

# Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-1260

Oneida, WI 54155



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

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  
Recl 8 11-87*

## SPECIAL MEETING

TUESDAY, JULY 14, 1987

Meeting called to order at 1:30 P.M.

Present: Purcell Powless-Chairman, Richard Hill-Vice Chairman, Kathy Hughes-Treasurer, L. Gordon McLester-Secretary, Lloyd Powless, Lois Powless, Tony Benson, David King-Council Members

Excused: Mark Powless

Others: Anna John, Bob Niemela, John Powless

## AGENDA

Rick Hill moved to adopt the agenda, Kathy Hughes seconded. Motion carried.

## ANNA JOHN REQUEST

Chris Parrims requested an ice making machine for the Nursing Home. Anna John requested on behalf of the Nursing Home. Bob Niemela is working on an ice machine working out of the NHC which is going through Finance & Appropriations. Bob Niemela will follow-up on the request.

## SICK TIME POLICY

Kathy Hughes moved to approve placing back in the bank the accumulation as of the change over date, and the sub-committee would continue developing a policy that will come up with some enforcement tools so that the Managers and Supervisors can prevent the abuse of the sick time policy, but on an interim basis that we put back the hours that all the employees accumulated at the point of change over, along with the new policy. Rick Hill seconded. Motion carried.

Kathy Hughes moved that Sharon Cornelius coordinate the formation of the Sub-committee, which would be a joint committee of the employees and the Business Committee, with the employees designating who their representatives will be. Rick Hill seconded.

1. Abuse of the policy
2. Procedures to handle abuse  
Alternatives

SICK TIME POLICY (Continued)

Time should be given for people that have to take off work for this Committee Motion carried. Dave King moved that the policy be brought back in 30 days. Lloyd Powless seconded.

VITA COURSE PLACEMENT

Terry Jordan met with Bud Clay, Dean Rollins, and Cliff Webster on June 26, 1987 in regards to a VITA Course. It was an overall consensus that this course be placed on the trail behind the N.H.C. with the stipulation that the trail be upgraded.

The upgrading of the trail will be done by W.C.C. and will consist of laying down of barkchips, low limb removal, and helping to install the equipment by cutting out the areas for each exercise station.

Rick Hill moved to approve the Vita Course with the understanding that they would also address the path directly adjacent to Duck Creek. Tony Benson seconded. Dave King abstained. Motion carried.

ENROLLMENTS

A list of enrollments for the months of June and July 1987 were submitted.

Rick Hill moved to approve of the enrollments, Dave King seconded. Motion carried.

UPDATE ON THE ONEIDA DANCE GROUP TRIP TO GERMANY - Gordon McLester

In June of 1986, Mr. Karl Stocker and a reporter friend of his from Germany were traveling through our area and stopped to visit our Museum. Gordon McLester was called at home and asked to give them more information about the Oneida People. They had just come from the Menominee Community and were anxious to learn more about the American Indian in general. They viewed the films that were made by the Tribe during the mid 70's, which included our Dance Group. They asked if our Dance Group would consider a tour to Germany if they could arrange it. They were told that the Dance Group would be interested and Carl Stocker went back and started work on a possible tour. Since that time, the Group has had various meetings trying to put everything together. The scheduled time is October 14, 1987 to November 4, 1987. It was explained from the beginning that the Oneida Dance Group was not a part of the Tribal Government, but they were all Oneida people. Their response was that they would like this to be a government to government arrangement if possible, where the Oneida government would support the invitation to the Oneida Dance Group to tour Germany with no financial expense from the Oneida Government.

ONEIDA DANCE GROUP (Continued)

There would be 24 Oneida people on the tour. They will be doing a combination of Traditional dances, Pow-wow dances and Oneida songs. The elders will be able to cover the traditional and contemporary areas very well.

The Business Committee asked for a list of names of the Oneida Dance Group

TRAVEL REQUEST FOR LLOYD POWLESS

Lloyd Powless would like to change his earlier request for travel to the AILCEB Meeting from July 21, 1987 to July 20, 1987 and add a request for July 21, 1987 to attend a legislative hearing on Social Service Block Grant proposals in Madison, WI.

Lois Powless moved to approve, Dave King seconded. Lloyd Powless abstained. Motion carried.

BINGO REORGANIZATION - Bob Niemela

A reorganization plan for the Oneida Bingo Enterprise has been submitted to the Business Committee for review. The recommended changes are based upon a preliminary management review which occurred concurrently with the internal bingo investigation.

The reorganizational changes proposed would ensure more clear cut lines of authority, responsibility, accountability and chain of command. It is believed that the recommendations will enhance the current bingo enterprise operation and are intended to be helpful and constructive. They are not intended to be critical of the current personnel, procedures or the manner in which procedures or policy is now being implemented. The attached organizational chart delineates the proposed changes.

The new titles would be a Bingo Facilities/Promotions Director (Sandra Ninham), Director of Bingo Operations (Alma Webster), and Director of Instant Ticket Operations (Pat Misikin). The chart is self explanatory as to the positions responsible to the above three management positions. Due to the circumstances of the operations, these positions have been reporting to be on a temporary basis; Bob is now requesting that this be made permanent. Also attached are three new job descriptions for these positions.

There are also two new job descriptions under the Instant Ticket Operation. One is for two (2) supervisory positions to work directly under the Director of Instant Tickets. The other job description is for the cashier/seller area of tickets.

Per the directive from the Business Committee to institute stop gap methods, Barb Reynolds was transferred on an emergency basis on March 10, 1987. Barb realizes that she will have to apply for this position when approved, graded

BINGO REORGANIZATION (Continued)

and posted. Barb's move was made possible because of the gift shop restructuring due to poor bottom line performance. This restructuring was precipitated as a result of our monthly financial review with the Business Committee in February.

The other job description is for the cashier/seller area. Salary grade #8 fits in with the rest of the cashier/sales clerks in our current structure. The problem is that a new regular Bingo worker on a salary grade #6 receives a \$.50/hour rate differential. This puts a starting floor worker at Bingo, \$.02/hour over a starting cashier in the Tribe.

Alternatives to advance every existing Bingo worker to equalize the \$.50/hour differential in salary grade #6 or perpetuate the \$.50/hour differential. The differential alternative is a nightmare for a salary grade system. The original \$.50/hour differential was set up to compensate for P.M. and weekend shifts. The computerized payroll system never differentiated, thus all workers across the board received additional pay for every hour worked.

Our sole purpose to place the people working in the cashier/sellers area in a higher grade is to attract more people into this position. I also believe this new grade is commensurate with the duties and responsibilities of handling this type of work. I also believe that our Bingo floor workers who do this same type of work in either the main Bingo selling booth or the bus selling booth deserve the same salary grade #8.

The next area of concern is that a new position be created for Enterprise Auditor. This position is needed immediately to be brought in on the ground floor to learn the computerized internal control system. This person will be devoting their time fully to the Bingo/Instant Ticket Operations until our house is in satisfactory condition. The entire enterprise area in the future will be this persons domain as far as internal auditing.

<u>EXISTING POSITION</u>	<u>NEW TITLE</u>	<u>TIME FRAME</u>	<u>CURRENT GRADE</u>	<u>PROPOSED GRADE</u>
Bingo Manager	Bingo Facil/Prom. Direc.	Immediate	22	
Asst. Bingo Mgr.	Dir. of Bingo Oper.	Immediate	20	
Cig./Pull Tab Supr.	Direc. of Inst. Tick. Oper.	Immediate	15	
None	Instant Ticket Supr.(2)	Posting	N/A	
Bingo Worker	Cash/Sales Clk. Instant	Immediate	6	8
Bingo Worker	Cash Sales Clk. Bingo	Immediate	6	8
Bingo Worker	Various	Future	6	?

The operation has grown to a position where defined lines of authority and responsibility are needed. The attached organization changes and job descriptions meet these needs. Wipfli-Ullrich concurs with these changes/additions. The operations morale will be increased; employees will be able to set sights for future job promotability.

After discussion, Kathy Hughes moved to have a final report back to the Business Committee on Friday, July 17, 1987. Gordon McLester seconded. Motion carried.

114  
=

CIGARETTES & PULLTABS AT THE HOTEL - Bob Niemela

Bob Niemela would like to approach the Hotel Board to put pull tabs and tobacco into the hotel. He would like this to be a tribally run business. When this is approved by the Hotel Board, he would like to set a plan in place to be reviewed by the Business Committee.

Lois Powless moved to approve, Dave King seconded. Motion carried.

NATIVE AMERICAN TASK FORCE MEETING - Lloyd Powless

The Native American Task Force is planning to hold a meeting at the Rodeway on August 14-16, 1987. Lloyd Powless is a member of the Task Force. He would like to have approval to set up a tour, coordinate use of Norbert Hill Center and sponsor a lunch. Approximately 16-17 members and support staff will be present. Their main focus has been environmental issues. They will be send a tentative agenda as soon as possible. They will be inviting members of Wisconsin Tribes and Organizations who deal with environmental issues.

Gordon moved to approve, Kathy Hughes seconded. Motion carried

RETROACTIVE APPROVAL FOR TRAVEL OF THE ONEIDA CHILD PROTECTIVE BOARD MEMBERS

At the Oneida Child Protective Board meeting of June 24, 1987, a request was made to have Kathy King request travel allowance for three (3) Board members to attend the postponed Hearing of the Indian Child Welfare case in Chicago, Illinois on July 13, 1987 at 10:30 a.m.

The Board is requesting retro-active approval for per diem for three members for a total of \$171.00. Because Sandra Hill was not at this meeting, Kathy King was not informed in time to schedule this for the agenda and the Business Committee was not scheduled to meet on Friday, July 10, 1987.

Kathy Hughes moved to approve, Dave King seconded. Motion carried.

FITNESS CENTER POLICY

Dean Rollins has presented three proposal which would be changes in Fitness Center Policy and would need Business Committee approval. Bud Clay would require him to give me feedback each month on the changes to be sure they do not adversely affect the Fitness Center operation. Following are Dean Rollins' recommendations for these three proposals:

1. Institute a limited guest pass policy, only for those visiting a tribal member or employee.
2. Allow summer school faculty access to the facility through the month of July.
3. Allow 13 and 14 year olds to use the facility when accompanied by a parent.

Kathy Hughes moved to approve, Gordon McLester seconded. Motion carried.

ONEIDA TRIBE OF INDIANS OF WISCONSIN  
SPECIAL MEETING - JULY 14, 1987  
Page 6

MINUTES TO BE APPROVED:

June 2, 1987 - Approved as Read	June 12, 1987 - Approved as Read
June 3, 1987 - Approved as Read	June 23, 1987 - Approved as Read
June 5, 1987 - Approved as Read	June 26, 1987 - Approved as Read
June 9, 1987 - Approved as Read	June 30, 1987 - Approved as Read
	July 1, 1987 - Approved as Read

TRAVEL REQUEST - Tony Benson

Tony Benson is requesting approval to travel to Minneapolis on July 22 & 23, 1987 to meet with the BIA on Oneida Trust monies and also to get information on Economic Development and make some contacts for John Powless, regarding possible Economic Development ventures.

Kathy Hughes moved to approve, Gordon McLester seconded. Motion carried.

HOTEL REQUEST - Janice Hirth

The Hotel is requesting a short term note for additional cash flow for \$150,000. The following areas are of immediate concern:

July Mortgage Payment	92,383.48
Down payment of 20% for Ins. Premiums	10,002.00
July payment to Tifco	4,597.35
July Ins. payment to Alexander & Alexander	24,722.00
Pending vendors	18,295.17
	<u>\$150,000.00</u>

Dave King moved to approve the request, Lois Powless seconded. Motion carried.

UWGB CHANCELLOR OUTCALT VISIT

The Business Committee had originally agreed to host a visit from Chancellor Outcat on April 8. This was followed by a number of attempt to finalize a date when both Mr. and Mrs. Outcalt could attend. Charles Leonard received a telephone call from the Chancellor's secretary informing him that he is now back from a month in Europe, and he and his wife are again expressing their interest to meet with Oneida. The Tribal Secretary stated that if July 23, 1987 was convenient for the Business Committee, the Chancellor would set aside any part or all of the day to visit the Reservation.

If there is Business Committee Support, Charles Leonard will contact the Chancellor's office and work on the details.

Lloyd Powless moved to set up a meeting with the Chancellor on July 23, 1987  
Kathy Hughes seconded. Motion carried.

#### VACATION REQUESTS

Jerry Hill is requesting vacation 21, 22 & 23, 1987.

Mark Powless is requesting vacation for July 14 - 17, 1987, and a Personal Day for July 13, 1987.

Kathy Hughes is requesting vacation for August 17 - 21, 1987.

Lois Powless moved to approve, motion carried.

#### TRAVEL TO SYRACUSE NEW YORK

The Oneidas that reside on the 32 acres territory in New York have extended an invitation to the Canadian & Wisconsin Oneida Litigation Committees to come out there to take a tour of their operation on July 16 & 17, 1987.

Because of the short notice, no plans have been made at this time. Lloyd Powless moved that if possible, two delegates from the Land Claims Commission be allowed to attend and the Litigation Committee send the members that they decide on. Dave King seconded. Motion carried.

#### RETIREMENT DINNER FOR BARBARA DENNY

Lois Powless requested that the Tribe support a recognition dinner for Barbara Denny on Friday, July 17, 1987. Rick Hill seconded. Motion carried.

#### BINGO PASSES

On August 2-7, 1987, the Oneida Tribe and Health Center will be hosting the annual Indian Health Service/Bemidji Area Dental Meeting at the Rodeway. Roberta Kinzhuma is requesting approximately 40 Bingo passes for dental staff and their families.

Lois Powless moved to approve with the addition of a charge of \$10.00 per pack. Kathy Hughes seconded. Motion carried.

#### MUSEUM MINUTES & MEMO FROM COMMUNICATIONS OFFICE

In the months of July and August the Communications Office has four important tour groups scheduled, not including a few smaller groups. The normal tour route has always included the Oneida Nation Museum, an extremely significant portion of their regularly scheduled tours. Recently this has created a problem because of the lack of artifacts in the exhibits at the museum.

It has now become quite an embarrassment to tour the museum, as several of the exhibits are now no longer on display. The museum brochures boast, "The Oneida Museum in the Largest ongoing exhibition of Oneida History and artifacts in the world."

Barbara Webster suggests the Museum be closed to redesign the exhibits or re-stock them. At this point there is no reason to boast about the exhibit that is entirely disappointing compared to the brochures being circulated at the height of the tourism season.

MUSEUM MINUTES & MEMO FROM COMMUNICATIONS OFFICE (Continued)

After discussion, Lloyd Powless made a motion that Bill Gollnick review this situation with the Museum Board and Communications and bring back a report on Friday. Kathy Hughes seconded. Motion carried.

Lloyd Powless moved to amend the motion that Lois Powless follow up on this matter since Mark Powless will not be in house. Motion carried.

ANDERSON CORNELIUS AT G.L.I.T.C. BANQUET - Dave King

Lloyd Powless moved to approve Anderson Cornelius be recognized at the G.L.I.T.C. Banquet, Tony Benson seconded. Gordon McLester abstained. Motion carried.

FORT HOWARD SLUDGE POND - John Powless

A request is being made to allow the Oneida Development Division to investigate the feasibility of developing a waste recycling process for Fort Howard's sludge by-product.

AIR Research, a waste recycling firm, has approached the Tribe with a recycling process that might lend itself to making a product out of the sludge that could be profitable for the Tribe and Fort Howard on a joint venture arrangement.

John Powless stated that he would be interested in conducting some in-house experiments at Fort Howard which would examine the technology developed by AIR Research and the applicability of that technology to Fort Howard sludge.

The successful development of a waste recycling process would serve to enhance the Tribes present and future economic development projects on the airport property site.

Not wanting to compromise any of the present negotiations with Fort Howard by our legal department, John would request authorization to proceed with approaching to see what possibilities exist for a joint venture project.

Lois Powless moved that John Powless meet with the Sub-committee working with Fort Howard, Dave King seconded. Motion carried.

LOCKER ROOMS FOR FITNESS CENTER - Dave King

Rick Hill moved to take this item off the table. Lloyd Powless seconded. Motion carried.

There is a need to complete the fitness center facilities by adding adequate lockers and installing the saunas. The lack of clean lockers detracts greatly from the fine facility that has been developed upstairs. If the lockers that were to be purchased earlier are still available, Dave would recommend we purchase them immediately. Growth in membership would be enhanced with the addition of clean lockers and a sanitary locker room condition.

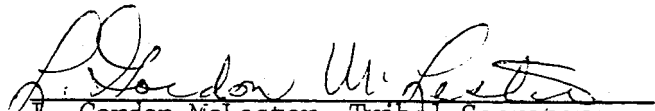


ONEIDA TRIBE OF INDIANS OF WISCONSIN  
SPECIAL MEETING - JULY 14, 1987  
Page 9

LOCKER ROOMS FOR FITNESS CENTER (Continued)

Kathy Hughes moved to approve the gym lockers, Dave King seconded. Motion carried.

3:15 p.m. Dave King moved to recess, Gordon McLester seconded. Motion carried.

  
\_\_\_\_\_  
L. Gordon McLester, Tribal Secretary  
Oneida Business Committee