

# Oneida Tribe of Indians of Wisconsin

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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.

**Special Business Committee Meeting  
Continuation of the April 20, June 4, GTC  
Oneida Business Committee Special Meeting of July 1, 1998  
3:30 p.m.  
Norbert Hill Center**

**Present:** Deborah Doxtator, Chair, Gary Jordan - Vice Chair, Kathy Hughes- Treasurer, Shirley Hill, Sandra Ninham, Leland Danforth - Council Members

**Excused:** Julie Barton - Secretary, Tina Danforth - Council Member

**Called to Order at 4:00 p.m. by Deborah Doxtator**

This meeting is a follow-up meeting to the Special Business Committee Meeting that was held at 2:30 p.m., July 1, 1998 regarding the continuation of the Investigative Task Force General Tribal Council Meeting of April 20th and June 4th.

**MOTION BY GARY JORDAN TO ACCEPT PLANS A-E AND ITEMS 1-4 AS THE AGENDA, SECONDED BY SHIRLEY HILL. MOTION CARRIED UNANIMOUSLY.**

**MOTION BY KATHY HUGHES TO RESCIND THE MOTION OF THE PREVIOUS MEETING HELD JULY 1, 1998 AT 2:30 P.M. MADE BY LELAND DANFORTH, SECONDED BY GARY JORDAN. LELAND DANFORTH OPPOSED. MOTION CARRIED UNANIMOUSLY.**

**A The Personnel Policies and Procedures Handbook (commonly known as the Blue Book) should be construed in favor of the employee.**

**Plan:** The HR Steering Committee that is presently revamping the Personnel Policies overall has taken an approach to restructure the policies with input from a cross-section of community, management, employee, members of boards, committees, commissions, school personnel, etc. also a module of development that encompasses the vision, mission, and goals of the Nation. A status report will be given at the semi-annual GTC meetings.

**MOTION BY GARY JORDAN TO APPROVE THE PLAN AS DRAFTED BY COUNCIL WOMAN SHIRLEY HILL, SECONDED BY SANDRA NINHAM. LELAND DANFORTH OPPOSED, SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**B. Disciplinary actions and discharge from employment should be made only upon showing of good cause by management.**

**Plan:** Resolution for equal representation to be brought through the law making processes of the Nation to be brought for consideration to the G.T.C. Also a more defined process to be included in the restructured Personnel Policies that the HR Steering Committee is working on.

**MOTION BY SANDRA NINHAM TO ACCEPT THE PLAN, SECONDED BY GARY JORDAN. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**C. The Oneida Administrative Procedures Act and other Tribal Laws protecting employee rights need to be utilized.**

**Plan:** The Human Resource Department's office of Education will set up a schedule for training all levels of management regarding the Administrative Procedures Act within a period of 18 months, with a report back to GTC to include the names of those that received the training, also that this be a requirement position in the job descriptions for new hires.

**MOTION BY GARY JORDAN TO APPROVE AND ADOPT THE PLAN OF IMPLEMENTATION DRAFTED BY COUNCIL WOMAN SHIRLEY HILL, SECONDED BY ERNIE STEVENS, JR. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**D. The membership of the Oneida General Tribal Council should have an attorney representing the interest of the membership at the GTC meetings.**

Item D is deferred to Item 2.

**E. Electronic voting modules are needed at GTC meetings to accurately count voting.**

Item E is deferred to Item 1.

**Item 1: Hand Voting Module**

**Plan:** The Oneida Business Committee could put this in the budget for GTC approval

**Plan:** Presentation by vendors should be available to the GTC on the three options so a

knowledgeable decision can be made.

**MOTION BY ERNIE STEVENS, JR. TO TABLE THIS ITEM AND DIFFERENT RECOMMENDATIONS BE MADE UNTIL THERE IS A PERMANENT MEETING SPACE FOR GENERAL TRIBAL COUNCIL, SECONDED BY SANDRA NINHAM. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**Item 2: Independent Law Staff for GTC**

**Plan:** The GTC shall establish and MOU/MOA with specific attorney to represent the membership specifically while in session. The attorney may be one of the existing or would have to be established through the budget.

**Plan:** Standard Operating Procedures for that person would have to be defined by the GTC membership.

**MOTION BY GARY JORDAN TO REFER THIS ITEM TO GERALD L. HILL TO ESTABLISH AN MOU/MOA AND TO WORK ON THE DEVELOPMENT OF THE POLICY AND STANDARD OPERATING PROCEDURES, WITH A REPORT BACK ON SEPTEMBER 30, 1998, AND REFER THE RESOLUTION TO THE LOC WHICH IS PERTINENT TO THAT ISSUE, SECONDED BY SANDRA NINHAM. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**Item 3: Audit by outside firm**

**Plan:** Report to GTC the deficiencies and a plan of action to cure them.

**MOTION BY SANDRA NINHAM THAT THERE BE FOUR PUBLIC NOTICE AREAS DESIGNATED IN THE FUTURE FOR REVIEW OF THE AUDIT FOR GENERAL TRIBAL COUNCIL MEMBERSHIP, SECONDED BY GARY JORDAN. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

**MOTION BY GARY JORDAN TO REFER THIS ITEM TO THE LOC TO INCORPORATE THIS CONCERN INTO THE PROPOSED AUDIT LAW AS IT IS BEING PROPOSED, WITH A REPORT BACK TO THE BUSINESS COMMITTEE IN THIRTY DAYS, SECONDED BY SANDRA NINHAM. MOTION CARRIED UNANIMOUSLY.**

**Item 4: Complete Codification**

**Plan:** Establish time lines for completion and status report to GTC at annual and semi-annual meetings or as early as November or December, 1998.

**MOTION BY KATHY HUGHES TO REFER THIS PLAN TO THE LOC FOR A**

**STATUS REPORT TO GTC FOR THE ANNUAL OR SEMI-ANNUAL GTC MEETING, SECONDED BY SANDRA NINHAM. SHIRLEY HILL ABSTAINED. MOTION CARRIED.**

Shirley Hill abstained because she offered the plan of actions.

**Recess\Adjourn:**

**MOTION BY SANDRA NINHAM TO ADJOURN, SECONDED BY ERNIE STEVENS, JR. MOTION CARRIED UNANIMOUSLY.**

**Respectively Submitted,**

A handwritten signature in cursive script that reads "Deborah Doxtator".

**Deborah Doxtator, Tribal Chairwoman  
ONEIDA BUSINESS COMMITTEE**