknowledges that she has had the opportunity to obtain independent legal advice with respect to it.

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 16th day of October 2012, in the City of Thunder Bay, in the Province of Ontario.

SIGNED, SEALED AND DELIVERED

In the presence of:

[Handwritten Signature]
WITNESS

[Handwritten Signature]
LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: *[Handwritten Signature]*
I have authority to bind the corporation.
Celina Reitberger, Executive Director

EMPLOYMENT CONTRACT

This agreement made in triplicate this 1st day of April 2013.

BETWEEN:

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
(hereinafter referred to as "NALSC")

OF THE FIRST PART

-and-

LUCIE LONGPETER
(hereinafter referred to as the "Talking Together Facilitator")

OF THE SECOND PART

Nishnawbe-Aski Legal Services Corporation hereby contracts with LUCIE LONGPETER to serve as a "Talking Together Facilitator" (TTF). The following shall be the terms and conditions of this contract for service:

1. TERMS OF REFERENCE

- 1.1 The Talking Together Facilitator undertakes to perform and to be responsible for the duties and responsibilities of this work as outlined in Schedule "A" attached to this Agreement.
- 1.2 The Talking Together Facilitator will report to and be responsible to the Talking Together Manager on a day to day basis, and to the Executive Director for overall work performance.
- 1.3 **Hours of Work/Accessibility**
The Talking Together Facilitator will work five days per week during normal business hours (pursuant to the NALSC Personnel Policies & Procedures Manual) and such other times as may be required to carry out the functions of this work, with the prior approval of his supervisor on the day(s) in question.
- 1.4 The Talking Together Facilitator agrees to comply with all lawful instructions given by his supervisor or Executive Director or their designate.
- 1.5 The Talking Together Facilitator agrees to adhere to all personnel and administrative policies approved by the Board of NALSC (the "NALSC Personnel Policies & Procedures Manual") and as administered by the Executive Director.
- 1.6 The Talking Together Facilitator is deemed to be an employee for the purposes and application of the NALSC policies, as amended, and except as otherwise agreed to in this agreement.

- 1.7 The Talking Together Facilitator shall generally carry out the duties and responsibilities of employment at satellite office 107 Aurora St. Cochrane Ontario and at the Moose Band Development Corporation office-Moose Cree Complex 20 Jonathon Cheechoo Dr., Moose Factory, Ontario. Travel to NAN First Nations and communities throughout Ontario may be required as part of the duties of employment at the request of NALSC.

2. CONTRACT TERM

- 2.1 This Agreement shall be for a period of less than one year starting on April 1, 2013, and ending on March 31st, 2014. The Talking Together Facilitator agrees to provide the services outlined in Schedule "A" for this period and NALSC agrees to contract with the Talking Together Facilitator for the length of this term in accordance with the terms and conditions contained in this Agreement.
- 2.2 NALSC further agrees to provide the Talking Together Facilitator with notice of its intention to renew or extend this Contract in anticipation of the contemplated expiry hereof, on such terms as may be agreed upon. Failure of NALSC to provide notice of its intention to extend or renew the contract beyond March 31st, 2014 shall be deemed to be notice of the termination/expiration of this Contract.
- 2.3 The Talking Together Facilitator's performance shall be reviewed by the Talking Together Manager. The Talking Together Facilitator will receive ongoing evaluation of the execution of this Agreement identifying strengths and areas for improvement. NALSC reserves the right to evaluate the Talking Together Facilitator at any time during the course of this Agreement if it is deemed to be necessary.

3. FINANCIAL ARRANGEMENTS

3.1 Contract Amount

The Talking Together Facilitator shall be paid at a pro-rated or adjusted payment in accordance to an annual payment of 12 months equaling no more than \$38,000.00 per year, and such payment shall be made bi-weekly, with deductions made for E.I., C.P.P., and Income Tax, if applicable.

3.2 Benefits

Nishnawbe Aski Legal Services Corporation shall provide the Talking Together Facilitator with the following benefits:

- 1) Vacation leave pursuant to Personnel Policies and Procedures Manual
- 2) Sick leave pursuant to the NALSC Personnel Policies and Procedures Manual. - Pro-rated.
- 3) Lieu time based on accumulated overtime as per Sec. 22 of the NALSC Personnel Policies and Procedures Manual (approved at the discretion of the Manager).

3.3 Travel Expenses

The Talking Together Facilitator will be reimbursed for all the travel expenses necessarily incurred in carrying out the duties and responsibilities of employment, provided that advance approval for such expense is provided by her supervisors or Executive Director. Reimbursement will be limited to the following items:

- a) Hotel (room and tax only)
- b) Meals
- c) Economy Airfare
- d) Taxis (receipts required)
- e) Mileage (pursuant to NALSC Mileage Policy and limited to equivalent of one economy round trip fare)

4. TERMINATION

4.1 This Contract may be terminated by NALSC at any time for any reason without notice.

4.2 The Talking Together Facilitator hereby acknowledges the unique circumstances of NALSC as a not-for-profit corporation dependent on public funds to operate. As such, the programs/projects under which the Talking Together Program is provided are dependent on the provision of continued funding by the Ministry of Children & Youth Services that may contribute to the continuation of the projects at NALSC. In the event that funding for the programs is ended, restricted or limited, then this Agreement will be terminated.

5. CONFIDENTIALITY

- 5.1 The Talking Together Facilitator shall treat as private and confidential, both during as well as after this Agreement, any information concerning the affairs of NALSC, any information related to clients of NALSC to which she becomes privy during the course of this Agreement, and agrees not to divulge any such information to any other person. In addition to the foregoing, the Talking Together Facilitator shall ensure that any information relating to the identity of clientele will be kept absolutely and strictly confidential and shall not be divulged to any person or organization not entitled to this information whatsoever or howsoever.

Failure to keep all information confidential constitutes a breach of this contract entitling NALSC to terminate this agreement without notice.

6. CONFLICT OF INTEREST

- 6.1 The Talking Together Facilitator agrees to refrain from any dealings with any business, partnership or undertakings, which do or which have the potential to conflict with any activity of NALSC.

7. ASSIGNMENT OF RIGHTS

- 7.1 The rights, which accrue, to NALSC under this Agreement shall pass to its successors or assigns.
- 7.2 The rights of the Talking Together Facilitator under this Agreement are not assignable or transferable in any manner whatsoever.

8. SEVERABILITY

- 8.1 In the event that any provision in this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions shall be and remain in full force and effect.

9. WAIVER

- 9.1 The waiver by either party of any breach or violation of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach or violation of it.

10. ENTIRE AGREEMENT

- 10.1 This Agreement constitutes the entire agreement between the parties and any and all previous agreements, written or oral, express or implied between the parties or on their behalf relating to the contract for services as the Talking Together Facilitator by NALSC are terminated and cancelled and each of the parties releases and forever

discharges the other of and from all manner of action, causes of action, claims or demands under or in respect of any agreement.

11. MODIFICATION OF AGREEMENT

11.1 Any modification of this Agreement must be in writing, signed by the parties or it shall have no effect and shall be void.

12. GOVERNING LAW

12.1 This Agreement shall be governed by and construed in accordance with the laws of Canada or the Province of Ontario, as the case may be.

13. HEADINGS

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14. NOTICES

- 14.1 a) Any notice required or permitted to be given to the Talking Together Facilitator shall be sufficiently given if delivered to the Talking Together Facilitator personally or if mailed by registered mail to the employee's address last known to NALSC.
- b) Any notice required or permitted to be given to NALSC shall be sufficiently given if mailed by registered mail to the NALSC at its address last known to the Talking Together Facilitator.
- c) Any notice given by mail shall be deemed to have been given seventy-two (72) hours after the time it is posted.

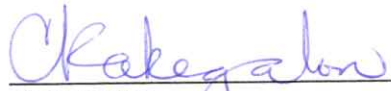
15. INDEPENDENT LEGAL ADVICE

- 15.1 The Talking Together Facilitator acknowledges that she has read and understands this Agreement, and acknowledges that she has had the opportunity to obtain independent legal advice with respect to it.

IN WITNESS WHEREOF the Parties have duly executed this Agreement this 1st day of April 2013, in the City of Thunder Bay, in the Province of Ontario.

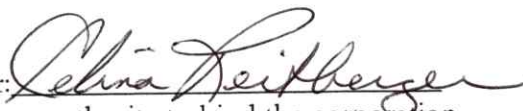
SIGNED, SEALED AND DELIVERED

In the presence of:


WITNESS


LUCIE LONGPETER

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

Per: 
I have authority to bind the corporation.
Celina Reitberger, Executive Director



EMPLOYMENT AGREEMENT

BETWEEN:

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
hereinafter called "NALSC"

- and -

Lucy Longpeter

3-month Contract Position

1. Employment

You will hold the position of **Talking Together Program Worker** operating out of NALSC's office in **Thunder Bay** and will report to the Manager of Talking Together Program. A brief job description for this position, which may be amended by the Company from time to time, will be provided to you during your orientation by your Supervisor. 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 employment on a date that is mutually convenient but no later than **August 13, 2019** and shall **expire November 13, 2019**, subject to the termination provisions contained herein.

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 **24.73/hr.** Our payroll is administered bi-weekly.

5. Vacation

Vacation shall be paid to you each pay period as per the minimum amount required by the ESA (Employment Standards Act).

You are entitled to vacation time as per ESA. All 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

This is a full-time position and your regular hours of work are from **9am – 5pm, Monday through Friday**, with a one (1) hour lunch break, for a total of thirty-five (35) hours per week, but may be changed based on NALSC's needs.

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 direct supervisor within 24 hours of working such hours. Any overtime hours will be allotted to you via lieu time hours at your regular rate of pay and are subject to approval **prior** to accumulating them.

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 at law, this Agreement will terminate immediately and you shall receive no payments other than accrued wages and vacation entitlements to the date of termination.

(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 on the basis of 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.

10. 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.

11. 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.

13. 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.

14. 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.



15. 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.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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.

21. Copy of the Agreement

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

Lucy, I extend a very warm welcome to you. I hope you find your employment with the organization challenging and rewarding and look forward to a mutually successful future together.

Yours truly,



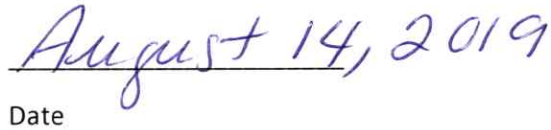
Colette Shwetz

Interim Executive Director

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