

# KEWEENAW BAY INDIAN COMMUNITY

Keweenaw Bay Tribal Center  
16429 Beartown Road  
Baraga, Michigan 49908  
Phone (906) 353-6623  
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## 2018 TRIBAL COUNCIL

WARREN C. SWARTZ, JR., President  
JENNIFER MISEGAN, Vice President  
SUSAN J. LAFERNIER, Secretary  
TONI J. MINTON, Assistant Secretary  
DOREEN G. BLAKER, Treasurer

ROBERT "R.D." CURTIS, JR.  
FRED DAKOTA  
RANDALL R. HAATAJA  
MICHAEL F. LAFERNIER, SR.  
GARY F. LOONSFOOT, JR.  
RODNEY LOONSFOOT  
ELIZABETH D. MAYO

**MINUTES**  
**KEWEENAW BAY INDIAN COMMUNITY**  
**SPECIAL COUNCIL MEETING**  
**BIG BUCKS BINGO HALL**  
**MONDAY – MARCH 26, 2018 – 9:00 A.M.**

**APPROVED**

APR 26 2018

- A. Date: March 26, 2018
- B. Call to Order: President Swartz called the meeting to order at 9:07 a.m.
- C. Invocation: Lord's Prayer
- D. Roll Call: Present: Warren C. Swartz, Jr., President  
Jennifer Misegan, Vice President  
Susan J. LaFernier, Secretary  
Doreen G. Blaker, Treasurer (left 3:42 – 3:55 p.m.)  
Robert R.D. Curtis, Jr. (arrived at 9:10 a.m., left 10:28 a.m. – 1:06 p.m.)  
Fred Dakota (left at 10:28 a.m.)  
Randall R. Haataja  
Michael F. LaFernier, Sr.  
Gary F. Loonsfoot, Jr. (left at 3:55 p.m.)  
Rodney Loonsfoot  
Elizabeth D. Mayo  
Absent: Toni J. Minton, Assistant Secretary
- E. Declaration of Quorum: President Swartz declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: March 26, 2018
- Move: Old Business- 3. d) to 3. a) and add Kevin Carlisle, Assistant Tribal Attorney  
Addition: 4. Rodney Loonsfoot – Job Postings for the Tobacco Company

KBIC PRESIDENT'S OFFICE

SIGNATURE: 

**MOTION MADE BY JENNIFER MISEGAN TO APPROVE THE AGENDA WITH THE CHANGES. SUPPORTED BY MICHAEL F. LAFERNIER, SR. NINE IN FAVOR (Jennifer Misegan, Susan J. LaFernier, Doreen G. Blaker, Fred Dakota, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Toni J. Minton, Robert R.D. Curtis, Jr.), MOTION CARRIED.**

G. Old Business:

1. Susan J. LaFernier, Secretary - Schedule a Request to Reverse Self-Ban

The hearing was scheduled for April 5, 2018 at 1:00 p.m.

2. Susan J. LaFernier, Secretary - Schedule a TERO Complaint Hearing Case #001-18

The hearing was scheduled for April 5, 2018 at 2:00 p.m.

**Robert R.D. Curtis, Jr. arrived at 9:10 a.m.**

3. Rodney Loonsfoot – Job Postings for the Tobacco Company

The pre-employment drug testing policy is not required for the positions at the cigarette manufacturing plant. The Tobacco Board is not requiring them due to time restraints and there are no policies.

**Break: 9:31 – 9:38 a.m.**

MOTION MADE BY RODNEY LOONSFOOT TO REQUIRE ANY EMPLOYEE WORKING FOR THE TRIBE TO BE SUBJECT TO THE PRE-EMPLOYMENT DRUG TESTING. SUPPORTED BY ROBERT R.D. CURTIS, JR.

President Swartz called the motion out of order.

**Break: 10:28 - 10:44 a.m. (Fred Dakota and Robert R.D. Curtis, Jr. left)**

4. Work Session –

- a) Kevin Carlisle, Assistant Tribal Attorney - HUD Requirements on Monitoring Report - Drug-Free Workplace Policy (Discussion) on random drug testing court cases.

Random testing may depend on the nature and place of an employee's duties and if they meet certain requirements. Council will review the list of employees that may be included for random testing.

**Lunch: 12:03 – 1:05 p.m. (Robert R.D. Curtis, Jr. returned)**

**Break: 2:24 – 2:33 p.m.**

- b) Personnel Policy KBIC – began reviewing on page 23 5.0 Personnel Records (ended at 6.8 “Exempt Employee Compensatory Time” on page 27)

**Doreen Blaker left 3:42 – 3:55 p.m.**

**Gary Loonsfoot, Jr. left at 3:55 p.m.**

- c) Administrative Office Organizational Structure/Key Duties/Responsibilities  
[Rescheduled]
- d) Establish Priorities for 2018 [Rescheduled]

The two hearings that were scheduled earlier today were re-scheduled for Monday, April 2, 2018.

H. Adjournment:

**MOTION MADE BY ROBERT R.D. CURTIS, JR. TO ADJOURN AT 4:03 P.M. SUPPORTED BY RODNEY LOONSFOOT. EIGHT IN FAVOR (Jennifer Misegan, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Toni J. Minton, Fred Dakota, Gary F. Loonsfoot, Jr.), MOTION CARRIED.**

Respectfully submitted,



Peggy Loonsfoot (for Kim Klopstein)  
Administrative Specialist

**AGENDA**  
**KEWEENAW BAY INDIAN COMMUNITY**  
**SPECIAL COUNCIL MEETING**  
**BIG BUCKS BINGO HALL**  
**MONDAY – MARCH 26, 2018 – 9:00 A.M.**

A. Date: March 26, 2018

B. Call to Order:

C. Invocation: Lord's Prayer

D. Roll Call:

- \_\_\_ Warren C. Swartz, Jr., President
- \_\_\_ Jennifer Misegan, Vice President
- \_\_\_ Susan J. LaFernier, Secretary
- \_\_\_ Toni J. Minton, Assistant Secretary
- \_\_\_ Doreen G. Blaker, Treasurer
- \_\_\_ Robert R.D. Curtis, Jr.
- \_\_\_ Fred Dakota
- \_\_\_ Randall R. Haataja
- \_\_\_ Michael F. LaFernier, Sr.
- \_\_\_ Gary F. Loonsfoot, Jr.
- \_\_\_ Rodney Loonsfoot
- \_\_\_ Elizabeth D. Mayo

E. Declaration of Quorum:

F. Approval of Agenda: March 26, 2018

G. Old Business:

1. Schedule a Request to Reverse Self-Ban
2. Schedule a TERO Complaint Hearing Case #001-18
3. Work Session –
  - a) Establish Priorities for 2018
  - b) Personnel Policy KBIC – page 22 (ended at the “Nepotism Policy”)
  - c) Administrative Office Organizational Structure/Key Duties/Responsibilities
  - d) HUD Requirements on Monitoring Report - Drug-Free Workplace Policy

H. Adjournment: