

## **December 9, 2025**

**MEMBERS PRESENT:** Mayor Shears Mercer Jr., Deputy Mayor Michael McDonald, Councilors Robert Butler, Steven Spracklin, Goldie Broughton, Michelle Gushue, Cecilia Stadler

**ABSENT:** NIL

**ALSO PRESENT:** Town Clerk/ Manager Lisa Hickey, Delegate and member of the public

**AGENDA: Motion 2025-166:** Deputy Mayor McDonald/ Councilor Broughton that the Agenda for the December 9, 2025, be adopted. (in Favor 7; Opposed 0; Carried).

**MINUTES: Motion 2025-167:** Deputy Mayor McDonald/ Councilor Gushue that November 4, 2025, minutes be adopted. (In Favor 7: opposed 0; Carried)

### **BUSINESS ARISING FROM MINUTES:**

Clerical error in Motion 2025-135 of the October 14, 2025 minutes, regarding rescinding Standing Offer. Should read "All in favor 7; Opposed 0; Carried" as there were 7 in attendance and no abstention.

### **ACTION REPORTS:**

Shed for Sports and Recreation to be moved closer to Canteen near ball field.

### **DELEGATION:**

David Mitchell – Did not show

Byron Rodway – regarding Public Works, requested a meeting with committee to discuss repairs and maintenance that are not completed or still ongoing from previous council.

### **COMMITTEE REPORTS:**

#### ***Development Committee:***

**Motion 2025-168:** Deputy Mayor McDonald/ Councilor Stadler to approve the Application for Development to construct a home located at 15-19 John Noel's Hill. Subject to approval from Service NL. (In Favor 7; Opposed 0; Carried).

**Motion 2025-169:** Councilor Butler/Gushue to approve the requirement of a permit in order to Infill property, effective January 1, 2025. Cost of permit will be listed on the 2026 Tax Structure. (In Favor 7; Opposed 0; Carried)

***Public Works Committee:***

**Motion 2025-170:** Councilor Butler/ Deputy Mayor McDonald to accept quote for the purchase of a 2025 -XCMG-XE25U 3.5 Ton Mini Excavator. (In Favor 7; Opposed 0; Carried)

**Motion 2025-171:** Councilor Butler/ Spracklin to accept quote for the purchase of a 2025 XCMG-XC918U Wheel Loader. (In Favor 7; Opposed 0; Carried)

**Motion 2025-172:** Councilor Butler/ Spracklin to accept quote for the purchase of a 9' Hyd. Angle Snow Blade. (In Favor 7; Opposed 0; Carried)

**Motion 2025-173:** Councilor Butler/ Stadler to implement a cut off date for water and sewer hookup, hookup will be available between May 1 to Nov 1 of each year unless prior authorization is given by Council. (In Favor 7; Opposed 0; Carried)

***Finance Committee:***

**Motion 2025-174:** Councilor Broughton/Stadler to approve payables in the amount of \$181,987.82 (In Favor 7; Opposed 0; Carried)

**Motion 2025-175:** Deputy Mayor McDonald/Butler to approve a donation in the amount of \$250.00 towards prizes given with respect to the Annual Santa Clause Parade, hosted by the Brigus Volunteer Fire Department. (In Favor 7; Opposed 0; Carried)

***Blueberry Festival Committee:*** NIL

***Recreation:*** NIL

***HR Committee:***

**Motion 2025-176:** Deputy Mayor McDonald/Gushue to accept and execute the Collective Bargaining Agreement between the Town of Brigus and Union, to be in effect for 2 years, commencing December 1, 2025. (In Favor 7; Opposed 0; Carried)

***Policy Committee:***

**Motion 2025-177:** Councilor Stadler/Butler to implement a Disciplinary Policy; corrective action for founded Harassment and/or discrimination or breach of code of conduct. For non-union employees, council members and all department heads of Brigus Council. (In Favor 7; Opposed 0; Carried)

Policy states;

1. First offence: written reprimand in file, incident specific training as determined by council.
2. Second offence: 3-day suspension without pay, if applicable. Second written reprimand in file.
3. Third and final written letter along with mandatory resignation and/or termination of position by council.

**CORRESPONDENCE:**

| FROM                          | REGARDING   | ACTION |
|-------------------------------|---|--------|
| Resident                      | Appreciation letter regarding the Public Works Department | Filed  |
| Resident of 1-9 Meaden's Lane | Various Items related to Public Works Department          | Filed  |

**GENERAL BUSINESS:**

**Motion 2025-178:** Councilor Butler/Deputy Mayor McDonald to require a monthly report from all branches under Council, effective January 1, 2026. (In Favor 7; Opposed 0; Carried)

**Motion(s) made during the November 14, 2025 3:30pm privileged meeting:**

In Attendance; Mayor Shears Mercer Jr., Deputy Mayor McDonald, Councilors Butler, Gushue, Assistant Town Clerk Lynne Anderson and Town Clerk/Manager Lisa Hickey

Tenders Received – 1 for Repair of Rock wall and Stone steps located at Pomeroy's Quay

**Motion 2025-179:** Deputy Mayor McDonald / Councilor Butler to accept bid for tender in the amount of \$17,250.00 tax included, to repair Rock Wall and Stone Steps located at Pomeroy's Quay. All in Favor 4; Opposed 0; Carried;

**Motion(s) made during the November 26, 2025 7:00pm privileged meeting:**

In Attendance; Deputy Mayor McDonald, Councilors Butler, Broughton, Spracklin and Stadler and Town Clerk/Manager Lisa Hickey

Absent due to Conflict of interest: Mayor Shears Mercer Jr. (Joined 8:30 pm)

Councilor Michelle Gushue (Joined 8:30pm)

**Motion 2025-180:** Councilor Spracklin/Deputy Mayor McDonald to direct Fire Chief Rodney Mercer, as a result of findings from an investigative report due to a complaint filed against same, to attend and complete the Code of Conduct and Workplace Harassment training. As well as Stress management and coping skills training determined by council. All in favor 5; Opposed 0; Carried.

**Motion 2025-181:** Councilor Broughton/Gushue to approve, going forward, an alternate Law firm to represent the Town of Brigus on all legal matters. All in favor 7; Opposed 0; Carried.

**Motion 2025-182:** Councilor Butler/Deputy Mayor McDonald for the meeting to adjourn at 8:35 pm. Next meeting scheduled for January 13, 2026 at 7:00pm (In Favor 7; Opposed 0; Carried).

Dated in the Town of Brigus,  
Newfoundland and Labrador on  
the            Day of            , 2025

---

Mayor  
Shears Mercer, Jr.

---

Town Clerk/Manager  
Lisa Hickey