

WIKWEDONG DAZHI-OJIBWE

The Keweenaw Bay Ojibwe

Namebini Giizis - Sucker Fish Moon - February 2016 Issue 139



Elected and Re-Elected Council Members Take Oath To Service the Keweenaw Bay Indian Community



Picture by Lauri Denomie.

(Left to right) - Secretary Toni Minton conducted the oath of office to the newly elected and re-elected Council Members: Susan J. LaFerner, Warren "Chris" Swartz, Jr., Jennifer Misegan, and Frederick Dakota, at the January 9, 2016 Council meeting.

The Regular Saturday Tribal Council Meeting was held on January 9, 2016, at the Ojibwa Casino Resort Conference Room in Baraga, Michigan. President Warren "Chris" Swartz, Jr., presided over the meeting with Jennifer Misegan, Toni Minton, Susan J. LaFerner, Doreen Blaker, Robert R.D. Curtis, Jr., Randall Haataja, Michael F. LaFerner, Sr., Gary F. Loonsfoot, Sr. and Don Messer, Jr. present. Not present: Eddy Edwards and Donald Shalifoe, Sr. (Shalifoe was excused by the President).

Vice President Jennifer Misegan shared numerous *Thank You* and *For Your Information* items addressed to Council.

Warren "Chris" Swartz, Jr. gave the President's Report (page three), Toni Minton gave the Secretary's Report (page two), Doreen Blaker gave the Treasurer's Report (page two), and Larry Denomie III gave the CEO's Report (page four). Council passed Department Head Reports for October and November 2015.

Michael Schrader, General Manager of the Ojibwa Casinos, gave his bi-monthly report to Council. Schrader reviewed the general financial performance for the slots and the tables for both the Baraga and Marquette properties. Reviewing the Baraga November FY 2016 financials, which includes October and November, compared to FY 2015 at the same point, we see an increase of 47% profit. Reviewing the Marquette November FY 2016 financials, which includes October and November, compared to FY 2015 at the same point, we see an increase of 6.5% profit. Schrader said, "We are just getting aggressive with our promotions. The promotions are identical for both properties which makes processing them faster and cheaper. Numerous technological advances have been installed during the first quarter of FY 2016. Kiosks have been installed at both properties. The Point of Sale

(POS) systems have been installed at both properties. This system allows for better inventory counts, tracking losses, and more secure transactions. A new public announcement (PA) system was purchased and installed at Marquette. The system allows for louder and clearer announcements and music throughout the floor. New Year's Eve 2015 broke all coin-in and slot win records for the previous six years at both properties. I continue to look for new ways to increase revenues and conserve spending that has little or no benefit to the bottom line to include new promotions, better technology, reducing or combining outdated equipment, and review of the organizational structure. I also have begun creating checklists outlining required actions for building and getting to the opening days of the new casinos. It is going to be a busy year."

Under Recognized Scheduled Delegation/Individuals: Justin Gauthier requested a donation as a professional sponsorship since he needs to purchase safety equipment for his professional boxing career. **Motion by Robert R.D. Curtis, Jr. to approve \$300.00 for the professional sponsorship of Justin Gauthier, supported by Randall Haataja. Nine supported (Misegan, Minton, S. LaFerner, Blaker, Curtis, Haataja, M. LaFerner, Loonsfoot, Messer), 0 opposed, 0 abstained, two absent (Edwards, Shalifoe), motion carried.**

Under New Business: Treasurer Doreen Blaker presented the January 2016 donation requests. Consensus of Council was to refer the Superior Health Foundation for their 2016 Gala at NMU on September 17, 2016, request to Marquette Casino Promotions. Marquette Senior High School Class of 2016 requested Project Graduation for the Class of 2016 in the amount of \$500.00. Marquette City Fire Department requested a donation in the amount

Tribal Council Members:

Warren C. Swartz, Jr., President
Jennifer Misegan, Vice-President
Susan J. LaFerner, Secretary
Toni J. Minton, Asst. Secretary
Doreen G. Blaker, Treasurer
Robert R.D. Curtis, Jr.
Frederick Dakota
Eddy Edwards
Randall R. Haataja
Michael F. LaFerner, Sr.
Gary F. Loonsfoot, Sr.
Donald Shalifoe, Sr.



SPECIAL POINTS OF INTEREST

- January 9, 2016 Council Meeting—Executive Council Determined
- KBIC Secretarial Elections Upcoming
- Ancestral Remains Returned
- KBIC Prescription Drug Depository
- Drug Conviction Report
- Ojibwa Senior Citizens News
- Deepest Sympathy



Picture by Lauri Denomie.

Secretary Toni Minton conducted the oath of office to the re-elected Chief Tribal Judge, Bradley T. Dakota.



Picture by Lauri Denomie.

President Warren "Chris" Swartz, Jr. recognized Donald Messer, Jr. for his years of service as a Council Member and presented him with a plaque and parting gifts on behalf of the Keweenaw Bay Indian Community and the Tribal Council.

January 2016 Council Meeting continued:

of \$4,000.00 to purchase 250 Ice Safety kits. **Motion by Michael F. LaFerner, Sr. to approve donations to the Marquette Senior High School Class of 2016 in the amount of \$500.00 and to the Marquette City Fire Department's Ice Safety kits in the amount of \$4,000.00 to come out of the 2% Fund for a total of \$4,500.00, supported by Jennifer Misegan. Nine supported (Misegan, Minton, S. LaFerner, Blaker, Curtis, Haataja, M. LaFerner, Loonsfoot, Messer), 0 opposed, 0 abstained, two absent (Edwards, Shalifoe), motion carried.**

Doreen Blaker introduced the 1st Reading of Proposed Ordinance 2016-03. An Ordinance of the Keweenaw Bay Indian Community adopted under the authority of the Constitution and By-Laws of the Keweenaw Bay Indian Community for the purpose of amending Title Four, Juvenile Divisions, §4.512 to include additional persons required to be notified after the removal of a child from the custody of the parent(s), guardian, or custodian of the child; to update the Juvenile laws and procedures; and to ensure compliance with federal laws and procedures. 1. Amend Title Four, Juvenile Division, of the Tribal Code to add to §4.512 as follows: §4.512 Finding of Probable Cause and Need for Detention. C). to read (adding the underline): Within thirty (30) days after the removal of a child from the custody of the parent(s), guardian, or custodian of the child, TSS shall exercise all the diligence to identify and provide notice to all adult grandparent(s), all parents of a sibling of the child, where such parent has legal custody of such sibling, and other adult relatives of the child, including any other adult relatives suggested by the parent(s), subject to exceptions due to family violence that: 1. Specifies that the child has been or is being removed from the custody of the parent or parent(s) of the child; 2. Explains the options the relative has under Tribal, Federal, and State law to participate in the care and placement of the child, including any options

that may be lost by failing to respond to the notice; 3. Describes the requirements to become a foster family home, and the additional services and supports that are available for children in such a home; and 4. Describes how the relative guardian of the child may subsequently enter into an agreement with the Tribe for the kinship guardian assistance program. The 2nd Reading was scheduled for the next Saturday meeting, February 6, 2016, 10:00 a.m.

Doreen Blaker requested a date for the 3rd Reading of the Medical Marijuana Ordinance. Council scheduled the 3rd Reading of the Medical Marijuana Ordinance for Saturday, February 6, 2016.

Jeanne Emery, Election Board Chairperson, presented the December 12, 2015, General Election results for certification. Results for Tribal Council in the Baraga District were: Warren "Chris" Swartz, Jr. (Inc.) 322 votes; Fred Dakota 286 votes; Dan Connor 217 votes; and Sue Ellen Elmsblad "Suzie Carlson" 205 votes. In the L'Anse District: Susan J. LaFerner (Inc.) 307 votes; Jennifer Misegan (Inc.) 268 votes; Kevin Perrault 226 votes; and Tracy L. Emery 222 votes. For Chief Tribal Judge: Bradley T. Dakota (Inc.) 388 votes. Proposal 1 – Do you support a new casino development project in Baraga at the current casino site with an estimated cost of \$28 million? 335 yes, 190 no. Proposal 2 – Do you support a casino development project in Marquette at the current casino site with an estimated cost of \$12 million? 373 yes, 150 no. There are 729 registered voters, of whom 533 (73%) actually voted in this election. Of the 819 individuals who are eligible to register to vote, 65% of them voted in this election. **Motion by Toni Minton to certify the December 12, 2015, General Election results, supported by Michael F. LaFerner, Sr. Eight supported (Minton, S. LaFerner, Blaker, Curtis, Haataja, M. LaFerner, Loonsfoot, Messer), 0 opposed, one abstained (Misegan), two absent (Edwards, Shalifoe), motion carried.**

After recognizing Donald Messer, Jr. and

the Oath of office for Chief Tribal Judge and Council Members, (see pictures on page one) the Reorganization of the Executive Council began. Reorganization nominations were made as follows: nomination for President - Warren "Chris" Swartz, Jr., Warren "Chris" Swartz, Jr. was named President; nomination for Vice President - Jennifer Misegan, Jennifer Misegan was named Vice President; nomination for Secretary – Susan J. LaFerner, Susan J. LaFerner was named Secretary; nomination for Assistant Secretary – Toni Minton, Toni Minton was named Assistant Secretary; nomination for Treasurer - Doreen Blaker, Doreen Blaker was named Treasurer.

Motion by Jennifer Misegan to approve Depository of Funds be with Superior National Bank and Wells Fargo, supported by Michael F. LaFerner, Sr. Eight supported (Misegan, Minton, Blaker, Curtis, Haataja, M. LaFerner, Loonsfoot, Messer), 0 opposed, one abstained (Susan J. LaFerner), two absent (Edwards, Shalifoe), motion carried.

Motion by Jennifer Misegan to have the check signers be any two Council Members and that the stamps of the President and Vice President can only be used by a Council Member in cases of emergency, payroll, and senior/disability fund; and that the Tribal Court check signers be the Council, Chief Judge, Associate Judge, Court Clerk; and the Tribal Support Office check signers be the Council, Chief Judge, Associate Judge, Court Clerk, Child Support Director, and the Child Support Specialist, supported by Gary F. Loonsfoot, Sr. Nine supported (Misegan, Minton, S. LaFerner, Blaker, Curtis, Haataja, M. LaFerner, Loonsfoot, Messer), 0 opposed, 0 abstained, two absent (Edwards, Shalifoe), motion carried.

Council adjourned with no further business on the agenda.

~ submitted by Newsletter Editor

Keweenaw Bay Indian Community Secretarial Elections Upcoming

The Keweenaw Bay Indian Community has submitted two amendments to the Department of Interior to hold Secretarial Elections for the Tribal Community to vote on amending the Tribe's Constitution. Since this vote by the Tribal Community will be a Secretarial Election, it must follow the federal election procedure as outlined in the Federal Register/Vol.80, No. 201, Monday, October 19, 2015/ Rules and Regulations. As part of the federal election procedure, the Department of Interior forms a Secretarial Election Board and sets a date for the Secretarial Election.

The first amendment that the Tribal Community will vote on is Resolution KB-002-2015. The KBIC hopes to strike all of Article VI, Section 1(h), and insert in lieu thereof: (h) To appropriate for tribal use any available tribal funds, provided, that any appropriation in excess of \$500,000 at any one time shall be of no effect until approved by referendum vote.

The second amendment that the Tribal Community will vote on is Resolution KB-042-2015 in which the KBIC desires to add in Article IX for a Judicial Branch to provide for a separate branch of government free from political interference and conflicts of interest for the development and enhancement for the fair administration of justice.

KB-002-2015 was approved by the Tribal Council on January 10, 2015. Resolution KB-042-2015 was approved on September 24, 2015, to add Article IX Judicial Branch. A technical comment letter was received from Diane Rosen on July 2, 2015, regarding KB-002-2015. On December 15, 2015, the Tribe was informed as to why there were delays and made aware that the Tribe could apply for funding to hold the Secretarial Election through the new federal election procedure. To date, the Tribe has not received any funding to conduct the election. Informational meetings regarding the two proposed amendments will be held once the date has been set.

Treasurer's Report for December 2015

The 2% Fund distributions were listed within the Treasurer's Report for November 2015 and published in the January 2016 issue of the Wiikwedong Dazhi-Ojibwe.

Casino Financials

- The November financials show an increase from November of 2014. The motel, bingo, and table games have shown improvements from the previous year at this time. Financial increases are due in part to the hard work by the enterprise employees, managers, and GM. Any Tribal member who is interested in looking at the financials of the Tribe, please contact the Tribal Council Secretary.

Other

- I just want to make note to all our Tribal members, as we are within the cyber age, and enjoy the easy access of internet shopping. Hackers may find a way to access store information; get into your accounts and sell your information. I suggest that you make it a habit to change your passwords at least every sixty days, not only within your shopping and financial accounts but with your e-mail account as well.

Respectfully submitted,
Doreen Blaker

Secretary's Report — November and December 2015

In November 2015, the Tribal Council held one Regular Council meeting and three Special Council meetings. Actions taken were:

November 7, 2015 Regular Council Meeting

- Approved the President's, Secretary's, Treasurer's, and CEO's October 2015 Reports.
- Approved the September 2015 Department Head reports.

President's Report for November and December 2015

The months of November and December 2015, have been very busy at the Office of the President. However, we were able to take some vacation time as it was hunting season, election season, and the Christmas and New Year holidays. The following activities occurred during this time period:

- I have been continually watching the ongoing of the Michigan Pipeline Task Force, and as a result of the Community's comments regarding the makeup of the Michigan Pipeline Safety Advisory Board which didn't include a representative from Tribal Governments, the Governor finally decided to appoint a representative from a Tribal Government. The chosen appointee was Chairman Homer Mandoka of the Nottawaseppi Huron Band of Potawatomi Indians. Chairman Mandoka has a huge responsibility in presenting the Native American concerns related to the hazardous liquid and gas line safety. There are a number of current concerns related to the pipeline safety. Most notable is Enbridge Pipeline 5 that runs under the Mackinac Bridge. This pipeline is overdue for some service. We are very concerned about this pipeline because the Great Lakes contains about one-fifth of the World's fresh water, and we are very concerned about the impact it may have on our treaty resources if there is a catastrophic leak.
- Last month the Community donated \$5,000.00 to the Vietnam Wall Task Force. The Wall is coming to Marquette in June 2016. Please try to take some time to visit and touch the Wall and acknowledge these Veterans and the sacrifices they gave, so we can be here today.
- Last month I signed an Appellate Justice Contract for Justice James Bittorf with the terms of the contract expiring October 1, 2018.
- Also earlier in the month, I was informed by the Department of Justice Tribal Access Program for the National Crime Information that the Keweenaw Bay Indian Community has been selected as one of the ten tribes to participate in the User Feedback Phase of TAP. This phase should help solve some of the problems with different types of background checks which were previously unable to be accessed in a timely man-

ner as well as providing and obtaining fingerprints directly with the FBI for both criminal and civil reasons.

- I have been working closely with the Baraga Village Manager with addressing some of the concerns we are experiencing at our casino. We are mostly dealing with some check writing issues. I've delegated an individual to work out these issues with the Village.
- In November there were numerous meetings related to the new casinos, the designs, and conceptual drawings. A lot of time and effort took place not only by the Office of the President but also by the CEO. We did include the number of phases with this construction process and how we will be transferring through them for both projects.
- I signed the Judicial Services Registration Services Subcontract between the Keweenaw Bay Indian Community and the Great Lakes Indian Fish and Wildlife Commission. The purpose of the Judicial Services Contract is to provide non-discriminatory judicial services to our tribe. The purpose of the Registration Subcontract is to provide means to the Community to establish a Tribal Permit and Registration Station and provide additional monies for personnel, supplies, and etc.
- Unfortunately there have been a number of funerals within our Community these last few months. One was the funeral of our first Tribal Chairwoman, Myrtle Tolonen. I attended this funeral, and I just want to acknowledge that she was our first Tribal Chairwoman, and I want to extend my condolences once again.
- There has been a change in our employees' health insurance. We were notified late in the year that the current health insurance provider, Consumer Mutual, was going out of business. We have been busy obtaining a new provider, which is now in place with Blue Cross and Blue Shield.
- I purchased, on behalf of the Community, 110 Prudential Financial shares and also some State Street shares. The CFO suggested that we should purchase these shares, so we did just that.
- I signed a grant application for New Day Treatment Facility and the Keweenaw Bay Natural Resource Department. The

grant is to install a clean energy system for tribal buildings.

- We have received some good news related to submerged log issues. The permits for the submerged logs were not filed on time, and the permits files have been closed. Evidently none of the filers chose to mitigate, and if they want to reopen this process, they will have to start the whole thing from the beginning. This is very good news for the Community. Our concern has been related to the disturbance with the lake bottom and the habitat with fish.
- Last week we were notified that we have been awarded our Indian House Block Grant in the amount of 3.2 million plus dollars. If you recall, we had to return 1.4 million to HUD because it was given to the Ojibwa Housing Authority. Now the money has been returned in the name of the Keweenaw Bay Indian Community, and we received the notification that \$3,268,000 and some change is being processed. We are currently reviewing the contract for this draw down.

Respectfully submitted,

Warren C. Swartz

NEWS FROM THE OJIBWA SENIOR CITIZENS

February:

- Feb. 10, 12:15 p.m. Senior Meeting.
- Feb. 24, Pasty prep starts at 12:00 noon until approx. 3:00 p.m.
- Feb. 25, Pasty Sale at 5:00 a.m. All volunteers are needed as early as possible. Clean up immediately follows the baking of the pasties— please plan to stay for clean up.

March:

- Mar. 9, 12:15 p.m. Senior Meeting.
- Mar. 23, Pasty prep.
- Mar. 24, Pasty Sale.

MIEA meeting is in April. More information will be available at the Senior Center, see Beth Koski, Nutrition Director.

Please mark your calendars with these dates!

Ancestral Remains Returned To Keweenaw Bay Indian Community



Picture by Lauri Denomie.

Nancy Mannikko, Secretary of the Baraga County Historical Museum, (left) met with Gary Loonsfoot, Jr., Director of Cultural Services, (right) on Tuesday, January 19, 2016, at the Keweenaw Bay Indian Community's Tribal Historical Preservation Office (THPO) to return ancestral remains which have been in the possession of the Baraga County Historical Museum. The remains originated from the Sand Pointe area in Baraga, Michigan, from when Dr. Guy owned the property back in 1967. Guy was doing some landscaping and had a mound of dirt, a sand dune, plowed over,

thinking it was a natural mound. When remains were discovered, Al Jentoft, an amateur archaeologist, was summoned. The remains were verified by Michigan Technology University and turned over to the Michigan Archeological Society U.P. Chapter. Mannikko and Loonsfoot signed the proper transfer of control forms to return the remains to KBIC's THPO.

ATTENTION KBIC MEMBERS

The 2nd Reading of the Proposed Ordinance 2016-03 Title Four Juvenile Division 4.512 will be held on Saturday, February 6, 2016, in the Ojibwa Casino Resort Conference Room at 10:00 a.m.

The Tribal Council will receive verbal and written comments from Tribal members at the public hearing in accordance with the Legislative Process public hearing procedure adopted by the Tribal Council.

Copies of the Proposed Ordinance 2016-03 are available at the Tribal Center, KBIC Donald LaPointe Medical Center, Pines Convenience Center, Ojibwa Senior Citizens Center, Tribal Court, Commodity Foods Center, Housing Department, and Ojibwa Community College. Copies are also distributed to all Departments within the Tribe. (The proposed change is also outlined in the January 2016 Council Meeting Article published within this issue of the Wiikwedong Dazhi-Ojibwe.)

CEO'S REPORT FOR THE MONTH OF DECEMBER 2015

During the month of December 2015, the CEO's office reported the following:

- The Low Income Home Energy Assistance Program aka LIHEAP applicants continues to be funded. Debbie Williamson, CAP Director, has made changes to the processing method in an attempt to streamline it, but this caused a later than usual funding timeframe. Letters either approving or denying applicants hadn't gone out, so after receiving a number of complaints, mostly from our seniors, I instructed Debbie to move the process along. I have been told by Debbie that funds are still available, and members who need assistance with their energy bills should continue to apply.
- The Tribe applied for a grant through the Department of Energy and if awarded will be using the Indian Health Service Grant as a match. The two solar projects which are expected to be constructed this spring are at the Tribe's Health Center and the New Day Treatment Center.
- A new attorney was hired by the Tribal Council. Nicholas Lewis began working late in December and comes to KBIC from Alaska. He is currently in the process of studying to obtain his Michigan Bar License.
- We, as well as many employers in the area, are experiencing difficulties in filling positions across the Tribe. In an effort to expand the pool of applicants, policies have been amended to allow members who are 62 years of age and older to be considered for entry level positions as long as they meet the remaining required qualifications. Tribal Council has also approved allowing members who are working on obtaining their GED's to apply for positions. They will be required to submit quarterly reports showing their progress and will have one year to complete the process. We will also be accepting Certificates of Completion issued to applicants as meeting the High School Diploma/GED requirement. These certificates are generally issued to students who have met their adjusted high school programming requirements but not the state diploma requirements.
- The Funeral Task Force, comprised of Rodney Loonsfoot, Debbie Williamson, Jennifer Misegan, Susan LaFernier, and myself, met, and we are continuing to work on exploring the opportunity to offer "green" funerals at KBIC. Rodney had met with Cecil Pavlat of the Sault Ste. Marie Tribe to learn about their offerings and to tour their facilities. Cecil then traveled here to meet with the task force. Rodney is developing a concept plan which will be presented to the task force and then Council in the near future.
- The Tribe has nearly completed its transition in changing providers for health care. We were notified late in 2015 that our current provider, Consumers Mutual Insurance of Michigan, was no longer able to operate in Michigan as of January 1, 2016. Our broker, VAST, immediately began exploring options to ensure KBIC didn't have to experience a lapse in coverage. After reaching out to several carriers, BCBS of Michigan turned out to be the only viable option. The transition took place throughout the month of December and coverage with BCBS of Michigan began effective Jan 1. There have been some hiccups in getting all of the contracts entered into the system by BCBS, but we have been

told the transition would be complete as of yesterday. The coverage does go retroactive to Jan 1. The move will cost the Tribe more than the budgeted renewal with CMI.

- Following approval by the membership at the December 12 general election, we have begun the process of moving the new casino projects for both the Harvey and Baraga locations forward. We will be utilizing a design/build option for contracting which means the Tribe will contract with only Gundlach Champion to lead the projects as well as provide a Guaranteed Maximum Price. To aid in meeting a spring of 2017 opening of both casinos, initial contracting is underway. We are also developing plans and scheduling meetings with employees and tenants in Harvey who will be impacted by the two projects.
- Part of the transition of moving the Tribe's housing entity from an authority to a department required funds previously acquired by the authority to be returned and reissued along with new federal contracts. The process has taken longer than first thought, but we have received notice this past week that the funds are now available. The Tribe continues to engage the services of Anderson and Tackman to work on accounting functions. The accounting systems have had to essentially be redeveloped and are taking much longer than initially thought. Financials for both the Housing Department and holding company businesses are finally becoming available, and it is expected the businesses FY15 year end will be provided this coming week. The Financial Manager position for the department has finally been filled, and Dawn Solka will begin working the first week in February after completing her role with her current employer.

Respectfully submitted,
Larry Denomie III, CEO

Who's Who—Who's New— and What Do We Do

I will be running an informational article in this issue and subsequent issues as room allows recognizing Tribal Government employees and duties they perform in an effort to allow the Community to know who to contact regarding specific needs and services. I am beginning with the Accounting Department. Keep watch for the numerous departments of KBIC. Employees are the key to our success.

KBIC Accounting Department is located at the KBIC Tribal Center, 16429 Bear Town Road, Baraga, MI 49908, (906) 353-6623.

Almli, Jennifer: Accounting Clerk/Pines Payables. Jennifer handles certain KBIC vendors payables, and water and sewer receivables. You can reach Jennifer at ext. 4192.

Carlson, Roxanne: General Ledger Accountant. Roxanne does the monthly bank reconciliations, Pines gas billing, check/correct coworkers work to be processed, and other duties assigned.

Hamacher, Carol: Accounts Payable Clerk. She enters invoices from numerous departments into accounts payable. Carol joined the department in April of 2015.

LaFernier, Susan J.: Comptroller. Susan reviews various entries and reports by staff for correct fund numbers, line items, and proper documentation for purchases, travel, credit cards, etc. She also reviews the Ra-

dio Station's purchase requests and payroll commissions, and enter and reconcile the radio deposits with the radio system reports. Susan reviews and signs checks for the Government, Enterprises, and Housing.

Larson, Don: Grant Accountant. Don is involved in recording grant receivables along with the entry of budgets and budget modifications. He also helps out with the Pines daily and month end processes such as motor fuel tax refunds.

Mankee, Kelly: Revenue Accounting Clerk. Kelly records all the revenue the Tribe receives as well as the Pines receipts. She also fills in where needed as directed by her supervisor.

Shafer, Jodi: Grant Accountant. Jodi distributes financial statements, completes financial reporting for grants; ask her if you need to know how much is left in your grant/tribal program or what was charged to specific line items (general ledger accounts). Jodi joined the accounting team in January of 2014.

Sherman, Liz: Accounts Payable Supervisor. Liz oversees and helps process all non-payroll disbursements.

Employees not listed chose not to participate.

UPDATES FROM THE LIBRARY

The Ojibwa Community Library has many exciting events taking place as part of our latest grant. Our Healthy Eating Group started in November and will continue throughout the year. We meet with Dale Schmeisser, a registered dietician, who discusses healthy eating habits, recipes, ideas, and strategies during the presentation. People are encouraged to attend the group, which has a new theme each session. Our next session will be February 18th, and flyers will be posted with event details. Refreshments will be served, and participants can register to win a door prize. We also have a Visiting Library program, which started in December, in connection with DHHS's Family Spirit Program for ages 0-5 years old. The librarian visits participants' homes each month to read to the children and leaves a new book behind for them to keep. The participants are then invited to a story time hour each month with an interactive activity, such as a sing-along, giving both children and parents an opportunity to browse the library and sign up for a library card.

Other than our grant projects, we have our ongoing book sale and have some new books to borrow. Book sale prices are \$1.00 for hardcover books, and \$.50 for paperback books.

New titles to borrow include: *The Mysterious Benedict Society* Series by Trenton Lee Stewart. *House of the Rising Sun* by James Lee Burke. *Crimson Shore* by Preston and Child, and *Year of Yes* by Shonda Rhimes.

Don't forget to like and follow us on Facebook to stay up-to-date on the latest happenings and announcements from the library!

~ Angela Badke, Librarian

February 2016 Calendar Events

- **Feb. 1:** Constitutional Committee Meeting, 10 am, Tribal Center Bldg, Council Chambers (downstairs conference room);
- **Feb. 6:** Reg. Sat. Council Meeting, 9 am, Ojibwa Casino Conference Room, Baraga;
- **Feb. 15:** Tribal Gov't Offices closed — President's Day;
- **Feb. 25:** Ojibwa Senior Pasty Sale.

~ submitted by newsletter editor

PRESCRIPTION DRUG DEPOSITORY INSTALLED AT KEWEENAW BAY TRIBAL POLICE STATION



Picture by Lauri Denomie.

In the past, individuals had to wait for a "Take Back" event to rid themselves of unused prescription medications. With the increase of crimes and deaths related to drug use and dependency, Chief Duane Misegan, Keweenaw Bay Tribal Police, sought a way to assist community members to get rid of unwanted prescription medications on an as-needed basis. After doing some research on costs and providers, he decided to install a prescription drug depository at the KB Tribal Police Department but required an avenue to fund the safe.

Upon learning of this need, Bradley T. Dakota, Chief Tribal Judge, assisted with funding through the Keweenaw Bay Tribal Court. Three Baraga County businesses assisted in the making of the depository safe: Selkey Fabricators, LLC designed and made the safe, Peninsula Powder Coating painted the safe, and Homestead Graphics produced and attached the graphics.

Community members are urged to stop at the Keweenaw Bay Tribal Police Department located on US 41, north of Baraga, (906-353-6626) anytime the office is open to rid themselves of unwanted prescription drugs.



DRUG CONVICTION REPORT

In a continuous effort to reduce the illegal use of controlled substances in our community, the Drug

Task Force has requested the publication of pertinent information regarding any convictions of the Controlled Substances section of the KBIC Tribal Code §3.1706. The Tribal Court has agreed to comply with the Drug Task Force's request and will publish a Drug Conviction Report on a routine basis.

Gaven Picciano, case #15-012, controlled substance (possession – Marijuana) – 1st offense

Sentencing on 11/10/2015 to:

1. Fine \$150.
2. Forty-five (45) days jail, 45 days suspended upon the successful completion of probation. Defendant is financially responsible for the costs of lodging and any expenses incurred while incarcerated.
3. Defendant is to obtain a new substance abuse screening within 30 days and is to follow the recommendations until successfully completed. Defendant is to sign a release of information for the Court to monitor compliance.

4. Three to six months of standard alcohol and drug restricted probation with a \$10 monthly probation fee. Defendant is financially responsible for the costs of drug and PBT testing, if any. Defendant is to report as requested by the Probation Office, and at a minimum of one time monthly.

Gavin Loonsfoot, case #15-091, controlled substance (use - Meth) – 2nd offense

Sentencing on 10/28/2015 to:

1. Fine \$1,000.
2. Ninety days jail, 90 days suspended upon successful completion of probation. Defendant is financially responsible for the costs of lodging and any expenses incurred while incarcerated.
3. Defendant is to comply with the recommendation of his substance abuse screening and is to attend inpatient substance abuse treatment as soon as his medical condition is resolved.
4. Six-twelve months of alcohol and drug restricted probation with a \$10.00 monthly probation fee. Defendant is financially responsible for the costs of drug and PBT testing, if any. Defendant is to report to the Probation Office as requested by the Probation Officer.
5. Defendant is to pay \$40.00 per week or perform a minimum of four hours of community service per week, until all of his Court obligations are paid in full.

Gavin Loonsfoot, case #15-095, controlled substance (use/possession – Amphetamines and Marijuana) – 3rd offense
Sentencing on 10/28/2015 to:

1. Fine \$1,000.
2. One-hundred-eighty days jail, 180 days suspended upon successful completion of probation. Defendant is financially responsible for the costs of lodging and any expenses incurred while incarcerated.
3. Defendant is to comply with the recommendation of his substance abuse screening and is to attend inpatient substance abuse treatment as soon as his medical condition is resolved.
4. Six-twelve months of alcohol and drug restricted probation with a \$10.00 monthly probation fee. Defendant is financially responsible for the costs of drug and PBT testing, if any. Defendant is to report to the Probation Office as requested by the Probation Officer.
5. Defendant is to pay \$40.00 per week or perform a minimum of four hours of community service per week, until all of his Court obligations are paid in full.

Michael Dietz, case #15-154, controlled substance (possession – Marijuana) – 1st offense

Sentencing on 10/20/2015 to:

1. Fine \$150.
2. Three days jail, three days jail suspended.

Financial Aid Day



**Wednesday, February 24, 2016
3 p.m. to 7 p.m.**

**Keweenaw Bay Tribal Center
16429 Beartown Rd. Baraga, Michigan**

Financial Aid Counselors will be available to assist you on an individual basis to complete 2016-17 financial aid applications. Please call (906) 353-4117 to schedule an appointment.

**Sponsored by Educational Talent Search
and the KBIC Education Office.**

Open to the public.

ATTENTION: TO ALL TRIBAL COMMERCIAL FISHERMEN

Applications for **Small Boat and Large Boat Commercial Fishing Licenses** for the **Year 2016-2017** Commercial Fishing Season are available at the License Department located in the KBIC Tribal Center. The new license year will begin: May 1, 2016. Applications must be returned to the **Licensing/Motor Vehicle Office** by: **Friday, February 5, 2016**. All applications for licenses will be reviewed and selected by the Tribal Council. All Tribal members who apply must have completed the required **U.S. Food and Drug Administration Hazard Analysis and critical Point (HACCP) Training** and present a copy of the certificate with the application. A **Boat Safety Fishing Vessel Examination** with a certified official must be completed and that documentation must be provided with the application. The application also requests fishing vessel information including the vessel name, number & length.

For: Boat Safety Inspections contact the Tribal Police/Conservation Department at (906) 353-6626 to make an appointment or contact U.S. Coast Guard/Hancock at (906) 482-1520.

PUBLIC ANNOUNCEMENT

Is your charitable organization planning on holding a raffle or selling raffle tickets on the L'Anse Indian Reservation?

Federal law, through the Indian Gaming Regulatory Act, granted Tribes exclusive right to regulate gaming activity on Indian lands. Even if you or the members of your organization are not tribal members, the Keweenaw Bay Indian Community Gaming Commission has the authority to regulate your raffle. It is unlawful to game without a license.

Please contact the KBIC Gaming Commission Office at (906) 353-4222 or stop by the office located at the Tribal Center for an application and a copy of the rules and regulations.



16429 Bear Town, Rd.
Baraga, MI 49908

Application deadline for submission of **ALL Class I Drawings is 30 days** and **Class II Raffles is 60 days** prior to your event. License Fee will be waived when the application is received within this timeline.

Walk And Talk



WHAT: An indoor walking program.

WHEN: Beginning Monday, December 7, 2015, from 10:30 am to 1:30 pm on weekdays (excluding holidays or snow days) through Friday, April 8, 2016. Only work day activity will count toward earning prizes.

WHERE: The KBOCC Gymnasium.

WHO: Anyone who would like to stay active through the winter months.

WHY: Everyone should participate in at least 30 minutes of physical activity 5 times a week to stay fit.

Earn prizes for every ten times you walk.
Contact Popcorn at 353-4531 or popcorn@kbic-nsn.gov for a log information or to redeem your prize.

Grab a buddy and walk during your lunch break, be sure to bring a sack lunch and leave a few minutes to eat!

This is a tobacco free event.

Program sponsored by CDC/REACH Journey to wellness, and KBIC Youth.

Happy Valentines Day!

Healthy Heart Fair

Date: February 12, 2016

Niiwin Akeaa Center
111 Beartown Road
Baraga, MI

Time: 11:00 AM to 1:00 PM

Sponsored by KBIC/DHHS & REACH Journey to Wellness



Are you concerned about your preschooler?

Sometimes children require additional support while they learn the skills that they will need for kindergarten.

If your child is having difficulty speaking, understanding or getting along with others, buddy up with Build Up. It's a free, statewide service of the Michigan Department of Education that helps children ages 3 to 5 who may need extra support.

Visit BuildUpMi.org for more information.



Seeking Foster Parents



Make a difference. Open your heart
and home to a foster child.



Our Community. Our kids.
KBIC Tribal Social Services

Contact us for a foster care informational pack. 906-353-4201

News from the KBOCC Environmental Science Department

The KBOCC Environmental Science Department recently began a new research project through the U.S. Environmental Protection Agency's Tribal EcoAmbassador program. This funding allowed them to partner with the KBIC Natural Resource Department to assess water temperature trends in reservation streams that provide important habitat for fish. Through separate research they heard observations from KBIC members about weather patterns over recent years, and many people have shared concerns about our fish being affected by environmental changes. The monitors we're installing collect continuous temperature readings and will provide valuable long-term information about the health of our streams. This work will greatly benefit our fish-stocking programs.

The project is being overseen by KBOCC Environmental Science Department Chair Andrew Kozich, KBIC Fisheries Biologist Gene Mensch, and KBIC Water Resource Specialist Kit Laux.

Student research assistants are: Sara Kagabitang, Jane Kahkonen, Michael Rodriguez, Toni Sanchez, and Sam Spruce. If you see any of them working in streams over the next few months, be sure to say hello. So far thirty monitors have been installed, and another twenty will be installed in the spring.



Student research assistants, (above) Michael Rodriguez, Toni Sanchez, and Sam Spruce; (below) Sara Kagabitang.



Deepest Sympathy

Robert Perry "Bob" St. Arnold
(April 10, 1932—December 20, 2015)

Robert Perry "Bob" St. Arnold of Brandywine, Maryland, died on Sunday, December 20, 2015, at his home surrounded by his family. He was 83 years old.

Born on April 10, 1932, in Baraga, Michigan, the son of the late Isabelle L. and the late James E. St. Arnold, Sr. He was a member of the Keweenaw Bay Tribal Community. Mr. St. Arnold served in the U. S. Army during the Korean War before being Honorably Discharged in 1954. He then served as Superintendent of the Bureau of Indian Affairs for the U. S. Government until his retirement. He dedicated his whole life to the preservation of the Native American people. He was a member of St. Peter's Catholic Church, the Knights of Columbus and the White Plains Golf Club. Mr. St. Arnold was an avid golfer but enjoyed spending time with grandchildren and great grandchildren.

In addition to his parents, Mr. St. Arnold was preceded in death by his daughter Cheri Ann McMahon and ten of his siblings.

He is survived by his wife of 57 years, Shirley A. St. Arnold; his children: Robert P. St. Arnold Jr. and his wife Michelle, Thomas E. St. Arnold, and Brian F. St. Arnold and his wife Victoria; and many grandchildren, great grandchildren, other relatives and friends.

A visitation was held on December 29, 2015, at 10:00 am with Mass at 11:00 am at St. Peter's Catholic Church, 3220 St. Peter's Church Road, Waldorf, MD 20601. Interment will be held at a later date and time. Memorial contributions may be made to Hospice of Charles County, 2505 Davis Road Waldorf, MD 20603.

Obituaries continues on page nine.

Sharing with the Community: KBOCC Library

Professional Practice Thursdays

Hosted by KBOCC Library | L'Anse Campus | Drop-In 1-4pm

Come in for Help, Support,
and Guidance with:

Career Services	Developing Professional E-mails
Job Search	Using your Phone
Resumes	Identifying strengths, interests, goals, strategies, and skills
Cover Letters	Planning for your Future
Letters of Intent	Locating Resources/Opportunities
Job Applications	Support & Advising
Online Application Support	
Mock Interviews	
Appropriate Attire	

College/School Applications

- Essays
- Art portfolio
- College App Checklist
- Letters Recommendations
- Scholarship Applications

Branding and Marketing

- Social Media
- Website

Feel free to call and schedule an appointment at temery@kbocc.edu or 906-524-8206
Access to computers and printers!



Keweenaw Bay Ojibwa Community College

LIBRARY

Our Mission

Formed out of American Indian identity, the mission of Keweenaw Bay Ojibwa Community College is to provide post-secondary education rich in Ojibwa culture, tradition and beliefs that support life-long learning.

Facility Services

Who may borrow from the Library?

- All current KBOCC students, faculty, and staff
- KBOCC Alumni

Most Programming open to the Community!

- 4 PC learning commons computers
- Printers (including color), scanner, and photocopiers - up to 10 copies
- Wireless network
- Reference Selection houses a diverse and historical database
- Kindles for inhouse use
- Docking stations and collaborative space for group work

Services Hours

Spring Semester 2016

Monday	9:00am - 2:00pm
Tuesday	9:00am - 4:00pm
Wednesday	9:00am - 6:00pm
Thursday	9:00am - 5:00pm
Friday	9:00am - 2:00pm

Note: Changes to these hours will be posted at:
www.kbocc.edu/academics/library



Mail: 770 N Main Street
L'Anse, Michigan 49946
Wabanung Campus, Rm 203

Phone: (906) 524-8206
Email: library@kbocc.edu
Web: www.kbocc.edu

Library Programming

The KBOCC Library hosts a wide-range of community/ student activities and assistance programs:

PreSchool Reads: The Little Eagles visit the library twice a week for storytelling and educational activities
9:30am Tuesday and Thursdays



Wednesday Study Tables NEW: Each Wednesday bring in your work and chill in the library with other students for an empowering, productive atmosphere! Coffee is provided.
4:00 - 6:00pm Wednesdays



Professional Practice Thursdays: Each Thursday throughout the KBOCC academic year, drop-in for assistance with your personal professional development. Open to all students and community members!

1:00 - 4:00pm Thursdays



Professional Practice Thursdays

Hosted by KBOCC Library | L'Anse Campus | Drop-In 1-4pm

Come in for Help, Support,
and Guidance with:

Career Services	Developing Professional E-mails
Job Search	Using your Phone
Resumes	Identifying strengths, interests, goals, strategies, and skills
Cover Letters	Planning for your Future
Letters of Intent	Locating Resources/Opportunities
Job Applications	Support & Advising
Online Application Support	
Mock Interviews	
Appropriate Attire	
College/School Applications	
Essays	
Art portfolio	
College App Checklist	
Letters Recommendations	
Scholarship Applications	
Branding and Marketing	
Social Media	
Website	

Feel free to call and schedule an appointment at temery@kbocc.edu or 906-524-8206
Access to computers and printers!

For more Information contact library@kbocc.edu or kbocc.edu/academics/library
Visit us at the KBOCC L'Anse Location

Secretary Report continues:

- Donated \$5,000.00 to the 2015 Toys for Tots.
- Granted Darrell Kingbird a one year on reservation Visitor Permit for hunting, fishing, trapping, and gathering.
- Donated \$5,000.00 to the Marquette County Veteran's Alliance to bring the Vietnam Travelling Wall to Marquette County.
- Approved a \$500.00 President Membership to the Calumet Art Center.
- Approved an extension to the Tier III Services Agreement with Superior Paving for the Rez Stop.
- Approved the Gaming Device Orders between Aristocrat Technologies and the KBIC for the Baraga and Marquette Casinos.
- Approved the Appellate Court Justice Contract with James Bittorf.
- Consensus to have Ojibwa Roads move forward with lease agreements for two front-end loaders, five year leases with five year warranties, and have the Assistant Tribal Attorney review the leases.
- Directed the Natural Resource Department to provide a recommendation of a possible extension of the small boat fishing season by 11/12/15.
- Certified the results of the 10/31/15 Tribal Council Primary Election.
- Certified the Tribal Council nominees for the 12/12/15 General Election.
- Certified the Judicial Candidate for the 12/12/15 General Election.
- Donated \$500.00 to Bayside Village for activities, \$500.00 to the Baraga Fire Department for the Annual Children's Christmas Party, and \$200.00 to the Bethel United Pentecostal Church for the Annual Community Thanksgiving Dinner.

November 9, 2015 Special Council Meeting

- Reviewed the Baraga and Marquette Casino Projects, plans, and budgets.
- Approved all October 2015 meeting minutes.

November 12, 2015 Special Council Meeting

- Approved the Realty truck purchase using FY2015 funds.
- Conducted an attorney interview.
- Conducted Enterprise Employee Appeal of Dismissal Hearing Case #016-15 and upheld the decision.
- Met with Tribal Commercial Fishermen and Gene Mensch, Fisheries and Wildlife Biologist, on extending the small boat fishing season. Gene will meet with the fishermen and bring forward a recommendation for an amendment through the Legislative Process.
- Approved Resolution KB-054-2015 Floyd and Susie Crawford acquisition.
- Approved Resolution KB-055-2015 George "Pete" and Lillian Van Straten Acquisition.
- Approved Resolution KB-059-2015 William K. Seppanen Recreational Lease.
- Approved the Great Lakes Indian Fish and Wildlife Commission Memorandum Of Agreement for the Joint Funding Agreement with the United States Geologic Survey.
- Eliminated random drug testing as of 11/12/15.
- Reduced the re-hire period for employees dismissed for policy violations from six months to two months.
- Approved Resolution KB-056-2015 Ballot Proposals for the Baraga and Marquette Casino Projects.

November 19, 2015 Special Council Meeting

- Approved a letter allowing Gerald "Joe" Kirkish to do research in Washington DC and Chicago on the history of the KBIC.
- Donated \$1,000.00 to Gerald Kirkish for travel expenses.
- Approved Resolution KB-058-2015 Marquette 2% Distribution.
- Approved Resolution KB-057-2015 Baraga 2% Distribution.
- Donated \$30,000.00 to Bay Ambulance from Clinic 3rd Party funds.
- Donated \$2,500.00 to Save the Wild UP.
- Donated \$100.00 to the Peter and Becca Dove Family Spaghetti Dinner Benefit.
- Approved the Ojibwa BP renewal licenses for alcoholic beverages and taxed tobacco products.
- Approved the Rez Stop renewal licenses for alcoholic beverages and untaxed tobacco products.
- Approved the Dentist Employment Agreement with Ronald Carmody, DDS.
- Approved the Chief Pharmacist Agreement with Cynthia Gourneau, R.Ph.
- Approved the Aruze gaming device order.
- Approved a loan to the Ojibwa Holding Company for \$150,000.00.

November 20, 2015 Phone Poll

- Approved the Appeal Process of the Christmas Gift Check Committee.

November 23, 2015 Phone Poll

- Agreed to offer the Tribal Attorney position to Nick Lewis.

In December 2015 the Tribal Council held five Special Council meetings. Actions taken were:

December 7, 2015 Special Council Meeting

- Approved a Christmas Party for the Baraga Seniors. Dinner attendees to receive a \$50 gift card and those who did not attend to receive \$75 gift cards.
- Approved the Blue Cross Blue Shield Simply Blue Plan as the Employee Health Insurance carrier effective 01/01/16.
- Denied the request for an Appeal of Dismissal Hearing that was received past the deadline for requesting an appeal.

December 10, 2015 Special Council Meeting

- Approved the meeting minutes of November 7, 9, 12, and 19, 2015.
- Approved Resolution KB-060-2015 Department of Energy Projects on Indian Lands Grant application.
- Approved Resolution KB-061-2015 Tribal Transportation Plan.
- Approved the bid of Independent Roofing and Siding Co. in the amount of \$28,883.00 for the Vinyl membrane roofing at the Zeba Headstart.
- Approved the funding shortfall for the Keweenaw Bay Underwater Intake Repair Proposal to Ballard Marine Construction for \$6,210.00.
- Approved the following December donations:

- KBIC Niinigimiwang (OVW) \$1,000.00
- The Wounded Warrior Project \$1,000.00
- L'Anse High School Yearbook Ad \$200.00
- The Salvation Army \$1,000.00
- American Indian Cancer Foundation \$250.00
- Approved \$5,000.00 for Zeba Hall sup-

plies.

- Amended the KBIC Personnel Policy Manual and the Ojibwa Casino Enterprises Manual to change the job description portion regarding the GED requirement and the waivers for KBIC Members working toward obtaining a GED.
- Donated \$1,000.00 to Denise Moschetto for emergency travel for Bernard Meroni, Jr.
- Granted Harlan Downwind a one year Visitor's Permit for hunting, fishing, trapping, and gathering.
- Approved the bid of Gegare Tile in the amount of \$16,556.00 to replace the 2nd floor carpeting at the health center.
- Amended the Services Agreement between the KBIC and Luis Verissimo Consultant Services to create multiple Geodatabases and for LiDAR development.
- Renewed the Business License of Baraga Telephone for Paul Stark.
- Approved the Project Agreement with the Baraga County Road Commissioners for the replacement of the culvert crossing Boyer Creek on Shrine Road.
- Approved the Greenway Health Media-ident Hardware and Software contracts for electronic dental records in the amount of \$30,375.00.
- Renewed the Liquor and Business Licenses of the Pines.
- Approved the Employment Agreement of Nicholas Lewis, Assistant Tribal Attorney.
- Approved the Employment Agreement of Richard Tuisku "Dick Storm" for four years.

December 15, 2015 Special Council Meeting

- Approved Resolution KB-063-2015 Re-statement of Qualified Retirement Plans. This is required every six years.

December 17, 2015 Special Council Meeting

- Approved the Tier III Services Agreement with Independent Roofing and Siding Company for the Zeba Headstart roofing project in the amount of \$28,883.00.
- Approved Resolution KB-062-2015 USDA Lease Extension until 12/31/18.
- Approved a new Dell Virtual Server in the amount of \$38,771.00.
- Approved allowing employees to carry an unlimited amount of annual leave hours, but a maximum of 240 hours will be paid upon separation.
- Approved the Danielle Webb Tribal Attorney/Tribal Prosecutor Employment Agreement.
- Overturned the CEO's decision in Employee Appeal of Dismissal Case# 018-15.
- Approved a donation request of \$1,000.00 for Denise Moschetto for Bette Meroni.

December 28, 2015 Special Council Meeting

- Made an exception to the Personnel Policy for the Ojibwa Building Supply Manager for Sick Leave Incentive Payout.

Respectfully Submitted,
Toni J. Minton

Correction: On page one of the December issue of the Wiikwedong Dazhi-Ojibwe, under the Veteran's picture, Officer Tim Tilson was incorrectly identified. My apologies to Officer Tim Tilson.

~ Lauri Denomie, Newsletter Editor

Attention all L'Anse Farmer Market Vendors & Individuals Interested in Becoming a Vendor!

**Join Us On February 22, 2016 at 12 PM
at the Baraga Lakeside Inn Conference Room**



Michelle Walk, MSU Extension will be presenting how to structure the Farmer's Market and will go over last years survey.

To register call Mary Dee Shanahan @ 353-4530

Do you have a child under the age of 18 that suffers from Asthma or other breathing problems?



The American Lung Association has partnered with the Keweenaw Bay Indian Community to offer free Indoor Air Quality Assessments to homes with children that suffer from breathing problems. We may be able to offer **FREE** products or remediation services for your home to help improve your child/children's breathing. Please contact Stephanie Kozich for additional information at (906) 524-5757 ext. 28.

Saving Money During Winter, by Peter Morin

Now that it is getting colder our energy consumption increases greatly. The falling temperature equates to more fuel consumed to heat our homes which also increases pollutants. According to the Energy Information Administration, America is among the top 10 energy consumers in the world. Reducing energy usage and burning less fuel reduces greenhouse gases that contribute to global warming. There are several ways to reduce costs and pollution while still remaining comfortable as it gets colder.

Getting a "tune up" on your furnace by a professional before the heating season once a year, cleaning your furnace filters regularly, and replacing them at least once every three months. Sealing air leaks in duct work can help reduce how hard your furnace has to work to heat your home. Also consider upgrading to an energy star furnace or boiler system if you have not already done so. Another easy way to reduce our energy use is to turn the thermostat down at night, and when you are not going to be at home. Consider installing a programmable thermostat to do this for you.

Sealing your home is a great way to reduce energy usage. Sealing outlets, light switches, plumbing pipes, using plastic on your windows, and replacing weather stripping are all easy to do and the cost is minimal. Inspect your homes insulation, making sure there is adequate insulation throughout the home is important for keeping the heat in. Many older homes are not properly insulated, especially in the attic. Consider getting an energy audit done on your home. There is an upfront cost, but it will help you decide where you should invest first.

If you have a fireplace that is only used intermittently make sure the flue is well sealed when not in use. If you do not use your fireplace at all, consider sealing it with a fireplace chimney balloon.

Put fans to work, circulating the air keeps the warm air in your home evenly distributed. Setting your ceiling fans in the clockwise direction (blade direction reversed from summer usage) moves warm air back down to the floor. Turn off kitchen and bath ventilating fans after they've done their job, these fans can blow out a house full of heated air very quickly if inadvertently left on.

Use the sun to your advantage by keeping your curtains open on your southern facing windows you can let the sun in to help heat your home. Turn off lights in unoccupied rooms. Consider installing CFL bulbs, according to eartheasy.com they are 75% more efficient and last up to 10 times longer.

Taking shorter showers and reducing lingering time can save hundreds of gallons of hot water per month for a family of four. Consumerenergy.org says showers account for 2/3 of your water heating costs. Cutting your showers in half will reduce your water heating costs by 33 percent. Installing low flow shower heads will provide even more savings.

To find out about the Low Income Home Energy Assistance Program (LIHEAP) please contact; Baraga-Houghton-Keweenaw Community Action Agency, Inc. phone: (906) 482-5528 or the KBIC Community Assistance Programs' Office (906) 353-4206.

These services include home energy bills, weatherization, and energy-related minor home repairs.

There are other ways to reduce the cost of heating our homes and reduce pollution. If you want to learn more there are many resources available on the web.

For more information: <http://energy.gov/energysaver/energy-saver>, <http://www.popularmechanics.com/home/how-to/g737/9-sneaky-ways-to-cut-your-home-heating-bills/>, <http://www.consumerenergycenter.org/tips/winter.html>

Cliff Leo Loonsfoot

(July 14, 1986—December 25, 2015)

Cliff L. Loonsfoot, age 29, of White Cloud, MI, passed away on December 25, 2015, at University Of Michigan Health Systems in Ann Arbor. Cliff was born on July 14, 1986, in Big Rapids, MI, to Robert Leo and Sandra Elaine (Rollenhagen) Loonsfoot and worked for Trees Inc. for several years. Cliff enjoyed movies, bowling, traveling with his family, and spending time with his nieces and nephews.

Cliff is survived by his father, Robert of White Cloud, MI; brothers and sister: Robert (Deanna) Loonsfoot of Baraga, MI, Amy (William) Shea of White Cloud, MI, and Chet (Lindsey) Loonsfoot of Cedar Springs, MI; nieces and nephews: T.J., Justin, Emily, Bailey, Kelley, Kaitlyn, Brianna, Easton, and Grace. Cliff was preceded by his mother, Sandra in 2008.

Funeral services were held Thursday, December 31, 2015, at the Crandell Funeral Home in White Cloud, MI with Rev. Timothy Loonsfoot officiating. Visitation was held prior to the service at the funeral home. Interment was in White Cloud Cemetery with a social gathering at the White Cloud Eagles following the graveside services. For a more lasting memorial, friends are asked to consider LOVE INC. Friends may share memories and condolences online at www.crandellfh.com.

Annabelle Pearl DeCota

(March 1, 1937—December 26, 2015)

Annabelle Pearl DeCota, age 78, passed away Saturday, December 26, 2015, at UP Health System, Marquette, MI. She was born in Zeba, Michigan, on March 1, 1937, the daughter of the late John and Hattie (Spruce) Misegan. Annabelle attended Zeba and L'Anse area schools. She married Joe DeCota, and he preceded her in death in 1989.

Annabelle was a member of Keweenaw Bay Indian Community. She enjoyed watching the Packers and liked country music, going to bingo, and going to the casino. Annabelle was a Gold Star grandmother.

Annabelle is survived by her children: Robert (Valarie) Voakes of L'Anse, MI, Jim Riopelle of Hancock, MI, Michael DeCota of L'Anse, MI, Ronald DeCota of Baraga, MI, David DeCota of Baraga, MI, and Joel DeCota of Benton Harbor, MI, and Sharon Savuroski of Hancock, MI; numerous grandchildren; 10 great grandchildren; sister Patricia Hickman of Orion, MI; and several nieces and nephews. She was preceded in death by her grandson Robert Lee Nigig-enz (Little Otter) Voakes; her brother Isadore Misegan; and sisters: Doris Dunleavy, Ginger Cadeau, Myrtle Rodriguez, Dorothy Nutlouis, and Rolene Duquette.

Funeral services for Annabelle were held at on December 30, 2015, at the Zeba Hall with Deacon John Cadeau officiating. The family greeted friends at the Zeba Hall on December 29, 2015, at 6 pm and on prior to the service on December 30, 2015. A fellowship luncheon was held at the Zeba Hall following the services. The Reid Funeral Services and Chapel of L'Anse, MI, assisted the family.

Linda Joyce Kemppainen

(April 8, 1948—January 4, 2016)

Linda Joyce Kemppainen, age 67, of Covington, MI, passed away on Monday, January 4, 2016, at Baraga County Memorial Hospital. She was born April 8, 1948, in Baraga, MI, the daughter of Thomas and Isabelle (Davis) Shalfoe. Linda married Bruce Joel Kemppainen on November 30, 1990, in L'Anse, MI; they resided in L'Anse, MI. She has resided at Rolling Meadows in Covington for just over a year. Linda was a member of KBIC.

Surviving are her children: Dale (Tracie) Shalfoe of Battle Creek, MI; Carena (Michael) Weih of Wheatland, IA, and Hyedi (Richard) Johnson of Atlantic Mine, MI; brother Thomas (Denise) Shalfoe of Albuquerque, NM; sisters: Patricia Challifaux of Omaha, NE and Karen (Jerry) McKinney of Rio Ranch, NM; seven grandchildren: Shane, Ciara, Zachary, Jacob, Andrew, Mya, Anna, Kate; and a great grandson Daxxus. Preceding her in death were her parents; husband, Bruce; brothers: Larry, Jerry, and Robert.

A memorial service was held on January 8, 2016, at the Jacobson Funeral Home with Rev. Stephen Rhoades officiating. Visitation was for one hour prior to the service at the funeral home. Burial will be in the spring at the Pelkie Cemetery. The Jacobson Funeral Home is assisting the family. Friends may sign Linda's guest book or send condolences at www.jacobsonfuneralhome.com.

EDUCATION INCENTIVE PROGRAM AWARDS STUDENTS

The Keweenaw Bay Education Committee offers the Education Incentive Program to local KBIC Tribal students. Monetary incentives are awarded at the end of each of the four marking periods of the academic year. Students must be enrolled KBIC members, reside in Baraga, Houghton, Ontonagon, or Marquette counties and must attend a public or private school. A student's Honor Roll status is defined according to the requirements of their school district.

The following sixty-nine students were placed on the Honor Roll for the first marking period of the 2015-16 academic year:

Baraga — DySean Allen, Kamerin Awonohopy, Robert Curtis, Allison Durant, Dhanya Edkahl, Octavia Geroux, Richard Geroux, Jr., Bailey Harden, Sierra Heikkinen, Steele Jondreau, William Jondreau, Jr., Kamrin Kahkonen, Keegin Kahkonen, Christian Kelly, Dana Kelly, Angel Loonsfoot, Skye Loonsfoot, Shawna Lussier, Nikira Maki, Steven Maki, Aleah Maskew, Jenna Messer, Liliana Messer, Leeah Owens, Nicholas Owens, Kylie Peterson, Annaleese Rasanen, Presley Rasanen, Toriana Rasanen, Alana Schofield, Logan Shalifoe, Tyler Shalifoe, Javon Shelifoe, Brendan Varline, Cheyenne Welsh, and Nathaniel Welsh.

L'Anse — Jade Curtis, Deija Dakota, Kayla Dakota, Keira Dakota, Sara Dakota, Shay Ekdahl, Ti'ia Friisvall, Christopher Genschow, Robert Genschow III, William Genschow, Brent Geroux, Adyson Moulden, Grayson Roe, Jaily Shelifoe, Abbygail Spruce, Alicia Stein, Mariana Teikari, and Cassandra Zasadnyj.

L'Anse-Baraga Community Schools — Jacob Arens, Nora DeCota, Stacey DeCota, Breanna Gauthier, Kiersten Loonsfoot, and Diana LaPlante Veker.

Marquette — Neebin Ashbrook-Pietila, Andre Hamalainen, Brenden Lindgren, Anna Lindgren, Vanessa Rabitaille-Kinney, and Sean Seymour.

Sacred Heart Catholic — Ireland Chosa and Rachael Velmer.

Gwinn — Destinee Stanton.

The following sixty-three students received awards for achieving Perfect Attendance:

Baraga — Matthew Beck II, Jenna Carlson, Robert Curtis, Kyle DeCota, Troy DeCota, Lealynd Dunleavy, Allison Durant, Breyelle Ekdahl, Dhanya Ekdahl, Preston Ellsworth, Octavia Geroux, Bailey Harden, Sierra Heikkinen, Rylee Holm, Steele Jondreau, William Jondreau, Jr., Kamrin Kahkonen, Keegin Kahkonen, Angel Loonsfoot, Darious Loonsfoot, Nevaeh Loonsfoot, Nikira Maki, Steven Maki, Leeah Owens, Nicholas Owens, Isaiah Peterson, Kylie Peterson, Annaleese Rasanen, Presley Rasanen, Logan Shalifoe, Tyler Shalifoe, Javon Shelifoe, Joshua Stump, Kayla Szarolletta, Cheyenne Welsh, and Nathaniel Welsh.

L'Anse — Lealind Back, Keira Dakota, Kydan Dean, Ayden Ekdahl, Anen Fountaine, Ti'ia Friisvall, Chase Larson, Grayson Roe, Jaily Shelifoe, Abbygail Spruce, Brian Spruce, Charles Spruce, Mason Spruce, Alicia Stein, Mariana Teikari, Cassandra Zasadnyj, and Paige Zasadnyj.

Sacred Heart — Ireland Chosa, Landen Chosa, Zachary Velmer, and Robert Webb.

Gwinn — Kaitlyn Shelafoe, Kimber Shelafoe, Taylor Shelafoe, Destinee Stanton, and Laci Stanton.

Negaunee — Brayden Velmer.

Scholarship Program and Student Incentives



Scholarship Program

MICHIGAN INDIAN ELDER ASSOCIATION 2016 SCHOLARSHIP NOTICE:

The Michigan Indian Elders Association (MIEA) is pleased to announce that it will make available three (3) \$1000 scholarships and six (6) \$500 scholarships. The scholarships will be awarded to at least nine qualified students with the \$1000 scholarships being awarded to top three (3) qualified student, as determined by committee review and lottery, if necessary. Each student must be currently enrolled in a

course of study at, or have a letter of acceptance from, a public college or university or technical school and must meet the following qualifications.

QUALIFICATIONS – the student:

- Must be an enrolled member (*copy of tribal card*) or be a direct descendant of an enrolled member of one of the MIEA constituent Tribes/Bands (*must be verified in writing by your tribal Enrollment Department*).
- Must have successfully completed and passed all five General Education Development (G.E.D.) equivalency tests with a minimum score of 40 and an average score of 45 and must possess a G.E.D. certificate; or must have graduated from an accredited high school with a 3.00 grade point average; or if currently enrolled at a college, university or trade school, must have an accumulated grade point average of 3.00.
- Must, except for special and extenuating circumstances, attend college, university or trade school on a full-time basis.
- Must complete the provided application form and submit it with required supporting documentation and the mailing must be **RECEIVED BY THE COORDINATOR** not later than **June 15, 2016**. (PLEASE NOTE, incomplete or late applications will not be considered).

An application form can be downloaded from the website at (and clicking student):

<http://www.michiganindianelders.org/>

The application can also be obtained from the Tribal Education Department of each of the constituent Tribes/Bands.

Current constituent Tribes/Bands are:

- Grand Traverse Band Of Ottawa and Chippewa Indians
- Hannahville Band of Potawatomi Indians
- Keweenaw Bay Indian Community
- Lac Vieux Desert Band of Lake Superior Chippewa Indians
- Little River Band of Ottawa Indians
- Little Traverse Bay Band of Odawa Indians
- Match-E-Be-Nash-She -Wish: Band of Potawatomi Indians, Gun Lake Tribe
- Nottawaseppi Huron Band of Potawatomi
- Pokagon Band of Potawatomi Indians
- Saginaw Chippewa Indian Tribe
- Sault Ste. Marie Tribe of Chippewa Indians

STUDENT INCENTIVE PROGRAM 2015/16

A student incentive program is being offered by the Michigan Indian Elders Association (M.I.E.A.) to recognize students who achieve all "A's" for a marking period as well as students who achieve perfect attendance for a marking period.

There will be a minimum of \$3,000 available to fund this program this year. \$25 will be awarded for each qualified entry, up to the minimum available funds in the Program. In the event that the number of qualified entries exceeds the funds available, the winners will be determined by lottery.

Here are the conditions to qualify:

- The student must be an enrolled member or be a direct descendant of an enrolled member of one of the M.I.E.A. constituent tribes/bands.
- The student must be in grades K-12 at a public or private school. (home schooling not eligible).
- A student must be in grades 4-12 to qualify for the straight "A" award. (A-, A, A+).
- For a school system that uses a grading system based on numbers, the equivalent to straight "A's" will be acceptable.
- A student must be in grades K-12 to qualify for the perfect attendance award.
- Perfect attendance means exactly that. A student must be in school or at a school sponsored function each day of the marking period. Excused absences for anything other than a school sponsored/approved function do not constitute perfect attendance.
- The first two marking periods of this 2015/2016 school year will be used to determine the winners for this lottery.

FOOD DISTRIBUTION PROGRAM ON INDIAN RESERVATIONS (FDPIR) FY 2016 NET MONTHLY INCOME STANDARDS* (Effective Oct. 1, 2015 to Sept. 30, 2016)

*The net monthly income standard for each household size is the sum of the applicable Supplemental Nutrition Assistance Program (SNAP) net monthly income standard and the applicable SNAP standard deduction.

48 Contiguous United States:				Use this amount
Household Size	SNAP Net Monthly Income Standard	SNAP Standard Deduction	=	FDPIR Net Monthly Income Standard
1	\$ 981 +	\$155 =		\$1,136
2	\$1,328 +	\$155 =		\$1,483
3	\$1,675 +	\$155 =		\$1,830
4	\$2,021 +	\$168 =		\$2,189
5	\$2,368 +	\$197 =		\$2,565
6	\$2,715 +	\$226 =		\$2,941
7	\$3,061 +	\$226 =		\$3,287
8	\$3,408 +	\$226 =		\$3,634
Each additional member				+ \$347
Alaska:				Use this amount
Household Size	SNAP Net Monthly Income Standard	SNAP Standard Deduction	=	FDPIR Net Monthly Income Standard
1	\$1,227 +	\$265 =		\$1,492
2	\$1,660 +	\$265 =		\$1,925
3	\$2,094 +	\$265 =		\$2,359
4	\$2,527 +	\$265 =		\$2,792
5	\$2,960 +	\$265 =		\$3,225
6	\$3,394 +	\$282 =		\$3,676
7	\$3,827 +	\$282 =		\$4,109
8	\$4,260 +	\$282 =		\$4,542
Each additional member				+ \$434

- A student can qualify for both the perfect attendance and straight "A's" for both marking periods. For example, straight "A's" and perfect attendance for both marking periods would mean four chances to win.
- A parent of the student must complete and sign the Student Incentive Program Application Form in order for the student to qualify for an award.

A copy of the child's report card signed by the parent or a letter from an administrator of the student's school, must be submitted with the completed application form to verify the achievement of straight "A's" and perfect attendance.

The drawing to determine the winners will be held at the April, 2016 meeting of the Michigan Indian Elders Association hosted by the Hannahville Band of Potawatomi Indians in Wilson, MI.

VERY IMPORTANT - NECESSARY!!! You must follow these directions for your child to be considered for an award. The completed application form (this is a different document than this notice), a signed report card or verification letter of achievement from a school administrator and copy of student's or parent's tribal identification card must be submitted no later than March 15, 2016.

Leann Stindt
103 Big Bear Rd.
Iron River, MI 49935

An application form can be downloaded from the website at (and clicking student):

<http://www.michiganindianelders.org/>

The application can also be obtained from the Tribal Education Department of each of the constituent Tribes/Bands.

Rickard Law Office
USAF veteran owned law firm

Rickardlegal@gmail.com

Brandon T Rickard, Esq.
Attorney at Law (P75104)
221 West Washington Street
Marquette, MI 49855
Ph. 906-225-9705 Fax 906-225-9960

Water



THE GOAL: Have enough water on-hand for your family to last 3 days (72 hours). This should be about 3 gallons per person.

Whether you live in the country or the city, your water supply relies on electricity to run the system. During a power outage you may find yourself without a way to get water. Your water supply can also become unsafe to drink. Both private wells and city water systems can be contaminated in a disaster.

CHOOSE ONE OF THE FOLLOWING THINGS TO DO THIS MONTH TO BECOME BETTER PREPARED.

Purchase and store a 72-hour supply of commercially bottled water (or more – up to two weeks).

A three-day supply for one person is 3 gallons of water (one gallon per person per day). Also include an extra one gallon for a medium size pet. That one gallon should last three days, but plan for more or less if your pet is very large or very small.

1 day, 1 person = 1 gallon (or 128 ounces) = 7-20 ounce bottles = 4 liters
3 days, 1 person = 3 gallons (or 384 ounces) = 21-20 ounce bottles = 12 liters

During an emergency, you should drink at least two quarts (one half gallon) of water a day. Drink 3-4 quarts a day if you are in a hot climate, pregnant, sick, or a child. Some of the water in your emergency water supply will be used for cooking or washing.

If you buy commercially bottled water, it should be replaced once a year. Store your water in a cool, dark place to keep it tasting fresher longer.

If supplies run low, never ration water. Drink the amount you need today and look for more tomorrow.

Bottle a 72-hour supply of water at home.

If you get your water from a private well, disinfect your tap water before bottling. Place six drops of bleach for each gallon of water, shake well, then let sit for 30 minutes. If you get your water from a municipal water system, there is no need to disinfect tap water before bottling.

Replace your water supply every six months if you bottle your own water. Always sanitize bottles before refilling them. Store your water in a cool, dark place.

SANITIZE BOTTLES BEFORE FILLING:

1. Wash containers with dishwashing soap and rinse with water
2. Sanitize by washing a solution of 1 teaspoon of liquid household chlorine bleach to a quart of water on all interior surfaces of the container.
3. Let air dry for at least one minute

Use clear plastic bottles with tight sealing caps. Milk jugs don't make good water storage containers, they don't seal well, and water stored in them can sometimes develop a plastic taste. Only use bottles that originally had beverages in them (large plastic soft drink bottles work well). See the previous page to find out how much water you should have for your family in an emergency.

Learn how to provide a safe supply of drinking water for your household in a disaster.

WATER HEATER—DO NOT USE IF THE TANK OR FIXTURES HAVE BEEN SUBMERGED IN FLOODWATER!

1. Turn off the gas or electricity to water heater (turn off electricity at the fuse or breaker box, turn off gas by locating the valve supplying the hot water heater and turning the valve handle so that it crosses—is not lined up with—the gas line).
2. Turn off the water intake valve (should be located near the water heater).
3. Open the drain at the bottom of the tank.
4. Turn on a hot water faucet (water will drain from the tank, not the faucet). Discard the first few gallons if they contain rust or sediment. Do not turn the gas or electricity back on until the tank is refilled.

PIPES

1. Turn off main water valve where the water comes into the house (usually near the water meter if you have city water).
2. Let air into the pipes by turning on the highest faucet in your house.
3. Get water from the lowest faucet in your house (never get water from faucets that have been submerged in floodwater).

ICE

If you have freezer space, consider freezing part of your water supply. This has the added advantage of keeping food in the freezer cold longer during a power outage.

Keweenaw Bay Indian Community Employment Opportunities

For current job listings, complete job announcements, applications, and closing dates contact: **KBIC Personnel Department, 16429 Bear Town Road, Baraga, MI 49908-9210 or 906-353-6623, ext 4176 or visit: www.ojibwa.com.**

<http://www.kbic-nsn.gov/html/personnel.htm>

- IT Help Desk Technician (Marquette Casino) (full-time) 02/02/2016
- Environmental Response Program Specialist (full-time) 02/03/2016
- Substance Abuse Programs Director (full-time) 02/05/2016
- IT Help Desk Technician (Baraga) (full-time) Open until filled
- Housing Department Director (full-time) Open until filled
- Tribal Attorney (full-time) Open until filled



On-call positions: Pharmacy Technician, Facility Attendant, Registered Nurse, Licensed Practical Nurse, Internal Sales Specialist, Pharmacist, Receptionist/Clerical Worker, Fill-in Receptionist, Board Operator, Cashier, Account Executive/Sales, Community Service Supervisor, Unit Manager, Van Driver, Cleaning Person, Natural Resources Technician.



Agreement

MICHIGAN BAC APPRENTICESHIP AND TRAINING PROGRAM APPLICATION COVER LETTER. Please read before filling out the application.

Dear Applicant: CLICK THIS LINK [Lansing Apprenticeship & Training](#) for the (3) page application form for the Michigan BAC Apprenticeship Program—provided you meet these qualifications:

The minimum requirements are as follows:

1. Obtained the age of 17
2. Must live in Michigan
3. High School Graduate or G.E.D. equivalent
4. Have a valid Driver's License and reliable transportation.

Upon submitting this application, the Training Center will call you to schedule an appointment to hand-deliver all necessary documents. Bring the following items with you:

1. Copy of Birth Certificate
2. Copy of High School Transcript (must show GPA – Grade Point Average) or High School G.E.D. equivalent with test Scores
3. If applicable, a copy of Discharge papers from Military Service - form (DD 214)
4. ACT WorkKeys Assessment Scores (or take the assessments when you arrive).

Once you have submitted the required documentation, you will be given a list of BAC Local 2 MI signatory contractors from which you may solicit employment and/or request to be interviewed as a candidate for twelve weeks of Pre-job Training. Twelve (12) weeks of related instruction must be completed within the first year of your apprenticeship. There is no charge for the training. Tools will be provided for your training. **If you live more than seventy (70) miles from the Training Center, housing will be provided at no cost to you during training. You will receive a \$20 per day stipend for each day of training you attend. Starting wages will be 60% of Journeyman wages for the 4-year program and 65% for the 3-year (approximately \$12.00 to \$19.00 per hour plus benefits, depending on the area of your employment). During your apprenticeship, you will receive a 5% pay increase for each six-month period you work with at least 750 work hours and satisfactory improvement.** If you have questions, please call the Training Center at (517) 886 - 2221.

You must read the JOB DESCRIPTION (Michigan Bricklayers & Allied Craftworkers Apprenticeship & Training Program): An "Apprentice" is a worker who learns according to a written or oral contractual agreement. A "Craftworker" is a trained and recognized skilled tradesperson of the craft requiring 3 or 4 years of on-the-job training through job experience supplemented by related instruction, prior to being considered a qualified skilled Craftworker. High school or vocational school education is a prerequisite for entry into the Apprenticeship Program. Apprentices will be registered as a Apprentice by the State of Michigan Apprenticeship Agency and the Federal Bureau of Apprenticeship and Training. Apprentices will be represented by a Union. "Apprenticeship program" comes under the guidance of a joint apprenticeship committee composed of representatives of the employees. These committees may determine need for apprentices in a locality and establish minimum apprenticeship standards of education, experience and training.

The JOB DESCRIPTION is sectioned in five categories; physical demands, environmental conditions, primary duties, secondary duties, and availability of work. Each category uses the following code; F = FREQUENTLY, N = NOT PRESENT, 4 = LOUD, H = HEAVY, and O = OCCASIONALLY.

PHYSICAL DEMANDS: Climbing - F, Balancing - F, Stooping - F, Kneeling - F, Crouching - F, Crawling - F, Reaching - F, Handling - F, Fingering - F, Feeling - F, Talking - O, Hearing - F, Tasting/Smelling - N, Near Acuity - F, Far Acuity - O, Depth Perception - O, Visual Accommodation - O, Color Vision - O, Field of Vision - F, and Strength - H

ENVIRONMENTAL CONDITIONS: Exposure to Weather - F, Extreme Cold - O, Extreme Heat - O, Wet and/or Humid - O, Vibration - N, Exposure to Dust and Fumes - O, Proximity to Moving Mechanical Parts - F, Exposure to Electric Shock - O, Working in High, Exposed Places - O, Exposure to Radiation - N, Working Explosives - N, Exposure to Toxic/Caustic Chemicals - O, and Noise Intensity Level - 4

PRIMARY DUTIES: Work at unimproved sites, use ladder to access work area, work of scaffolding, climb scaffolding, work on multiple building levels, lift average weights between 5 - 70 lbs., operate hand held power saw, operate power table saws, operate miscellaneous hand held power tools, follow instructions including all safety requirements, and read ruler as well as calculate feet and inches.

SECONDARY DUTIES: Clean masonry with caustic cleaners and scrape/point walls.

AVAILABILITY OF WORK: Work Out of Area - F, and Long or Short LAYOFFS are Possible for Lack of Work - O.

PLEASE NOTE: ALL APPLICATIONS WILL BE DENIED IF NOT PROPERLY COMPLETED. THE APPRENTICESHIP PROGRAM IS A DRUG FREE PROGRAM.

About

The Michigan Bricklayers and Allied Craft Workers represents all facets of masonry sciences: Brick and Block, Stone, Cement, Plaster, Painting/Cleaning/Caulking [Restoration and Preservation], Refractory and Tile, Marble, or Terrazzo.

Attention KBIC Tribal Members

Job Bank Applications



With the approval of constructing both the Baraga and Marquette Casinos – Tribal Members are urged to apply for the Job Bank as **TERO will be referring workers for these projects.**

Some of the jobs that will be available are for Carpenters, Masons, Construction workers, Heavy Equipment Operators, General Labor, and other skilled and unskilled workers will be needed for these projects.

Native owned business – you also need to register with the TERO Office to qualify for Native Preference. Please contact this office for an application.

TERO assistance is available during regular office hours in the Tribal Center [Monday – Friday] to assist KBIC Tribal Members in completing the application packet. Job Bank Applications are also available online at <http://www.ojibwa.com/content/tero> -- Please stop by or contact Debbie Picciano @ 353-4167 or Email – TERO@kbic-nsn.gov.

'Find a job you love and you'll never work a day in your life'



KEWEENAW BAY INDIAN COMMUNITY

OFFICE OF CHILD SUPPORT SERVICES

472 N. Superior Ave. • Baraga, MI 49908
In Tribal Court Building

Phone: 906-353-4566 • Fax: 906-353-8132
• E-mail: ocss@kbic-nsn.gov

"Your Children...Our Priority"

We provide the follow-

- Establishment, Enforcement and Modification of Child Support Orders
- Paternity Establishment
- Location of Custodial and Non-Custodial Parents
- Community Education



<http://www.kbic-nsn.gov>



**— KBIC SENIORS —
Free Tax Preparation**

Eligibility Requirements

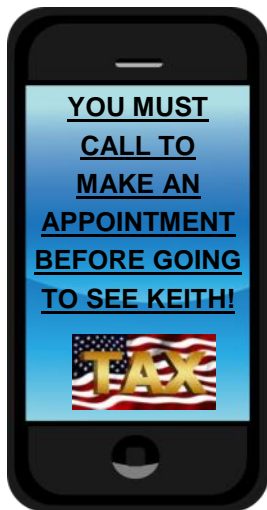
Enrolled KBIC Members 55 years of age and older residing in Baraga County or on the Marquette Trust property.

Scheduling Your Appointment

Call (906) 395-0091 to schedule your appointment for a confidential and personal meeting with Keith Rolof.

During your phone call Keith will assign you a time to meet with him at KBIC's Planning and Development Offices in Baraga (next to our radio station) on either February 15, 16, 17, or 18 between the hours of 8 a.m. and 4 p.m. or at the Harvey Community Building in Marquette (behind the casino) on February 19 between the hours of 10 a.m. and 7 p.m. Keith will provide you with a list of information/documents you will need to bring to your appointment.

(Tax preparation is for personal returns only; business returns are not covered)



(12) Ashi Niizh

PRE-SORT STANDARD
U.S. Postage PAID
Big Rapids, MI 49307
Permit No. 62

**2016 KBIC
ROUND DANCE**

Saturday, February 13th
Ojibwa Casino Bingo Hall
Baraga, MI

MC'S:
Brian Moore & Pete Gahbow
Stick Man: Mark Kingbird

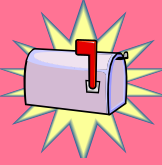
Singers:
**Keveon Kingbird, Wes Jourdain,
Frankie Graves, Kino Pyawasit,
Delvin Cloud, John Teller Jr,
Hokie Clairmont, Bernie Lemieux,
Johnny Morrow, Kenny Merrick Jr**

Potluck Feast @ 4pm Followed By Singing And Dancing
Honorarium For The First 15 Singers
That Sing A Set Of Songs
3 Singer Adult & Youth Hand Drum Contest.
50/50 Raffles

For More Info Contact
Gary Loonsfoot Jr @ (906) 353-4108
Alden Connor Jr (906) 353-4278 Or (906) 281-2678

To place an ad, submit an article, or relate information, ideas, or possible articles contact: Lauri Denomie at (906) 201-0263, or e-mail: newsletter@kbic-nsn.gov.

To be added to the mailing list or to correct your mailing address, contact the enrollment office at (906) 353-6623 ext. 4113.



2016 IS HERE AND SO IS A NEW LEVEL OF FUN!

16449 MICHIGAN AVENUE (HWY M-38) | BARAGA, MICHIGAN 49908
CALL 1-800-323-8045 OR 1-906-353-6333, GO TO OJIBWACASINO.COM
OR SEE GUEST SERVICES FOR DETAILS ON ALL CURRENT PROMOTIONS

PLAY FOR PRESIDENTS

EVERY SATURDAY | 3PM - 12AM
WIN UP TO \$100 CASH

VALENTINE'S DAY SLOT TOURNAMENT
TOP 4 PLACES PAY CASH 1ST - \$500

SUNDAY, FEBRUARY 14 5PM - 8PM

MUST BE PRESENT TO WIN
MUST BE ACTIVELY USING YOUR EAGLE CLUB CARD TO BE ELIGIBLE

Keweenaw Bay Indian Community
16429 Bear Town Rd-Baraga, Mi 49908-9210