Nishnawbe-Aski Legal Services Corporation

Dec 9, 2022

Vernon Morris,
By-Law Program Lead **C/o Nishnawbe-Aski Legal Services Corporation**Thunder Bay, ON
P7E 2R6

PRIVATE & CONFIDENTIAL

Dear Vernon:

We are very pleased to inform you that you have been approved for an annual salary increase of \$5,000. Your new annual salary as By-Law Program Lead will be \$60,000. This increase is retroactive to June 10, 2022. Your retroactive pay will be included on your next payroll.

Vernon, we thank you for all your hard work and dedication to the By-Law Program.

If you have any questions, please contact your manager.

Sincerely,

Colette Shwetz

Mailing Address:

1805 Arthur St. East Unit 100 Thunder Bay, ON P7E 2R6

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

Email: info@nanlegal.on.ca

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



Head Office:

138B Fort William Rd, Fort William First Nation, ON P7J 1K7

Colette Shwetz

From:

Irene Linklater

Sent:

December 8, 2022 4:24 PM

To:

Chantelle Johnson; Colette Shwetz

Subject:

Re: Vernon Morris Team Lead Salary

Aniin Chantelle and Colette

As discussed at our meeting to review the circumstances of oversight to Vern Morris being missed from Salary adjustment equal to the other Team Leads. I approve the recommendation to salary adjustment increase request to retro period.

Miigwetch

Irene

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From: Chantelle Johnson <cjohnson@nanlegal.on.ca>

Sent: Thursday, December 8, 2022 4:13:48 PM

To: Irene Linklater < llinklater@nanlegal.on.ca>; Colette Shwetz < cshwetz@nanlegal.on.ca>

Subject: RE: Vernon Morris Team Lead Salary

I have completed Vernon's evaluation and I would like to go forward with the plan to move him up to where the other team leads are at 60k. Again I would like to have his salary retroactive to June to match when the others received theirs.

Vernon has more than passed his evaluation and has also in the process of making a new plan for next fiscal year. Vernon is also working toward transferring his knowledge over to his team on how to properly move into communities and work with their areas thoroughly in Bylaw.

Please let me know if you have any questions or concerns. Please let me know what next steps are.

Thank You

Chantelle Johnson, Restorative Justice Manager

For the Restorative Justice, Youth Justice, By Law, Sexual Assault & Domestic Violence Restorative Justice, Youth Intervention, Guns & Gangs Initiative, and the Community HUB Programs

Nishnawbe-Aski Legal Services Corporation 1805 East Arthur Street, Unit 1 Thunder Bay, Ontario. P7E 2R6

Phone: (807) 766-7081 Cell: (807) 252-3934 Fax: (807) 622-3024

Email: cjohnson@nanlegal.on.ca

From: Irene Linklater < llinklater@nanlegal.on.ca Sent: Wednesday, November 30, 2022 4:25:16 PM

To: Chantelle Johnson <cjohnson@nanlegal.on.ca>; Colette Shwetz <cshwetz@nanlegal.on.ca>

Subject: Re: Vernon Morris Team Lead Salary

Aniin Chantelle

It would need a performance review of employee.

Will await HR Manager return from vacation on Monday December 5th.

Miigwetch

Irene

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From: Chantelle Johnson < cjohnson@nanlegal.on.ca> Sent: Wednesday, November 30, 2022 4:08:17 PM

To: Irene Linklater < !linklater@nanlegal.on.ca; Colette Shwetz cshwetz@nanlegal.on.ca

Subject: Vernon Morris Team Lead Salary

Good Afternoon Irene and Colette,

After reviewing the information relating to salary of the Team Leads position within the Restorative Justice Department, it was noted that when an increase in salary for the Team Leads occurred on June 10th 2022 Vernon Morris was overlooked as he was hired on as the Team Lead for the Bylaw Program.

As such, he has remained at the salary amount that was indicated on the contract that was provided to him upon his hiring. This oversight has resulted in Vernon remaining at \$55,000 when all other Team Leads have been increased to \$60,000.

At this time I would like to rectify this oversite and would like to have his salary increased to match that of the other Team Leads. The salary would remain to be taken out of funding provided through MAG 1 as there is more then enough to cover this increase within that salary line item.

Please let me know what can be completed to move this forward. I am very sorry for my oversite and take full responsibility.

Thank you

Chantelle M. Johnson

"Maa - mii - nah - chi - ke - win"

Restorative Justice Manager

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