

Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge. After the colonists had consistently refused to aid them

# Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-2214



Oneida, WI 54155



UGWA DEMOLUM YATEHE  
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the Colony of Pennsylvania a new nation, the United States was made possible

Approved As

Read/ *[Signature]*

4-7-93

## REGULAR MEETING

WEDNESDAY, MARCH 31, 1993

Present: Rick Hill-Chairman, Deborah Doxtator-Vice Chairperson, Loretta V. Metoxen-Treasurer, Lloyd Powless, Russell Metoxen, Julie Barton, Mark Powless, Shirley Hill-Council Members

Excused: Amelia Cornelius-Secretary = Travel

Others: Claudia Skenandore, Attorney Gerald L. Hill, Celene Elm, Donna White, Marianne Close, Lynn VandenLangenberg, Z. Ron Skenandore, Annette Rausch, Cheryl Stevens, Lou Williams, Jackie Wilber, Mary Dodge, Chas Wheelock, Patti Hoeft, Bobbi Webster, Attorney Sharon House, Pat Cornelius, John Mueller, Dan Skenandore, Ernie Stevens, Sr., Art Skenandore, Ernie Stevens, Jr.

I. CALL TO ORDER

II. APPROVAL OF AGENDA

Additions:

1. OHA Housing Rehabilitation - Shirley Hill
2. Internal financing request - Loretta V. Metoxen
3. Vacation Request: Rick Hill/April 9 and 12th, 1993
4. Certificate from the Disabled American Veterans

Delete:

1. Request from Russell Metoxen on the BIA Reorganization VII 3. G

Motion by Mark N. Powless to approve agenda with changes, seconded by Shirley Hill, motion carried unanimously.

III. NEW EMPLOYEES: (NONE SCHEDULED)

MINUTES TO BE APPROVED: (PLEASE BRING YOUR MINUTES WITH YOU)

1. March 17, 1993 - Regular
2. March 8, 1993 - Special
3. March 5, 1993 - Special
4. December 3, 1992 - Special

Motion by Loretta V. Metoxen to table minutes, seconded by Deborah Doxtator, motion carried unanimously.

V. TABLED UNFINISHED BUSINESS:

1. Report from Finance LOC regarding endowments, trust resolution clarification
2. Treasurer's report on BC Budget - Loretta Metoxen

Motion by Loretta Metoxen to take item #2 from table, seconded by Julie Barton, motion carried unanimously.

Bruce King would like a response from the Business Committee, Deborah Doxtator is the only one that responded to his recommendations.

Motion by Loretta Metoxen that this be placed on the agenda next week (4-7-93) for discussion and that Business Committee members submit their responses to Bruce prior to the meeting, seconded by Deborah Doxtator, motion carried unanimously.

3. Operations Manager Job Description - Marianne Close
4. Donation Policy - Bruce King/Loretta Metoxen

Motion by Loretta Metoxen to take item #4 from table, seconded by Mark Powless, motion carried unanimously.

Once again a response was requested from the Business Committee and Deborah Doxtator was the only one who responded.

Motion by Loretta Metoxen that this be placed on the Business Committee agenda for next week (4-7-93) for action, with input from the Business Committee to Bruce King before Wednesday, seconded by Deborah Doxtator, motion carried unanimously.

5. Land Claims Minutes of 2-3-93 and 2-10-93
6. Oneida Sportsmen Club Charter & By Laws for Adoption - Attorney Gerald L. Hill
7. Request from GLITC regarding application to gain the BIA Housing Assistance contract & resolution - Russell Metoxen/Chris Johns

REPORTS (NONE SCHEDULED)

1. HOTEL - 1st Wednesday of Month
- ORTEK - 2nd Wednesday of Month
- GAMING - 3rd Wednesday of Month
- HOUSING - 4th Wednesday of Month

2. HUMAN RESOURCES DEPARTMENT  
EMPLOYEE RECOGNITION:

A) Approval Requested for:

1. Revised Employee Health Program - Z. Ron Skenandore

Motion by Deborah Doxtator to approve the Revised Employee Health Program, seconded by Loretta Metoxen, motion carried unanimously.

2. Creation of a new position of Purchasing Assistant in the Accounting Division

Motion by Shirley Hill to table

Concern expressed over the restructuring of the Accounting Department. Lynn VandenLangenberg advised that the Purchasing Department has been operated by three staff persons since 1980, they need help to process the necessary paperwork.

Motion by Deborah Doxtator to approve the position of Purchasing Assistant, seconded by Russell Metoxen, motion carried, Loretta Metoxen and Shirley Hill opposed.

Motion by Shirley Hill that the Business Trades Task Force be included in the sub committee working on re doing the Procurement Manual, and that this committee submit an updated report to the Business Committee on April 7, 1993, seconded by Julie Barton, motion carried unanimously.

3. Creation of a new position of Receptionist in the Economic Development Department

Motion by Lloyd Powless to approve the creation of the new position of Receptionist in the Economic Development Department, seconded by Shirley Hill, motion carried unanimously.

4. Creation of new positions of Travel Coordinator and Records Technician in the Business Committee

Motion by Mark Powless to approve both positions for the Business Committee, seconded by Loretta Metoxen, motion carried unanimously.

B) Hiring Information: FOR INFORMATION ONLY. . .

1. Sharon Dodge (O) - Human Resource Assistant
2. Isaac Parr (I) - Fitness Assistant III
3. Marilyn Jourdan (O) - WIC Nutrition Aide -- Transfer
4. Tammy House (O) - Data Entry Clerk - OHC
5. Julie Denny (O) - Reassignment - Human Resources Supervisor
6. Carrie Hooyman (N) - Case Worker - Group Home
7. Eric Krawczyk (O) - Transfer - Community Health Services Director
8. Robin Taylor (I) - Secretary - OHC

C) Transfers/Promotions/Reassignments

Lloyd Powless would like a report from Z. Ron Skenandore on the ratio of Indian to Non-Indians being hired by the Tribe. Z. Ron stated that it is 80-20 to 79-21.

VERBAL REPORT ON FITNESS FOR DUTY BY Z. RON SKENANDORE - FOR INFORMATION

3. TRAVEL REPORTS

A. Lloyd Powless: March 16, 1993 - Madison, WI == Oneida Tribal School Tour

Motion by Russell Metoxen to approve report, seconded by Deborah Doxtator, motion carried, Lloyd Powless abstained.

B. Lloyd Powless: March 21-24, 1993 - Minneapolis, MN == OWEESTA Conference - Managing Tribal Assets

Motion by Mark N. Powless to approve, seconded by Loretta Metoxen, motion carried, Lloyd Powless abstained.

4. OTHER REPORTS

5. FOLLOW UP REPORTS/BC DIRECTIVES FROM PREVIOUS MEETINGS

VII. NEW BUSINESS

1. RESOLUTIONS-Mascot Resolution-Lloyd Powless/Hugh Danforth-RESOLUTION-3-31-93

WHEREAS, the Tribal People are the first Americans in the State of Wisconsin and a very important part of the Wisconsin community, and are concerned how their culture and traditions are being used and misused and concerned about their concerns getting respect from the rest of the Wisconsin Communities, and

WHEREAS, the Oneida Tribe has condemned the use of Indian mascots in any form for any purpose especially athletic teams, as being disrespectful and racist in implication and destructive of the self-esteem of Indian people and their children, and

WHEREAS, many enlightened civic leaders, politicians and citizens understand the real concerns of Tribal people regarding this sensitive issue and acted on their beliefs to change these offensive mascot names and images to the benefit of all and detriment to no one, and

WHEREAS, the Oneida Tribe is dedicated to join other tribes, Tribal entities and others in fighting the cynical practice of using Tribal people for commercial and other purposes not in keeping with our human rights.

NOW THEREFORE BE IT RESOLVED: That the Oneida Tribe hereby declares its intent, alone or in concert with other tribes and nations, organizations and people to support the University of Wisconsin-Madison Athletic Board in the development of a policy which prohibits the University's Intercollegiate teams from playing other teams, that have Tribal mascots, symbols, nicknames, or logos.

Motion by Loretta Metoxen to adopt Resolution 3-31-93-A and approve cover letter, seconded by Deborah Doxtator, motion carried unanimously.

**TREATY RIGHTS PRESENTATION BY BOBBI WEBSTER**

Update report presented by Bobbi Webster on status of Pamperin park issue.

Bobbi Webster, Sharon House, and Gerald L. Hill will write specific recommendations to Business Committee and bring them back for action later this morning or this afternoon.

**2. BINGO PASS REQUESTS**

- A. Jeff Skenandore Benefit - (20)
- B. Special Olympics - (20)

Motion by Shirley Hill to approve both requests, seconded by Deborah Doxtator, motion carried unanimously.

**3. REQUESTS**

- A. Requests from Shirley Hill:
  - 1. Open Employment Status/Gaming

Motion by Deborah Doxtator that the Gaming Commission investigate Shirley's request and bring back recommendations within two weeks (4-14-93), seconded by Loretta Metoxen, motion carried unanimously.

**2. W.C.C. Project**

Motion by Julie Barton to approve the request, seconded by Mark Powless, motion carried unanimously.

- B. Approval of 1993 Home Improvement Applicants/Adoption of Resolution - Celene Elm

WHEREAS, a Tribal governing body is eligible to apply for contract/grants with the Bureau of Indian Affairs to plan, conduct, and administer all or parts of Bureau authorized programs, under authority of P.L. 93-638, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin has determined that it wishes to exercise this contract/grant option by administering the FY' 93 Home Improvement Program, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin does approve the HIP applicants by using the Bureau of Indian Affairs HIP selection criteria and point system which includes Tribal priority points for elderly, handicapped income, and family size.

NOW THEREFORE BE IT RESOLVED THAT: the scope of the Oneida Tribe's FY '93 Home Improvement Program is to plan, conduct, and administer the HIP grant of \$100,000 as start up funds

the Tribal Chairman/Vice Chairman are authorized to both negotiate and execute the grant and any amendments thereto,

the authorities granted herein shall be effective until such time as the Tribal Governing body takes further action by resolution,

the Tribal governing body reserves the right to review the contract/grant and any amendments thereto before execution,

the proposed term for the Home Improvement Program is for the period of eight (8) months, and is proposed to start April 1, 1993 and end on December 31, 1993

Motion by Loretta Metoxen to approve applicants and adopt Resolution 3-31-93-B seconded by Deborah Doxtator, motion carried unanimously.

#7 OF THE TABLED ITEMS - 7. Request from GLITC regarding application to gain the BIA Housing Assistance contract & resolution - Russell Metoxen/Chris Johns

Motion by Shirley Hill to take Item #7 from the table, seconded by Loretta Metoxen, motion carried unanimously.

Celene advised that she had seen this earlier and was unsure how funds were going to be to our advantage, felt the Tribe should not participate.

Motion by Lloyd Powless that Celene Elm get more information and work with Chris Johns on this issue with a recommendation to Business Committee by April 21, 1993, seconded by Russell Metoxen, motion carried unanimously.

C. Western Shoshone Struggle - Deborah Doxtator

They need a letter of support to Secretary of State and the Secretary of Interior.

There are two films that have been published on the Western Shoshone struggle.

Motion by Julie Barton that Loretta Metoxen and Deborah Doxtator follow through with letters of support to the appropriate people, and that Artley Skenandore obtain the two films, seconded by Shirley Hill, motion carried, Loretta Metoxen and Deborah Doxtator abstained.

D. Proposed Interim Construction Safety Policy - Ernie Stevens, Sr.

Motion by Mark Powless to approve the Interim Construction Safety Policy as presented and that Lou Williams the Safety Coordinator for Trades and Industry train all supervisors in the appropriate areas, seconded by Lloyd Powless, motion carried unanimously.

E. Request to post for vacancy on the Oneida Airport Hotel Board - Pat Lassila

Motion by Deborah Doxtator to approve posting the two positions for the Oneida Airport Hotel Board, seconded by Julie Barton, motion carried unanimously.

F. LSCA Grant/Expansion - Judy Cornelius

WHEREAS, the Oneida Tribe is supportive of the goals of the Oneida Community Library to serve as a resource and provide library services to the Oneida community members, and

WHEREAS, the present library space is inadequate to meet the needs of our rapidly growing community, and

WHEREAS, the Oneida Tribe's Comprehensive Plan, as well as the Oneida community Library's Long Range Plan, assure consideration for the expansion of the Oneida Library to allow for adequate services that are accessible and responsive to the needs of the Oneida Community, and

WHEREAS, the United States Department of Education has available funding for Indian Tribes to establish or improve public library services under the Special Projects Program of LSCA Title IV.

NOW THEREFORE BE IT RESOLVED: that the Oneida Tribe of Indians of Wisconsin, authorize and submits this grant application to the Department of Education for the purpose of obtaining assistance for construction to expand the Oneida Community Library.

BE IT FURTHER RESOLVED: that the Tribal Chairman, or his delegate, is hereby authorized to negotiate and execute the contract and any amendments thereto.

Motion by Mark N. Powless to approve and adopt Resolution 3-31-93-C, and that Judy Cornelius make sure this is included in next year's budget, seconded by Deborah Doxtator, motion carried unanimously.

G. Bureau of Indian Affairs Reorganization Report - Russell Metoxen

Deleted per the request of Russell Metoxen.

H. Space Requests - Deborah Doxtator

Ernie Stevens Sr. stated that Bayland Buildings is building an office complex, one side has already been rented, but the other side consisting of 10,600 square feet of office space is still available. Ernie is checking with Baylands on different options. There is the possibility of a lease option for a five year period. The building will be done by July 1, 1993. It is energy efficient and the electrical cost is \$31.00 per month.

Discussion on the needs of the Oneida Tribal School. There will be a meeting at noon on Thursday, 4-1-93.

Ernie Stevens Sr. will facilitate a meeting with the Oneida Tribal School and the Construction Committee, they will come in and talk to the Oneida Business Committee on space needs, meeting will be set in one week's time (4-7-93).

Motion by Julie Barton to approve the recommendation to support negotiating the lease with Baylands Building, and to include Shirley Hill and Leanne Doxtator on the coordinating of space needed, seconded by Loretta Metoxen, motion carried, Shirley Hill abstained.

When the lease for the Environmental Department comes through, make sure that it is referred to Art Skenandore.

Russell Metoxen will coordinate with Jackie Smith and let her know the status.

Ernie Stevens assured everyone that this is a quality building, it does not have any water or drainage problems. It is superior to any building on Ashland that the Environment Department is currently looking at.

I. Recommendations/requests from Support Staff - Paula King

1. Referred to Executive Session.
2. Z. Ron Skenandore will work with Paula King on job descriptions
3. Loretta Metoxen wants to keep the PR positions.

Motion by Mark N. Powless to approve recommendation #3 to read as follows:

Recommend modifying the Business Committee budget utilizing the Public Relations position to fund the General Tribal Council Information & Referral Manager position",

and that Paula King and Amelia Cornelius are to work with Z. Ron Skenandore in developing the position, seconded by Russell Metoxen, motion carried unanimously.

Discussion on the role clarification of the MIS Department, who is the contact person in that Department, how long should it take to get computers. Thelma stated that she had ordered computers in November and still does not have them, every time she calls Dave Cluckey, she gets the run around. Other Departments are experiencing the same problems.

Motion by Lloyd Powless to modify the Business Committee budget to cover the Emergency Temp positions, seconded by Deborah Doxtator, motion carried unanimously.

Motion by Deborah Doxtator to approve recommendations 4, 5 and 6, seconded by Mark N. Powless, motion carried unanimously.

4. CONTRACTS/AGREEMENTS

- A. FOR INFORMATION: Neil M. Cornelius

5. TRAVEL REQUESTS

- A. Lloyd Powless: April 7, 1993 - Present mascot resolution at the Planning and Equity Meeting

Motion by Julie Barton to approve travel request for Lloyd Powless, seconded by Mark Powless, motion carried, Lloyd Powless abstained.

6. VACATION REQUESTS

- A. Amelia Cornelius: April 2, 1993  
Amelia Cornelius: April 9 - 16, 1993 (April 9th will be for  
1/2 day)

Motion by Russell Metoxen to approve vacation requests for Amelia Cornelius,  
seconded by Deborah Doxtator, motion carried unanimously.

- B. Julie Barton: April 9-16, 1993 (April 9th will be for 1/2  
day)

Motion by Russell Metoxen to approve vacation request for Julie Barton, seconded  
by Loretta Metoxen, motion carried, Julie Barton abstained.

Motion by Russell Metoxen to approve vacation request for Rick Hill, April 9 and  
April 12th, seconded by Lloyd Powless, motion carried unanimously.

VIII. OTHER

ADDITIONS

1. OHA Housing Rehabilitation - Shirley Hill

Motion by Mark N. Powless to approve contingent on referral to F & A for  
identification of funds, and Shirley Hill to coordinate,

Loretta Metoxen advised that Oneida Housing Authority has \$700,000 to coordinate  
programs such as this, that this project can be done through these funds. They  
have come to the Business Committee for assistance, when they have not done their  
work.

Motion by Loretta Metoxen to defer this item to Shirley Hill to have Housing  
develop and start the process for use of the \$700,000 available to Oneida Housing  
Authority, seconded by Julie Barton, motion carried unanimously.

Lloyd Powless will send a letter of explanation to the Oneida Housing Authority.

MARK N. POWLESS EXCUSED AT 11:45 FOR ICW.

2. Internal financing request - Loretta V. Metoxen

Motion by Deborah Doxtator to approve use of the UDAG funds for the requested  
\$184,745.00 at the 7% interest rate within a five year term, seconded by Julie  
Barton, motion carried, Loretta Metoxen and Shirley Hill abstained.

3. Vacation Request: Rick Hill/April 9 and 12th, 1993

Approved previously.

CHAS WHEELLOCK presented information to the Business Committee on upcoming  
elections. He needs approval of a letter to send to Norman Austin.

Motion by Shirley Hill to approve the letter, seconded by Deborah Doxtator,  
motion carried unanimously.

MEETING RECESSED UNTIL 1:30 P.M.

MEETING RECONVENED AT 1:50 P.M.

PRESENT: Rick Hill, Deborah Doxtator, Loretta Metoxen, Lloyd Powless, Shirley Hill, Julie Barton, Russell Metoxen, Mark N. Powless

EXCUSED: Amelia Cornelius - Travel

OTHERS: Bobbi Webster, Bruce King

Bobbi Webster gave an update on the Pamperin Park issue.

Public Safety will take care of the traffic.

Art Skenandore will do the tobacco burning and prayer.

Annette Rausch will get the non Indian supporters.

There will be a drum from Menominee and Oneida.

Sandwiches and hot beverages will be served.

Bobbi will issue a press release to Manager and Directors, they will all be notified by the end of today.

A separate letter will be sent to other contacts.

A press release will be scheduled for 4:00 today in the BC Conference room.

Rick Hill will not be going to Washington, D.C., Lloyd Powless will go in his place.

Discussion concerning Treaty Protected Rights and who should be the lead attorney in this matter.

Motion by Lloyd E. Powless that Attorney Gerald L. Hill be designated as the Lead Attorney to advise the Business Committee on the Pamperin Park issue and to work in cooperation with Skenandore & Associates and other attorneys involved, seconded by Julie Barton, motion carried unanimously.

REQUEST FOR FUNDS FROM ORTEK.

Bruce stated that they need a meeting with the Business Committee.

This should be a priority meeting, Business Committee agenda is full.

Motion by Mark N. Powless to approve a loan of \$20,000 to ORTEK, seconded by Loretta Metoxen

\$37,000.00 is their bi-weekly payroll, the amount they need will depend on their sales and accounts receivables.

Loretta Metoxen stated that Loretta Webster should have let the Business Committee know sooner of their financial status, however people have worked and need to get paid.

Motion by Julie Barton to amend the motion to include ORTEK (Loretta Webster) submitting weekly Sales reports through Bruce King to the Business Committee by Monday mornings, seconded by Russell Metoxen, motion carried, Lloyd Powless abstained. MAIN MOTION CARRIED, Lloyd Powless abstained.

A meeting needs to be set up with Paula King.

4. Certificate from the Disabled American Veterans

Certificate was presented to the Business Committee on behalf of the Disabled American Veterans.

IX. EXECUTIVE SESSION

Request from Marj Stevens - Land Claims Coordinator  
Request for Procedural Exception - K. Metoxen

OUT OF SESSION

Motion by Deborah Doxtator to approve Settlement Strategy, seconded by Julie Barton, motion carried unanimously.

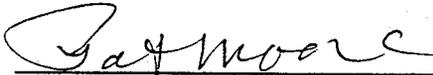
Motion by Deborah Doxtator to approve all three options of March 26th memorandum, seconded by Mark N. Powless, motion carried unanimously.

Motion by Mark N. Powless to approve the procedural exception to hire K. Metoxen as the Receptionist for the Business Committee, effective Monday, 4-5-93, seconded by Deborah Doxtator, motion carried unanimously.

X. RECESS/ADJOURN

Meeting recessed at 3:20 p.m.

Respectfully Submitted,



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Pat Moore Recording Secretary for  
Amelia Cornelius, Tribal Secretary  
Oneida Business Committee