

Red Cliff Band of Lake Superior Chippewas

Special Council Meeting

March 13, 2023

5:00 p.m. Legendary Waters Grand Ballroom

Acting Chairperson Nora Cadotte called the meeting to order at 5:00 p.m.

Nick DePerry volunteered to be Acting Secretary

ROLL CALL:

Christopher Boyd, Excused

Nicholas DePerry, Present

Richard Peterson, Excused

Steven Boyd, Present

Nora Cadotte, Present

Butch Bresette, Present

Stephanie Defoe-Haskins, Excused

Scott Babineau, Present

Ernie Grooms, Present

QUORUM

Others present: Cindy Garrity, Mark Duffy, Libby and Denise Carlson, Linda Nguyen, Alex Breslav, Diane Cooley, Renee Albert, Misty Nordin, Ron Nordin and other community members.

OPENING CEREMONY

The opening ceremony was performed by Misty Nordin Chi-miigwech for your good words.

AGENDA

Butch Bresette moved to approve agenda. Seconded by Scott Babineau. Motion carried.

EXECUTIVE SESSION

Scott moved to go into Executive Session at 5:05 p.m. Call for second. No second. Motion fails. Discussion: Participants were asked if they would like to be heard in the open session? Most participants voted for the open session. Meeting will be conducted in open session. Acting Chairperson Nora Cadotte informed participants that no name bashing is allowed or personnel issues.

REGULAR SESSION

Tribal Operations Employee Engagement

Cindy Garrity (ECC)-happy we're here and having this meeting. Disappointed that Tribal Administration, Chris Boyd, Rick Peterson and Stephanie Haskins are absent. Packets were distributed to the council with comments from ECC staff. Need a new building, pictures were presented showing the damage of the building. Patching up the building is getting awful. Need higher importance. Ice fell off the roof and fell on a teacher and child, thankfully no serious injuries.

The trailers were meant to be temporary fixes and have been there for 20 years. ECC needs Tribal Administration support when the department is being bashed on Facebook. For example, that the department is doing the best they can with limited staff, and they are keeping the majority of the classrooms open but, because of unforeseen circumstances, unfortunately shutdowns happen. What can Administration do to help facilitate this?

Mark Duffy-don't force bonus days. Would like to see a longer time period to use a bonus day, suggested 30 day time period, not all departments have the flexibility to take a day off within a short time period. Employee work travel, employees are required to use their own personal credit card to reserve a room, should have a tribal travel business card to secure room(s) for work. Equipment bids should be role of property and procurement to solicit bids or use bids on hand that are good for 30 to 90 days.

Libby Aufderheide-Denise Carlson(IT)-Vendor supply line issues and infrastructures but basic normal issues, other than that things are good!

Linda Nyuyen(EPA)-Notifications to all staff or Administrators that a vital position is vacated. For example, when an accountant leaves and they are your accountant for your department and you are waiting for documents, but you aren't aware that that person no longer works here, so your information sits or doesn't get processed. HR, the online surveys what became of those? Update on wage assessment, employee committee. What happens when premium pay ends? Will we lose employees? It is ending December 31, 2023.

Alec Breslav-Education. Covid period, employees were allowed to work from home, why can't we work from home? Childcare, sickness, or stress in general may be factors that employees need to work from home without using their general leave. Fairness, no jobs are similar or not equal. Things not getting done, employee/supervisor relationships. Wages, employees make a living wage.

Diane Cooley-personally feels that council does not support HR. For example, the bonus days, HR preferred a longer time span to let employees use their bonus day, but the council voted to restrict the time period to a 4-day period. Co-worker feels underappreciated. Personnel issues in open session need to be stopped. TAL needs to stay out of HR issues. Butch Bresette mentioned HR department needs a in service day. Issues with the neo-gov process.

OTHER

Nick DePerry moved to go into Executive session at 6:29 p.m. Seconded by Butch Bresette. Motion carried.

REGULAR SESSION

Butch Bresette moved to return to regular session at 7:50 p.m. Seconded by Scott Babineau. Motion carried.

No action needed from executive session.

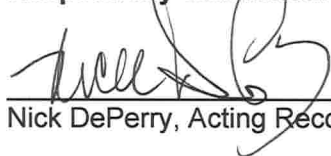
DISCUSSION

Council would like to schedule a special meeting in April 2023 with fishermen and big boat license holders, Shelly Gurnoe would have the list.

ADJOURN

Butch Bresette moved to adjourn at 8:00 p.m. Seconded by Nick DePerry. Motion carried.

Respectfully Submitted:



Nick DePerry, Acting Recording Secretary

Attest:



Nora Cadotte, Secretary
Red Cliff Tribal Council