Request for Decision – to Council

Council Meeting Date: January 7, 2019

| Subject | RMA & AUMA Resolution – Support for Wearing Religious Symbols by Public Servants (Request for Decision) |
|---------|-----------------------------------------------------------------------------------------------------------------
| Confidential | No |

**Recommendation**

Motion that Council accepts the draft resolution on support for wearing religious symbols by public servants and directs Administration to submit this resolution to the District 5 meeting of the Rural Municipalities of Alberta in St. Paul on January 10, 2020,

And further that Council seeks a seconding municipality for the aforementioned resolution prior to submitting to the Alberta Urban Municipalities Association Membership.

**Background**

**Discussion:**
- On October 8, 2019, Council passed a resolution opposing Quebec’s Bill 21, *An Act Respecting the Laicity of the State*. Council’s resolution was as follows: 
  “that Lac La Biche County Council oppose Quebec’s Bill 21 (An Act Respecting the Laicity of the State) and continue to foster a welcoming and inclusive region that celebrates our cultural spectrum and diversity”.
- Following adoption of the above resolution, Council directed Administration to prepare resolutions with respect to Bill 21 for RMA and AUMA.
- Administration has consulted with both RMA and AUMA on this matter. While resolutions being submitted to both associations have similar formats, the RMA and AUMA have different processes for resolutions to be brought forward at their conventions.
- For RMA, a resolution should first be approved by the sponsoring municipality and then at the district level. The RMA District 5 Membership is meeting on January 10 in St. Paul and Administration has requested a placeholder on the agenda for this matter. If approved by District 5, the resolution will be forwarded to the full RMA Membership at the spring convention in March. Alternatively, Council may decide to defer sending the resolution in March and opt for the November convention instead. The councillor bringing this forward at the District 5 meeting also needs to find a seconder for the resolution among the District 5 members.
- For AUMA, a resolution must be approved by the moving municipality as well as a seconding municipality. Once two Councils approve the resolution, it is to be submitted to AUMA by May 31 to be reviewed by the Municipal
Governance Committee and Board of Directors. The resolution could then be considered by the AUMA Membership at the annual convention in September.

Relevant Policy/Legislation/Practices:
- RMA and AUMA resolution processes.

Desired Outcome(s):
- That Alberta public servants, including municipal employees, be supported in wearing religious symbols in the workplace.

Response Options:
- Council may choose to approve the draft resolution and submit the same to the RMA and AUMA.
- Council may direct require revisions to the draft resolution.
- Council may decide to not submit the resolution to the RMA or AUMA.

Strategic Alignment
- Social Wellness

Implication of Recommendation

Organizational:
- There are no organizational implications.

Financial:
- There are no financial implications.

Implementation:
- Administration will forward the resolution to the January 10 RMA District 5 meeting.
- Administration will forward the resolution to a seconding AUMA municipality, as directed by Council.

Communication:
- Administration will communicate this action through social media and the Council Meeting summary in the local newspaper.

Attachments

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