

**Fishing Lake Metis Settlement
Regular Council Meeting Minutes
March 3rd, 2026
9:00a.m.**

Council Present: Savannah Durocher, Chairperson
Tyson Brosseau, Vice Chair
Tania Daniels, Secretary Treasurer
Dwayne Laboucane, Councillor
Leslie Callioux, Councillor

Administration Present: Ryck Chalifoux, Administrator
Desiree Lacombe-Cardinal, Council Secretary

Chairperson Savannah Durocher called the meeting to order @ 9:01a.m.

Secretary Treasurer Tania Daniels led the opening prayer.

MOTION#FLMSRCM099/2026

Move to approve the review and adoption of the March 3rd, 2026 Fishing Lake Metis Settlement Regular Council Meeting Agenda.

Dwayne Laboucane/Tyson Brosseau 4/0/0 CARRIED

MOTION#FLMSRCM100/2026

Move to approve the review and adoption of the February 17th & 18th, 2026 Fishing Lake Metis Settlement Regular Council Meeting Minutes with corrections and Business arising as noted.

Dwayne Laboucane/Tania Daniels 4/0/0 CARRIED

Business Arising from the February 17th & 18th, 2026 Regular Council Meeting Minutes

Page.1- Councillor Dwayne Laboucane would like to know who oversees the list for Enbridge Distribution? Administrator stated that Council reviews the list as well as Finance and Land and Membership. Councillor Dwayne Laboucane has a concern with the list changing as he has seen names change on the lists that have been provided to Council.

Councillor Dwayne Laboucane recommends scheduling a meeting with the Medic Dept. Vice Chair Tyson Brosseau states that the medic vehicles do not have cellphone boosters, Councillor Leslie Callioux stated that the Fire Dept has them and to ensure both depts have the same equipment.

Secretary Treasurer Tania Daniels would like to know if the Administrator Mentor position has been posted yet? She would like to recommend having this position start with the new budget.

Councillor Dwayne Laboucane would like to know if the Fishing Lake Metis Settlement has an Emergency Plan? Administrator notified Council that we have a draft of the Emergency Plan.

Councillor Dwayne Laboucane with regard to the Code of Conduct, Councillor Leslie Callioux would like to implement the Code of Conduct for this Council as it was previously implemented in 2016.

Administrator Ryck Chalifoux would like to know if this council would like to formally decline the policing agreement and notify the Indigenous Relations Minister, Justice and Public Safety?

Break @ 9:56a.m.

Reconvene @ 10:00a.m.

Business License Approval

MOTION#FLMSRCM101/2026

Move to approve Edgar Bussiere Trucking for a 2026 Fishing Lake Metis Settlement Business License.

Tania Daniels/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM102/2026

Move to approve Hahn Welding & Oilfield Services Ltd for a 2026 Fishing Lake Metis Settlement Business License.

Leslie Callioux/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM103/2026

Move to approve Water Spirit & Spa Retreats for a 2026 Fishing Lake Metis Settlement Business License.

Leslie Callioux/Tania Daniels

4/0/0

CARRIED

MOTION#FLMSRCM104/2026

Move to approve Oil Lift Technology for a 2026 Fishing Lake Metis Settlement Business License.

Dwayne Laboucane/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM105/2026

Move to approve Heating Solutions International Inc. for a 2026 Fishing Lake Metis Settlement Business License.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM106/2026

Move to approve Sandpiper Truck Services Ltd. for a 2026 Fishing Lake Metis Settlement Business License.

Tania Daniels/Dwayne Laboucane

4/0/0

CARRIED

Resolutions for Ratification

MOTION#FLMSRCM107/2026

Move to ratify resolution approving supporting the Grant Application for the Alberta Future Leaders for the year of 2026/2027.

Tania Daniels/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM108/2026

Move to ratify resolution approving and supporting the Career and Employment Information Services (CEIS) Grant Proposal.

Dwayne Laboucane/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM109/2026

Move to ratify resolution approving the Fishing Lake Metis Settlement Oil Haul Expansion Brushing and Forest Management Services Business Plan as presented.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM110/2026

Move to ratify resolution approving the Annual Operating Plan for the Fishing Lake Metis Settlement Daycare.

Leslie Callioux/Dwayne Laboucane

4/0/0

CARRIED

Finance Director Nicole Durocher joined the meeting @ 10:17a.m.

Budget; the last page has the increases and decreases as per discussed with regard to the Fishing Lake Metis Settlement Budget Bylaw. If received the Harvest ROFR will be added to the Night watch budget. Susan Barthel will be applying for grants to cover the trainee positions. \$15,000.00 was moved from Map Review to Food Bank.

Seniors Lodge

Finance Director would appreciate if the Board of Directors are speaking about the budget she would like to know if the Board of Directors can invite her to the Board Meetings to ensure proper information is shared and if any questions come up she can answer.

Secretary Treasurer Tania Daniels has a question with regard to the Council Travel Lines as they are over budget? Finance Director states it looks like the lines are over budget but the

Finance Dept is reimbursed Quarterly from Metis Settlement General Council so this is why the lines look as if they are over.

Finance Director Nicole Durocher exited the meeting @ 10:48a.m.

Member Ray Masson joined the meeting @ 10:49a.m.

Member has joined the meeting to discuss his home, Member has not received repairs on his current home since 1997. Ray explained to Council that he requires new cupboards, shingles for his roof, closet doors.

Councillor Dwayne Laboucane notified member Ray Masson the Administration will inquire with the Housing Dept to see what can be done. Ray stated that the Housing Assistant took photos of members home.

Member Ray Masson exited the meeting @ 11:03a.m.

Member Dusty Powder joined the meeting @ 11:04a.m.

Member has joined the meeting to discuss a water bill from an old house and trailer that the member resided in previously. Administrator stated that he remembers the agreement made for the units and will look into the matter further for the member.

The second thing member would like to discuss is the mold that is currently in his rental unit, Member has not made rental payments due to living in the home with mold, there are cracks in the drywall where moisture has made its way into and now creating mold. Member has recently began feeling unwell and he feels this is due to the mold in the home. Member was happy to receive a home, when he moved into the unit it was not clean.

Vice Chair Tyson Brosseau recommends having the downstairs closed off with poly so that the smell is contained to the basement.

Member Dusty Powder exited the meeting @ 11:12a.m.

Member Rubye Lacombe joined the meeting @ 11:17a.m.

Member has joined the meeting today to discuss her late son's land. She would like to know if possible she would be able to hold the land in question for her late son's children. She isn't sure if he sold it back or if he lost it.

Member also has quite a bit of snow on her roof and recently had a gross smell in her home. Rubye is worried one of her vents may be blocked by snow and would like to know if either Maintenance or Public Works can take a look for her.

Member Rubye Lacombe exited the meeting @ 11:17a.m.

Break for Lunch @ 11:49a.m.

Reconvene Meeting @ 1:00p.m.

Land and Membership Angie Durocher joined the meeting @ 1:08p.m.

MOTION#FLMSRCM111/2026

Move to place Nick Laboucane on the Fishing Lake Metis Settlement Deceased Membership List.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

Discussion on Member Rubye Lacombe's request for her late son's land. Land and Membership notified Council that the land her late son's home was on is currently in FLMS's name.

Land and Membership Angie Durocher exited the meeting @ 1:22p.m.

CNRL Liaison Dave Daniels joined the meeting @ 1:23p.m.

Dave notified Council that water pumping will be commencing soon, he requires approval for the Fishing Lake Metis Settlement held land. All land is double tested prior to any water being pumped off the location.

Council consensus to approve water pumping for the land parcels held by the Fishing Lake Metis Settlement.

Abandonments have started outside the project area with Security on site. Vice Chair Tyson Brosseau would like a list of outside contractors within FLMS, Dave stated that they are off settlement right now but will work on a current list.

There will be three months of employment for Security and the Medic Dept, there will also be work for local contractors as well.

Dave notified Council that with the price of oil the oilfield is dwindling very quickly. Vice Chair Tyson Brosseau stated that the relationship with the company has changed for years and now we are seeing the direct results of that, with all the new technology in the world the oilfield in FLMS could have been operating. Dave hopes that from here on out that relationship continues to improve. Dave notified Council that the medic agreement has also been a topic of discussion. Councillor Dwayne Laboucane states that Council also wishes to discuss the medic program.

Chairperson Savannah Durocher would like to recommend CNRL Liaison collaborating with departments to host a Career Fair for the Fishing Lake Metis Settlement.

Councillor Leslie Callioux would like to know how things are going with Dave and CNRL?

Dave states that all communications are to go through the Oil and Gas dept, speaking to the one employee is pointless but Dave states that communication with his other contacts are good and he has no issues.

Councillor Leslie Callioux would like to know if Dave travels to sites and how often? Dave states that he drives to sites once a week.

Councillor Leslie Callioux would like to ensure that with Business Licenses coming in to ensure equal opportunities with employment for members.

Dave notified Council that he has continuously had this conversation with CNRL for years.

Dave also notified Council that CNRL has a posting for operators but will not give him a dedicated posting for our area.

Secretary Treasurer Tania Daniels states that CNRL is bypassing the Liaison and speaking directly to Oil & Gas? This is completely unacceptable, Dave feels like its due to him having a strong personality, at one-point Dave strived to have the field in FLMS be successful especially when it came to helping members get employment. The gap of trying to put two teams together and have both parties speak to one another or work on that relationship.

Vice Chair would like to see the field back up and running and successful, its clear to see the amount of infrastructure, land this company holds without giving anything to the Settlement.

Councillor Dwayne Laboucane would like to have a tour of the Project Area scheduled once the snow leaves.

CNRL Liaison Dave Daniels exited the meeting @ 1:51p.m.

Member Morris Aulotte & Diahann Polege-Aulotte joined the meeting @ 2:00p.m.

Member has joined the meeting today to discuss concerns with regard to employment opportunities, Member does not receive phone calls as a member for employment instead the phone calls are made to Top Grade Construction. Councillor Dwayne Laboucane asked member if he has a list of equipment? Member states that yes, he does.

Diahann stated that you know the list of equipment is a waste of paper, there has been zero phone calls to Mistahiya for the past five years. Councillor Leslie Callioux would like to know if Morris can please provide it to Council so they have a copy for their records.

Chairperson Savannah Durocher stated that there was a list when she formerly worked within the Oil and Gas Dept.

Councillor Leslie Callioux noted that Council and the Administration are attempting to get all local contractors up to date.

Councillor Dwayne Laboucane notifies member that we had members prior that would work with companies and wouldn't give back a percentage to the Settlement.

Morris states that Mistahiya has its own insurance and he does not want to work under a different company. Diahann stated that she had taken a look at the budget and couldn't find where in the budget that those funds go.

Member Morris Aulotte reiterated that he does not receive calls from the Administration at all in regard to employment. Administrator stated that the Public Works Director will be reaching out to the member, Morris states that the Public Works Director does not speak to him either.

Councillor Dwayne Laboucane notified Member that during the last snow storm Council directed the Administration to have local contractors brought in to assist the Public Works Director.

Diahann notified Council that previously Mistahiya did have a cat but sold it due to the downturn in the economy. Diahann stated that dry renting is easy to do they rent a piece of equipment and hire their own operator, insurance etc. she believes noting which equipment is in the back yard does not matter. Councillor Leslie Callioux notified member that this council's priority is hiring local members.

Morris and Diahann notified Council and Administration of CNRL no longer utilizing the Comply works program and are now using a program called ISN Network. This new company is \$1,100.00 for a year, this is costly for a mom and pop company with one employee its just not worth it and Diahann had already paid for Comply Works for the year. CNRL did not approach the member or notify of these changes, Diahann spoke to Dave as well as an employee from Canadian Natural. Administrator notified members that CNRL attempted to do the same to FLMS he spoke to CNRL and told them that they do not have the jurisdiction. Diahann stated that it's just not feasible.

Councillor Leslie Callioux encouraged member to complete his Business License application.

Councillor Dwayne Laboucane mentioned that FLMS Oil Hauling was also told to utilize the new ISN Network as well. Diahann noted that she spoke to Steve Schofield and Dan Brundidge with regard to her concerns and stated that Mistahiya will remain in non-compliance until CNRL figures the matter out. Morris notified Council that CNRL is holding all local contractors in a bubble making it harder for anyone on the local contractor list.

Councillor Dwayne Laboucane states that this company has hindered a lot of people, they are still sucking the life out of members and the land.

Member Morris states that if they keep doing what they are doing he will be forced to close his doors as well. Councillor Dwayne Laboucane states that Council is here to help our local people and that they would like to include all local contractors with any and all employment opportunities.

Vice Chair Tyson Brosseau states that the relationship with Canadian Natural is tough but Council is working on rebuilding the relationship.

Administrator notified member he will touch base with the Oil and Gas dept, Member Morris Aulotte states something has to be done with employee in Oil and Gas he feels like there is a personal vendetta against him.

Member Morris Aulotte & Diahann Polege-Aulotte exited the meeting @ 2:33p.m.

Administrator Ryck Chalifoux & Council Secretary Desiree Lacombe-Cardinal stepped out @ 3:00p.m.

MOTION#FLMSRCM112/2026

Move to go into camera @ 3:01p.m.

Leslie Callioux/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM113/2026

Move to come out of camera @ 3:19p.m.

Leslie Callioux/Tania Daniels

4/0/0

CARRIED

Administrator Ryck Chalifoux & Council Secretary Desiree Lacombe-Cardinal rejoined the meeting @ 3:20p.m.

Consultation Coordinator Darren Calliou joined the meeting @ 3:25p.m.

Councillor Leslie Callioux would like to know if Darren has received the invitation for the upcoming Harvesting & Consultation meeting? Yes, Darren has received and will be in attendance.

Councillor Dwayne Laboucane would like to know whom Jude works with? Darren stated that he is the Consultation Guardian for the Fishing Lake Metis Settlement, Darren has also been taking him off settlement to attend training and meetings. Councillor Dwayne Laboucane would like to know how he is doing? Darren responded with Jude is doing great in his position and he loved the job.

Vice Chair Tyson Brosseau would like to know how long the funding is for the Guardian position? Darren notified Council that the funding is for three years and that it is received from the Federal Government.

Darren explained to Council that the communication between the Fishing Lake Metis Settlement and Metis Settlement General Council needs to improve as it is extremely difficult right now.

Darren notified Council that recently himself and the Environmental Monitor trainee attended Ski Doo training in Fort Saskatchewan.

Darren requires Council to review the Summary for the Pathways Initiative and approve via motion. Councillor Leslie Callioux asked Darren if he had any questions for Council? Darren stated that he does not.

Consultation Coordinator Darren Callioux exited the meeting @ 3:49p.m.

Administrator Report

Administrator read his report out loud for Council.

MOTION#FLMSRCM114/2026

Move to approve the March 3rd, 2026 Administrator Report as information.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

Council Concerns

Savannah Durocher, Chairperson

- Would like everyone to be accountable; mean what you say, say what you mean.
- James from Elizabeth Metis Settlement Council inquired about trading interview panels between Administrations and would like our Administrator to reach out to their Administrator
- Would like Council to be united in decisions and that everyone's opinions matter.
- Code of Conduct needs to be further defined.
- Would like to remind everyone to not be sticking noses in the Administration address concerns to the Administrator directly, be respectful no arguing.
- Topics with Administrator going forward we have to have his back as he has ours.

Tyson Brosseau, Vice Chair

- Grant Applications for Rehab Facilities, Gym can we ensure all grants are being applied for.

Tania Daniels, Secretary Treasurer

- Would like Administration to inquire with Maintenance to check vulnerable homes venting etc. and to have carbon monoxide and smoke alarms available for membership.
- Would like to look into a different legal for FLMS, Secretary Treasurer is not confident in our current legal team. Tania stated that previously she was told that the Administrator is didn't have to sig an agreement when it is clearly stated in the MSA that the Administrator is a binding signature, is she doing the work required or is she recycling old opinions.
- Seniors Lodge; Secretary Treasurer is not comfortable with signing off documents for the lodge, she understands the issues between management and the Administrator but she still feels someone within the Administration should be signing. She stated that this isn't on the Finance Director, there has to be some accountability.

Dwayne Laboucane, Councillor

- Concern with staff publicly addressing issues with Council at work, if you have issues don't bring those to the workplace.
- A Councillor meeting with other communities if you are doing this make sure you notify other Councillors. Leslie stated that the Treaty 6 and 7 asked her for contact information for MSGC.


Leslie Callioux, Councillor

- Would like to suggest to the Administration to look into or host a clothing swap or a clothing drive.
- Would like a reminder sent to Housing Dept for a follow up sent to membership for repairs and requests.
- Would like to consider budgeting for a Recreation Coordinator.
- Would like to know if there is an update on the Garbage Truck. Administrator gave Council an update.
- Members feeling like they are judged, dismissed or rushed or talked down to with Staff would like people to feel like they are heard and respected.
- Would like the Administration to give a follow up letter to those that meet with Council.
- Staff and feeling like they will be retaliated on if they speak up, they feel like they get punished for speaking up.
- Code of Conduct; would like to schedule a date to review.
- Health Board Conference; was told that everyone whom signed up did not attend.

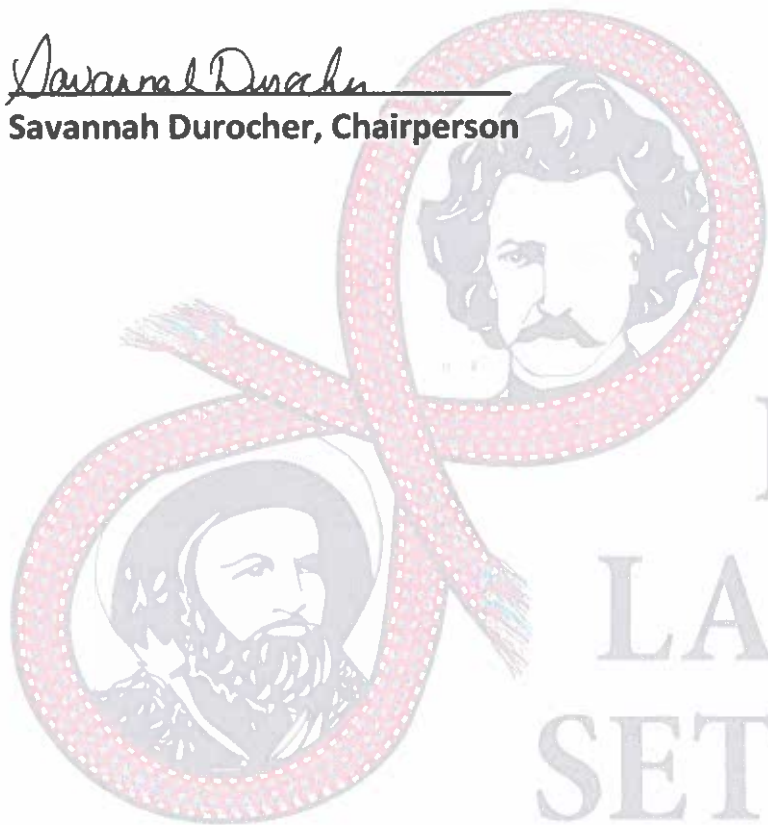
MOTION#FLMSRCM115/2026

Move to adjourn @ 4:46p.m.

Dwayne Laboucane


Savannah Durocher, Chairperson


Ryck Chalifoux, Administrator



FISHING LAKE METIS SETTLEMENT