

MISSISSAUGAS OF THE CREDIT FIRST NATION
LAND, WATER & SUSTAINABLE PROSPERITY COUNCIL
PUBLIC MINUTES
Tuesday, January 19, 2021

Start 10:02 am

Finish 4:05 pm

Chief Councillor
Councillor
Councillor
Councillor
Councillor
Councillor/Chair
Councillor
Councillor
Chief Operations Officer
Recorder

R. Stacey Laforme (via Zoom)
Erma Ferrell (via Telephone)
Cathie Jamieson (via Zoom)
Julie Laforme (via Zoom)
Evan Sault (via Zoom)
Rodger LaForme
Veronica King-Jamieson (via Zoom)
Craig King (via Zoom)
Kailey Thomson
Charlotte Smith

AGENDA ITEM NO. 1 – OPEN MEETING

Chair/Councillor Rodger Bill LaForme opened the meeting at 10:02 am.

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

MOTION NO. 1

MOVED BY VERONICA KING-JAMIESON

SECONDED BY EVAN SAULT

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council accepts the Agenda with the following additions:

- Agenda Item No. 11b) – Pillar Meetings (EF);
- Agenda Item No. 17a) – In-Camera Item;
- Agenda Item No. 17c) – In-Camera Item;
- Agenda Item No. 17c) – In-Camera Item;
- Agenda Item No. 17d) – In-Camera Item.

Carried

Councillor Craig King is declaring a Conflict of Interest on Agenda Item No. 17b). When we get to that item, he will excuse himself.

AGENDA ITEM NO. 3 – REVIEW & ACCEPT THE PUBLIC MINUTES OF LAND, WATER & SUSTAINABLE PROSPERITY COUNCIL MEETING DATED TUESDAY, DECEMBER 15, 2020

MOTION NO. 2

MOVED BY CATHIE JAMIESON

SECONDED BY CRAIG KING

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council accepts the Public Minutes of the Land, Water & Sustainable Prosperity Council Meeting dated Tuesday, December 15, 2020.

Carried

AGENDA ITEM NO. 4 – MATTERS ARISING FROM THE MINUTES

There were no Matters Arising from the Minutes.

AGENDA ITEM NO. 5 – CHIEF OPERATING OFFICER'S MONTHLY UPDATE

Chief Operating Officer noted in her Monthly Update that the COVID-19 Working Group will continue to meet weekly or more frequently if required, and will forward recommendations to Chief and Council.

The Governance Department is continually being developed.

Chief Operating Officer is preparing a Training Manual in preparation for job shadowing to begin February 2021.

Executive Management Team will be held on January 21, 2021 to discuss new processes.

Recruiting for the following positions:

- 1) Executive Director of Intergovernmental Affairs; (Interviewing Committee will consist of Chief Operating Officer, HR Manager and the Chief);
- 2) Director of Sustainable Economic Development; (Interviewing Committee was Chief Operating Officer and HR Manager);
- 3) Governance Communications and Engagement Coordinator; (Interviewing Committee will be Chief Operating Officer and HR Manager);
- 4) CFO; (This position will require more information from the Chief);
- 5) Peacekeeper Coordinator; (Interviewing Committee will be Chief Operating Officer, HR Manager and Councillor ES).

Councillor EF questioned if the Finance Sub Committee would be involved with the Hiring Committee for the Chief Financial Officer, and Chief Operating Officer answered yes. Chief Operating Officer also added that she will be bringing back more information on recruiting the Chief Financial Officer.

MOTION NO. 3

MOVED BY VERONICA KING-JAMIESON SECONDED BY R. STACEY LAFORME
That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council accepts the Monthly Update Report of the Chief Operating Officer for January 2021.

Carried

AGENDA ITEM NO. 6 – NEW CREDIT ROAD REPAIRS REQUEST (EF)

Councillor EF brought a Briefing Note to Council regarding a letter that was received a few weeks ago from an MCFN Member requesting that the road (New Credit Road) be repaired due to safety concerns (i.e. the rumble strips).

If the road cannot be repaired immediately, perhaps a flashing speed light can be put in place.

Dollars to repair the road is already covered in the budget.

It was agreed that the road may be temporarily cold patched until spring when more permanent repairs can be made.

DIRECTION NO. 1

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council directs the PW Director to temporarily cold patch New Credit Road (where the rumble strips are) until the spring, and then more permanent repairs can be made at that time.

AGENDA ITEM NO. 7 – REQUEST FROM STUDENT ENROLLED AT WATERDOWN DISTRICT HIGH SCHOOL (EF)

Councillor EF noted in her Briefing Note that a copy of a presentation from Alexis Rayner (student) who is enrolled in Nathan Tidridge’s class at Waterdown District High School has been forwarded to her (Councillor EF). Alexis would like to work on a project that includes a Medicine Wheel Garden with the staff and students of Lloyd S. King elementary School.

DIRECTION NO. 2

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council directs that requests such as this eg. a student enrolled at the Waterdown District High School would like to work on a project with the staff and students at Lloyd S. King elementary School, be forwarded to Councillor Veronica King-Jamieson who is the No. 4 Pillar Lead for Education and Awareness. Councillor VKJ will decide what is to be done with these kinds of requests as she already has a process in place.

AGENDA ITEM NO. 8 – TAXES PAID ON THE KUIPER PROPERTY (EF)

Councillor EF is questioning what steps are being taken to draft a letter for Chief and Council to approve for submission regarding requesting reimbursement of our property taxes on the Kuiper property. Councillor added that the First Nation does not have to wait for the final paper work of Addition to Reserve to be completed, as the First Nation can start drafting a letter now, and have it ready for submission at the appointed time.

Chief Operating Officer advised that this item can be discussed at the Governance Committee Meeting, and she will speak with the Governance Coordinator/Legal Counsel.

Councillor JL has a concern regarding information that she has received, and that is that Sean Thompson is saying MCFN's letter is stale dated. Chief Operating Officer will touch base with Sean.

Chief informed that he will follow up with Anne Scotten.

DIRECTION NO. 3

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council directs the Chief Operating Officer in conjunction with the Governance Coordinator to draft a letter to Indigenous Services Canada regarding the Kuiper property, and further, request an accounting of the taxes paid on the Kuiper property. The draft letter will be reviewed by the Governance Committee and will be brought back to Chief and Council for approval and signature by the Chief.

AGENDA ITEM NO. 9 – PROPERTY FORMERLY KNOWN AS GREEN WILLOW (EF)

Councillor EF would like to know if the fence around the former Green Willow property has begun yet as people are still trespassing on the property.

Councillor CK informed that there are concrete barriers in place around the property, and that Councillor EF is acting on old information. Councillor CK informed that the fence is still going to be erected, but not at this time.

Director of Child Care & EarlyON Programs called in at 11:10 am.

AGENDA ITEM NO. 10 – ONTARIO AUTISM PROGRAM EARLY YEARS APPLICATION FORM (DIRECTOR OF CHILD CARE & EARLYON PROGRAMS)

Director of Child Care & EarlyON Programs noted in her Briefing Note that in December 2019, the Ministry of Children, Community and Social Services (MCCSS) announced key elements of the new needs-based, sustainable and family-centered Ontario Autism Program (OAP), including a broad range of services that will offer families more supports for their child's specific needs. The new program will recognize that every family's experience and needs are different, and that children and youth on the autism spectrum have different levels of need at different points in their lives.

A partnership among McMaster Children's Hospital, Haldimand-Norfolk REACH, Lansdowne Children's Centre, Bethesda, and Niagara Children's Centre is proposing to provide **OAP Early Years Service** to children 12-48 months of age with Autism Spectrum Disorder (ASD) who reside in Hamilton, Niagara, Haldimand-Norfolk, Brant and Mississaugas of the Credit First Nation

Leo Massi REACH Executive Director is requesting assistance by providing a letter indicating support of the application and would appreciate receiving the letter of support at lmassi@hnreach.on.ca by January 22, 2021.

Councillor VKJ would like a copy of the application form, and Director of Child Care & EarlyON Programs will forward same.

MOTION NO. 4

MOVED BY ERMA FERRELL

SECONDED BY JULIE LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council approves the request for support for the Caregiver-mediated Early Years Service application and sign the attached letter of support to be sent to Haldimand Norfolk REACH by the Director of Child Care and EarlyON Services.

Carried

2nd Reading Waived

Letter of Support will be put on letterhead by the Council Coordinator who will then have the Chief sign same, and send it back to the Director of Child Care & EarlyON Programs.

Telephone call with the Director of Child Care & EarlyON Programs ended at 11:20 am.

AGENDA ITEM NO. 11a) – MCFN LOCKDOWN COVID-19 RECOMMENDATION (CHIEF OPERATING OFFICER)

Chief Operating Officer noted that Ontario has declared a state of emergency, and as of 12:01 am on Thursday, January 14, 2021, the Province has issued a stay at home order.

Chief stated that he wants a bi-weekly update which does not include the OPP.

Chief Operating Officer stated that the LMR Department will be deemed open, however, they want to hold off on issuing status cards, and ISC is not issuing them either. Members can be provided a letter if their card has expired or they need a new one.

Councillor JL would like to see the OPP left in.

MOTION NO. 5

MOVED BY R. STACEY LAFORME

SECONDED BY JULIE LAFORME

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council approves the following recommendation:

The COVID-19 Working Group is recommending that MCFN move forward with a MCFN Lockdown, effective immediately, with a proposed end date of February 16, 2021. During the lockdown, the following will occur:

- MCFN Operations will continue to be restricted to **operational services only**
- External contractors will **not be permitted** in MCFN buildings until after February 16, 2021. Outdoor construction can continue with health and safety precautions in place such as wearing a mask when social distancing of 2 metres (6 feet) cannot be maintained.
- Programs may proceed with **on-reserve** program pickups, pending staff adhere to enhanced COVID-19 safety protocols (this will be reviewed if the lockdown is extended)
- Necessary SHS programming will continue, with **enhanced COVID-19 precautions** in place, including the Flu Shot Clinic, the Immunization Clinic and foot care for seniors
- All **in-person programming will be cancelled** for the duration of the lockdown and virtual programming will take place whenever possible
- Administration will act as the primary source of in-person contact for the membership and the phone line will be manned by a receptionist from 8:30am-4:30pm, Monday through Friday, not including the 1 (one) hour lunch period of 12:00pm-1:00pm.
- MCFN buildings will be closed to the public until February 16, 2021. Exceptions will be to utilize the drop off mail slots at any of the buildings and appointments can be made to re-load water cards
- LMR will be deemed essential for Community Wellness applications and on-reserve status cards
- External businesses will be provided with a MCFN letter signed by the Chief regarding Public Health recommendations, in terms of indoor gatherings and COVID protocols (attached)
- No indoor gatherings for the duration of the lockdown
- A maximum of 5 people for outdoor gatherings ensuring health and safety precautions are being followed including wearing a mask when social distancing of 2 metres (6 feet) cannot be maintained.

As part of the general Public Health guidelines, MCFN members and staff will be encouraged to comply with the following:

- Wear a mask when in any public indoor space or outdoors where social distancing of 2 metres (6 feet) cannot be maintained
- Limit travel to essential travel only (to get groceries, go to work, if deemed operationally essential, go to the pharmacy, doctor visits)
- Practice social distancing measures such as: maintaining a distance of 2 meters with those outside of your social bubble, practice frequent hand washing/sanitizing, wear a mask when in public)
- Limit social bubbles to members of your household
- Full cooperation with Community Health or Public Health with regards to contact tracing

Operational Services Workers

The COVID-19 Working Group are recommending an even narrower definition of operational workers for the proposed lockdown. The plan includes:

- **Admin** - Reception is essential, Recorder, HRA, Council Coordinator as required, Records if needed, HRM and COO as required
- **Ec/Dev** - remote, all inquiries to A/Director
- **Finance** - Director to draft a schedule based on need, payroll when required, AP for biweekly payables and Community Wellness, AR if required for deposits (can designate 1-2 days per wk if necessary, with appointments), contract staff only if deemed essential to assist with required services

- **PW** - PWD to draft a Team A/B approach to limit personnel and to maintain services, all PW inquiries to Director to delegate, custodians will be maintained if buildings are occupied
- **Housing** - remote, with all housing related inquiries to the Director to delegate
- **ECC/EarlyON** - remote - virtual programming, inquiries to Director for delegation
- **LSK** - remote - virtual programming
- **Education** - remote, inquiries to Director for appropriate delegation
- **SHS** - Operational staff already designated, can reduce in office requirements if not necessary
- **Community Centre** - closed, Caretaker will be called in as required (ie - recruitment needs)
- **DOCA** - remote, inquiries to Director for delegation, Council will need to determine FLR deployment, as this wasn't discussed in detail (down to 3 FLR's, anticipated to have 25-30hrs per wk)
- **LMR** - Deemed operational for Community Wellness and status card purposes, attempt to go into a Team A and B approach, with the understanding that the entire team should not be in the office
- **MCD** - remote, with full availability
- **Governance** - recruitment will continue with enhanced precautions in place
- **Culture and Events** – remote
- **NCVGB** – Move to full serve mode as per COVID-19 policy, and implement googles for workers as part of mandatory PPE.

Enforcement of MCFN COVID-19 Protocols

- The MCFN COVID-19 Working Group is recommending that the OPP ensure compliance and enforce the above measures. The OPP will be able to enforce these measures while Ontario is under a state of Emergency which is expected to last until February 11, 2021.

Carried
2nd Reading Waived

AGENDA ITEM NO. 11b) – PILLAR MEETINGS (EF)

Councillor EF questioned if the buildings are closed, can the Pillar Leads meet with their Committee. Councillor JL answered that we do meet, but on zoom and telephone.

Councillor EF questioned the Chief Operating Officer if the Pillar Leads can come into the office, and the answer was yes, provided that she knows ahead of time as sometimes the cleaners will be here cleaning.

Councillor CK stated that the Pillar Leads should not be allowed in the building during lockdown, and other Councillors are in agreement.

Councillor RBL advised that Councillor EF work with her Committee via zoom or telephone.

Chief stated that although the buildings are closed, Councillors can come in and do their business.

MOTION NO. 6

MOVED BY JULIE LAFORME

SECONDED BY EVAN SAULT

That the Mississaugas of the Credit First Nation (MCFN) Land, Water & Sustainable Prosperity Council moved in-camera at 11:45 am.

Carried