



Gesgapegiag Band Council Minutes
Friday, April 1st, 2016
Place: Galgoasiet Natural Resource Conference Room
Time: 8:50 a.m.

Attendance: Chief Roderick Larocque Jr.

Absent: Councillor Douglas Martin
Councillor Ronnie Condo
Councillor Jeremy Jerome

Councillor Armand Martin
Councillor Luc Martin
Councillor Anthony Jerome
Councillor John Martin
Councillor Patsy Jerome
Frederic Vicaire, Director General
Carolyn Larocque, Executive Assistant

1. Adoption of the Agenda with the following Items to be added

Items to be added under Section Varia

Post-Secondary Student Coordinator

St-Anne's Trip

Proposed by: Councillor Anthony Jerome
Seconded by: Councillor Armand Martin
Motion Carried 2016-04-01

2. Conflict of Interest

Council went over the agenda to see if there was anyone who was in conflict of interest on any point. Director of Education/Councillor John Martin is in conflict with the Severance Package for a former employee at Wejgwapniag. Councillor Anthony Jerome is in conflict with the Severance Package request.

3. CMHC- signing of BCR

BCR # 1231

It is hereby resolved that:

1. Chief and Council of the Micmacs of Gesgapegiag Band confirm that it has chosen the Canada Mortgage and Housing Corporation (CMHC) Direct Lending Program to act as Lender to finance \$255, 300 for construction/acquisition of two Section 95 Program housing units for the fiscal 2015-2016.
2. The Chief and Council confirm the capital contribution, loan and estimated costs of this project as follows:

Capital Contribution	\$24,700
Loan Amount	\$255,300
Estimated Project Costs:	\$280,000

3. The Chief and Council confirm that the tenant selection will comply with the criteria described in its housing policy; and that it has been made known and is available to all members of the Micmacs of Gesgapegiag Band community.
4. The Micmacs of Gesgapegiag Band will cover all cost overruns relating to this project, over and above the amount approved in the CMHC Section 95 Application and all change orders will be approved by CMHC.
5. The Micmacs of Gesgapegiag Band intends to build with the Micmacs of Gesgapegiag Band employees as an internal construction management team.
6. The Chief and Council confirm that Fred Vicaire, Director General is the person authorized to sign the commitment documents for this project.

4. Maxime Lambert-presentation to renew the Director General's contract

The Director General was excused from the presentation.

Maxime Lambert presented the Director Generals' contract to Chief and Council. After a round table discussion, Chief and Council had positive comments on his performance as Director General and praised him for his efforts and dedication. Chief Rod Larocque offered him a gift as a token of his appreciation on behalf of Chief and Council, all council are pleased with his work for the community.

A motion was passed to accept the recommendations presented by Maxime Lambert, Human Resources Inc., to renew Frederic Vicaire's contract for 3 years-2016 to 2019.

5. Health- [REDACTED]

Presented to Chief and Council-contribution agreement-amendment additional dollars-received an increase of 3%, 14,000.00 tobacco strategy. [REDACTED] has agreed to work at the Medical Center on a contract basis-she was a big help with the clinical part of the reports with Health Canada.

Restructuring Health Center-assistance living-if changes are not made we could lose the program or \$330,000 per year. Paying out 164,000 per year in assistance living. Home care and assistance living will be combined and complimented-this has to be transitioned in salary. This is an INAC program and not a Health Canada program. Amanda will meet with the individuals who will be affected with these programs on a one-on-one basis to explain in detail.

This information will be distributed to the community members along with the letter with of support from INAC.

Home Care-there is abuse in the system-individuals getting fired, and people picking people who they want to work for them. The Human Resource Director and [REDACTED] are working on this policy. Home care workers-she is looking to have people work on a full time basis-on 40 hours a week. Salary scales are being looked at with the home care workers. Elders that are 75 years and older will be grandfathered and will be able to keep their workers, someone they are comfortable with. Multi clientele assessments will be done with all the clients. Home care policy will be implemented.

Medical Transportation-changes already in place as of today April 1st, 2016. This will be in the newsletter as well. Maximize the drivers-a lot of changes going on-some of the staff members in the health department will be put in teams and work together in a group. Some more changes will be happening in the near future-some programs will be integrated. Letters from the governments that are writing to the band and health and other departments stating that changes are being made or programs are changed, these letters have to be attached and distributed to the community so that they will see where the changes are coming from and have a better understanding, and not blame Chief and Council or the other departments for the changes but the community will see from the official letters.

A council member appreciated the fact that [REDACTED] came in to update chief and council on the changes and updates that are happening good and bad. She seems to be on top of things and knows what is going on and if community members come to council we will know about the changes before hand.

6. Personnel Policy-Education

Issue of payout of sick days-this was initiated a few years ago, when this was implemented at the school it had a positive impact, teachers were using less sick days because there was an incentive. This is not about the dollars it's about the quality of teaching that the students receive.

A motion was passed to have 12.5 days pay out for June, 2016, this will be the last pay out.

Proposed by Councillor Patsy Jerome
Seconded by Councillor Luc Martin
Not in agreement: Councillor Anthony Jerome
Motion carried 2016-04-01

A motion was passed to accept the new policy as proposed by the Director of Human Resource.

Proposed by Councillor Armand Martin
Seconded by Councillor Luc Martin
Motion carried 2016-04-01

7. Severance Package-Education

Tabled until the next meeting on the 11th, of April, one of the Board members will be in to make the presentation-the Director of Education is in Conflict.

8. Social Assistance Policy for Furniture

Tabled until next meeting

9. Update from Chief Rod Larocque

DFO-update funding has been approved for the purchase of a boat, the whole amount from DFO, they are approving 55,000 and an additional 15,000 for a display tank at the Lobster Hut.

10. Update from Fred Vicaire, DG

DIA was pleased with our financial statements, DIA is suggesting that the Band ask for Ministerial Guarantees in the upcoming months.

11. Varia

Student Coordinator position [REDACTED] was chosen-she wanted the job to be modified and added with the Post secondary, she could be hired on a contract basis for some post secondary aspects – the 2nd candidate was [REDACTED] didn't accept, the 3rd candidate was [REDACTED]-this is a recommendation she hasn't been approached yet. This will be brought to the Board of Directors and then brought to Chief and Council. This will be presented at the next council meeting on the 11th, of April.

Upcoming meetings - April 13, 2016, MNP the 5 year economic development plan in the morning, BLG-law firm, Nadire André will be here to make the presentation in the afternoon. This firm has experts in every area and has a high success rate.

Directors had started the budgeting exercises.

Insurance update-met the insurance company in Montreal, 40,000 before the evaluation and after the evaluation the band will receive 50,000.

St-Anne's trip for elders-requesting 10,000.00 this came across Fred's desk. The question of the elders bingo's and how much do they raise? How much do they contribute to the St-Anne's trip. Who is accountable? And how much does the Band pay. The Elders Committee will be asked to provide the numbers, how much dollars does it really cost, and how much should the elder's committee pay?

MAMU is coming up with a plan for to have access to the Lobster Hut during the highway construction this coming year.

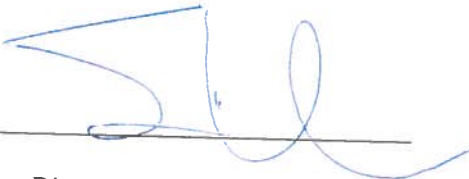
Some of the community members have approached Chief Rod to find out where we stand with regards to the Band Rods.

The Director General will be meeting with one of the individuals on to discuss the forensic audit report.

Meeting Adjourned at 12:20

Proposed by Councillor Luc Martin
Seconded by Councillor Anthony Jerome
Motion Carried 2016-04-01

Proposed by: Councillor John Martin
Seconded by: Councillor Patsy Jerome
Motion carried
Date of acceptance: 2017-05-01

Signature: 
Director General

Signature: 
Chief