

**MISSISSAUGAS OF THE CREDIT FIRST NATION  
EDUCATION & WELLNESS COUNCIL  
PUBLIC MINUTES  
Tuesday, March 23, 2021**

**Start 10:05 am**

**Finish 12:40 pm**

**Chief Councillor**

**R. Stacey Laforme (via Zoom)**

**Councillor**

**Erma Ferrell (via Telephone)**

**Councillor**

**Rodger LaForme (via Zoom)**

**Councillor/Chair**

**Evan Sault**

**Councillor**

**Veronica King-Jamieson (via Zoom)**

**Councillor**

**Cathie Jamieson (via Zoom)**

**Councillor**

**Julie LaForme (via Zoom)**

**Councillor**

**Craig King (via Zoom)**

**Chief Operating Officer**

**Kailey Thomson**

**Recorder**

**Charlotte Smith**

**Executive Director of Operations**

**Kerri King**

**PW Director**

**Arland LaForme**

**AGENDA ITEM NO. 1 – OPEN MEETING**

Chair/Councillor Evan Sault called the meeting to order at 10:05 am. Chief R. Stacey Laforme gave the morning address.

**AGENDA ITEM NO. 2 – REVIEW AND ACCEPT AGENDA & DECLARATION OF CONFLICT OF INTEREST**

**MOTION NO. 1**

MOVED BY ERMA FERRELL

SECONDED BY VERONICA KING-JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council accepts the Agenda with the following additions:

- Agenda Item No. 13a) – First Nations With Schools Collective 2021 Education Partnerships Program – Structural Readiness Program – Funding and Community Liaison Funding for each Community (KL);
- Agenda Item No. 22a) – In-Camera Item (EF);
- Agenda Item No. 22b) – In-Camera Item (ES).

Carried

Councillor Craig King will excuse himself because of a conflict of interest on Agenda Item No. 19.

**AGENDA ITEM NO. 3 – REVIEW & ACCEPT PUBLIC MINUTES OF EDUCATION & WELLNESS COUNCIL MEETING DATED TUESDAY, JANUARY 26, 2021**

**MOTION NO. 2**

MOVED BY R. STACEY LAFORME

SECONDED BY CATHIE JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council accepts the Public Minutes of the Education and Wellness Council Meeting dated Tuesday, January 26, 2021.

Carried

**AGENDA ITEM NO. 4 - MATTERS ARISING FROM THE MINUTES**

There were no Matters Arising from the Minutes.

PW Director, Kim Barrington from Rogers zoomed in at 10:05 am.

**AGENDA ITEM NO. 5 – FIBRE OPTICS ADHOC COMMITTEE – ROGERS FOR BUSINESS – MOU (PW DIRECTOR)**

PW Director noted in his Briefing Note that a Motion of Council is required to approve the recommendation put forward by the Fibre Optics Adhoc Committee (“FOAC”) to authorize Chief R. Stacey Laforme to sign the prepared Memorandum of Understanding (“MOU”) with Rogers for Business to proceed to the next stage of this project.

Rogers for Business will be working with FOAC to bring fibre optics infrastructure into MCFN at no cost to the First Nation which will include the fibre to the home (FTTH) of approximately 275 homes and all the community buildings with the exception of special circumstances. FOAC would like to recommend to MCFN authorize Chief R. Stacey Laforme sign a Memorandum of Understanding (MOU) to proceed with the next stage of this project.

PW Director introduced Kim Barrington who is from Rogers. She reiterated that Rogers would carry the whole cost of the fibre optics and will leverage its existing workforce, resources and processes to deliver the technology. Rogers will provide additional 4G/LTE wireless boost at no additional cost as desired.

Ms. Barrington informed that MCFN will be done first and then they will go to Six Nations. She also stated that there will be further discussions on the redundancy of lines. She will also work with the PW Director as a contact.

**MOTION NO. 3**

MOVED BY R. STACEY LAFORME

SECONDED BY CATHIE JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council authorizes Chief R. Stacey Laforme to sign the prepared Memorandum of Understanding (“MOU”) to proceed to the next stage of the project. It is understood that Rogers for Business is the successful proponent engaged to provide fibre to the home (FTTH) residential and community building (with the exception of special circumstances) connections at no cost to MCFN. Further, a formal agreement will be forthcoming for review and signature at a later date.

Carried

2<sup>nd</sup> Reading Waived

PW Director and Kim Barrington zoomed out at 10:27 am.

**AGENDA ITEM NO. 6 – NIAGARA REINFORCEMENT LINE (NRL) AUDITED FINANCIAL STATEMENTS FOR 2020 (EF)**

Councillor EF noted that Hydro One representatives provide quarterly financial updates and meetings as required.

**MOTION NO. 4**

MOVED BY R. STACEY LAFORME

SECONDED BY RODGER BILL LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council acknowledges the 2020 year-end audited Financial Statements for the Niagara Reinforcement Line equity investment.

Carried

2<sup>nd</sup> Reading Waived

**AGENDA ITEM NO. 7 – FIRST PARLIAMENT SITE (EF)**

Councillor EF noted in her Briefing Note that the location of the First Parliament Site in Toronto, is the proposed site for a new Subway Station being constructed by Metrolinx.

Various First Nations and Indigenous Groups in the Greater Toronto Area will be contacted for input on the proposed site.

The intent is to have the new Subway Station reflect Indigenous History in a variety of forms. The project will open an opportunity to have the Mississaugas of the Credit First Nation (MCFN), provide input into the design of the Subway Station depicting MCFN History & Culture.

MCFN has been contacted for their input as well as other Indigenous groups.

Chief informed that he has a meeting with Metrolinx on Thursday at 1:00 pm, and Fawn Sault will also be in attendance. The First Parliament Site will be discussed. Chief will bring an update of this meeting to the next Financial Planning and Fiscal Oversight Council Meeting on Tuesday, April 6, 2021, and he further added that we will determine from there whether or not to send a letter.

Councillor EF stated that there is a lot of contamination at the site.

**AGENDA ITEM NO. 8 – FLR SPECIFIC COVID-19 PLAN 2021-2022 UPDATES (EXECUTIVE DIRECTOR OF OPERATIONS)**

Executive Director of Operations noted in her Briefing Note that the updated FLR Specific COVID-19 Policy has been reviewed by the COVID-19 Working Group. The medical leave components require Council approval. Additionally, a recommendation is being made for the start of the Archeological season.

The FLR Specific COVID-19 Policy underwent a review by the DOCA office and a meeting was held with HR to discuss recommendations. This document has been periodically updated throughout the past year in accordance with Public Health guidelines. Last year, Council approval was provided to implement up to 40 hours of paid medical leave, in the event a FLR is medically directed to isolate, due to COVID-19.

Last year, a number of FLR's were directed to self-isolate and/or quarantine as a result of COVID-19. Recognizing that this is a hardship on any staff member, paid medical leave of up to 40 hours was recommended for these contract workers. DOCA and the COVID-19 Working Group agree that it is in the best interest of the program to maintain status quo with this paid medical leave. Please note, contract employees are not normally eligible for medical leave.

Additionally, in the interest of maintaining some sort of normalcy with regards to deployment, the policy has been written to permit FLR's to work in regions deemed in the "Orange COVID-19 Provincial Response level," as a means of ensuring consistency for the office. If a region moves to the Red, Grey or white zone, deployment for that area will cease. DOCA will be responsible for monitoring the alert levels for the applicable regions. As such, it is recommended that the DOCA office continue with the regular start of season for the program, that being April 1<sup>st</sup>.

Chief questioned if any consideration has been given for any vaccinations yet. Executive Director of Operations answered no, not yet. Maggie Copeland (Community Health Nurse) can research this and bring the information to the Executive Director of Operations.

**MOTION NO. 5**

MOVED BY R. STACEY LAFORME

SECONDED BY CRAIG KING

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council approves the recommendation of the COVID-19 Working Group and grants the following as part of the 2021-2022 FLR Specific COVID-19 Plan:

- 1) Approval of up to 40 hours of medical leave, paid at 100% for any FLR is medically directed to isolate due to COVID-19.
- 2) That the start of the archeological season be recognized as April 1<sup>st</sup>, 2021.

Carried

2<sup>nd</sup> Reading Waived

**DIRECTION NO. 1**

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council directs the COVID-19 Working Group to follow up with regard to the vaccines.

**AGENDA ITEM NO. 9 – COVID-19 POLICY 2021-2022 UPDATES (EXECUTIVE DIRECTOR OF OPERATIONS)**

Executive Director of Operations noted in her Briefing Note that the updated COVID-19 Policy has been reviewed by the COVID-19 Working Group. The medical leave components require Council approval.

The COVID-19 Policy has been in place since June of last year and is updated regularly to reflect significant changes to the public health guidelines. Last year, Council approval was provided to implement front loaded medical leave, additional full-time medical leave and a part time medical leave.

It is in the best interest of MCFN that employees who are not feeling well be required to stay home. As such, medical leave is being front loaded again, up to the regular annual earnings. As we approach a new fiscal year, the COVID-19 Working Group are recommending the following:

- 1) Approval of up to 10 additional COVID-19 medical days paid at 50% for all permanent employees, which must be granted by the Chief Operating Officer or designate (must be related to COVID-19 leaves and must deplete all front loaded medical leave and vacation credits prior to use)
- 2) Approval to provide contract employees with up to 1 paid day of medical leave per month, paid at 100% (please note, this was paid at 50% for the 2020-2021 fiscal).

Please note, contract employees are not normally eligible for medical leave.

Chief questioned if the paid medical leave for permanent employees was always at 50%. Executive Director of Operations answered yes.

**MOTION NO. 6**

MOVED BY R. STACEY LAFORME

SECONDED BY RODGER BILL LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council approves the recommendation of the COVID-19 Working Group and grant the following as part of the 2021-2022 COVID-19 Policy:

- 1) Up to 10 additional COVID-19 medical days paid at 50% for all permanent employees, which must be granted by the Chief Operating Officer or designate (must be related to COVID-19 leaves and must deplete all front loaded medical leave and vacation credits prior to use)
- 2) Provide contract employees with up to 1 paid day of medical leave per month, paid at 100% (please note, this was paid at 50% for the 2020-2021 fiscal).

Carried  
2<sup>nd</sup> Reading Waived

**AGENDA ITEM NO. 10 – HALTON REGION COVID-19 GROUPS/COMMITTEES  
(EXECUTIVE DIRECTOR OF OPERATIONS)**

Executive Director of Operations noted in her Briefing Note that Halton Region is requesting MCFN representation on their “Interim COVID-19 Elder Advisory Group” and the Indigenous Vaccination Planning Project Team Support.”

An Indigenous Vaccination Planning Project Team has been created to develop an equitable and culturally appropriate rollout process for Indigenous Peoples residing within Halton. They are seeking MCFN’s support and guidance on the following: Interim COVID-19 Elder Advisory Group; Halton is requesting a MCFN Elder to represent the community. Indigenous Vaccination Planning Project Team Support: The Region would also welcome representation from MCFN on their project team so that the MCFN’s perspectives and expertise can be incorporated into Halton’s vaccine rollout plan.

Elder participation would include meeting on Zoom weekly or on an as-needed basis.

**MOTION NO. 7**

MOVED BY VERONICA KING-JAMIESON

SECONDED BY JULIE LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council agrees to approach Elder Kim Sault regarding their interest to represent MCFN on the Halton Region Interim COVID-19 Elder Advisory Group. Further, that Pillar 2 Lead, Councillor Evan Sault be appointed to the Halton Region Indigenous Vaccination Planning Project Team Support.

Carried

2<sup>nd</sup> Reading Waived

Culture & Events Coordinator zoomed in at 10:50 am.

**AGENDA ITEM NO. 11 – MOCCASIN IDENTIFIER – MEMORDANDUM OF UNDERSTANDING (MOU) BETWEEN MOCCASIN IDENTIFIER & INDIGENOUS TOURISM OF ONTARIO – LEGAL REVIEW (CULTURE & EVENTS COORDINATOR)**

Culture and Events Coordinator is seeking approval for Moccasin Identifier (MI) to enter into a Memorandum of Understanding (MOU) with Indigenous Tourism of Ontario (ITO). This item was on last week’s Agenda, and Council requested a Legal Opinion.

Moccasin Identifier has been meeting with Indigenous Tourism of Ontario. In preliminary meetings it was decided that the course of action to follow would be to enter into a formalized MOU. After a final meeting and team review of both the MI and ITO team we have finalized the MOU. At Council’s November 24, 2020 meeting the said MOU was submitted for approval. At this meeting there was a decision made to get a legal review on the proposed MOU before moving forward. A Legal Opinion is attached.

**MOTION NO. 8**

MOVED BY R. STACEY LAFORME                      SECONDED BY VERONICA KING-JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council approves the Moccasin Identifier to enter into the Memorandum of Understanding (MOU) with Indigenous Tourism of Ontario. Effective date will be upon signing of the MOU, and the end date will be three years.

Carried  
2<sup>nd</sup> Reading Waived

Special Project Worker and Susan Robertson in at 10:55 am.

**AGENDA ITEM NO. 12 – MOCCASIN IDENTIFIER – MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MISSISSAUGAS OF THE CREDIT FIRST NATION & INDIGENOUS TOURISM ASSOCIATION OF ONTARIO (CULTURE & EVENTS COORDINATOR)**

After some discussion, it was agreed that the Chief, Culture & Events Coordinator, Carolyn King, Chief Operating Officer, Executive Director of Operations and Susan Robertson would meet and discuss the future of the Moccasin Identifier.

**DIRECTION NO. 2**

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council directs the Chief, Culture & Events Coordinator, Carolyn King, Chief Operating Officer, Executive Director of Operations and Susan Robertson to meet and discuss the future of the Moccasin Identifier.

Culture & Events Coordinator, Special Project Worker, Susan Robertson zoomed out at 11:05 am.

Katelyn LaForme (Education Director/Executive Director of Intergovernmental Affairs) zoomed in at 11:05 am.

**AGENDA ITEM NO. 13a) – FIRST NATIONS WITH SCHOOLS COLLECTIVE 2020-2021 EDUCATION PARTNERSHIPS PROGRAM – STRUCTURAL READINESS PROGRAM: FUNDING & COMMUNITY FUNDING FOR EACH COMMUNITY (EDUCATION DIRECTOR)**

Education Director noted in her Briefing Note that the First Nations with Schools Collective (FNWSC) has funding dollars for MCFN to hire a Community Liaison to assist the community with the work of the FNWSC and other governance related items.

The First Nations with Schools Collective (FNWSC) proposal to Department of Indigenous Services Canada (DISC) under the Education Partnerships Program- Structural Readiness was approved for 2019-2020, and 2020-2021. One of the approved activities is for each community to hire a community liaison full-time or part-time support to assist with Collective activities and deliverables. An amount of \$38,818.00 (Thirty-Eight Thousand, Eight Hundred Eighteen dollars) for salary, travel, facility rental, and food was approved for each participating community.

Chief advised that the Agreement could be sent to the Council Coordinator, and she will use the electronic signature of the Chief since this item is time sensitive.

**MOTION NO. 9**

MOVED BY VERONICA KING-JAMIESON                      SECONDED BY R. STACEY LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council approves and signs the 2020-2021 FNWSC *Community Liaison Leading Funding Agreement* (attached) and submit a GL transfer from Education Department FNWSC to the FNWSC liaison departmental account totaling \$35,818.00 (Thirty-Five Thousand, Eight Hundred Eighteen dollars) identifying the following:

1. Purpose which is the “FNWSC EPP-SR Funding 2020-2021 Community Liaison Lead Salary and Travel”
2. Nation
3. Community Liaison Lead name and email address (TBD)

Submit to agreement by email to Leslee White-Eye at [white-eye@fnwsceducation.com](mailto:white-eye@fnwsceducation.com) prior to March 31, 2021.

Carried  
2<sup>nd</sup> Reading Waived

Katelyn LaForme (Education Director/Executive Director of Intergovernmental Affairs) zoomed out at 11:10 am.

**MOTION NO. 10**

MOVED BY RODGER BILL LAFORME                      SECONDED BY CATHIE JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Education & Wellness Council moved In-Camera at 11:24 am.

Carried