

**MISSISSAUGAS OF THE CREDIT FIRST NATION
INFRASTRUCTURE & COMMUNITY DEVELOPMENT
COUNCIL MEETING
PUBLIC MINUTES**

Tuesday, November 24, 2020

Start 10:03 am

Finish 1:45 pm

Chief Councillor

R. Stacey Laforme (via Zoom)

Councillor

Erma Ferrell (via Telephone)

Councillor

Cathie Jamieson (via Zoom)

Councillor/Chair

Craig King

Councillor

Evan Sault (via Zoom)

Councillor

Rodger LaForme

Councillor

Veronica King-Jamieson (via Zoom)

Councillor

Julie Laforme (via Zoom)

Chief Operations Officer

Kailey Thomson

Recorder

Charlotte Smith

Culture & Events Coordinator

Caitlin LaForme

AGENDA ITEM NO. 1 – OPEN MEETING

Chair/Councillor Craig King opened the meeting at 10:03 am.

AGENDA ITEM NO. 2 – REVIEW & ACCEPT AGENDA & DECLARE ANY CONFLICT OF INTEREST

MOTION NO. 1

MOVED BY RODGER BILL LAFORME

SECONDED BY ERMA FERRELL

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council accepts the Agenda with the following addition and one deletion:

- Agenda Item No. 10b) – Request to do survey (EF);
- Agenda Item No. 15 – In-Camera Item – Deferred to Tuesday, December 1, 2020 – Financial Planning & Fiscal Oversight Council Meeting.

Carried

There was no Conflict of Interest on any of the Agenda Items.

AGENDA ITEM NO. 3 – REVIEW & ACCEPT PUBLIC MINUTES OF INFRASTRUCTURE & COMMUNITY DEVELOPMENT COUNCIL MEETING DATED TUESDAY, SEPTEMBER 22, 2020

MOTION NO. 2

MOVED BY CATHIE JAMIESON

SECONDED BY ERMA FERRELL

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council accepts the Public Minutes of the Infrastructure & Community Development Council Meeting dated Tuesday, September 22, 2020.

Carried

AGENDA ITEM NO. 4 – MATTERS ARISING FROM THE MINUTES

There were no Matters Arising from the Minutes.

AGENDA ITEM NO. 5 – COMMUNITY CENTRE RENTAL RATES (PW DIRECTOR)

PW Director noted in his Briefing Note that Direction was given for Councillors Erma Ferrell and Rodger LaForme and Chief Operating Officer to meet with the Public Works Department to discuss the rental rates currently in place for the Community Centre.

It was agreed that all previous approved processes to remain status quo until further notice.

It was further agreed all current approved processes to remain status quo at this time until further notice.

Councillor JL stated that she still stands by her earlier decision – she is opposed. She also believes there are a lot of other Members who complain about the rates at the Community Centre.

Councillor EF noted that she knows of three other Members who have complained. She also added that we have used \$4 Million dollars so far to top up our programs. She further stated that Chief and Council need the whole financial picture to make an informed decision.

Chief Operating Officer informed that she is in talks with Peace Hills Trust regarding a loan. Councillor VKJ questioned if there is a timeframe regarding interest on a loan from Peace Hills Trust. She also stated that we have no up to date list of our priorities and overall financial picture.

Chief Operating Officer noted that she will prepare something regarding the new position of the Chief Financial Officer, and will bring it to the next Strategy Meeting. Regarding the interest on a loan from Peace Hills Trust, Chief Operating Officer will bring this information back to the Financial Planning and Fiscal Oversight Council Meeting on Tuesday, December 2, 2020.

MOTION NO. 3

MOVED BY ERMA FERRELL

SECONDED BY EVAN SAULT

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council acknowledge the meeting as directed between Financial Planning & Fiscal Oversight Council, Chief Operating Officer and Public Works Director and maintain the current rental rates as already approved. No discussion required.

Carried

2nd Reading Waived

Opposed: Councillor Julie Laforme – The overall picture of the finances should have been done long ago; rental rates are too high for MCFN Members to pay.

AGENDA ITEM NO. 6 – ACCEPTANCE OF FUNDING FROM THE ENBRIDGE COMMUNITY & INDIGENOUS ENGAGEMENT TEAM (DIRECTOR OF CHILD CARE & EARLYON PROGRAMS)

Director of Child Care & EarlyON Programs is seeking approval to accept a one time donation from Enbridge to be used to support family engagement with the families of Ekwaamjigenang Children's Centre.

On Monday November 16, 2020 Elisa Machida received a phone call from Mr. Kevin Berube that he would like to support Ekwaamjigenang Children's Centre by providing a donation for Christmas Support. Mr. Berube is the Senior Advisor, Community and Indigenous Engagement with Enbridge Inc. Each year Enbridge looks to support community programs that focus in the areas of community safety, education and child and family programming. He had a chance to look at the overview of the Ekwaamjigenang Children's Centre program and felt this is a program that they would be honoured to provide a donation to. This phone call was followed up with an email from Mr. Berube and then a confirmation letter from the Enbridge Community Investment Team for the amount of \$3,000.00 to go towards Christmas Support.

It was noted by Councillor EF that Chief and Council have had concerns with Enbridge in the past, and our current relationship with them is not all that good.

MOTION NO. 4

MOVED BY EVAN SAULT

SECONDED BY JULIE LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council accepts the proposed donation amount of \$3,000.00 (Three Thousand Dollars) from Enbridge Community and Indigenous Engagement Team. Accepting these dollars does not impact any current or future negotiations with Enbridge for 2020/2021. Funds will be allocated to Department No. 600500.

Carried

2nd Reading Waived

Opposed: Councillor Erma Ferrell – Questions if accepting these dollars will affect MCFN in the future.

DIRECTION NO. 1

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs the Chief to draft a letter to the various approval bodies stating MCFN's arrangements with proponents.

DIRECTION NO. 2

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs the Chief Operating Officer to speak with the Directors at the EMT Meeting regarding procedures with outside proponents.

Culture & Events Coordinator in at 10:35 am.

AGENDA ITEM NO. 7 – MOCCASIN IDENTIFIER – MEMORANDUM OF UNDERSTANDING WITH INDIGENOUS TOURISM OF ONTARIO (ITO) (CULTURE & EVENTS COORDINATOR) (IF APPROVED MEMORANDUM TO BE SIGNED BY CHIEF OPERATING OFFICER)

Culture & Events Coordinator noted in her Briefing Note that she is seeking approval for the Moccasin Identifier (MI) to enter into a Memorandum of Understanding (MOU) with Indigenous Tourism of Ontario.

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.

ITO has been identified as partner that can assist MI in expanding the Site Installation component of MI. They will be able to provide MI with more contacts to facilitate this process. They will also be able to assist with the scaling of MI both provincially and nationally. For a full list of the partnership goals please refer to the attachment "Schedule A". This MOU will be a term of three (3) years and will automatically renew annually after the three years. Either party may terminate this MOU with 30 days' written notice.

Chief stated that there is no mention of MCFN in the Memorandum.

Councillor VKJ stated that this should be coming back to Chief and Council for further review and approval.

It was agreed that the Chief Operating Officer will contact Legal Counsel regarding the Memorandum.

MOTION NO. 5

MOVED BY EVAN SAULT

SECONDED BY

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council approves the Memorandum of Understanding between the Mississaugas of the Credit/Moccasin Identifier and Indigenous Tourism of Ontario.

Chair called three times for a Secunder, and no one replied.

Motion is Defeated.

DIRECTION NO. 3

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs the Chief Operating Officer to contact Legal Counsel (Chief Operating Officer will determine which lawyer to use) regarding the Memorandum of Understanding between MCFN/Moccasin Identifier and Indigenous Tourism Ontario.

It is noted that if Chief and Council have any more questions with regard to the above, please forward those questions to the Chief Operating Officer.

Culture & Events Coordinator out at 10:47 am.

AGENDA ITEM NO. 8 – WEEKLY COVID-19 UPDATE (CHIEF OPERATING OFFICER)

Chief Operating Officer noted in her Briefing Note that the COVID-19 Working Group developed an MCFN COVID-19 Pandemic Response Risk Matrix. This system of identifying risk has been developed to communicate the current level of risk to staff and the Community at large for MCFN.

Chief and Council were not in favour of approving the MCFN COVID-19 Pandemic Response Risk Matrix, however, Chief stated that the document could be used internally by the COVID Team as a broad guideline.

On another note, HR Manager noted in her Briefing Note that recognizing that there is an increased need for limiting essential employees to the office, consideration of an incentive is being requested for the employees who have been deemed essential.

During the first wave of the pandemic, offices were deemed closed and only essential staff were permitted in the office. Those deemed essential were provided with a pandemic pay of \$20/hour. This has not been recommended as we settle into the second wave. The organization has moved from 2-3 days in office requirements, to Team approaches and now, consideration is being given for more remote requirements, pending programs and services can be maintained at the appropriate COVID levels.

Workplace morale is being impacted for staff who have been deemed essential and who are unable to work remotely. As such, consideration is being requested to provide these employees with some sort of additional, relatively low-cost incentive. A gift card is being proposed, and will cost no more than \$2.66 per hour for a person working their full in-office schedule of 37.5 hours per week. Due to the fact that operating costs should be lower this year for departments, it is anticipated that funds for the cards can be covered under regular departmental operating costs.

MOTION NO. 6

MOVED BY CATHIE JAMIESON

SECONDED BY RODGER BILL LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council approve the COVID-19 Incentive Program, effective November 30th to December 18th, 2020, with the understanding that the program will be re-evaluated in January of 2021.

In Office Requirements Per Pay Period	Incentive
Between 14.5 hours and 37.5 hours	\$50 Loblaws Gift Card
Between 38 hours and 74.5 hours	\$100 Loblaws Gift Card
Full 75 hours schedule	\$200 Loblaws Gift Card

Eligibility for the Incentives include:

- Non-management positions only (to be determined by Council).
- Position must be deemed essential and employee must be performing a mandatory function while in office (cannot be doing tasks that can be done at home).
- Must be in the office for the designated time period on the request of the Director, and must be performing an essential service.
- Vacation, medical and/or OT leaves do NOT count as part of in-office hours.
- Access to internet cannot be the primary reason the employee is in office.

Funds for the Employee COVID-19 Incentive Program will come from current operating budgets.

Carried

2nd Reading Waived

Chief stated that we should go back to Essential Services because of the rising numbers of COVID in the surrounding areas. Councillor CK added that we need to get this information to the Community sooner rather than later.

Chief Operating Officer will email the COVID Working Group today to prepare for Thursday.

MOTION NO. 7

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

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council agrees to return to Essential Services based on the rising numbers in the surrounding areas. This will be for a period of 14 days, effective immediately.

The MCFN organization will be staffed with only the required OPERATIONAL STAFF to maintain essential services. These positions include:

- **Administration** – Council, Chief Operating Officer, Finance, Human Resource Manager, Council Coordinator, Receptionist, Council Recorder
- **Public Works** – All workers, including custodians
- **Education** – Director/Assistant as required
- **DOCA** – Director, Office Manager as required, FLR's and Archeology team
- **LMR** – All staff, for the purposes of Community Wellness and Status Cards
- **Media and Communications** – MCD Coordinator
- **Housing** – Director and support staff, as required
- **Social and Health Services** – Director, Assistant as required, Receptionist, Personal Support Workers, Mental Health Workers, Ontario Works, Community Health Representative, Healthy Babies/Health Children, Cook, SH Finance, Family Support Workers (Band Rep), Community Support Workers & Early Childhood Development Worker for the purposes of delivering essential support services, enhanced safety protocols will be in place)
- **ECC and EarlyON** – Virtual Programming to continue, will be called in if required to assist with operational needs.

LSK Elementary School staff will continue working remotely, all classes shall continue as scheduled. The Principal will be permitted in the building.

Carried

2nd Reading Waived

AGENDA ITEM NO. 9 – GREEN PARTY TOWN HALL – DIRECTION NO. 1 FROM NOVEMBER 10, 2020 (EF)

Councillor EF was directed by Chief and Council to contact Bruce Van Dieten of the Green Party of Canada. Mr. Van Dieten would like Chief and/or Councillors to participate in a Town Hall Meeting in March 2021.

Councillor EF will bring more information in early 2021 regarding this event.

MOTION NO. 8

MOVED BY EVAN SAULT

SECONDED BY ERMA FERRELL

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council participates in the Green Party Town Hall in the second half of March 2021, and the participants should include members of the MCFN Chief & Council, members of the Waterfront Committee and members of Pillar #5.

Carried

2nd Reading Waived

DIRECTION NO. 4

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs Councillor Erma Ferrell to bring more information in early 2021 regarding the Green Party Town Hall Event.

DOCA Director called in at 11:45 am.

AGENDA ITEM NO. 10a) – ARTIFACTS REPATRIATION (VKJ)

Councillor VKJ noted in her Briefing Note that a Motion of Council was passed in 2019 for herself and Councillor Erma Ferrell to gather information and bring back to the MCFN Chief and Council regarding Repatriation of Artifacts.

-gathering of information, what's in place in Canada / USA;

-questions and answers need to be addressed moving forward, hiring and seeking professional to assist in development for artifacts / repatriation, larger scale to involve Mississauga Nation – Councillor VKJ currently working with Royal Collection to bring from overseas;

This special project was identified to work with DOCA / FLR's / Councillors EF & VKJ.

Councillor EF noted that there are three storage places in Toronto that are filled with artifacts. Clarification from Chief and Council is needed on next steps.

There is a letter that is attached to the Briefing Note that will need to be signed by the Chief. Councillor JL noted that there are some mistakes in the letter. DOCA Director will correct the mistakes and will forward the letter to Chief and Council for approval and signature.

MOTION NO. 9

MOVED BY JULIE LAFORME

SECONDED BY CATHIE JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council acknowledges the Meeting Notes Discussion (Artifacts Discussion on Monday, October 5, 2020) as an FYI.

Carried

2nd Reading Waived

DIRECTION NO. 5

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs the Chief to sign the letter regarding Repatriation of Artifacts addressed to the Honourable Lisa MacLeod once letter has been approved.

DIRECTION NO. 6

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs Councillors Erma Ferrell and Veronica King-Jamieson to seek professional assistance regarding the Repatriation of Artifacts.

It is noted that Councillors Cathie Jamieson, Erma Ferrell and Veronica King-Jamieson will work on deliverables (budget, timeframe etc.), and will bring back to Chief and Council.

AGENDA ITEM NO. 10b) – COUNCILLOR EF REQUESTING TO PARTICPATE IN A SURVEY

Councillor EF was invited to participate in a survey from the Weather Network. The survey is called the Weather Network Indigenous Content Strategy.

DIRECTION NO. 7

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council directs Councillor Erma Ferrell to participate in the survey from the Weather Network titled Indigenous Content Strategy. This will be brought back to Council in the new year.

MOTION NO. 10

MOVED BY EVAN SAULT

SECONDED BY CATHIE JAMIESON

That the Mississaugas of the Credit First Nation (MCFN) Infrastructure & Community Development Council moved In-Camera at 12:50 pm.

Carried