

**Sheshatshiu Innu First Nation**

P.O. Box 160  
Sheshatshiu, Labrador  
AOP 1M0

Bus: (709) 896-4501  
Fax: (709) 896-4504

October 30, 2014

**Attention:** Lyla Andrew  
Innu Zone Manager  
Government of Newfoundland & Labrador  
Child Youth & Family Services  
PO Box 29  
Sheshatshiu, NL  
AOP 1M0

**E-Mail:** [lyla.andrew@gov.nl.ca](mailto:lyla.andrew@gov.nl.ca)

**RE: CONFIDENTIAL - CYFS Worker Sheshatshiu Innu First Nation**

Dear Lyla,

I have the unpleasant responsibility to bring an important and sensitive matter to your attention. The Sheshatshiu Innu First Nation (SIFN) Council has lost confidence in one of your staff, CYFS worker [REDACTED], to carry out her duties in the community of Sheshatshiu.

After giving this detailed consideration, the council has concluded that we must request her immediate removal and reassignment from the CYFS office and case files in Sheshatshiu. The Band Council Resolution is attached for your action.

Thank you,

Andrew Penashue  
Chief

CC: (By E-Mail)  
Jackie Whelan, Director Labrador: [JacquelineWhelan@gov.nl.ca](mailto:JacquelineWhelan@gov.nl.ca)

Received Nov. 7/14  
2 p.m.



### Sheshatshiu Innu First Nation

P.O. Box 160  
 Sheshatshiu, Labrador  
 AOP 1M0  
 Bus: 709-497-8522  
 Fax: 709-497-8362

BCR No: 2014-

#### Band Council Resolution in the Removal of CYFS Worker [REDACTED]

Resolved by a quorum of the Chief and Council of the SHESHATSHIU INNU FIRST NATION at a duly convened meeting of the Band Council, on \_\_\_\_\_ (date).

WHEREAS The Province of Newfoundland & Labrador is responsible for delivering Child Youth & Family Services in the community of Sheshatshiu;

AND WHEREAS the Sheshatshiu Innu First Nation Council represents the residents of the community;

AND WHEREAS the Sheshatshiu Innu First Nation Council has concluded that CYFS worker [REDACTED] does not give adequate consideration to our community, our culture or operate with Innu interests as part of her job function in CYFS duties;

IT IS RESOLVED THAT:

1. **The Chief and Council of Sheshatshiu Innu First Nation hereby request the immediate reassignment of [REDACTED] to a role outside the community of Sheshatshiu.**

Dated at: Sheshatshiu this 4<sup>th</sup> day of NOV, 2014.

[Signature]  
 Chief Andrew Penashue

[Signature]  
 Councillor Ben Jonas  
 Rich

\_\_\_\_\_  
 Councillor Terry Andrew

\_\_\_\_\_  
 Councillor Max Darryl  
 Gregoire

[Signature]  
 Councillor Karen Penunsi

[Signature]  
 Councillor Laureen  
 Ashin-Rich

[Signature]  
 Councillor Mary Jane Nui



Government of Newfoundland and Labrador  
Department of Child, Youth and Family Services  
Office of the Minister

Ref. #: EXE-044068

November 27, 2014

Chief Andrew Penashue  
c/o the Executive Assistant to the Chief  
Sheshatshiu Innu First Nation  
PO Box 160  
Sheshatshiu NL A0P 1M0

Dear Chief Penashue:

I am following up from our conversation on Tuesday evening concerning the Resolution document of the Sheshatshiu Band Council presented to my officials in Sheshatshiu on November 7, 2014, regarding a CYFS Clinical Program Supervisor, [REDACTED]

As I expressed to you during our teleconference meeting, I take all matters regarding our staff's conduct very seriously. The department has human resource processes that must be followed when investigating allegations about a particular staff person's actions, such as those shared by your Band Council members. If there are other specific instances that you are aware of and want to bring to this department's attention, I encourage you to contact Ms. Lyla Andrew, Zone Manager, or Ms. Jackie Whelan, Regional Director, as soon as possible. They will be sure to include these as part of Lyla's review of these cases to determine if policy and legislation were appropriately followed by [REDACTED] in carrying out her departmental responsibilities.

I am confident that you share my view that we need to make sure we continue to look for ways to improve the work that we do together to support children and their families in your community. When the review of the cases has been completed, Ms. Jackie Whelan will contact you directly to provide the results of that review and any required next steps.

Again, thank you for your invitation to discuss this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Sandy Collins".

**SANDY COLLINS, MHA**  
Terra Nova  
Minister

**Barnes, Joanne**

**From:** apenashue@sifn.ca  
**Sent:** Friday, November 28, 2014 11:19 AM  
**To:** Barnes, Joanne  
**Subject:** RE: Letter from Minister Collins

CODE # EXE-0440 68/01			
C.C. 1.	GT	4.	_____
2.	DO'S	5.	_____
3.	_____	6.	_____
REGISTRY			<input checked="" type="checkbox"/>

Thank you for your email.

We will wait for your response on the outcome of your investigation [REDACTED]

If we have any questions or concerns we will be sure to let you know.

Thank you,  
Chief Penashue

**From:** Barnes, Joanne [mailto:JBarnes@gov.nl.ca]  
**Sent:** November 27, 2014 11:21 AM  
**To:** apenashue@sifn.ca  
**Subject:** Letter from Minister Collins

Chief Penashue,

Attached is a letter from Minister Sandy Collins in follow up to the teleconference meeting held Tuesday, November 25. The original letter will also be mailed.

*Joanne Barnes*  
Administrative Assistant to the Minister  
Department of Child, Youth and Family Services  
95 Elizabeth Avenue  
P O Box 8700, St. John's, NL A1B 4J6  
Tel. 709.729.0173 Fax. 709.729.1049  
Email: [jbarnes@gov.nl.ca](mailto:jbarnes@gov.nl.ca)

"This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender."



This email has been checked for viruses by Avast antivirus software.  
[www.avast.com](http://www.avast.com)

**Barnes, Joanne**

**From:** Collins, Sandy  
**Sent:** Tuesday, December 09, 2014 11:52 AM  
**To:** Barnes, Joanne  
**Subject:** Fw: Good day

CODE # *EXE-0440 68/02*

C.C. 1. \_\_\_\_\_ 4. \_\_\_\_\_

2. \_\_\_\_\_ 5. \_\_\_\_\_

3. \_\_\_\_\_ 6. \_\_\_\_\_

REGISTRY

MHA Terra Nova District  
Minister of Child, Youth & Family Services  
Sent from my BlackBerry 10 smartphone on the Bell network.

**From:** Collins, Sandy <sandycollins@gov.nl.ca>  
**Sent:** Saturday, December 6, 2014 2:21 PM  
**To:** apenashue@sifn.ca  
**Subject:** Good day

Chief,

I am writing to let you know that my regional staff have now completed a review of the particular cases you brought forward in our telephone conversation respecting your concerns relating to [REDACTED] [REDACTED] I have now asked senior staff at my provincial office to review the results over the weekend. I would expect to be able to respond to you early next week on the results of their review.

Sincerely,

Sandy

MHA Terra Nova District  
Minister of Child, Youth & Family Services  
Sent from my BlackBerry 10 smartphone on the Bell network.



Government of Newfoundland and Labrador  
Department of Child, Youth and Family Services  
Office of the Minister

Ref. #: EXE-044068

December 9, 2014

Chief Andrew Penashue  
c/o the Executive Assistant to the Chief  
Sheshatshiu Innu First Nation  
PO Box 160  
Sheshatshiu NL A0P 1M0

Dear Chief Penashue:

This is a follow-up to my email this past weekend, in which I had outlined that senior staff was reviewing the social worker's practice related to the situations the Band Council has put forward. The Department has now completed its review of these cases and has discovered no action on the part of the worker that would require her removal or reassignment.

Although we respect the Band Council's decision making authority for matters on Reserve, we must also ensure that we fulfill our legislative mandate for the delivery of child protection services. We must also consider the employee's situation in light of the results of this review. As a result, we respectfully ask that the Band Council reconsider the decision barring our official from Sheshatshiu. We would hope the Band Council could see a way to allow the worker in question to return to Sheshatshiu and would be happy to receive any views you may have on this matter. Given the importance of this matter to everyone concerned and to Innu children, we would appreciate the views of the Band Council by the end of the week, so all parties can move ahead.

We would also like to arrange a meeting between us whereby we could discuss strengthening communications and relations between each of our officials so such problems do not recur, and so that we can work more closely together as we strive, together, in pursuit of the best interests of Innu children.

Sincerely,

A handwritten signature in black ink, appearing to read "Sandy Collins".

**SANDY COLLINS, MHA**  
Terra Nova  
Minister



# Sheshatshiu Innu First Nation

P. O. Box 160  
 Sheshatshiu, Labrador  
 A0P 1M0

Bus: (709) 497-8522  
 Fax: (709) 497-8362

RECEIVED  
 DEC 19 2014  
 Department of Child, Youth & Family Services

CODE # Exc - 044068/04

C.C. 1. GA 4. \_\_\_\_\_

2 DOB 5. \_\_\_\_\_

3. \_\_\_\_\_ 6. \_\_\_\_\_

REGISTRY

December 17, 2014

Minister Sandy Collins  
 Department of Child, Youth & Family Services  
 Government of Newfoundland & Labrador  
 P.O. Box 8700  
 St. John's, NL  
 A1B 4J6  
 Fax: (709) 729-1049

Dear Minister Collins,

We received your letter of December 9, 2014 regarding your social worker [REDACTED]. Our findings and conclusions about this CYFS employee remain quite different from your own. The Council of Sheshatshiu Innu First Nation stands by the resolution we made on November 4, 2014. This particular worker remains unwelcome in our community.

We are disappointed that CYFS has not been able to find greater understanding regarding this matter. Let us remind you, as we have spoken and written about many times to you and your Ministry before, the Innu are facing a great deal of injustice in the area of child welfare. The issue regarding this one worker is but the tip of the iceberg. The department's gap in understanding about this small issue speaks to the much larger gap still to be bridged.

We would be please to meet, as you suggest, to discuss how to improve the relationship between us and avoid this type of problem in the future. As you know, on October 2, 2014 we proposed an updated Memorandum of Understanding which would contribute significantly to that end. We look forward to continuing that effort with renewed urgency in the new year.

Yours,

Chief Andrew Penashue  
 Sheshatshiu Innu First Nation

cc. SIFN council members