



Gesgapegiag Band Council Minutes
February 4th, 2020
Place: Galgoasiet
101 Perron Boulevard
Time: 9:00 a.m.

Attendance: Chief John Martin

Councillor Christianne Jerome-Bernard-absent a.m.
Councillor Gary Luc Martin-absent
Councillor Mitchell Syvret-Caplin-absent
Councillor Amy Martin
Councillor Armand Martin
Councillor Tammy Martin
Councillor Dorothy Gedeon
Councillor Douglas Martin
Carolyn Larocque, Executive Assistant
Fred Vicaire, Director General

Meeting called to order at 9: 22 a.m.

1. Adoption of the Agenda

Council made a motion to approve the agenda with the following added agenda items:

- Fire Department
- Hacking of Facebook page
- Walgwan update
- Education update-regional budget cuts
- Letter from Community member

Proposed by: Councillor Amy Martin
Seconded by: Councillor Douglas Martin
Motion carried: 2020-02-04

2. **Approval of minutes dated January 23rd, 2020**

Council made a motion to approve the minutes with corrections.

Proposed by: Councillor Dorothy Gedeon

Seconded by: Councillor Douglas Martin

Motion carried: 2020-02-04

3. **Business arising from minutes**

No business arising from the minutes

4. **Decision Note: Employee Performance Management Policy and Procedures**

The Director General presented the Decision Note: Employee Performance Management Policy and Procedures.

After discussing the Employee Performance Management Policy and Procedures, Chief and Council approved the Employee Performance Management Policy and Procedures with modifications. The changes will be brought back to Chief and Council to review in two to three weeks for final approval.

5. **Decision Note: Human Resources Policy and Procedures-Overtime**

The Director General presented the Human Resources Policy and Procedures on Overtime.

After reviewing the Human Resources Policy and Procedures on Overtime, Chief and Council approved Option 1. Cumulate overtime under 40 hours a week at 1:1 ratio, over 40 hours a week at 1:1.5 ratio (as per section 14.7 of the Human Resources Policy and Procedures project presented to Council).

Proposed by Councillor Tammy Martin

Seconded by Councillor Amy Martin

Motion carried: 2020-02-04

6. **Decision Note: Employment situation**

Chief and Council decided not to go with any of the Options as presented.

7. Decision Note: Approval of Micmacs of Gesgapegiag Emergency Measures Plan

A special meeting will be scheduled with Chief and Council to go over the Gesgapegiag Emergency Measures Plan for half of the day. The Consultants will be asked to go over the document. The meeting will be on February 18th, 2020 at 9:00 a.m. to 12:00 p.m. Fred will ask Franklin to coordinate the meeting to ask the consultants to come to Gesgapegiag.

8. Information Note: Current State of Assessment of Fisheries Operations

The Director of Fisheries will be invited to update Chief and Council on the Fisheries operations. The Director of Fisheries will be asked to invite DFO (Patrick Vincent the director of DFO) to debrief Chief and Council on the lobster fisheries files. What are the issues, what are the recommendations from the Director of Fisheries and what has been done so far.

9. Agreement for the hiring of Aboriginal Cultural Development Officers

Chief and Council approved the 3 year agreement from Le Ministere de la cultures et des communication to hire of Aboriginal Cultural Officer.

Proposed by Councillor Christianne Jerome-Bernard
Seconded by Councillor Douglas Martin
Motion carried 2020-02-04

10. Request from Sundance Committee

This file will be transferred to the Economic Development department. Find an alternative that is environmentally friendly, possibly find out if we can have community members build the arbor for less. Make it a community project. Chief and Council are in support of the new building.

11. Letter of complaint from Community Member

The letter was read and discussed at Council. A letter of acknowledgement will be sent to the community member and will be forwarded to the HR.

12. FYI-Meeting with MP Kristina Michaud

Chief John Martin has a meeting with the MP Kristina Michaud on February 13th, 2020 at 3:00 p.m. Councillor Douglas Martin and Councillor Amy Martin will attend as well.

13. Annual Report 2018-2019 Message from Chief and Council

Council members approved the message for the Annual Report 2018-2019.

14. DG's Update

- Economic Development department is working on their 2nd strategic plan.
- Strip Mall/Office Space will start the process with the feasibility study.
- Fisheries-training for the fishermen, training for CPR.
- ISC-extending our capacity development dollars.
- Health and Social Services are preparing a proposal for cancer awareness.
- Forestry, working on a report, harvesters.
- Directors, oral presentation workshop and policy making is on February 10th, 2020.

15. Chief's Update

Chiefs update January 21-31, 2020

21 travel

January 22-24

- Preparations review of MOU with Quebec with committee
- Planning for Estuary Agreement meeting/ responsibilities dispatched with council
- Introductory meeting with new HR
- Message prepared for annual report
- Conference call FNEC regarding regional budget cuts by ISC to education services

January 27- 29

- Council meeting
- Planning session estuary meeting
- Review of documentation for estuary file
- Video conference FNEC DG& staff- Indigenous Services Canada Ottawa staff- regarding education cuts, Civil servants not moving on their position.
- Special meeting review of Code of values and Ethics & Roles and responsibilities

January 30- 31

- Planning session estuary meeting, development on options and clarifications
- Conference call FNEC, ISC advising of 60% cut to FNEC and 10% to all communities in education
- Meeting community members regarding traumatic events
- Review and comment issued on consultation file regarding issuance of fines by Quebec wildlife services, stating inherent rights position
- Emergency conference call FNEC and staff/AFN Education directorate/ ISC Ottawa National Director of Education and staff/ISC Quebec DG and staff, regarding education cuts to region, issue played down,

- Review of request for emergency AFNQL chiefs meeting, subject Bill C-92 federal recognition of First Nations inherent rights being contested by the province proposed for January 20 in Montreal. Informed council. Provincial jurisdiction being used.
- Meeting community member in homeless situation, proposed actions to be taken on their part.
- Meeting with Councillor Doug Martin regarding missing person significant amount of work done over the years. Discussion regarding support and follow-up. Communication with AFNQL Claude Picard and CSSSPNQL Richard Gray on missing persons issue. Informed that other communities have experienced similar. Raised the issue at the AFNQL Chiefs emergency meeting. Other steps to be taken.
- Meeting with Dave Robichaud Condo and David Hamel regarding petition and hockey tournament being planned. Support in principle given and full support to be requested from council. Gave commitment to support red tape initiative raising awareness about racism I hockey.
- Prepared and sent letter to the presidents of the MRC's around the Gaspé coast regarding the adoption of zero tolerance policy in public arena's in their municipalities with copies to provincial and federal members of parliament.
- Review of project approved from Health Canada regarding repairs to health center
- Review of project approval from DFO regarding repairs and maintenance for mid-shore fisheries
- Review of decision to be revised by council regarding lands
- Meeting with band member regarding compensation regarding Indian Day School survivors.
- Prepared message for community over holidays, encountered issue of newsletter going 100% online,
- Located copy of more recent Terms of Reference for the Board of Education and forwarded to council, decision note to be reintroduced at council next meeting.
- Participated in AFNQL chiefs emergency meeting on the 20th in Montreal. Chiefs declaration and resolution denouncing Quebec's actions. Some communities have begun to implement Bill C-92 in the communities. CSSSPNQL mandated to develop options for implementation and to assist communities wishing to develop their own child welfare laws based on the inherent rights recognition by the federal government. The example used by Judge Mary Helen Turpel Lafond as a simple law would be traditional adoption of children, a practise that most First Nation communities still practise to this day.

16. Varia

16.1 Fire Department

Firemen on call with no incentive, the Public Security Department does not have a budget to pay them. Maybe get funds from our own source revenue. Ask the Director of Public Security to contact the MRC to have a written agreement with the Fire Departments. Ask the Fire Chief to have a list of

the active firemen on call. Councillor Dorothy Gedeon will get an update on the list of active firemen. Ask the Director of Public Security to work on a budget for the firemen.

16.2 Hacking of the Micmacs of Gesgapegiag's Facebook Page

For Council's information. The Communication Mobilization & Involvement provided a report and was distributed to Chief and Council.

16.3 Walgwan Update

Update on the new building, PESCA environment will be conducting the soil testing on the potential lot to build a new building for Walgwan. The Director of Walgwan will be asked to come and update Chief and Council.

16.4 Education Update-regional budget cuts

Education budget cut 10% for all Communities , Communities were informed of the budget cut, some communities have agreements.

16.5 Letter from Community member

The Chief of Police was asked to clarify the situation. The Chief of Police will gather more information and will get back to them.

16.6 Relais de la Cache

Confidential file

16.7 HR

Chief and Council expressed concerns as to why the HR is still working on contract with some employee files. Chief and Council agreed to terminate any new contracts for Francois Lapointe, his ending date as HR was January 31st, 2020.

Chief John Martin will speak with the new HR to find out if she is willing to take on the hr files that Frank was working on. The HR Annick Jacob was invited to meet with the Council to introduce herself and gave a background on her work experience. Council members introduced themselves.

The Director of Economic Development will be asked to give an update on the infrastructure dollars that we have left, a report on how much dollars are committed. How much money is available with SAA.

Meeting adjourned at 5:00 p.m.

Proposed by Councillor Tammy Martin
Seconded by Councillor Armand Martin
Motion carried: 2020-02-04