



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, Inc.

*Approved as committee*  
4/16/79  
*mtg*



UGWA DEHOLUH YATERE

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.

DE PERE  
ROUTE 4



WISCONSIN  
54115

SPECIAL MEETING  
March 27, 1979  
8:30 a.m.

Present: Chrmn. Purcell Powless, Secretary Patricia Misikin, Members: Edwin King, Margaret Doxtater, Myron Smith and Loretta Metoxen  
Also present: Ted White

Meeting was called to order at 8:35 a.m. First item of discussion concerned the role of the EEO position on the Personnel Selection Committee. Loretta moved that the EEO be present at Personnel Selection Committee interviews but that he/she function so that all candidates are afforded an equitable opportunity to be selected for the position they are applying for and that the EEO monitor the interview process and not have a vote in the selection. Pat seconded. Vote was 5 for and 1 opposed. Motion carried.

It was suggested that Ted recruit an additional voting member from the community-at-large. Ted suggested that the other voting member be from the Business Committee if allowable. Loretta amended her motion to include a statement that Ted White recruit another person from the community-at-large or from the Business Committee, if allowable, to fill the voting structure of the Personnel Selection Committee. Second concurred. Vote was 5 for and 1 opposed (Myron). Motion carried. Edwin volunteered to serve on the Committee if allowable.

Ted requested that the above action be effective April 1 because of a grievance that is currently being processed. Loretta made a motion that Ron Larsen, the EEO, continue with the current grievance process until culminated. Edwin seconded. Motion carried unanimously.

Town of Oneida Chairman Bill Van Boxtel asked to use the Tribal Building on 4/10/79. Myron moved to grant permission to use the Tribal Building as requested. Loretta seconded. Motion carried unanimously.

Discussion ensued about discriminatory and non-allowable questions asked during the interviewing process of personnel selection. Pat made a motion that the Personnel Selection Committee be informed of the obligations for sitting on the Personnel Selection Committee and that they be given any other pertinent information regarding discriminatory questions or statements. Margaret seconded. Motion carried unanimously.

Ted cited problems with Workmen's Compensation because of the various hiring committees within the Tribe. There have been cases in the past where the Tribe failed to report an injury on the job at the time it occurs. It was suggested that all new employees be given an orientation into Tribal procedures. Mark moved that all new Tribal employees receive an orientation upon being hired for employ and that the orientation be given by the Directors and the Personnel Manager and that, further, CETA orientate their new employees and give the same policies and procedures information to their personnel.

Loretta seconded the motion. Motion carried unanimously. Margaret made a motion that we accept the Personnel Manager's recommendation that CETA take full responsibility related to insurance and Workmen's Compensation benefits. Mark seconded. Loretta amended the motion to include that CETA incur any financial penalties related to CETA employees/trainees. Motioner and second concur. Motion carried unanimously.

Discussion ensued about the proposed pay plan. The only exceptions to the plan are 638 and "GS" employees and the Business Committee. Lengthy discussion ensued about the 6% increase and how it came about. General consensus was that the proposed pay plan is good but that the evaluation process needs to be refined and that the mathematical errors in the scale need to be corrected before approval is made.

Ted suggested that the Tribe select a person to be trained for the position of Personnel Manager.

Discussion ensued about the various retirement plans Ted has reviewed. The IRA plan was not included and would probably cost more but should have been listed as another option. There hasn't been an indication of the interest on the part of Tribal employees and it was the general consensus that the retirement plan would probably entice more participants if the Tribe could contribute more toward the cost of the plan as part of our fringe package. No action taken.

(Meeting recessed at 10:50 a.m. and reconvened at 11:00 a.m.)

CETA: Margaret made a motion to approve Janet Ninham for the position of Inventory and Supply Clerk at the Health Center. Mark seconded. Motion carried unanimously.

Loretta moved to approve the hiring of Leland Danforth for the Boys Club Program Director position under the condition that his certification from Brown County CETA Office is approved. Mark seconded. Motion carried unanimously.

Request was made to give Mary Ellen Stephan a promotion increase to \$3.65/hour through June 11 when the Language Program is completed. Mark moved to approve the request. Pat seconded. Motion carried unanimously.

Request was made to give Carolyn Skenandore a promotion increase to \$3.75/hour based on additional duties she is performing at the Civic Center. Discussion ensued about previous pay increases in the past few months. Pat moved to approve the \$3.75/hour wage request and that the request be good for a period of one year. Edwin seconded. Vote was 2 for and 4 opposed. Motion lost. Discussion ensued about Carolyn's job description.

Loretta recommended that we establish procedures for step and merit/promotion increases. She suggested that a statement of reclarification of job duties be drafted. Mark moved to approve Carolyn's wage increase to \$3.75/hour contingent on a reclarification statement of her job duties. Loretta seconded. Vote was 4 for and 2 opposed (Myron). Motion carried.

A position promotion increase to \$4.80/hour was requested for Barbara Skenandore. Loretta moved to approve the request. Mark seconded. Vote was 4 for and 2 opposed (Myron). Motion carried.

A wage promotion increase of 50¢/hour was requested for Mike King. Mark moved to approve the request. Edwin seconded. Vote was 5 for and 1 opposed (Myron). Motion carried.

Meeting recessed at noon and reconvened at 1:40 p.m.

Discussion ensued on the BIA Labor Force report. Tony suggested that our figures be inflated based on what other reservations are submitting and receiving approval for. General consensus was that Oneida Tribe submit "reasonably high estimates that we can reasonably justify". The figure of 240 based on the increased labor force seemed to be the general consensus.

Question was raised about CETA's financial services to Flandreau students. Loretta requested a statement from Tony indicating why the request cannot be implemented this year and telling the students that it will be implemented for the next school year starting in September.

Loretta moved that no employees of the Tribe be granted a leave of absence for the purpose of other employment. Edwin seconded. Motion carried unanimously.

MUSEUM: The contractor responsible for building the cases at the Museum is asking for settlement of their account or that they be allowed to complete the work. Alan indicated that the \$5812 in the escrow account cannot be touched because it is held jointly with the Tribe and the contractor with the bank as mediator. Alan felt that it would be less than desirable to pursue having the contractor return to finish the cases because of the quality of their work. It would cost an estimated \$3500 to bring the cases up to design specifications. Alan recommended that the Tribe sue the contractor for the \$3500 to complete the work correctly and also for the \$5812 in the escrow account. Mark moved to approve the recommendation. Loretta seconded. Motion carried unanimously. The Tribe will pay the \$3500 and reimburse that amount from the escrow account.

LAND COMMITTEE: Planning Office presented a map believed to be authentic of the reservation boundaries as defined by the Treaty of 1838 to the Land Committee on 3/22/79. The map was drawn in 1872 from the survey notes of 1838. The map reflects a discrepancy of approximately 3000 acres which does not show in maps being currently used by the Tribe. Request was made that all official records and documents of the Tribe be corrected to reflect the boundaries as defined by the map of 1872. Margaret moved to approve the request. Edwin seconded. Motion carried unanimously.

Request was made that the Tribe forward a request to the BIA that any shortages contained in boundary errors be accounted for and that any ejectment and/or possession action be instituted including any accompanying suits for damages and/or just compensation and that this action be submitted to the BIA prior to 3/31/80. Mark made a motion to approve the request. Edwin seconded. Motion carried unanimously. It was suggested that the request take resolution form and Loretta volunteered to assist in drafting the resolutions.

FREEDOM HIGH SCHOOL: Discussion ensued about the condition of the gym and growing abuse of the Tribal Building. Mark moved to suspend the Freedom High School students from using the gym on Thursday evenings until further notice. Edwin seconded. Motion carried unanimously.

Loretta suggested that different charges for non-Tribal groups be set when requests to use the gym or the kitchen are presented. Currently, the charge is \$10 for the use of the gym and \$10 more if the kitchen is used. Mark moved to charge \$25 for the use of the gym and \$25 more if the kitchen is used and that this apply to non-Tribal persons or groups. Edwin seconded. Motion carried unanimously. It will be further required that the kitchen and the areas used be cleaned.

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Loretta moved that Carl draft information regarding the advantages and various options available to locating on the Industrial Park and that this information be submitted to Henry Avalos within the next two weeks. Margaret seconded. Motion carried unanimously.

Secretary indicated an increase in her workload because of the special meetings and requested consideration of hiring a secretary to assist her. It was suggested that the secretary be hired from CETA at a salary of \$3.50/hour. Loretta moved to request the position from CETA from both Brown and Outagamie Counties. Edwin seconded. Motion carried unanimously.

It was stated that the Echohawk Project needs a supervisor. Tony suggested that a member of the Business Committee be that person. This person would review timesheets, monitor work hours and time schedules for producing plays, and make sure that reports are submitted regularly. Mark and Edwin volunteered to act in the capacity stated.

Pat moved to adjourn. Mark seconded. Motion carried unanimously. Meeting adjourned at 3 p.m.

Respectfully submitted,



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Patricia Misikin, Tribal Secretary