

Rec'd Mar 10/26
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FORMAL CODE OF CONDUCT COMPLAINT

TO: Town Clerk, Municipality of Tantramar

FROM: Councillor Bruce Phinney

DATE: March 2, 2026

SUBJECT: Formal Complaint regarding Breach of Code of Conduct Councillor Allison Butcher

Incident Overview

I am filing this formal complaint regarding comments made by Councillor Allison Butcher during the Regular Meeting of Council held on February 10, 2026.

During the debate regarding my motion item #26-020 (Council along with CAO hire and fire employees), Councillor Butcher insinuated that my motion was made from a "sexist point of view." By saying, "In my mind, reading this motion, it's sounds, umm, I wonder if this motion would have been brought forward if our CAO was a male".

Specific Violations of Bylaw 2025-19 sections 3, 5 and 6

I believe these comments constitute a clear breach of the following sections of the Town's Code of Conduct:

Bylaw 2025-19 Section 3 (Respectful Interactions): The Code requires members to treat one another with dignity and respect. Attributing a discriminatory motive (sexism) to a colleague's policy position without factual basis is a personal attack intended to disparage my character rather than debate the merits of the motion.

Bylaw 2025-19 Section- 5 & 6 (Professionalism and Decorum): Members are expected to maintain a high standard of professionalism. Characterizing a fellow Councillor's work as "sexist" in a public forum undermines the integrity of the Council and creates a hostile working environment.

New Brunswick Regulation 2024-48 (under the Local Governance Act) Section 3(e)(i)(B)

NB Reg 2024-48, Section 3(e)(i)(B) Defamatory Statements: The bylaw prohibits members from making malicious or defamatory statements. Labeling an individual as "sexist" in a recorded, public meeting is a serious accusation that causes reputational harm.

Evidence

The incident is recorded in the official minutes and the video archive of the February 10, 2026, meeting (available on the Municipality of Tantramar YouTube channel). The specific exchange occurred at approximately 1:34:09.

Impact

These comments were not a critique of the motion's legality or financial feasibility, but rather a direct assault on my personal values and reputation. Such language stifles healthy debate and distracts from the governance of Tantrammar.

Requested Resolution

To resolve this matter, I am requesting the following:

A formal investigation by the "Designated Person" or an independent third party as per the Bylaw.

A formal, public retraction and apology from Councillor Butcher at a Regular Meeting of Council.

A ruling from the Chair (Mayor) that such personal attributions are "out of order" to prevent future occurrences.

Signature:

Councillor Bruce Phinney