

KEWEENAW BAY INDIAN COMMUNITY

**Keweenaw Bay Tribal Center
16429 Beartown Road
Baraga, Michigan 49908
Phone (906) 353-6623
Fax (906) 353-7540**

2019 TRIBAL COUNCIL

WARREN C. SWARTZ, JR., President
GARY F. LOONSFOOT, JR., Vice President
SUSAN J. LAFERNIER, Secretary
TONI J. MINTON, Assistant Secretary
DOREEN G. BLAKER, Treasurer

ROBERT "R.D." CURTIS, JR.
DALE F. GOODREAU
RANDALL R. HAATAJA
KIM KLOPSTEIN
MICHAEL F. LAFERNIER, SR.
RODNEY LOONSFOOT
ELIZABETH D. MAYO

**MINUTES
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
TUESDAY – JANUARY 22, 2019 – 9:00 A.M.**

APPROVED

MAR 07 2019

KBIC PRESIDENT'S OFFICE

SIGNATURE: 

- A. Date: January 22, 2019
- B. Call to Order: Vice President Loonsfoot called the meeting to order at 9:20 a.m.
- C. Invocation: Prayer by Gary Loonsfoot, Jr., Vice President
- D. Roll Call: Present: Gary F. Loonsfoot, Jr., Vice President
Susan J. LaFernier, Secretary
Doreen G. Blaker, Treasurer
Robert R.D. Curtis, Jr. (left at 3:15 p.m.)
Dale F. Goodreau
Randall R. Haataja
Kim Klopstein
Michael F. LaFernier, Sr.
Rodney Loonsfoot (arrived at 11:05 a.m., left at 2:24 p.m.)
Elizabeth D. Mayo
- Absent: Warren C. Swartz, Jr., President
Toni J. Minton, Assistant Secretary
- E. Declaration of Quorum: Vice President Loonsfoot declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: January 22, 2019
- Additions: Closed Session- 1. Larry Denomie III, Ojibwa Casinos General Manager -
a) Organizational Structure for Casino/Enterprise
b) Temporary Employee Placement Service Concept
- Change: Old Business to Closed Session [Open to KBIC Members] for the Work Session
Move: a) to e)

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE AGENDA WITH THE CHANGES. SUPPORTED BY DOREEN G. BLAKER. EIGHT IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFerner, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Rodney Loonsfoot), MOTION CARRIED.

G. Closed Session:

1. Work Session – [Open to KBIC Members]
 - a) Policies
 - b) Organizational Structures – Sarah Smith
 - c) Draft KBIC Tribal Employee Representative Program Policy (reschedule)
 - d) Other
 - e) Employee Manuals (3) – Government/Casinos/Enterprises (reschedule)
2. Larry Denomie III, Ojibwa Casinos General Manager –
 - a) Organizational Structure for Casino/Enterprise
 - b) Temporary Employee Placement Service Concept

MOTION MADE BY KIM KLOPSTEIN TO GO INTO CLOSED SESSION AND OPEN TO KBIC MEMBERS AT 9:31 A.M. SUPPORTED BY ROBERT R.D. CURTIS, JR. EIGHT IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFerner, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Rodney Loonsfoot), MOTION CARRIED.

Break: 9:56 - 10:11 a.m.

Rodney Loonsfoot arrived at 11:05 a.m.

Lunch: 12:11 - 1:07 p.m.

Randall Haataja returned from lunch at 1:14 p.m.

Robert R.D. Curtis, Jr. returned from lunch at 1:15 p.m.

Rodney Loonsfoot left at 2:24 p.m.

Break: 2:31 - 2:44 p.m.

Robert R.D. Curtis, Jr. left at 3:15 p.m.

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO OPEN SESSION AT 3:54 P.M. SUPPORTED BY RANDALL R. HAATAJA. SEVEN IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFerner, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

4.0 Personnel Selection and Probation

Change 4.0 G. Job Descriptions: waiver of a GED requirement change from age 62 to age 55

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE PERSONNEL POLICY 4.0 AND CHANGE THE GED REQUIREMENT AS DISCUSSED. SUPPORTED BY DALE F. GOODREAU. SIX IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Randall R. Haataja), FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

Table of Contents

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE PERSONNEL POLICY TABLE OF CONTENTS THROUGH SECTION 4.0 PERSONNEL SELECTION AND PROBATION OF THE POLICY BOOK WITH CHANGES. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

As of February 5, 2019 Table of Contents numbering changed – now is 12.5 Mental Health Day

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE MENTAL HEALTH DAY AS DISCUSSED AND MOVE 6.8 B. MENTAL HEALTH DAYS TO 11.0 SICK LEAVE AND MENTAL HEALTH DAY AND 11.4 MENTAL HEALTH DAY. SUPPORTED BY KIM KLOPSTEIN. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

6.8 – 7.11 Exempt Employees Compensatory Time

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE EXEMPT EMPLOYEES COMPENSATORY TIME SECTIONS 6.8 THROUGH 7.11 AS DISCUSSED IN THE PERSONNEL POLICY BOOK. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

19.0 Employee Conduct and Corrective Action and 20.0 Grievance Procedure

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE SECTION 19.0 EMPLOYEE CONDUCT AND CORRECTIVE ACTION AND 20.0 GRIEVANCE PROCEDURE AS DISCUSSED IN THE POLICY BOOK. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

Government Organizational Chart

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE GOVERNMENT ORGANIZATIONAL CHART AS PRESENTED. SUPPORTED BY MICHAEL F. LAFERNIER, SR. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

H. Adjournment:

MOTION MADE BY KIM KLOPSTEIN TO ADJOURN AT 4:02 P.M. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

Respectfully submitted,



Peggy Loonsfoot
Administrative Specialist

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- b) Policies
- c) Organizational Structures
- d) Employee Rep
- e) Other
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