

Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: (414) 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.



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

BUSINESS COMMITTEE MINUTES REGULAR MEETING WEDNESDAY, MAY 3, 1995 - 9:00 A.M. BUSINESS COMMITTEE CONFERENCE ROOM

PRESENT: Deborah Doxtator-Chair, Loretta V. Metoxen-Vice Chair, Julie Barton-Secretary, Kathy Hughes- Treasurer, Gary Jordan, Ernie Stevens, Jr., Sandra Ninham, Shirley Hill-Council Members

EXCUSED: Russell Metoxen-Council Member

OTHERS PRESENT: Arlene Danforth, Rick Summers, Chris Doxtator, Karen Cornelius, Thelma McLester, Wanda Webster, Gerald L. Hill, Elaine Cornelius, Kevin Cornelius, Paul Witek, Diane Danforth, Artley Skenandore, Debra Powless, Jo Swamp Judith L. Jourdan.

OPENING PRAYER BY ERNIE STEVENS, JR.

I. CALL TO ORDER BY DEBORAH DOXTATOR AT 9:00 A.M.

II. OATH OF OFFICE

III. APPROVAL OF AGENDA

A. ADDITIONS:

1. TO REPORTS Human Resources Report submitted by Z. Ron Skenandore
2. TO FOLLOW UPS Report Submitted by Ernie Stevens, Jr.
RE: Haskell Donation Letters
3. TO FINANCE COMMITTEE RE: Approval of the adjustments to the Employee Self Funded Insurance with U.P.S.
4. TO RESOLUTIONS Amended Resolution for Bay Bancorporation Submitted by Diane Danforth
5. TO REQUESTS Request from Julie Barton
RE: Date for July Semi Annual General Tribal Council
6. TO REQUESTS Request from Chris Doxtator
RE: Land Management Actions
7. TO TRAVEL REQUESTS Artley Skenandore to Shoal Lake, Ontario
RE: Meeting with the Chiefs
8. TO EXECUTIVE SESSION RE: Request from Audit Committee
9. TO EXECUTIVE SESSION RE: Request from Debra Powless
10. TO EXECUTIVE SESSION RE: Request from Gerald L. Hill

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B. DELETIONS:

MOTION BY ERNIE STEVENS, JR. TO APPROVE THE AGENDA AS AMENDED, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

ANNOUNCEMENT: Mark A. Powless's office has developed the OSKANHE?OK USKAH (Together as One) Project. This project will provide the Business Committee member with a hands-on approach to tribal operation and will give them an opportunity to have one-on-one discussions with the tribal member/employee. The OSKANHE?OK USKAH project will work in the following manner:

1. All tribal programs, departments and business will participate in this project.
2. Each program/business will submit a brief description of their function.
3. Each program/business will provide the Business Committee member with a short orientation of their program/business.
4. A list of duties will be provided for the Business Committee member.
5. Names of each program/business will be drawn at random from a barrel
6. Each Business Committee member will draw a name at random and will be assigned to that program/business for one-eight hour day.
7. Drawings will occur the first and fourth week of each month.
8. Business Committee member will be given the appropriate time to work this into their schedule.
9. The community Liaison Coordinator's office will maintain all the necessary forms and scheduling of this activity.
10. I am also requesting feedback from the departments, as well as the Business Committee. This will be done through a questionnaire. I am proposing that this be implemented for a six month period at which time this project will be evaluated for impact and also to measure its success or lack thereof.

This morning's drawing will be the first, with hopes that it will offer positive feedback with strategies to address the needs and concerns of the community.

IV NEW EMPLOYEES

- A. Gerald L. Hill introduced Jo Swamp as the new Deputy Chief Council in the Legal Department.

V. MINUTES TO BE APPROVED:

- A. Special Business Committee Meeting Minutes of April 3, 1995, regarding ORCOA/MOA and Capital Improvements List. TABLED FROM APRIL 19, 1995.

SPECIAL BUSINESS COMMITTEE MEETING MINUTES OF APRIL 3, 1995 APPROVED AS PRESENTED.

- B. Regular Business Committee Meeting Minutes of April 19, 1995.
1. On page 11 of 19, in the third motion, change the lower case "r" to an upper case "R".
 2. On page 12 of 19, in the final action of the Land Committee, change the word "deal" to the word "due".
 3. On page 13 of 19, the second motion should read "...MOTION CARRIED UNANIMOUSLY." with no abstention.

REGULAR BUSINESS COMMITTEE MEETING MINUTES OF APRIL 19, 1995 APPROVED AS CORRECTED.

- C. Special Business Committee Meeting Minutes of April 20, 1995, regarding adoption of laws and policies.

SPECIAL BUSINESS COMMITTEE MEETING MINUTES OF APRIL 20, 1995 APPROVED AS

PRESENTED.

- D. Special Business Committee Meeting Minutes of April 24, 1995, regarding resolution for Bay Bank and Federal Banking Laws.

SPECIAL BUSINESS COMMITTEE MEETING MINUTES OF APRIL 24, 1995 APPROVED AS PRESENTED.

VI. TABLED BUSINESS:

A. Kathy Hughes

1. Directive from June 22, 1994

RE: Resolution 6-22-94-A, the policy to cancel a duly called General Tribal Council meeting when a death of a Tribal Member occurs in the community and the wake and/or funeral service will occur on the same day as the General Tribal Council Meeting.

Response due by June 21, 1995

B. Artley Skenandore

1. Directive from November 30, 1994

RE: Schedule a meeting and bring forth recommendations on the Request from the Indian Council of the Elderly.

Response due by May 3, 1995.

MOTION BY KATHY HUGHES TO APPROVE THE REPORT WITH A THIRTY DAY EXTENSION AND THE REPORT TO BE BROUGHT BACK TO THE GENERAL MANAGER'S BI-WEEKLY MEETING, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

VII. REPORTS

- A. HOTEL CORPORATION-1st Wednesday of the Month - Pat Lassila

REQUEST TO DEFER THE HOTEL CORPORATION REPORT FROM THE FIRST WEDNESDAY TO THE THIRD WEDNESDAY FOR THE MONTHS OF MAY AND JULY SUBMITTED BY PAT LASSILA AND WAS APPROVED ON MARCH 1, 1995.

- B. ONEIDA LAND CLAIMS - 1st Wednesday of the Month - Patty Hoeft

REPORT NOT SUBMITTED.

- C. APPEALS COMMISSION-(QUARTERLY: JAN/APR/JULY/OCT)
2nd Wednesday of the Month - Carol Liggins

- D. ONEIDA TRIBAL SCHOOL BOARD - 3rd Wednesday of the Month -Ron Hill

- E. HOUSING AUTHORITY-4th Wednesday of the Month-Evelyn Elm

- F. ORCOA-4th Wednesday of the Month-Warren McLester

ORCOA PROGRAM DIRECTORS REPORT SUBMITTED BY WARREN SKENANDORE. FOR INFORMATION ONLY. NO ACTION REQUIRED.

G. HUMAN RESOURCES DEPARTMENT

1. Employee Recognition
2. Approval Requested for
3. Hiring information: FOR INFORMATION ONLY.

4. TRANSFERS/PROMOTIONS/REASSIGNMENTS
Limited Term Employees (for Information Only)

HUMAN RESOURCES DEPARTMENT REPORT SUBMITTED BY Z. RON SKENANDORE.

H TRAVEL REPORTS
FOLLOW UP REPORTS/BC DIRECTIVES FROM PREVIOUS
MEETINGS

1. Ernie Stevens, Jr.
 - a. Directive of March 1, 1995
RE: Haskell Donation. Directive was to write letters of challenge to all other tribes for support of Haskell and to write a letter to the Senate Committee on Indian Affairs notifying them of our action to support Haskell and of their responsibility to support the school.
Report due May 3, 1995.

DRAFT LETTERS OF CHALLENGE TO SENATOR JOHN MC CAIN OF THE SENATE INDIAN AFFAIRS COMMITTEE AND TO ALL TRIBES SUBMITTED BY ERNIE STEVENS, JR.

MOTION BY SHIRLEY HILL TO HAVE ERNIE STEVENS, JR. REDRAFT THE LETTERS OF SUPPORT FOR DONATIONS TO HASKELL UNIVERSITY USING STRONGER LANGUAGE AND TO BRING THE DRAFT LETTERS TO THE CAUCUS MEETING FOR REVIEW, SECONDED BY LORETTA V. METOXEN, MOTION CARRIED. ERNIE STEVENS, JR. ABSTAINED.

Shirley Hill

- a. Directive of April 5, 1995
RE: Request from Thelma McLester
Directive was to develop policies and procedures for getting on the Caucus Agenda.

CAUCUS MEETING POLICY

PHILOSOPHY:

The Oneida Nation encourages the involvement of it's membership, employee, non-employee participation in meetings sponsored by the Oneida Business Committee to advance operations, and communications and enhance the quality of life for the Oneida membership.

PURPOSE:

To allow the Oneida Business Committee, the elected body of the Nation to unite in discussion and to promote an agreed upon cause.

PARTICIPATION GUIDELINES:

- A. Caucus meetings are scheduled for every _____ of the month. Caucus meetings are subject to change in time due to availability of Oneida Business Committee members.
- B. Caucus request form to be submitted to the Oneida Tribal Secretary no later than five (5) days prior to scheduled Caucus meeting.
- C. Employee request forms shall include required signatures of their supervisors.
- D. Non-Employees are exempt from item C.
- E. The Oneida Business Committee in consideration of the request shall consider discussion or referring the matter to the proper line of authority for consideration with time lines to report results back to the Caucus meeting.
- F. Feed back or determination as a result of the discussion per request shall be in the form of minutes derived from such discussion, signed by the Oneida Tribal Secretary and

released to the requestor.

RECOMMENDED AMENDMENT: Add Item G Employees need to define if they are acting as a General Tribal Council Member or as a Tribal Employee.

MOTION BY KATHY HUGHES TO APPROVE THE AMENDED CAUCUS MEETING POLICY AS A PART OF THE BUSINESS COMMITTEE'S STANDARD OPERATING PROCEDURES TO BE IMPLEMENTED WITHIN TWO WEEKS, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

Gerald L. Hill

- a. Directive of February 1, 1995
RE: Recommendation from Gary Jordan's Travel Report
Directive was to educate interested parties on all applicable preference laws/ordinances that affect the procurement process in Oneida via a seminar setting to take place during the month of April.
Report due back May 3, 1995

MOTION BY SHIRLEY HILL TO APPROVE THE REPORT, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED UNANIMOUSLY.

MOTION BY SANDRA NINHAM TO DESIGNATE THE TRIBAL SECRETARY TO SCHEDULE A SPECIAL TWO HOUR MEETING WITH THE BUSINESS COMMITTEE AND THE ADMINISTRATIVE COUNCIL TO REVIEW THE RECOMMENDED STRATEGIES, SECONDED BY GARY JORDAN, MOTION CARRIED. JULIE BARTON ABSTAINED.

- b. Directive of March 15, 1995
RE: National Tribal Development Association
Directive was to review the packet and return to the agenda on April 19, 1995
Report due by May 3, 1995.

On February 12, 1995, a group of fifteen tribes met in conjunction with NCAI Executive Council and decided to go forward with the idea of establishing a national association of tribes focused on tribal economic development issues. Ernie Stevens, Jr. attended this meeting on my behalf. It was decided to go ahead with the new organization and MOA's would be sent to each Chair to present to their Councils.

I would like the Business Committee to consider assigning the MOA to the Tribal Chief Counsel for review and recommendation. I would like the recommendation available for the May 10, 1995 agenda.

MOTION BY ERNIE STEVENS, JR. TO ASSIGN THE MEMORANDUM OF AGREEMENT REGARDING A NATIONAL TRIBAL DEVELOPMENT ASSOCIATION TO CHIEF COUNSEL FOR REVIEW AND RECOMMENDATION AND TO RETURN IT TO THE ATTORNEY BRIEFING MEETING, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

- c. Directive of April 19, 1995
RE: Self Governance Compact Modifications
Directive was to refer the Self Governance Modification to the Law Office for review and opinion.
Report due by May 3, 1995.

MOTION BY LORETTA V. METOXEN TO APPROVE THE SELF GOVERNANCE COMPACT AS

AMENDED, SECONDED BY JULIE BARTON.

DISCUSSION: Chris Johns noted that the compact, with approved changes, has to be submitted to the Bureau of Indian Affairs to make sure that their language and our language are exactly the same and at that point, it will be returned with notice to the Tribe that the document is in order according to the new permanent laws passed in November. At that point, a resolution will be introduced for action, making this a permanent compact.

LORETTA V. METOXEN WITHDREW HER MOTION, SECOND AGREED.

MOTION BY LORETTA V. METOXEN TO APPROVE THE REPORT AND TO SUBMIT THE DOCUMENT WITH THE RECOMMENDED CHANGES TO THE SELF GOVERNANCE CENTRAL OFFICE, SECONDED BY JULIE BARTON, MOTION CARRIED UNANIMOUSLY.

VIII. LEGISLATIVE OPERATING COMMITTEE

A Request for Action from April 20, 1995

1. **FOR APPROVAL:** Regular LOC Meeting Minutes of April 13, 1995

MOTION BY KATHY HUGHES TO APPROVE THE REGULAR LOC MEETING MINUTES OF APRIL 13, 1995, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

2. **FOR INFORMATION** Oneida Contracting Policy Public Hearing Minutes of April 13, 1995.
3. **FOR APPROVAL:** Adoption of the Oneida Gaming Minimum Internal Control Standards on an emergency interim basis for six (6) months with Resolution and Statement of Effect.

WHEREAS, the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all time subject to the review powers of the Oneida General Tribal Council, and

WHEREAS, gaming enterprises require oversight and operating standards, and

WHEREAS, it is necessary to establish minimum internal control standards to create proper operating standards, and

WHEREAS, the Oneida Business Committee has determined that these standards are necessary to the proper operation of the gaming enterprise and to protecting the finances of the Oneida Nation.

NOW THEREFORE BE IT RESOLVED that the Oneida Business Committee, under the emergency adoption authority granted by the Administrative Procedures Act in Article IV, adopts the attached Oneida Gaming Minimum Internal Control Standards for a six month period, and

NOW THEREFORE BE IT FURTHER RESOLVED that the attached standards shall be scheduled for Public Hearing on June 6, 1995, and the Oneida Internal Auditors, Oneida Gaming Commission and Oneida Gaming Manager are directed to submit written testimony at the scheduled hearing, and

NOW THEREFORE BE IT FURTHER RESOLVED, that these standards shall become effective immediately upon adoption, provided that any directives to the gaming enterprise contained within

the standards shall be enforceable 45 days after adoption, and

NOW THEREFORE BE IT FINALLY RESOLVED that the Oneida Gaming Commission is responsible for enforcement of these standards and forwarding copies of the attached standards to the appropriate gaming management.

MOTION BY LORETTA V. METOXEN TO APPROVE THE ADOPTION OF THE ONEIDA GAMING MINIMUM INTERNAL CONTROL STANDARDS ON AN EMERGENCY INTERIM BASIS FOR SIX (6) MONTHS WITH RESOLUTION # 5-3-95-A AND STATEMENT OF EFFECT, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

4. FOR APPROVAL: Request to hold a Public Hearing on the Oneida Gaming Minimum Internal Control Standards to be held on June 6, 1995.

MOTION BY GARY JORDAN, TO APPROVE THE PUBLIC HEARING ON THE ONEIDA GAMING MINIMUM INTERNAL CONTROL STANDARDS TO BE HELD ON JUNE 6, 1995, SECONDED BY SANDRA NINHAM, MOTION CARRIED UNANIMOUSLY.

5. FOR INFORMATION The Drug-Free Workplace was adopted at a Special Business Committee meeting on April 20, 1995. The resolution called for a Public Hearing to be held on May 22, 1995.

IX. FINANCE COMMITTEE

Last year, the Tribe entered into a three year agreement with WPS to act as the Administrator for our self funded employee insurance programs. We implemented some new options of insurance for the Oneida Tribe with hiring WPS. The new options need some adjustment, in addition, the financial performance of the insurance programs we now have in place are doing better than expected. As a result the overall premiums for the employee insurance program will go down this coming year. As an example, the 94 plan B family health insurance was \$102.85 per month, in 95 it will to \$90.18. The new pricing of the insurance programs is included as an attachment.

In addition the following changes are being proposed as the result of a review of the impact of the basic plan to individuals in the plan.

- A. Plan C: Office visit co-pay changed to \$1000 per visit with outpatient surgical services and outpatient diagnostic x-ray and lab paid at 100% in network.
- B. Plan C: Ambulance benefits in and out of network will have a \$15.00 co-pay and paid 100% thereafter.
- C. Dental & Vision: Removing six month future effective date provision for late entrants.
After 08/01/95: All late entrants for dental or vision coverage will have an effective date of 08-01 of the next policy year to coincide with the benefits anniversary date.

NOTE: Current applicants who applied as late entrants for dental and vision prior to 08-01-95 who are currently fulfilling their six month time requirements, will have coverage as of 08-01-95, plus,

- D. Option for the base life and accidental death and dismemberment (AD&D) benefits:

*Flat \$40,000 life at .15 1/2 / \$1,000 of benefit with two time AD&D at .5/\$1,000 of benefit. (Example: \$40,000 life & \$40,000 AD&D or \$40,000 life & \$80,000 AD&D)

Flat \$50,000 life at .15/\$1,000 of benefit with one or two time AD&D at .05/\$1,000 of benefit.

With these changes, Plan C should be a better value for those who choose to be in Plan C in plant year 1995. The life insurance coverage will be doubled providing additional protection for our employees.

I am requesting approval of the above changes to the plan and the approval of the new pricing schedule.

MOTION BY SHIRLEY HILL TO APPROVE THE OPTION FOR FLAT \$50,000 LIFE AT .15/\$1,000 OF BENEFIT WITH ONE OR TWO TIME AD&D AT .05/\$1,000 OF BENEFIT, SECONDED BY MOTION CARRIED UNANIMOUSLY.

MOTION BY GARY JORDAN TO APPROVE THE PROPOSED RECOMMENDATIONS TO THE BASIC PLAN, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

X. AUDIT COMMITTEE REPORT

AUDIT COMMITTEE MEETING MINUTES SUBMITTED BY ERNIE STEVENS, JR.

MOTION BY KATHY HUGHES TO APPROVE THE AUDIT COMMITTEE MEETING MINUTES OF MARCH 17, 1995, SECONDED BY LORETTA V. METOXEN, MOTION CARRIED. ERNIE STEVENS, JR. ABSTAINED.

XI. NEW BUSINESS

A. RESOLUTIONS

1. Resolution for Solid Waste Project Grant
Submitted by Veronica Harris/Inez Skenandore

WHEREAS, a priority of the Oneida Tribe is to preserve and protect tribal land and environment for the seventh generation, and

WHEREAS, the annual Oneida Pow-Wow generates over 7.2 tons of garbage each year, and

WHEREAS, approximately 5 tons of garbage from the pow-wow can be recycled and diverted from the waste stream by integrating the Cash for Trash program with the DART CARE (Cups are Recyclable) program.

THEREFORE BE IT RESOLVED that the Oneida Tribe of Indians of Wisconsin authorizes and submits this application to the Environmental Protection Agency for a solid Waste Project Grant.

MOTION BY JULIE BARTON, TO ADOPT RESOLUTION #5-3-95-B, SECONDED BY LORETTA V. METOXEN, MOTION CARRIED UNANIMOUSLY.

2. Resolution for Telecommunication and Information Infrastructure Assistance Program
Submitted by Veronica Harris./John Lampkin

WHEREAS, the data base of Brown County Sheriff's Department and the Green Bay Police Department are not interconnected and are not accessible to other law enforcement

agencies, and

WHEREAS, county-wide law enforcement communications must be upgraded and accessible to all agencies in order to facilitate policing and community safety, and

WHEREAS, this project will allow Brown County law enforcement agencies access to Brown County Sheriff's data bases, Green Bay Police Department's data bases, the State's TIME System, and local and national crime data bases via in-vehicle computer terminals.

THEREFORE BE IT RESOLVED that the Oneida Tribe of Indians of Wisconsin authorizes and submits this application on behalf of the Multi-Jurisdictional Group to the National Telecommunications and Information Administration for a Telecommunication and Information Infrastructure Assistance Program.

MOTION BY LORETTA V. METOXEN TO ADOPT RESOLUTION #5-3-95-C, SECONDED BY SHIRLEY HILL, MOTION CARRIED. GARY JORDAN ABSTAINED.

3. Resolution for Department of Education - Historical Librarian
Submitted by Judy Cornelius

WHEREAS, the Oneida Tribe continues to support the goals of the Oneida Community Library to serve as a resource and provide library services to the Oneida Community members, 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 Oneida Community Library is in need of expanding our services to include a trained Oneida Historical Librarian

THEREFORE BE IT RESOLVED that the Oneida Tribe of Indians of Wisconsin authorize and submit this grant application to the Department of Education for the purpose of obtaining assistance for the addition of a Historical Librarian to enhance and improve on the present services of the Oneida Community Library.

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

MOTION BY SHIRLEY HILL TO ADOPT RESOLUTION # 5-3-95-D, SECONDED BY SANDRA NINHAM, MOTION CARRIED UNANIMOUSLY.

4. Resolution for National Endowment for the Arts
Submitted by Jeff House

WHEREAS, the Oneida Tribe has continued to support and encourage the Oneida Communications Department in establishing a strong relationship with other communities and organizations at a local, national and international level, and

WHEREAS, the Oneida Communications Department has an established Oneida dance group that travels to outside communities in an attempt to break through the cultural and racial barriers that have been developed over years of denial to exercise our cultural traditions, and

WHEREAS the National Endowments for the Arts has developed a Dance Program that provides funds for organizations that provide services to the field of dance in an effort to develop a climate of support and public appreciation for dance.

THEREFORE BE IT RESOLVED that the Oneida Tribe of Indians of Wisconsin, authorizes and submit this grant application to the National Endowment for the Arts under the Dance Program of "Services to the Field: to support the Oneida Communications Department in their efforts of establishing a diversified cultural alliance through an international Oneida Traditional dance project.

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

MOTION BY GARY JORDAN TO ADOPT RESOLUTION #5-3-95-E, SECONDED BY SANDRA NINHAM MOTION CARRIED UNANIMOUSLY.

5. Resolution for NCAI Membership
Submitted by Julie Barton

WHEREAS the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States, and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1 of the Oneida Tribal Constitution by the Oneida General Tribal Council, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin wishes to become a member Tribe in good standing of the National Congress of American Indians; and

WHEREAS, the Oneida Tribe of Indians of Wisconsin meets all requirements for Tribal Membership pursuant to Article II, Section 1.b of the constitution of the National congress of American Indians; and

NOW THEREFORE BE IT RESOLVED that the Oneida Business Committee, which is the official governing body of the above named Tribe, hereby authorizes Deborah Doxtator, who is the principal official of the Oneida Tribe, to take the necessary action to renew the Tribe's membership in NCAI; and

BE IT FURTHER RESOLVED that tribal funds in the amount of \$1,000.00 based on the Tribal Membership dues schedule of the NCAI By-Laws (Article III, Section 1.b) authorized to be paid for such Tribal Membership in NCAI; and

BE IT FURTHER RESOLVED that based on the tribal citizenry of 11,900 persons, the Tribe shall have 180 votes, in accordance with Article IV, Section 3 of the NCAI Constitution; and,

BE IT FURTHER RESOLVED that pursuant to Article V, Section 2 of the NCAI Constitution the Tribe designates the following named person(s) as Delegate and Alternate Delegate(s), and instructs them to become individual member(s) in good standing in order to fulfill their responsibilities as Official Delegates to the National Congress of American Indians 51st Annual Mid Year convention and Executive Council Meeting.

MOTION BY SHIRLEY HILL TO ADOPT RESOLUTION # 5-3-95-F, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

MOTION BY SHIRLEY HILL TO DEFER THE DESIGNATION OF DELEGATES AND ALTERNATES TO THE CAUCUS MEETING, SECONDED BY JULIE BARTON, MOTION CARRIED UNANIMOUSLY.

MOTION BY JULIE BARTON TO ASSIGN ERNIE STEVENS, JR. TO ASSEMBLE ALL RESOLUTIONS TO BE SUBMITTED TO EITHER THE SPOKANE MEETING IN JUNE OR TO THE ANNUAL MEETING IN NOVEMBER AND TO BRING THE INFORMATION TO THE CAUCUS MEETING, SECONDED BY SANDRA NINHAM, MOTION CARRIED. ERNIE STEVENS, JR. ABSTAINED.

6. Resolution for Substance Abuse Prevention
Submitted by Kitty Hill

WHEREAS, the Oneida Nation of Wisconsin is committed to sustaining a strong Oneida Nation by protecting the physical, emotional and behavioral health of our youth to the 7th generation, and

WHEREAS, the Oneida Nation Social Services, Chemical Dependency and Prevention Programs are dedicated to reversing the inter-generational cycle of substance dependency and abuse through proactive education and intervention activities for Oneida youth.

NOW THEREFORE BE IT RESOLVED: that the Oneida Nation of Wisconsin make application to the U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration/Center for Substance Abuse Prevention (SAMSHA/CSAP), for a multi-year Substance Abuse Prevention Demonstration Grant for High Risk Youth.

BE IT FURTHER RESOLVED: that the Oneida Tribal Chairwoman, or the Vice Chair, is hereby authorized to negotiate and execute the contract and any amendments thereto.

MOTION BY KATHY HUGHES TO ADOPT RESOLUTION #5-3-95-G, SECONDED BY SANDRA NINHAM, MOTION CARRIED UNANIMOUSLY.

7. Amended Resolution for Bay Bancorporation
Submitted by Diane Danforth

WHEREAS, the Oneida Tribe has acquired an ownership interest in 33,000 shares of stock, or thirty-six and seven tenths percent (36.7%), of Bay Bancorporation, a duly formed bank holding company, and

WHEREAS, the Oneida Tribe has the option to purchase all outstanding shares of the stock of Bay Bancorporation, not already owned by the Oneida Tribe, on March 1, 2001,

and

WHEREAS, Bay Bancorporation has filed an application with the Board of Governors of the Federal Reserve System (hereinafter referred to as the "Board") seeking approval to acquire Bay Bank as its principal asset, and

WHEREAS, under the Bank Holding Company Act (12 U.S.C. 1841 et seq.) (hereinafter referred to as the "BHCA"), an entity is deemed to have control over a bank if it acquires ownership, either directly or indirectly, or control of twenty-five percent (25%) or more of any class of voting securities of a bank of bank holding company, and

WHEREAS, the BHCA makes it unlawful for a "company" to acquire control of a bank without first obtaining the approval of the Board, and

WHEREAS, the Board has requested that the Tribe and each Tribal Affiliate enter into the form Commitment Letter attached hereto in connection with the application of Bay Bancorporation, and

WHEREAS, these Commitments are obtained in an effort to place the Tribally controlled holding company in the same position as domestic bank holding companies for the purpose of enforcing federal banking laws, and

WHEREAS, it is in the best interest of the Tribe to enter into these Commitments in order to facilitate the approval of this application with the Board..

NOW THEREFORE BE IT RESOLVED that the Tribe agrees to provide to any Federal Banking Authority, the United States Department of Justice, or the United States Department of the Treasury all information requested in connection with any investigation, action or proceeding as it relates to the enforcement or possible enforcement of any federal or state banking law (hereinafter referred to as "Banking Law") with respect to any person or entity subject thereto, the ownership or control by the Tribe of Bay Bancorporation or Bay Bank, the operations or activities of Bay Bancorporation or Bay Bank, and the compliance of the Tribe with the provisions of said Commitments, and

BE IT FURTHER RESOLVED that the Tribe agrees to provide the Board access to and provide copies of all books and records to the extent necessary to enable the Board to examine the details of any transaction or series of transactions of Bay Bank or Bay Bancorporation with the Tribe if the Board has reasonable cause to believe that any such transaction or series of transactions: has taken place; was or is in violation of any Banking law on the part of the Tribe acting alone or in concert with Bay Bank or Bay Bancorporation; or had or may have a material adverse effect on the business or financial condition, results of operations, properties, or assets of Bay Bank or Bay Bancorporation; and

BE IT FURTHER RESOLVED that the Tribe hereby consents and submits to the personal jurisdiction (including acceptance of service of process) of any federal court of competent jurisdiction and of any Federal Banking authority for purposes of; any matter arising under or related to said Commitments, including any issue relating to the interpretation of any term or provision of, or any dispute arising under, or to any issue relating to the compliance of the Tribe with said Commitments; and of any investigation or possible investigation, action subpoena, examination, or proceeding by any Federal Banking authority, the United States Department of Justice, or the United States Department of the Treasury relating to the administration of any

banking law, and

BE IT FURTHER RESOLVED that the Tribe hereby irrevocably waives any claim of sovereign immunity and any claim that a tribal court has jurisdiction, in connection with any such matter, issue, dispute investigation, action, subpoena, examination or proceeding arising under or relating to the Commitments and/or administration or enforcement of any Banking law, and

BE IT FINALLY RESOLVED that the Tribe does hereby approve the terms and conditions contained in said Commitment Letter and authorize the Chairperson to execute Said Commitment Letter on behalf of the Oneida Tribe of Indians of Wisconsin and by such execution bind the Tribe, including each division, department, commission, committee, board, office, facility, and any other subordinate organization of the Tribe, to each provision of the Commitment Letter. In addition, this Resolution supersedes Resolution 4-24-95-A.

MOTION BY LORETTA V. METOXEN TO ADOPT THE AMENDED RESOLUTION #5-3-95-H, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

B. BINGO PASS REQUESTS

1. Headstart, Joylyn Cornelius (40 Bingo passes)
2. Oneida Early Childhood, Sally Jensen (20 Casino passes)

MOTION BY SHIRLEY HILL TO APPROVE THE BINGO PASSES FOR THE HEADSTART PROGRAM AND THE CASINO PASSES FOR THE ONEIDA EARLY CHILDHOOD PROGRAM, SECONDED BY SANDRA NINHAM, MOTION CARRIED UNANIMOUSLY.

C. REQUESTS

1. Request from Emmanuel Asoh RE: Utility Commission By-Laws

MOTION BY GARY JORDAN TO REFER THIS REQUEST TO LOC FOR REVIEW, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED UNANIMOUSLY.

2. Request from Kevin Cornelius RE: Project Cost Estimate for Oneida Inn

REQUEST WAS FOR INFORMATION ONLY. NO ACTION WAS REQUIRED.

3. Request from Julie Barton RE: Date for July Semi Annual General Tribal Council

MOTION BY SHIRLEY HILL TO APPROVE SATURDAY, JULY 8, 1995, 10:00 A.M. FOR THE SEMI-ANNUAL GENERAL TRIBAL COUNCIL MEETING, AND TO HOLD THE ONEIDA EXPO THE SAME DAY FROM 9:00 A.M. TO 3:00 P.M., SECONDED BY SANDRA NINHAM, MOTION CARRIED. JULIE BARTON ABSTAINED.

4. Request from Chris Doxtator RE: Land Management Actions

RESOLUTIONS FOR:

- a. Frank and Linda Kropp 5-3-95-I
- b. Theodore L. McCullick and Martha McCullick 5-3-95-J
- c. Mary E. Poenitsch 5-3-95-K
- d. Warnish Property 5-3-95-L
- e. Dean O'Connell 5-3-95-M
- f. Oneida Enterprise Development Authority, Inc. and Oak Ridge Plaza, Inc. 5-3-95-N

- g. Juan and Harriet Alicea DELETED
- h. Fischer Property 5-3-95-O
Sign Off for the VIP Bank

MOTION BY SHIRLEY HILL TO APPROVE ADOPTION OF RESOLUTIONS 5-3-95-I, 5-3-95-J, 5-3-95-K, 5-3-95-L, 5-3-95-M, 5-3-95-N, AND 5-3-95-O, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

MOTION BY LORETTA V. METOXEN TO APPROVE THE SIGN OFF FOR THE VIP BANK ACCOUNT (2) LOAN RENOVATION, SECONDED BY JULIE BARTON, MOTION CARRIED UNANIMOUSLY.

D. CONTRACTS/AGREEMENTS

E. TRAVEL REQUESTS

- 1. Ernie Stevens, Jr. May 19-21, 1995 to Lawrence Kansas
RE: 1995 Haskell Commencement - Pow wow

DEFERRED FROM THE APRIL 19, 1995 AGENDA.

MOTION BY KATHY HUGHES TO APPROVE TRAVEL FOR ERNIE STEVENS, JR. AND DEBORAH DOXTATOR TO LAWRENCE, KANSAS FOR THE HASKELL COMMENCEMENT, SECONDED BY JULIE BARTON, MOTION CARRIED. SHIRLEY HILL OPPOSED.

FOR THE RECORD: Shirley Hill opposed, not because she was opposed to the travel, but because she is opposed to the whole issue of Oneida's financial support for Haskell when it should be the responsibility of the Federal government.

- 2. Loretta V. Metoxen August 30 - September 8, 1995 to Beijing, China
RE: Fourth World Conference on Women

MOTION BY KATHY HUGHES TO DEFER THE TRAVEL REQUEST FOR LORETTA V. METOXEN TO BEIJING, CHINA TO THE MAY 17, 1995 AGENDA, SECONDED BY GARY JORDAN, MOTION CARRIED. LORETTA V. METOXEN ABSTAINED.

- 3. Deborah Doxtator April 24-25, 1995 to Ames, Iowa
RE: National Rural Conference **RETROACTIVE APPROVAL**

MOTION BY ERNIE STEVENS, JR. TO RETROACTIVELY APPROVE TRAVEL FOR DEBORAH DOXTATOR TO AMES, IOWA, FOR THE NATIONAL RURAL CONFERENCE, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

- 4. Kathy Hughes June 7-9, 1995 to Albuquerque, New Mexico
RE: Native American Finance Officers Association

FOR THE RECORD: Loretta V. Metoxen recommended that Bruce King also attend this meeting.

MOTION BY GARY JORDAN TO APPROVE TRAVEL FOR KATHY HUGHES TO ALBUQUERQUE, NEW MEXICO FOR THE NATIVE AMERICAN FINANCE OFFICERS ASSOCIATION, SECONDED BY JULIE BARTON, MOTION CARRIED. KATHY HUGHES ABSTAINED.

- 5 Ernie Stevens, Jr. May 16-19, 1995 to Salem, Oregon
RE: National Indian Athletic Association

MOTION BY JULIE BARTON TO DIRECT ERNIE STEVENS, JR. TO ADDRESS A LETTER TO THE GENERAL MANAGER TO APPOINT A STAFF PERSON TO TRAVEL TO SALEM, OREGON FOR THE NATIONAL INDIAN ATHLETIC ASSOCIATION, SECONDED BY SHIRLEY HILL, MOTION CARRIED. ERNIE STEVENS, JR. ABSTAINED.

FOR THE RECORD: Shirley Hill stated that she didn't feel that the Oneida Tribe, as a governmental entity, should be represented in the National Indian Athletic Association and that from this time forward, the administrative staff should assume the responsibility.

6. Gary Jordan August 3-4, 1995 to Door County, Wisconsin
RE: UWGB Small Business Seminar

MOTION BY ERNIE STEVENS, JR. TO APPROVE TRAVEL FOR GARY JORDAN TO DOOR COUNTY, WISCONSIN FOR THE UWGB SMALL BUSINESS SEMINAR, SECONDED BY KATHY HUGHES, MOTION CARRIED. GARY JORDAN ABSTAINED.

- Gary Jordan December 13-15, 1995 to Las Vegas, Nevada
RE: Smith Barney's 2nd Annual American Gaming Summit

MOTION BY LORETTA V. METOXEN TO APPROVE TRAVEL FOR GARY JORDAN TO LAS VEGAS, NEVADA, FOR THE SMITH BARNEY SECOND ANNUAL AMERICAN GAMING SUMMIT, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED. GARY JORDAN ABSTAINED.

8. Gary Jordan May 14, 1995 to Seattle Washington
RE: NIGA/NCAI Task Force Meeting

MOTION BY LORETTA V. METOXEN TO APPROVE TRAVEL FOR GARY JORDAN TO SEATTLE, WASHINGTON FOR THE NIGA/NCAI TASK FORCE MEETING, SECONDED BY KATHY HUGHES, MOTION CARRIED. GARY JORDAN ABSTAINED.

9. Artley Skenandore May 15-16, 1995 to Shoal Lake, Ontario
RE: Meeting with the Chiefs Councils

MOTION BY ERNIE STEVENS TO APPROVE TRAVEL FOR ARTLEY SKENANDORE, A REPRESENTATIVE FROM THE ENVIRONMENTAL RESOURCES BOARD, AND ONE BUSINESS COMMITTEE MEMBER TO SHOAL LAKE, ONTARIO, CANADA, FOR THE MEETING WITH THE CHIEFS COUNCILS, SECONDED BY KATHY HUGHES, MOTION CARRIED UNANIMOUSLY.

Gary Jordan recommended a contingency whether or not a Business Committee member attended.

F. VACATION REQUESTS

- Deborah Doxtator May 19 - 22, 1995

MOTION BY GARY JORDAN TO APPROVE VACATION FOR DEBORAH DOXTATOR FOR MAY 19 TO 22, 1995, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED UNANIMOUSLY.

XII. OTHER

XIII EXECUTIVE SESSION

A. OLD BUSINESS

1. Kathy Hughes

a. Directive of March 1, 1995

RE: Gaming Commission. Directive was to work on the sign off procedure and revise it for non-divisional entities.

Report due May 3, 1995.

MOTION BY LORETTA V. METOXEN TO DEFER THE GAMING COMMISSION REPORT TO THE FIRST MEETING IN JUNE, 1995, SECONDED BY GARY JORDAN, MOTION CARRIED. KATHY HUGHES ABSTAINED.

2. Deborah Doxtator

a. Directive of April 19, 1995

RE: Air Redesignation - FCP

For discussion in Executive Session.

Response due May 3, 1995

REPORT ON CLASS I AIR REDESIGNATION WAS SUBMITTED BY SANDRA NINHAM FOR INFORMATION ONLY. NO ACTION WAS REQUIRED.

B. NEW BUSINESS

1. Request from Kathy Hughes

MOTION BY SHIRLEY HILL TO AUTHORIZE THE TREASURER AND THE CHIEF FINANCIAL OFFICER TO IMPLEMENT A NATIVE SPEAKERS EMPLOYEE PLAN AS SOON AS POSSIBLE, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED. KATHY HUGHES ABSTAINED.

2. Request from Shirley Hill

MOTION BY GARY JORDAN TO DIRECT JULIE BARTON AND SHIRLEY HILL TO SCHEDULE A BUSINESS COMMITTEE RETREAT, SECONDED BY KATHY HUGHES, MOTION CARRIED. JULIE BARTON AND SHIRLEY HILL ABSTAINED.

3. Requests from Deborah Doxtator

MOTION BY GARY JORDAN TO APPROVE TRAVEL FOR DEBORAH DOXTATOR AND LORETTA V. METOXEN TO ONONDAGA, NEW YORK TO MEET WITH THE ONONDAGA NATION LEADERSHIP, SECONDED BY SANDRA NINHAM, MOTION CARRIED. SHIRLEY HILL AND LORETTA V. METOXEN ABSTAINED.

MOTION BY LORETTA V. METOXEN TO APPROVE A MEETING WITH THE BUSINESS COMMITTEE AND THE MAYORAL STAFF AND TO SCHEDULE A PRIOR BRIEFING MEETING WITH CHIEF COUNCIL, THE GENERAL MANAGER, AND THE LOBBYISTS, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

MOTION BY SHIRLEY HILL TO SET UP A MEETING WITH THE REPATRIATION STAFF REGARDING MASKS AND BELTS, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

4. Request from Shirley Hill

MOTION BY KATHY HUGHES TO DIRECT SHIRLEY HILL TO WRITE A LETTER TO THE AIRPORT HOTEL CORPORATION REGARDING THE SALE OF ALCOHOLIC BEVERAGES AT THREE SISTERS, SECONDED BY ERNIE STEVENS, JR., MOTION CARRIED. SHIRLEY HILL ABSTAINED.

5. Request from Shirley Hill

REQUEST FOR CLARIFICATION OF TRUST COMMITTEE MINUTES WAS FOR INFORMATION ONLY. NO ACTION WAS REQUIRED

6. Request from Audit Committee

MOTION BY JULIE BARTON TO REQUEST THE AUDIT COMMITTEE CHAIR TO DEVELOP FORMAL PROCEDURES FOR THE DISSEMINATION OF THE AUDIT REPORTS, SECONDED BY GARY JORDAN, MOTION CARRIED UNANIMOUSLY.

7. Request from Debra Powless

MOTION BY SANDRA NINHAM TO ASSIGN JULIE BARTON TO SEND A COPY OF THE MEMO FROM DEBRA POWLESS DATED APRIL 30, 1995 TO CAROL LIGGINS AND REQUEST A RESPONSE, SECONDED BY SHIRLEY HILL, MOTION CARRIED. JULIE BARTON ABSTAINED.

8. Request from Gerald L. Hill

REQUEST REGARDING A TAXATION SEMINAR WAS FOR INFORMATION ONLY NO ACTION WAS REQUIRED.

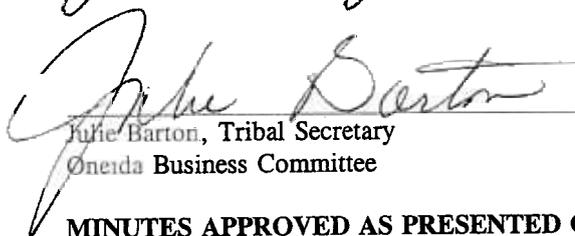
XIV. RECESS/ADJOURN

MOTION BY LORETTA V. METOXEN TO ADJOURN, SECONDED BY SHIRLEY HILL, MOTION CARRIED UNANIMOUSLY.

MEETING ADJOURNED AT 12:55 P.M

Respectfully submitted,


Judith L. Jourdan, Recording Secretary


Julie Barton, Tribal Secretary
Oneida Business Committee

MINUTES APPROVED AS PRESENTED ON MAY 10, 1995.