

Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-2214

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
Read, Corrected
7-10-91

REGULAR MEETING

WEDNESDAY, JUNE 26, 1991

Present: Deborah Duxtator-Vice Chairperson, Loretta V. Metoxen-Treasurer, Julie Barton, Mark Powless, Shirley Hill-Council Members

Excused: Richard Hill-Chairman (Washington, D.C.) Amelia Cornelius-Secretary (Washington, D.C.) Lloyd Powless, Russell Metoxen-Council Members (Both in Madison)

Others: Chris Duxtator, Mary Ellen Hayes, Sarah Plummer, Debbie Powless, Judi Cornelius, Vern Duxtator, Louise King, Sue Paremski, Alma Webster, Ron Peterson, L. Gordon McLester, Chas Wheelock, Vicki Cornelius, Tonya Alecia, Eric Krawczyk, Sharon Metz, Z. Ron Skenandore, Arlene Benson, Susan Collar, Steve Stevens

PRAYER: Deborah Duxtator

I. CALL TO ORDER: By Vice-Chairperson Deborah Duxtator

II. APPROVAL OF AGENDA

Shirley Hill moved to adopt the agenda as amended:

- A) New Position-Gaming
- B) Travel Report for Russell Metoxen - Atlanta, Georgia
- C) Appeal Extension Date
- D) Vacation Request for Mark N. Powless
- E) Petition - Date for GTC
- F) Use of Tribal Logo for Reproduction
- G) Travel to Bethesda, Maryland for Loretta Metoxen

Mark Powless seconded. Motion carried unanimously

III. NEW EMPLOYEES: None scheduled

IV MINUTES TO BE APPROVED: None scheduled

V. TABLED UNFINISHED BUSINESS: None

VI. REPORTS

1. HUMAN RESOURCES

A) Approval Requested for:

- 1) Attorney Assignment-Subrogate Medical - Arlene Benson

Loretta Metoxen moved that Subrogate Medical Provision in the Plan Document be referred to Francis Skenandore to follow-up on. Shirley Hill seconded. Motion carried unanimously. Response deadline is within fourteen days.

B) Hiring Information:

- 1) INFO: Justification for Hiring Retail Cashier Trainees

These hires are replacements. Usually a list of names comes with the request for trainees.

Suggestion that there be Exit Interviews set up so that the employees from the bottom are getting a chance to move up rather than bringing someone in and immediately placing them.

- 2) Job Training Counselor-Kevin I. Cornelius
- 3) Child Care Teacher/Trainee-Heidi J. Hawk

C) Transfers/Promotions/Reassignments

- 1) Transfer of Barbara Metoxen to JOBS Program Counselor from Retail Cashier Trainee
- 2) Reassignment of Robin C. Emmerton to Food Service Shift Supervisor from Food Service Worker

2. TRAVEL REPORTS

- A) Lloyd Powless - WIRC Mtg. June 13, 1991 & a Request for Retroactive Approval to attend the Wisconsin Resource Committee Budget Hearings - Madison, June 18, 1991

Julie Barton moved to accept the reports, Shirley Hill seconded. Motion carried unanimously.

Loretta Metoxen moved to approve retroactive travel, Mark Powless seconded. Motion carried unanimously.

B) Louise King, North American Conference on Indian Gaming

Loretta Metoxen moved to accept the report, Mark Powless seconded. Motion carried unanimously.

C) Russell Metoxen to Atlanta, Georgia for Americans for Indian Opportunity Environmental Workshop

Julie Barton moved to accept the report, Mark Powless seconded. Motion carried unanimously.

3. OTHER REPORTS - None Scheduled

VII. NEW BUSINESS

1. RESOLUTIONS - None Scheduled

2 REQUESTS

A) ~~Nomination for the Oneida Nation Museum to the State Historical Society-Local History Certificate of Commendation - Bobbi Webster~~

Bobbie Webster is requesting the Oneida Business Committee to authorize the Communications Department to complete and submit a nomination on the Oneida Nation Museum to the State Historical Society-Local History Certificate of Commendation.

Loretta Metoxen moved to approve the request, Mark Powless seconded. Motion carried unanimously.

B) Veterans Ceremony Proclamation - Crystal Holtz

The Proclamation was put together by the Pow-Wow Committee with assistance from the Communications Department in providing printing and ribbons. The Pow-Wow Committee is also requesting that Chairman Hill present the certificates along with Gary Metoxen.

Chairman Hill is on vacation that week. Debbie Doxtator will check to see if he will be available, or his designee.

C) Approval of Grant Proposal for Modular Units for Three Sisters Subdivision - Mary Ellen Hayes

Land, Planning and required committees have reviewed this proposal. Loretta Metoxen moved to approve the grant request, Mark Powless seconded. Motion carried unanimously.

Due to the ramifications of not acquiring building permits prior to construction, Sarah Plummer requested that the building permit process begin a couple months in advance. This request is made to make sure all codes and requirements are up to par before any building is put on the site.

D) Request for O.R.C.O.A. to Hold Their Elections at the Tribal Elections

Mark Powless moved to defer the request until a representative from ORCOA is present, to give an explanation of their request. No second. Motion fails.

Debbie Powless stated that by putting the elections together, it would help the Enrollments office in the verification process. Doing all verifications at once saves considerable staff time, versus two separate elections.

Shirley Hill would like an opinion from legal counsel in regards to what process should be followed or is allowable.

Loretta Metoxen moved to defer for discussion with ORCOA, after an opinion is received from Tribal Attorney. Julie Barton seconded. Motion carried unanimously.

Shirley Hill moved to assign this task to Jerry L. Hill to have an opinion available for Tuesday's (July 2, 1991) Attorney Meeting

E) Council of Energy Resource Tribes Request for \$100 Unrestricted Funds.

~~Request is because the CERT is doing increased lobbying for ANA and requests Tribes to support their efforts by donating \$100 of unrestricted funds.~~

Julie Barton moved to approve and to defer to Finance & Appropriations for a funding source. Shirley Hill seconded. Motion carried unanimously.

F) NOFAC from DNR for Funding of Phase II Sewer Project - Sarah Plummer

Grant is for 51%, loan is for 49% at a .608% interest over 20 years. Includes of sewer for Phase II, and the Tribe must be ready for construction by mid October, 1991.

Shirley Hill moved to approve, Julie Barton seconded. Motion carried unanimously.

G) Traditional Oneida Representation in New York - Chas Wheelock

Hope is for this topic to be of immediate concern because it does have an impact on land claims and efforts to reconstruct the Oneida Nation. Questions of leadership are now in place. Need to develop relationship with the Grand Council. Chas Wheelock is prepared to raise funds to have our people meet with Brenda Kane, and is requesting support from the Business Committee to assist in this endeavor.

For the record, Chas Wheelock stated "Halbritter is a fraud and I have documentation to back that up."

Halbritter and Kane have submitted different points of view

Meetings need to be set up with the Traditional Peoples to try to get a handle on this situation. Direct contact has not been made with them.

Judy Cornelius stated that more information is needed from the New York Oneidas, because of all the conflicting statements that have been made.

Debbie Doxtator suggested that the Litigation Committee gather and document information for the Business Committee so they can analyze and make decisions on what should be done.

Judy Cornelius stated that if volunteers are requested, she would like to volunteer.

The Litigation Committee does not have staff to gather information and most of the members are Business Committee Members.

Trish Farmer requested that when assigning a committee or board to do specific tasks, clerical duties should be taken into consideration such as gathering information, typing, copying, collating, disseminating, faxing, setting up meetings, etc. These things are usually took for granted, therefore the burden is left to the Business Committee Secretaries. Request is that these things be taken into consideration when forming a committee or board.

The Litigation Committee meets regularly the 1st and 3rd Friday at 1:30 p.m., in the Business Committee Conference Room.

Julie Barton moved to approve of:

- a) Chas Wheelock set up arrangements to bring Brenda Kane to Oneida, WI
- b) Litigation Committee get information together for Business Committee
- c) Set up a meeting with Tribal Faith Keepers

No second. Motion fails.

There is still a need for a staff person assigned to do the recommendations made by Julie. Judy Cornelius volunteered to do the typing.

Shirley Hill moved to approve of:

- a) Chas Wheelock set up arrangements to bring Brenda Kane here;
- b) A Sub-committee of the Litigation Committee be formed to get information together;
- c) Judy Cornelius assist the Litigation Committee with clerical duties.

Julie Barton seconded. Motion carried unanimously.

Julie Barton moved that the Litigation Committee look into hiring a part-time New York Land Claims Coordinator on a consultant basis, Loretta Metoxen seconded. Motion carried. Mark Powless opposed.

H) Request for Bingo Passes

15 Passes for GLITC on July 18, 1991

10 Passes for the Community Prevention/Trails Program - Tonya
Alicia

Mark Powless moved to approve both requests for bingo passes, Julie Barton seconded.

Shirley Hill moved to amend the motion that the request for GLITC be approved for each Tribal Chairman. There are 11 including our Tribal Chairman. Loretta Metoxen seconded. Motion carried. Mark Powless abstained.

Main motion carried unanimously.

I) TRAILS Request to Solicit - Claudia Danforth

Julie Barton moved to approve the request to solicit area vendors for donations and 10 bingo passes for the Oneida Trails Program Fundraiser/Raffle to be held at the Oneida Pow-Wow July 4-7, 1991. The proceeds will go towards the purchase of hats and jackets for Oneida Youth, Shirley Hill seconded. Motion carried unanimously.

Loretta Metoxen volunteered for the dunk tank at the Pow-Wow, proceeds to go to the Youth Program.

J) Administrative Building Task Force - Julie Barton

Julie Barton is requesting approval to recruit a task force comprised of the Land, Planning, and Economic Development offices, along with other interested parties to consist of about 8 people, to do an analysis on the needs and make recommendations to the Business Committee for approval. Shirley Hill moved to approve the request, Loretta Metoxen seconded. Motion carried unanimously.

3. CONTRACTS/AGREEMENTS

A) Information: Consultant Agreement with Carol Nepton for Services at the Oneida Health Center

Shirley Hill stated that in talking with Sherri Mousseau, the curriculum is for grade 6-8, but prior to Shirley's call, Sherri knew nothing about this contract.

Shirley Hill moved that Sherri Mousseau be included in the process, Loretta Metoxen seconded. Motion carried unanimously.

4. TRAVEL REQUESTS (Include Cost Estimates)

A) Louise King - National Indian Gaming Association - Indian Gaming, USA July 8-10, 1991 in Minneapolis, MN

Shirley Hill moved to approve, Julie Barton seconded. Motion carried unanimously.

B) Rick Hill or his designee - National Indian Gaming Association - Indian Gaming, USA, July 8-11, 1991 in Minneapolis, MN. (Cost Estimate: \$554.00 includes PerDiem & Registration). Airfare can range from \$236 to \$300. Driving allowance would be approximately \$192.00 roundtrip.

Loretta Metoxen moved to approve with the condition that the two people (Louise King and Rick Hill or his designee) travel by car, Mark Powless seconded. Motion carried unanimously.

C) Lloyd E. Powless - Cable, WI to attend a Seminar sponsored by John Wiita Insurance, Inc. (Retroactive Approval) July 11, 1991. Request is also for Arvin Prebelski and an Audit Committee Member to attend also.

This is not retroactive approval. Loretta Metoxen moved to approve, Mark Powless seconded. Motion carried unanimously.

D) Retroactive Approval - Lloyd Powless - Ashland, WI to attend a meeting on Self-Governance.

Julie Barton moved to approve (retro-active), Shirley Hill seconded. Motion carried unanimously.

Debbie Powless requested that due to the position of the Enrollments' office she would like to receive any information on Self-governance.

- E) Retroactive Approval - Amelia Cornelius to Washington, D.C. to attend an Emergency meeting with NIGA RE: Indian Gaming Association Regulations - June 25-27, 1991. (Airfare \$344 Lodging & Per-Diem \$284.00)

Shirley Hill moved to approve, Loretta Metoxen seconded. Motion carried unanimously.

5 VACATION REQUESTS - See Other

VIII. OTHER

1 NEW POSITION FOR TOP-OF-THE-HILL BINGO

Julie Barton moved to approve contingent upon it being sent through the proper channels with the Human Resources Department or that a procedural exception be made, also to include the hours.

No second, motion fails

Is this a part-time or full-time position. Need clarification.

Also need clarification on position (Supervisor or responsible to Supervisor). Sue Paremski stated that this position is responsible to the supervisor and will be trained for the supervisor position.

Julie Barton moved to approve contingent upon:

- a) the clarification needs stated above are incorporated into the job description;
- b) that the job description be sent through the proper channels of the Human Resources Department to clarify if this needs to be posted or if a procedural exception is in order;
- c) clarify if this is a part-time, full-time, permanent part-time.

Loretta Metoxen seconded, motion carried unanimously.

Discussion:

Emergency temps do not go through orientation.

Positions are not to exceed 90 days, but in some cases they do.

In some cases they are on for several years and not allowed any benefits.

They also have to go through regular hiring processes after they have been on for a lengthy period of time and then still go through a 90 day probationary period.

Shirley Hill moved that Z. Ron Skenandore evaluate the Emergency Temporary Positions throughout the Tribe, and to have a report available to the Business Committee in two weeks. Loretta Metoxen seconded. Motion carried unanimously.

2. APPEAL DATE

Loretta Metoxen moved to set the Appeal date for Thursday, June 27, 1991 at 5:00 p.m. in the Business Committee Conference Room, Mark N. Powless seconded. Motion carried.

3. VACATION REQUEST

Mark Powless, July 5, 1991. Loretta Metoxen moved to approve, Julie Barton seconded. Motion carried. Mark Powless abstained.

4. PETITION

There are 63 verified signatures. Debbie Doxtator stated that Francis Skenandore suggested setting a date and any contentings of signatures by the people who signed the petition will be clarified at the meeting, also that a sub-committee be formed to deal with the due process of this petition.

The 10-Day Notice actually calls for information to be submitted to the Tribal Secretary 20 days in advance of the meeting. Therefore consideration needs to be made as to the Kalihwisaks deadline and publishing date, and the timeframe available to the membership to submit any motions or recommendations. The Removal Ordinance also needs to be reviewed and followed.

Julie Barton moved that a Special General Tribal Council meeting addressing the Petition against the Tribal Treasurer be held on July 24, 1991 at 6:00 p.m., and the notice to be in the Kalihwisaks publication for July 4, 1991, (this allows the membership their 10-day notice, and they will then have ten days in which to submit any recommendations), and that the Enrollments be available at the meeting for verification of voting purposes, and that the Tribal Secretary be prepared to have a secret ballot vote. Mark Powless seconded. Motion carried. Loretta Metoxen and Shirley Hill abstained.

Julie Barton moved that the sub-committee consist of the Chairman, Vice-Chairperson and 1 Legal Council. Mark Powless seconded. Motion carried. Loretta Metoxen and Shirley Hill abstained. Motion carried.

Shirley Hill moved to have Enrollments available for voter verification at all General Tribal Council meetings, Loretta Metoxen seconded. Motion carried.

5) GAMING MACHINES

Judy Cornelius requested clarification of a rumor that Gaming videos will be set up in the NHC hallways during the Pow-Wow.

Debbie Powless responded that these video machines are the video games played by children. They are not, and do not have anything to do with gaming.

6) TRIBAL LOGO

Request is from Vicky Antone who is on the Tribal Council for the Oneida of the Thames to utilize our tribal logo for printing on T-shirts and other clothing articles, to be sold.

There is a belief that these logo are copywrites, therefore we would have to be licensed as a distributor, and charge for the use of our logo.

Symbolism needs to be clarified in regards to utilizing a logo for our own Tribe or for all Oneida Nations as a whole.

Ron Peterson stated that we could possibly allow them to purchase items from the print shop at wholesale.

LOGO (Cont.)

~~Shirley Hill moved to defer to the Legal Department for clarification on the use of the logo. Julie Barton seconded. Motion carried unanimously.~~

7. TRAVEL FOR LORETTA METOXEN

Request to travel to Bethesda, Maryland to attend a one day meeting (July 17, 1991) with the Nuclear Regulatory Commission. Loretta Metoxen stated lobbying could also be done on pertinent issues. The Nuclear Regulatory Commission is paying for the trip.

Julie Barton moved to approve, no second. Motion fails.

Mark Powless moved to defer until Monday's Briefing meeting, Julie Barton seconded. Motion carried. Loretta Metoxen and Shirley Hill abstained.

Shirley Hill moved to add two more items to the agenda per request of Z. Ron Skenandore:

- a) Hiring Status of Gaming Employees
- b) Personnel Policies Commission Request for Meeting Support

Loretta Metoxen seconded. Motion carried unanimously.

8 SHARON METZ - PRESENTATION ON ANTI-INDIAN MOVEMENT

We have been doing allot of research on the Anti-Indian Movement. There are several people in Kenmore Washington and Seattle who have documented the rising of Anti-Indian Movements since 1968.

There are 50 existing copies of research where it all began in the State of Washington. They thought they had solved the problem and come together with co-management and all of that. They initiated a 456 Initiative Referendum in State of Washington which would overthrow the voting decision.

Sharon Metz prepared a paper on it and offered copies to the Business Committee and gives permission to reprint the final draft.

Some highlights of Anti-Indian Strategies and trends are:

Important especially in the State of Wisconsin because the whole movement has risen and fallen and connected and so on, but the new improved image that the movement is trying to portray is a civil rights group for Indian People. This is one of the things they are trying to do to shed their racist image. The Anti-Indian Movement says that Indian people don't have constitution rights, civil rights, human rights under the jurisdiction of their own tribes. They are trying to appeal to that element.

The Anti-Indian Movement has gone underground. You're not going to see riotous bunches, except maybe in Wisconsin, like at Boat Landings and different sights that kind of demonstrating. They are going to channel their efforts in the halls of the State Legislature, halls of Congress, town board meetings, and filing briefs in the court cases.

Use a new technology which is public relations Providing disinformation all the time.

Book written by Rudy Ryser, Center for World Indigenous Studies, titled the Anti-Indian Movement on the Tribal Frontier. Published in 1991. Each book is \$7.00.

Anti-Indian Movement is comparable to the KLAN, but different in some ways:

KLAN is openly anti-African American and Anti-Jew
Anti-Indian Movement -- although white racism is their underlying factor what they are really objecting to is land.

KLAN units are known all over the Country by a Clan Chapter of one unit.
Anti-Indian Movement has several names: PAR, STA, CORE, etc.

The KLAN is openly straight ahead attacking things
Anti-Indian Movement is focussing strictly on lobbying right to the decision makers.

Motive is land - Indian Removal from Land; Acquisition of Land; Control over Indian land.

Epi-centers are in Montana, State of Washington, and some strong chapters in Wisconsin and Michigan. Origins began in 1968 and has changed substantially, but in the last 10 years is that the greed for Indian land transcends individuals. Corporations want the resources in Indian Country and they have become silent partners, through use of high technology, computer modems, fax machines. Some tribes are aware of the threat to Native American sovereignty and land.

Structure is rather loose, but two of the strongest heads in this umbrella structure is the Citizens Equal Rights Alliance out of Montana and the United Property Owners of Washington, who team up with the Counties Association, and call themselves the National Coalition on Federal Indian Policy. They will be trying to impact the National Association Counties Organization in July, in Utah. They will also be trying to impact the National Conference of State Legislatures in Orlando, Florida in August. Senator Bob Jauch co-chairs the State Tribal relations task force of the National Conference of State Legislatures, along with Delwyn Gage of Montana. Sharon Metz will be attending both meetings, and will provide a full detailed report to the Business Committee.

Some tactics the Anti-Indian Movement are utilizing are as follows:

- 1) Promote disinformation at all levels
- 2) Use patriotic slogans or names that appeal to self-interest
- 3) To elect people into Public Office at every level who will carry the agenda
- 4) Challenging every single tribal jurisdictional item that can be challenged to get the Tribes to use up the resources - legal resources, monetary resources, personnel. Tribes have to follow around and respond to these challenges all the time. Good example, the energy that the Oneida Tribe utilized when fighting the Law Suit which was filed by Brown & Outagamie County.
- 5) Lobbying at every level

Capitalize on using the new public relations technique. that knows little about the very complex Indian Issues. Ignorance.

Capitalize in Media
Capitalize on

Some trends are:

Multi-purpose meetings - Where there are gatherings of decision makers. The anti-Indian folks will piggy-back on that meeting whether it be an environmental meeting, State Legislatures meeting, or whatever type of gaming meeting, the Anti-Indian Movement will have their meetings in the same towns, same days.

The new technology of fax machines, computer modems, newspaper and radio ads, and a network of newsletters and newspapers that keep people in touch.

While keeping the Tribes busy and broke, the members of Anti-Indian Movement are increasing their activities and camping out not only in the Congressional and the State halls, but in the Justice Department in the National Level, and Attorney Generals' offices.

Some solutions are:

In the spring of 1992, set up a roundtable conference in Minnesota, with the Tribes and Decision makers at every level. Immediately, before this problem escalates for 15 years. Let people know whats happening, alert them to these issues, and start dialogue early, and by doing this you isolate some of these groups and they don't have a forum because everybody is together originally.

Research needs to be funded to document the hard evidence.

Organizations of non-Indian allies who are willing to listen, should be spoke to and encouraged to speak out on Indian issues.

Politicians needs to be questioned before elections and educated after elections (and before) about the critical Indian issues.

Encourage tribes and tribal members to get involved in the issues that have been stated above.

There are chapters and active members of the Anti-Indian Movement in 26 of the states.

HONOR has individual members in 36 states, and 8 chapters in four different states.

There is a Congressional network on Indian problems that is headed by U.S. Representative Robert Davis of Michigan.

Chas suggested to use environmental, appeal to those that are resource conscious to tie into political positions. To use as political persuasion.

Julie Barton stated that she would like to encourage all tribal members, anybody who is interested in these issues to come together.

The Coastal Zone Management is in big deep trouble because its been used to build hardware and boat landings for rich people, instead of preserving wetlands, and enforcing ordinances and everything else. There is going to be a series of public hearings for them to be held between now and the end of the year, that will be very important for the Tribe to get a strong hold and talk about that on wetland production.

Several people that are pointed out as being anti-Indian in land, are also anti-Indian gaming. If they are against tribes purchasing lands, then they will oppose vigorously against Indian Gaming.

Julie Barton stated that she would like to appoint anybody or any department who feels strongly about protecting Indian rights to support the HONOR and the Tribe--they have her support, and most likely that of their supervisor, because it affects all of our resources. There's no way that the Business Committee can handle all the aspects of these concerns on their own. They needs support and assistance from the Tribe.

9. PERSONNEL POLICY PUBLIC HEARINGS

The Personnel Commission is requesting support and assistance to have Public Hearings at the Radisson.

Vice-Chairperson Doxtator was called out of meeting in regards to the introduction of legislation on the floor in Madison, WI right now on anti-Indian Gaming Legislation.

Vice-Chairperson returns.

Mark Powless moved to have the meetings here in the NHC Cafeteria, Shirley Hill seconded. Motion carried unanimously.

10. HIRING STATUS OF GAMING EMPLOYEES

Bondable Insurance causes problems with hiring Emergency Temps. Federal Bonding is not available because of temporary status, therefore these people are unbondable.

Request is to turn positions into regular employees, mainly for this reason, and also because there is too much overtime being paid out.

Because of misunderstandings of the request made to the Area Managers and directors in regard to budget restraints, several areas have not replaced positions. This is not the message that was meant to be conveyed. The message was that these positions would be evaluated by the Supervisor and Personnel Manager to see if the position was needed, thereby eliminating positions by attrition.

Another concern is that the people that have been on since April to today's date. What's fair for them. Suggest to turn those employees turned in regular employees.

Julie Barton moved to approve the request for hiring process contingent on favorable legislative action from Madison and that Chairman Hill notify Louise King of action. Mark Powless seconded. Motion carried unanimously.

IX. EXECUTIVE SESSION

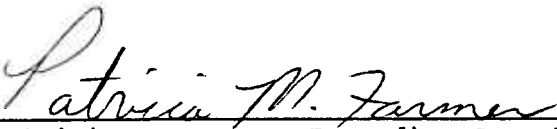
A) Gaming

Out of Session.

Loretta Metoxen moved that the Gaming be authorized to proceed with the expansion of card games, but in a training mode until the end of this Fiscal Year. Shirley Hill seconded. Motion carried.

Debbie Doxtator requested the Gaming staff to ask bingo patrons to contact their Senators in regards to gaming issues.

X. RECESS/ADJOURN



Patricia M. Farmer, Recording Secretary
Oneida Business Committee