



**Micmacs of Gesgapegiag Band
Band Council Meeting
Minutes**

November 10, 2005
Continuation from November 7, 2005
Galgoasiet Conference Room
8:30 a.m.

Present: Chief John Martin, Councillors; Clement Bernard, Charlie Caplin, Donald Caplin, Danny Condo, Anthony Jerome, Jeremy Jerome and Armand Martin

Absent: Dorothy Gedeon (Death in the family)

Minute Taker: Virginia Martin

Portfolio Up-date:

Anthony Jerome informed council that he met with Meredith Bernard concerning the deficit in GCDC, at the moment they are looking at a deficit of \$ 88 000.00 this fiscal year due to Vocation students and 2 projects that they have already made a commitment to. These deficits can't be recuperated and the Band has to absorb the deficit, presently the board has put a moratorium on other projects until next fiscal year. The Board will be applying for slippage funds which will decrease the deficit by 60 000.00 and if GCDC buckles down maybe even less, a meeting will be set aside with council to look over finances once GCDC has completed their financial exercise.

Mr. Jerome also raised concerns regarding the firewood project and the list that was provided, some employees still today don't have valid medical cards and yet we continue to hire them and directors aren't following procedures. They should be responsible to find out if their employee's or perspective candidates have valid medical cards. The Director of Operations stated that the responsibility should no be imposed on the payroll department. Chief Martin pointed out that when these individuals are hurt at work the Band is held liable, this is to protect the interest of the Band. Mr. Jerome also raised concerns regarding E.I. fraud, we have individuals who just finished working on a project of 14 weeks and still haven't qualified for E.I., because they committed fraud. We already agreed that yes for those who require hours will be given but fraudulent people should not be considered a priority. This is an administrative issue and will be dealt with by the D.O. and portfolio counselor.

Also, the issue of people moving back to the community are almost immediately given a job and over look those in the community, there's one member in the community that has been over looked on all projects, Chief Martin informed council that we cannot go around chasing people for employment. We have GCDC, people have to submit their names and apply for the positions, we can't hand pick those who work, the only positions where a selection is made is where housing is concerned, all other projects are open for competition. Directors and Coordinators have to go to GCDC to get the list of unemployed.

Jean Francois Lemerle was asked to join the meeting; Chief Martin informed him that some concerns were raised regarding the selection of his employee's be it the brush cutting and the firewood project. Council would like to know if all his employees have a valid medical card and if not why aren't they verified annually. Mr. Lemerle informed council that yes he might have some that don't have a valid medical card, but he does refer his employees to apply for a temporary cards at Health Services where they are provided with a letter of confirmation, now weather or not they continue the process he is not sure, Mr. Lemerle informed council that for future projects he will make sure that they have valid medical cards. The other concern raised with Mr. Lemerle is regarding the communication between him and GCDC, a lot of times Meredith is not aware who is hired, there are some policies already in place and should be followed. There should be some efforts to be made on communication as well as the other program directors.

Mr. Jerome's last concern was regarding non membership working in forestry, Chief Martin informed Mr. Jerome that forestry is not limited just to native because of expertise that are required in brush cutting.

9:25 a.m. Councillor Armand Martin left a meeting to due an emergency.

7. Fisheries Budget:

The Director of Operations at the last meeting was requested to make a presentation to council on the Fisheries Revenues in order to approve some projects. Right now we have a total of \$ 1 068 611.00 already committed for the reserve equity for this fiscal year.

The housing construction, we had set aside \$ 120 000.00, Mr. Bernard recommended to council that we mortgage the units under CMHC at the last meeting there was concerns weather or not the apartments would pass inspection, Mr. Bernard and Charlie Caplin met with the plumber and the problem's they were facing have been resolved and the contractor was given a deadline for November 18th since the units are 97% complete and with corrections made, the units will now meet the CMHC standard and this will free up those funds. We will take 60 000.00 from that amount and injected it into housing repairs, this budget will be given to the Adhoc committee where they will be responsible to keep track of the funds.

A motion was passed to take 60 000.00 from the midshore revenues for the purpose of housing repairs.

Proposed by: Councillor Danny Condo
Seconded by: Councillor Anthony Jerome

Motion Carried
11-10-05/758/Housing

9:40 a.m. Councillor Charlie Caplin arrives at the meeting.

Mr. Caplin informed council that a meeting with the Adhoc committee will be held on the 21st of November to begin the selection process for the apartment unit.

8. Salary Scale Policy Amendment:

Grand Father Clause

Mr. Bernard informed council that there was a recommendation made by the Tech. Table regarding the Grand Father clause it should be removed from the policy; this clause allows employee's to switch to a new position with their salary. Salaries do need to be adjusted to the positions. The council is in agreement in principal to remove the Grand Father clause however, this should be in written form because it will be included in the policy.

Supervision Compensation

Mr. Bernard informed council that there is no policy in place for supervision, however, there should be a limit on the number of people you can supervise, the tech table recommended that a supervisor who already has a job, if you supervise 1 – 5 people, you will be compensated 10.00 per individual up to 5 people, that's just supervision allowance, they will also receive allowance for expenses and travel. 6 and up, a supervisor will be hired for that specific project. The council is in agreement in principal, this also should be in written form. Both policies will be drafted and brought back to council for approval.

9. Legal Defense fund:

Chief Martin recommended to council to set up a legal defense fund, in the amount of 30 – 50 thousand per year. This would assist in paying for legal fees in administration and our rights. There is no budget set; yet we have expenses every year. Council in agreement in principal until such time that we review both budgets Midshore and Estuary to determine where it can be taken. The 3 bands at some point will have to take a legal stand against the violation of our rights. If no legal action is taken then the government will never take out claims seriously if no legal action is ever taken. Cases selected on rights issues would be cases agreed upon by the 3 councils of Listuguj, Gespeg and Gesgapegiag.

10. Health Agreement Amendment:

An amendment for Health services for the fiscal year 2004-2005 was signed by council.

11. Barbara Caplin:

A letter was submitted from Barbara Caplin requesting for repairs, this request will be forwarded to the Housing Adhoc committee.

12. Michael Jerome:

A letter was submitted to council requesting for a liquor permit to do fundraising for CHRG on behalf of the Fire Department. Mr. Bernard will contact the Fire Chief requesting for expenses, with regards to CHRG council has no problem approving such a request however, they should have a committee in place and fundraising should be kept with CHRG which was the first proposal sent to keep the radio station open, they should designate someone from the committee to submit a new request for the liquor license, a proper record from the sale of alcohol will have to be submitted to council and made public of all profits and expenses. Mr. Bernard will verify with the insurance company for liability for the Galgoasiet building and will request for a rental contract from Galgoasiet to verify its contents.

13. Anne Marie Condo:

An offer of sale submitted to council to purchase the unit and Land belonging to Anne Marie Condo. A letter will be forward to Ms. Condo that the Band is currently not interested.

14. AFNQL Position:

A resolution was sent to Chief John Martin from the AFNQL regarding the Chiefs position in Education. The federal government is proposing to transfer education funds to the provinces instead of Indian Affairs to First Nations or Native organizations to First Nations. The AFNQL Chiefs maintain that education is a First Nations jurisdiction and funding should flow either directly to the First Nations or First Nations Regional organization.

A motion was made to accept the position of the AFNQL as presented by Chief Martin.

Proposed by: Councillor Jeremy Jerome
Seconded by: Councillor Anthony Jerome
Motion Carried
11-10-05/759/BC

15. Hydro Quebec:

Chief Martin informed council that he and Anthony met with Claude St-Pierre, Regional Director for Collection for Hydro Quebec; Anthony will be working along with Hydro Quebec. Right now they have some software in place where the individuals review their habits and where they could be cutting cost on their consumption of electricity. Anyone who wishes to make arrangements regarding their Hydro are asked to Contact Mr. Jerome at the Band Office.

16. Plow:

Councillor Anthony Jerome is requesting for an amount of \$ 4000.00 to purchase a plow for his truck to be used for the make work project. The purchase is from another council member. Mr. Jerome informed council that he spends approximately \$ 900.00 per year on snow removal for the skating rink; in the long run the money saved will eventually pay itself off.

Anthony Jerome was asked to leave the meeting due to conflict of interest.

Several concerns were raised by council members. Chief Martin declared a conflict of interest where a council member would propose to purchase a plow from another council. By purchasing this plow, it will be taking away a contract from someone else and the responsibility for repairs if the truck breaks down. After much discussion, the council agrees to purchase a plow, however, he will be asked to shop around and not purchase the plow from another council member due to conflict of interest, and he will take full responsibility for all repairs for his vehicle.

17. Housing:

A request was submitted to Chief and Council regarding repairs, the request will be forwarded to the Adhoc Committee.

Meeting Adjourned at 11:25 a.m.
Proposed by: Councillor Danny Condo
Seconded by: Councillor Anthony Jerome
Motion Carried
11-10-05/760/BC

Acceptance of minutes dated November 10, 2005 as presented with corrections and additions.

Proposed by: Councillor Danny Condo
Seconded by: Councillor Anthony Jerome
Motion Carried

Council Minutes
November 10th, 2005

Date of Acceptance: November 28th, 2005

Certified true copy of the original

Signature: _____
Director of Operations

Signature: _____
Chief