

LMG COUNCIL MEETING AGENDA

Band Council Chambers

October 8, 2015

9:00 am

1. Roll Call
2. Adoption of Agenda
3. Liberal Candidate - Rene Massè
4. Fisheries – Albert Wilmot
5. HR and Administration Policy and Procedures Manual
6. Adjournment

1. Meeting is called to order by Chief Martin at 9:06 am

Roll Call

LMG COUNCIL ATTENDEES:

- C. Brian Caplin Jr.
- C. Chris Wysote
- C. Derek Barnaby
- C. Donna Metallic
- C. Gordon Isaac Jr. – 10:03am
- C. Kevin Methot – 9:22am
- C. Patty Martin
- C. Serge Gray
- C. Sheila Swasson
- C. Wanda Metallic
- C. Wendell Metallic

Absent:

- C. Annette Barnaby - vacation

2. Adoption of the Agenda

A motion was presented to accept the agenda with the following items

- Paul Stanley
- Lorna Sook
- Transporting children to school

3. Liberal Candidate – Rene Massè

Chief welcomes Rene Maseè and his colleagues.

Rene - it is a pleasure to meet with Chief & council we would like you to help us understand the concerns of First Nations with the upcoming federal election. If elected we want to work together to achieve a trusting relationship also to work together to avoid the mistakes that were made in the past.

Any other concerns that you would like to bring attention to:

- Missing and Murdered Indigenous Women
- Matrimonial Real Property

C. Derek – Bill C-51 how it discriminates us and considers us terrorist when we protest on our own land.

Rene – If elected we will be there to defend what needs to be defended and support Mr. Martin.

C. Sheila – you referenced Paul Martin the Colona Accord – will you dust it off and implement it

Rene – Spirit of the Kelowna Accord you can find information on our website liberal.ca

If you have any questions you can contact me and I will get you the information.

C. Wendell – we will support Trudeau not conservatives

CSM – everyone wants Harper out

Rene – we will support the community we can arrange to drive your community members to the polls if I have your authorization.

C. Patty – I will volunteer as a community representative

Rene Massè – thank you

4. Fisheries – Albert Wilmot

Council discussed the situation regarding Albert Wilmot dumping 500lbs of cooked and uncooked lobster at the Damngij road.

Albert Wilmot informed Kirt Dedam that he was responsible for the dumping of the lobster he claims he was unable to get rid of them. He kept them immersed in pine water, he took them to the ocean and tried to revive them and noticed that it was not working also; Albert stated that they smelled like diesel. He mentioned to Mike Condo to dump them where they would not be seen, off a cliff.

C. Kevin – explained that Albert had set his traps in 65 feet deep water he had the lobster tied to a ladder and they were out of the water for hours in the heat. His son Christopher

Wilmot also had two bins an additional 300lbs of lobster containing female lobster with eggs intact.

CSM – mentioned the picture of the lobster on Facebook this will hurt our negotiations with DFO for next year.

C. Kevin – should revoke both of their privileges to fish lobster

C. Wanda – the band should take over fall fisheries

C. Kevin – we can take over the lobster fishing

C. Patty – they should make a public apology this could jeopardize our fall fisheries he should have brought it to the Ranger Building not dump it.

C. Derek – I suggest that they pay a fine and lose their licence for one year

A motion was presented to give Albert Wilmot a \$ 5000.00 fine and one (1) year suspension for next year's season; he will not be able to be reinstated until the fine is paid in full

Motion: Derek Barnaby

Second: Patty Martin

Abstain: Wendell Metallic

Opposed: Serge Gray

Brian Caplin Jr.

Passed: Passed

5. **HR and Administration Policy and Procedures Manuel**

Council review the Policy and Procedures Manual

John – the directors designed the manual to help in the day to day management. Do you have any questions or concerns we can then go ahead and approve the policy.

C. Patty – directors have worked month to month to iron out the new personnel policy the last time it was approved by C&C was in 2006.

C. Sheila - roles & responsibilities were in the previous policy; modifications to those areas that were changed the Directors should be commended.

C. Patty – we need to iron out the policies we can always make changes later it's a living document.

C. Sheila – there is little mention of contracts/Directors

C. Patty – contracts for employees

C. Sheila – it's designed for Directors; should do away with all contracts

John – five (5) year contracts too long

C. Wendell – it was job security

C. Sheila – if you're doing a good job there should be an appraisal system the Directors should be accountable

John – uncertainty too much liability to the band

C. Donna – Directors & contracts sick time

Sheila – sick time paid out

John – sick/vacation days we need a written form for protection

Directors receive six week vacation per year some were buying out their vacation time

C. Patty – the budget is for 52 weeks then they save their vacation time makes it 56 weeks

John – there was a 3% increase on salaries every second year

C. Wendell – that's why they cut the raise instead we have half day on Fridays

C. Patty – John works 90 hours per week but Directors cannot claim over time

C. Wendell – the contracts that Allison signed will expire March 31, 2017

C. Patty – Lorna just signed a five year contract

C. Wendell – how can it be valid if this didn't come to council

C. Patty – we are still liable Paul Stanley signed off on it he was given the mandate to sign on our behalf

C. Derek – makes better sense to have one year contracts

C. Patty – just do away with all contracts

C. Donna – it's a good to do evaluations so the employees know their weakness and can work on making it better.

A motion was presented to pass the Policy and Procedures Manual with the changes also to eliminate the five (5) year contracts

Moved: Derek Barnaby

Second: Serge Gray

Abstain: Patty Martin

Passed: Passed

7. Paul Stanley

Council discussed Paul Stanley situation with his work visa why it's taking so long to process.

C. Patty – we have been working on this file since July the government makes us go through a lot of hoops.

C. Derek – a few councillors were asked to sign a cheque for a company in New Zealand, what were the deliverables what did Paul ask the company to do

John - the company worked on a strategic plan

C. Donna – something like the CPP spent so much money and for what

C. Derek – if and when Paul comes back we need to stop using companies in New Zealand no more business outside Canada

8. Council discuss the minutes of August 12, 2015 where Lorna Sook is asking for the minutes to be taken off the LMG website also for a public apology given to her by Chief Scott Martin.

CSM- council approved the minutes

C. Wendell- she said what was said was different that we are not being honest

CSM – Wendell are you going to apologize for what; she orchestrated the protest

CSM – Chief & council made a decision; bring in the letter that states where she said c&c cut the budget. She made her staff attend the protest to go against her own employer.

C. Brian – makes a motion to rescind the minutes

C. Wendell – once we approve them they are approved then ratified and placed online

CSM – she should be reprimanded

C. Wendell – we cannot rescind the minutes

John – under the employee code of conduct she should receive disciplinary action

9. Students being bused to Campbellton

Tabled until next meeting

Adjournment

A motion was presented to end the meeting 4:35pm

Moved: Donna Metallic

Second: Derek Barnaby

Passed: Passed