

From: Rhonda Bunn
To: Annette Bays
Subject: RE: False information was provided to Council
Date: Friday, February 25, 2022 8:28:53 AM

So tiring.

He is insubordinate and wont meet with me.

He talks ill of me, and then lies about this.

Thank goodness he doesn't read anything and doesn't know the approved minutes in pdf from December show that I asked for those areas to be removed.

sigh

From: Annette Bays <abays@adjtos.ca>
Sent: February 25, 2022 8:24 AM
To: Rhonda Bunn <rbunn@adjtos.ca>
Subject: Re: False information was provided to Council

I have all faith in you. Keep up the good work.

Sent from my iPad

On Feb 25, 2022, at 8:22 AM, Rhonda Bunn <rbunn@adjtos.ca> wrote:

Yes – I will be responding shortly.

It is not accurate, and to boot, he refuses to meet with me to discuss.

From: Annette Bays <abays@adjtos.ca>
Sent: February 25, 2022 8:06 AM
To: Rhonda Bunn <rbunn@adjtos.ca>
Cc: Chris Rutters <crutters@adjtos.ca>; Dana Clarke <dclarke@adjtos.ca>
Subject: Fwd: False information was provided to Council

Rhonda,

Have you seen this email below?! Were notes taken at this meeting by any chance? As far as I'm concerned this is he said/she said. How do you respond?

Annette.

Sent from my iPad

Begin forwarded message:

From: Nadeem Dean <ndean@adjtos.ca>
Date: February 24, 2022 at 8:54:15 PM EST
To: Annette Bays <abays@adjtos.ca>, Bob Meadows <bmeadows@adjtos.ca>, Deborah Hall-Chancey <dhallchancey@adjtos.ca>, Floyd Pinto <floydpinto@adjtos.ca>, Jonathan Pita <jpita@adjtos.ca>, Ronald O'Leary <roleary@adjtos.ca>, Scott Anderson <sanderson@adjtos.ca>
Subject: False information was provided to Council

Honourable Mayor and Members of Council,

Please see the email trail below. I have not received a further response from my supervisor. The following email trail will show that false information was provided to Council and the public during the Budget workshop. In the interest of full disclosure, openness, transparency and truthfulness, I feel obligated to share the following email trail with Council.

Please note that Ms. Rhonda Bunn's statement in her email dated February 18, 2022 4:30 PM (highlighted below) is not truthful as well. For proof I can provide an email I sent to the CAO December 15, 2021 12:11 PM para number 8.

I would like to claim whistle blower protection for sharing this – so my supervisor will not provide further disparaging comments in my personal file. FYI - even though my supervisor has tendered her resignation, she is still pursuing an ill constructed performance improvement plan against me.

I would like to note that this is not the first time I had problems with my supervisor relating to professional ethics. I have been targeted for doing the right thing and have been subjected to a reprisal. It has reached to a point of harassment. If left unchecked her negative and false performance appraisals will become part of my personal file and will misguide anyone reviewing her notes about me without the proper context. Her actions can ruin my reputation and possibly my career. I hope Council will find time to review the evidence and provide justice.

Regards,
Nadeem

Nadeem Dean, MBA, CPA, CMA, CPFA, Dipl.MM,
Director of Finance/Treasurer

Township of Adjala-Tosorontio

7855 30th Sideroad, R.R. #1
Alliston, On L9R 1V1
Phone: 705-434-5055 ext. 227
E-mail: ndean@adjtos.ca
www.adjtos.ca

From: Nadeem Dean
Sent: February 18, 2022 4:30 PM
To: Rhonda Bunn <rbunn@adjtos.ca>
Subject: RE: Did you put staff salaries with Council salaries?

Hi Rhonda,

Thank you for your email.

I am afraid your response does not provide me an answer as to why would you report to council that "the changes that were made were actually made with my suggestion, **but approval from the treasurer** as well as SMT members...."

With your remarks noted above (along with your statements provided in my email below), I believe, the Elected Officials and public are lead to believe opposite of the truth on this matter.

You directed to take the salaries out, it was contrary to the Treasurer's advice. I am

From: [Deborah Hall-Chancey](#)
To: [Rhonda Bunn](#)
Subject: Fwd: False information was provided to Council
Date: Friday, February 25, 2022 7:33:58 AM

I am providing you this email in order to respond to it as you were not copied on this and it was not labeled confidential so I am providing this to you for response when either asked or directed from council.

Deborah Hall-Chancey
Councillor Ward #4 Adjala-Tosorontio
Dhallchancey@adjtos.ca
#705-220-0982

NOTICE

Due to the evolving public health situation (COVID-19), if this is an urgent matter, please call the Township at [705-434-5055](tel:705-434-5055). For the after hours Emergency Line, to address water & line breaks, please call [1-800-461-9675](tel:1-800-461-9675). Please visit <https://www.adjtos.ca/Pages/COVID-19.aspx> to see the impacted Municipal Services.

Sent from my iPad

Begin forwarded message:

From: Nadeem Dean <ndean@adjtos.ca>
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To: Annette Bays <abays@adjtos.ca>, Bob Meadows <bmeadows@adjtos.ca>, Deborah Hall-Chancey <dhallchancey@adjtos.ca>, Floyd Pinto <floydpinto@adjtos.ca>, Jonathan Pita <jpita@adjtos.ca>, Ronald O'Leary <roleary@adjtos.ca>, Scott Anderson <sanderson@adjtos.ca>
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Nadeem Dean, MBA, CPA, CMA, CPFA, Dipl.MM,

Director of Finance/Treasurer

Township of Adjala-Tosorontio

7855 30th Sideroad, R.R. #1

Alliston, On L9R 1V1

Phone: 705-434-5055 ext. 227

E-mail: ndean@adjtos.ca

www.adjtos.ca

From: Nadeem Dean

Sent: February 18, 2022 4:30 PM

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Hi Rhonda,

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With your remarks noted above (along with your statements provided in my email below), I believe, the Elected Officials and public are lead to believe opposite of the truth

From: [Jonathan Pita](#)
To: [Rhonda Bunn](#)
Subject: FW: False information was provided to Council
Date: Friday, February 25, 2022 7:57:58 AM

Are you seeing this? What's going on here?

Jonathan Pita

Councilor ward 2

Adjala-tosorontio

705-718-8803

----- Original message -----

From: Nadeem Dean <ndean@adjtos.ca>

Date: 2022-02-24 8:54 PM (GMT-05:00)

To: Annette Bays <abays@adjtos.ca>, Bob Meadows <bmeadows@adjtos.ca>, Deborah Hall-Chancey <dhallchancey@adjtos.ca>, Floyd Pinto <floydpinto@adjtos.ca>, Jonathan Pita <jpita@adjtos.ca>, Ronald Oâ€™Leary <roleary@adjtos.ca>, Scott Anderson <sanderson@adjtos.ca>

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You directed to take the salaries out, it was contrary to the Treasurer's™ advice. I am afraid,

From: [Scott Anderson](#)
To: [Rhonda Bunn](#); [AdjTos Council](#)
Cc: [Dianne Gould-Brown](#)
Subject: RE: Ask to call a Special Meeting
Date: Monday, February 28, 2022 8:05:13 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

Iâ€™d be okay with Tuesday evening, that way we could still meet the notice provision for a special meeting of Council.

Thanks,

Scott W. Anderson,
Councillor Ward Five,
Township of Adjala-Tosorontio,
7855 Sideroad 30, Alliston, ON, L9R 1V1,
Cell: 705-241-0920,
sanderson@adjtos.ca,
adjtos.ca,
andersonward5.ca.

'THE LOYAL HEART, THE CONSTANT MIND, THE COURAGE TO BE TRUE'

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From: Rhonda Bunn <rbunn@adjtos.ca>
Sent: Sunday, February 27, 2022 11:01:51 PM
To: AdjTos Council <council@adjtos.ca>
Cc: Dianne Gould-Brown <dgouldbrown@adjtos.ca>
Subject: Ask to call a Special Meeting

Good afternoon Mayor and Members of Council

I would like to ask the Mayor to call for an emergency meeting tomorrow (February 28th) or Tuesday, March 1st.

If it can be after 6 pm, that would be ideal.

I would like to discuss items related to Nadeem Dean.

I am requesting that HR attend this meeting as well.

Thanks

Rhonda



Rhonda Bunn

Chief Administrative Office

TOWNSHIP OF ADJALA-TOSORONTIO

7855 Sideroad 30

Alliston, ON L9R 1V1

705-434-5055 ext 228

rbunn@adjtos.ca

www.adjtos.ca



From: [Scott Anderson](#)
To: [Rhonda Bunn](#)
Subject: Termination Clause
Date: Monday, February 28, 2022 11:55:46 AM

Hi Rhonda,

Could you send me the policy with regards to termination by Council.

Thanks,

Scott W. Anderson,
Councillor Ward Five,
Township of Adjala-Tosorontio,
7855 Sideroad 30, Alliston, ON, L9R 1V1,
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sanderson@adjtos.ca,
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andersonward5.ca.

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From: [Rhonda Bunn](#)
To: [Scott Anderson](#)
Subject: Termination Policy TRE 2018-04.docx
Date: Monday, February 28, 2022 1:06:22 PM
Attachments: [image001.png](#)

Link to Attachment was severed

Hi Scott

Here is it.

I have highlighted the section below – 5.2.1.

I am trying to find in the municipal act where it outlines the positions that are statutory.

Thanks

Rhonda

Termination Policy

5 RESPONSIBILITY

5.1. The Council, CAO and Directors have the responsibility for the proper implementation and functions of this termination policy.

5.2. The authority for terminating a Township employee is as follows:

- 5.2.1. In cases of termination of a CAO or Statutory positions prior approval of termination will be sought from Council.
- 5.2.2. In cases of termination of a Department Head, prior approval of termination will be sought from CAO and/or Human Resources Director.
- 5.2.3. In cases of termination of non-management employees, the Department Head in conjunction with the CAO and/or Human Resources Director have the authority for discharging departmental employees under his/her direction.
- 5.2.4. The immediate supervisor will privately conduct the termination. In the event that the supervisor is not available, the termination will be conducted by the CAO and/or Human Resources Director.

From: [Scott Anderson](#)
To: [Rhonda Bunn](#)
Subject: RE: Termination Policy TRE 2018-04.docx
Date: Monday, February 28, 2022 1:21:13 PM
Attachments: [80C50BA4499D4DD6B2204E68A682E5D0.png](#)

Thanks.

286 of Municipal Act " shall appoint" (same wording used for Clerk making this a statutory position of the Municipality)

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