

'Namgis First Nation Council Meeting
July 22, 2020 9:30am Cormorant Island Community Learning Centre

Council: Don Svanvik (Chair), Dixon Taylor, Robert Mountain, Victor Isaac, Kelly Speck, Stan Hunt, Vickie Brotchie
Regrets: Jerry Alfred; Ernest Alfred, John Macko,
Staff: Jamie Hill (Senior Administrator), Hazel Cook (Recording Secretary)

Prayer	Dixon Taylor
Agenda	2020-July-22 (01): ROBERT MOUNTAIN/VICTOR ISAAC Council approves the agenda as amended CARRIED
Minutes Approval July 8, 2020 <i>Business Arising:</i> Broughton update	2020-July-22 (02): VICTOR ISAAC/KELLY SPECK Council approve the minutes of July 8, 2020 as presented CARRIED Kelly gives a brief update on the Sea Lice situation in the Broughton area.
In-Camera	2020-July-22 (03): KELLY SPECK/ROBERT MOUNTAIN That we go In-Camera. CARRIED 2019-Apr-03 (04): KELLY SPECK/ROBERT MOUNTAIN That we go out of In-Camera. CARRIED
Personnel Policy Revision – Robin Henry	Robin reviews highlighted changes or additions to the <i>draft V1.3-July 1, 2020</i> Personnel Policy with Council Councilors given time to review and come back with suggested revisions. Council can email Robin and cc Jamie Hill on any comments/questions/suggested edits or can leave a marked copy in Robin's mail slot.
Key Points of Discussion:	
Orientation	- Employees unsure who they are to report to. - orientation will have to include reading the Personnel Policy
Recruitment/Hiring	- Councillors discuss qualifications intimidating 'Namgis members from applying for positions within the organization. - Discussion of requirements for training (Time and Financial Resources needed) - Clarification of the recruitment and hiring process - Discussion of on the job training and giving 'Namgis members a chance to prove themselves for positions they may have the skill set for.
Safe & Respectful Workplace	- Includes disrespectful talk about the 'Namgis First Nation - Council discuss accountability/consequences - Concern that the trainees hired for the Silviculture positions had not been supplied with any equipment and had to purchase their own. - Robin to look into this
Drug & Alcohol Free Workplace	- Council discuss educational opportunity for the effects of Marijuana use as it is now legal - Discussions of expectations from employees
Capacity Development	- Idea of a capacity rebuilding coordinator to assist members lacking the confidence or knowledge to apply for upcoming positions.

Paid Sick Leave	- discussion of extended sick leave process through insurance benefits - discussion of abusing medical leave
Training	- Councilors inquire about obligations to training for the doctors, dentists, teachers, etc. - Inquiry about annual Criminal Records Checks - Robin Henry to check on records checks for teachers, Treatment Centre and vulnerable services sections
Finance – Lynn Anderson	Lynn reviews the BCR and the financial recommendations with council
BCR: 2019-2020 Internal Transfers	Council review and discuss/clarify transfers 2020-July-22(5): KELLY SPECK/VICTOR ISAAC Council approves the ‘Namgis Internal Transfers for 2019-2020 CARRIED
Amending Agreement: 1920-BC-00003, #00009, 2020-2021	2020-July-22(6): VICTOR ISAAC/KELLY SPECK Council accept amendment #9 CARRIED
Reciprocal vs Castlemain Proposals	Council review the proposals and Administration explains reasons for the differing totals in the briefing note compared to the submissions (reasons being we do not pay taxes and a potential oversight on travel/contingency) Lynn informs Council that if we wait until February (as one proposal date implies) that it will be too late for Budgeting. 2020-July-22(7): STAN HUNT/VICTOR ISAAC Council approve the proposal from Castlemain for Health & Welness. CARRIED 5 in favor 1 opposed
AFS Agreement	2020-July-22(8): VICTOR ISAAC/ROBERT MOUNTAIN Council approves signing the AFS agreement under duress for reasons of underfunding the Salmon Enhancement Program CARRIED
RDMW Solid Waste Management Plan	Council appoint portfolio holders Stan Hunt or Jerry Alfred to attend on behalf of the ‘Namgis Nation. Stan requests a “blurb” prior to attending the meeting.
Root Garden Archaeology	Administration explains the request. 2020-July-22(9): VICTOR ISAAC/ROBERT MOUNTAIN Council approve the request for research archaeologist Isabelle Maurice-Hammond to conduct her study on K’agis island with the understanding that if she is needing assistance, that first preference for hiring be given to the ‘Namgis Natural Resources, that she acknowledges the traditional territories of ‘Namgis and that if anything of historical significance is found, that she notify the ‘Namgis First Nation of her findings. CARRIED
Cannabis Working Group Member Call-out	Council appoint Robert Mountain to the Cannabis working group.
Community Profile	Tabled for further review prior to accepting the document.
Cavers Documentary	Chair informs Council of the background of the request.

Cavers Documentary Cont.	Council discuss similar stipulations for the archaeologist, hiring 'Namgis Natural Resources Department for any assistance needed, acknowledging the traditional territories, and omitting the location of the cave to deter mass flocking to the cave. Don Svanvik to connect with the Producer
Summer Program – Don	Council discuss the need to have more structure in the Summer Student Program to give worthwhile training for students in various fields. Jamie Hill to have a discussion with Randy Bell
Bill-17	Administration explains and reviews the impact that this bill could have on Kwagis. Administration to make revisions to the letter prior to signing. 2020-July-22(10): KELLY SPECK/DIXON TAYLOR Council supports Chief Don Svanvik signing the letter with revisions. CARRIED
In-Camera	2020-July-22 (11): STAN HUNT/ROBERT MOUNTAIN That we go In-Camera. CARRIED

ACTION ITEMS:

	To Do	Tasked	Complete
1	Set date for Personnel Policy Review – 1 week	Admin	
2	Look into silviculture safety equipment	Robin Henry	
3	Look into records checks for School, NTC and Vulnerable Services	Robin Henry	
4	Conversation with Randy Bell re: Summer Students Program	Jamie Hill	
5	Register Stan Hunt for RDMW Solid Waste Management Plan webinar	Gina Wadhams	
6	Register Robert Mountain as appointed member of the Cannabis Working Group	Gina Wadhams	
7	Revise Bill-17 letter for Don's signature	Administration	

Chief Don Svanvik

Date