



Gesgapegiag Band Council Minutes
July 13th, 2020
Place: Galgoasiet
101 Perron Boulevard
Time 9:00 a.m

Attendance: Chief John Martin-present

Councillor Christianne Jerome-Bernard-present-left at 3:18 p.m.
Councillor Gary Luc Martin-present
Councillor Mitchell Syvret-Caplin-medical leave
Councillor Amy Martin-medical leave
Councillor Armand Martin-present-left at 2:20 p.m.
Councillor Tammy Martin-join me
Councillor Dorothy Gedeon-present
Councillor Douglas Martin-join me
Carolyn Larocque, Executive Assistant-present
Fred Vicaire, Director General

Meeting called to order at 9:19 a.m.

1. Approval of the agenda with added items on Varia

- **Decision Note Approval of conflict of interest Policy-discussed after business arising from minutes dated July 6th, 2020**
- **RCMP Shootings**
- **Request from Elder**
- **Court Worker**
- **Lobster Fishermen**
- **Housing**

Proposed by Councillor Gary-Luc Martin
Seconded by Councillor Douglas Martin
Motion carried: 2020-07-13

2. Reading and approval of minutes dated July 6th, 2020

Chief and Council adopts the following motion to approve the minutes dated July 6th, 2020 with corrections.

Proposed by Councillor Christianne Jerome-Bernard
Seconded by Councillor Dorothy Gedeon
Motion carried: 2020-07-13

3. Business arising from minutes

- Lobster Fishermen-meeting took place with the Portfolio Councillor Christianne Jerome-Bernard, Director of Fisheries, Jaime Condo, Councillor Dorothy Gedeon, Director General and the Human Resources Manager to discuss the signing of contracts. Human Resources Manager suggested to bring the conflict of interest policy to Chief and Council.
- DG-Councillor Armand Martin and Chief John Martin met with the Director General. A lot of issues that were addressed concerning the working relationship with Chief and Council. The letter of reprimand will be given to the DG tomorrow.
- Chief John Martin and Councillor Armand Martin met with the realtor and had a tour of the building. The DG will have an update on the status of the purchase.
- Met with Nutewistog and Gespeg through ZOOM on Wednesday to confirm that Chief and Council want to work with them as partners.

4. Decision Note from Human Resources on the Approval of Conflict of Interest Policy

Chief and Council adopts the following motion to approve the recommendation Option 1. Approve sections 15.2 and 15.3 of the Human Resources Policy and Procedures.

Proposed by Councillor Gary-Luc Martin
Seconded by Councillor Christianne Jerome-Bernard
Motion carried: 2020-07-13

5. Decision Note: from the Director of Health and Social Services on Domestic Care Workers Premium

Chief and Council are waiting on the report on the total cost of the retroactive pay out before they make a decision. The Human Resources Manager and the Director of Health and Social Services will provide the cost analysis for the next council meeting on August 3rd, 2020.

6. Presentation on the Leave of Absence by the Human Resources Manager/HR files

Human Resources Manager presented the Leave of Absence policy to Chief and Council

- The current policy in place stands regarding Leave of Absence, requests for the leave of absence should be brought to their Director, if there is a conflict of interest the request will be forwarded to the Director General.
- A community Member brought the concern forward on job postings. Contracts are given out without posting the position, in the Band's policy it states that a position that is more than 17 weeks should be posted, giving equal opportunity to band members to apply. Directors need to be reminded that when the job postings are out it should be band members first. The Human Resources Manager will follow-up with all the directors to remind them that the first round of job postings are for registered band members.
- Complaints were forwarded to the Human Resources Manager on hiring of Check Point Monitors. HR stated that the Director of Public Security was in charge of hiring the Check Point Monitors.
- Human Resources files remain unresolved. More time is required to resolve these issues. HR will try to get this resolved by August 3rd, 2020. Chief John Martin suggested to hire someone to help her on a temporary basis to complete these files.

7. Policing Services

The Human Resources Manager reached out to different First Nations communities in terms of salary scales. She will work on a salary scale that works for us, the current scale is pretty close to what we are using for 2019-2020. The Director General will look into accessing dollars for an assessment for Policing Services. Once the human resources policy is approved the performance evaluations will be done.

8. Pagtape Development Schedule

A work schedule on Pagtape Development was given to Chief and Council for their information. An updated schedule will be given at a later date which will include, band members that are working and what positions do they hold, also if they are behind schedule and any other relevant information pertaining to the project.

9. Hiring Report from Human Resources Officer

Chief and Council read and reviewed the hiring reports.

10. Mesgi'g Ugju's'n Wind Farm Site and Tour and Bus Transportation

A tour was scheduled for Chief and Council for July 15th, 2020 to visit the Mesgi'g Ugju's'n Wind Farm, Chief and Council did not go on the tour since they had visited the Wind Farm in the Fall of 2019 during their visioning exercise last October, 2019.

11. Unified Team Update

Jon Pitre-Checkpoints were lifted on July 11th, 2020. Some community members were happy they were lifted and some community members had concerns as to why the Checkpoints were lifted. If the second wave hits the Checkpoint Monitors will be notified that they will be needed to return to work. Masks will be mandatory as of July 18th, 2020 so that means everyone will have to wear masks entering buildings, stores, etc.

The newsletter will be out this week from the GHCS, there will be a health fair, there will be a lot of information of mental health and COVID-19, this will be happening on Thursday, July 16th, 2020.

12. Report on Public Works; Infrastructure and Housing from Waban-Aki Services Techniques

For Chief and Council to read and discuss at the next council meeting on August 3rd, 2020.

13. FYI-Meeting with FNFMB on July 14th, 2020

A presentation through ZOOM will done on what polices need to be approved for our certification with the First Nations Financial Management Board.

14. Fred's Update

- The Finance department is working on getting the finances ready for the audit, the audit will be delayed, audit will be done by the end of August and presented to Chief and Council.
- Forestry had a slow start, but everything is going well.
- Public Works, the Community will be advised that a water testing company will be conducting their annual water testing, the date has not been determined.
- Economic Development received a \$10,000.00 grant for the Veterans Museum, the Chalets opened up on June 26th, 2020.
- Purchase of the building, SAA informed him that funds from the infrastructure envelope could not be used to purchase the building. Council is still interested in purchasing the building. A letter of Offer will be submitted, possibly negotiate a loan with BMO. This will go to the Finance and Audit Committee and they will make recommendations to Chief and Council.

15. Chief's Update

July 6 – 10, 2020

- Regular council meeting / meeting Unified Command regarding COVID-19 situation / meeting Nutewistog on Treaty Rights Measures and Rights Reconciliation Agreement
- Meeting with DG on relationship and moving forward
- Consultations, Eel River Bar reserve extension, Isles Madeleine lighthouse destruction
- Follow-up on policing file
- Request for pandemic costs,
- Evening meeting with Gespeg on moving forward together regarding the Treaty related measures and Rights Reconciliation
- Meeting with band member regarding occupation of traditional territory (crown Land)
- Meeting with band members regarding bylaws and jurisdictions of federal and provincial in regards to a controlled substance
- Meeting accompanied by council Armand Martin regarding the prospects of a potential purchase of a building and site visit.

16. Varia

16.1 RCMP Shooting of Indigenous people

Councillor Christianne Jerome-Bernard wanted to discuss this issue with Chief and Council concerning RCMP shootings on Indigenous people. Chief John Martin will write letters to ensure that proper investigations are done concerning the shootings of indigenous people.

16.2 Request from an Elder

A verbal request was presented to Chief and Council for an elder. Due to unforeseen circumstances in the home, a professional cleaning company has to be hired to clean the home, the request is for the band to cover the cost of cleaning the home if the insurance company does not pay. Chief and Council agreed to cover the cost.

16.3 Court Worker

The Court Worker submitted a letter on behalf of her client regarding the current housing unit that is leased on a monthly basis. Portfolio Councillor Dorothy Gedeon will follow up with the housing department. Possibly have a 6 month lease as opposed to a monthly lease.

16.4 Lobster Fisherman

A letter was submitted to Chief and Council by a lobster fisherman, the letter was read and discussed. A letter of acknowledgement will be sent and will be forwarded to the fisheries department.

16.5 Housing

A Community member asked Councillor Douglas Martin to bring a verbal request to Chief and Council, the community member would like to be relocated into a bungalow unit. Currently living in an apartment on the 3rd floor and due to health reasons, finding it difficult to climb the stairs.

16.6 Housing

Councillor Douglas Martin brought in a verbal request for a community member that has not had any hot water for quite some time. Portfolio Councillor Dorothy Gedeon will meet with the housing department to get this issue resolved.

Meeting adjourned at 3:54 p.m.

Proposed by Councillor Gary-Luc Martin
Seconded by Councillor Dorothy Gedeon
Motion Carried: 2020-07-13