



**Oneida Nation of the Thames
Regular Council Meeting (Administration)
OPO Boardroom
Tuesday, November 14, 2023 (Rescheduled from November 7, 2023)
3:00pm-9:00pm**

**ONEIDA COUNCIL
APPROVED**

DATE: Jan 30, 2024

PER: AJ

Present: Chief Todd Cornelius

Councillors: Rosalind Antone, Brandon Doxtator, Charity Doxtator, Gloria Doxtator, Tekatenyes Doxtator (5:02), Ursula Doxtator (4:07), Holly Elijah, Elizabeth George-Antone (4:17), Deborah Hill

Regrets: Councillor Misty Deleary

Absent:

Staff: Sherry Monastyrski-Interim CEO, Sandra Doxtator-EA, Rochelle Cornelius-Chief's Assistant, Adrienna Antone-Interim CEO Assistant, Jana Doxtator-Brown-HR, Erin Hill-HR

Guests: Three Fires Group - Phil Lee, Larry Sault, Reggie George

Recorder: Angie George

- 1. Call to Order: 3:40pm**
Opening Prayer: Chief Todd Cornelius

- 2. Approval of Agenda**

Additions:

- **Councillor Charity Doxtator – In-Camera Housing**

Council consensus to approve Council agenda for November 14, 2023, with noted addition.

- 3. Councillor Ursula Doxtator – Oneida Language Session**

IN-CAMERA

- 4. Laura Phillips-Interim Lands & Estates Administrator**

a) Housing Department Rental Unit

Councillor Ursula Doxtator arrived at 4:07pm

*b) Housing Department Selection Criteria for Rental Units – **TABLED***

*c) Floyd Williams Estate – **TABLED***

- 5. Councillor Charity Doxtator – Resident at Senior's Complex – **TABLED****

- Will be tabled until November 21, 2023.

OUT OF IN-CAMERA

Councillor Tekatenyes Doxtator arrived at 5:02pm.

6. Jana Doxtator-Brown & Erin Hill – Human Resources

a) Policies – Sick Policy

- Align the sick time entitlement to reflect the change in federal legislation.
- This policy will grant employees an immediate entitlement of 10 paid sick days, per fiscal year.
- Employees immediately receive sick days up to a maximum of 10 days: excluding sick time taken from April 1, 2023, to current.

Councillor Brandon Doxtator arrived at 5:22pm.

Council consensus to acknowledge Jana Doxtator-Brown and Erin Hill’s update on the Sick Policy and will be brought back to council for further discussion.

b) Office Closure Leave Policy

- Remove: Time off with pay will be given to all employees (except casual and temporary help) who have worked for Oneida Nation of the Thames for 30 continuous days prior to this closing.

Council consensus to acknowledge Jana Doxtator-Brown & Erin Hill’s update on the Office Closure Leave Policy and will be brought back to council for further discussion.

7. Jenelle Cornelius, Interim Environmental Consultation Coordinator

a) Large Scale Industrial Park & Battery Energy Storage System (BESS) Project & SWOT Analysis

- A net-zero industrial park is a set of facilities, plants, and infrastructure dedicated to the reduction and elimination of greenhouse gas emissions through clean energy and emission control technology.
- On-site, a net-zero industrial park consists of renewable energy generation, shared zero-carbon sources, storage, and microgrids.
- Allows Oneida to take part in an economic development opportunity that has positive environmental impacts.
- Long term investments, provides opportunity for long-term revenue source for Oneida.
- Once constructed, there will likely be fewer GHG emissions emitted near Oneida as businesses begin to utilize the industrial park’s green energy.
- The collaboration with Three Fires Inc. in this project implies that the proposed projects may use Three Fires Inc. & Electra’s St. Thomas battery recycling plant.

8. Three Fires Group - Phil Lee, Larry Sault, and Reggie George

- The Three Fires Group is a wholly First Nation-owned economic development corporation headquartered in Chippewas of Kettle and Stony Point First Nation.

- The Three Fires Group is focused on generating wealth and prosperity from economic and infrastructure opportunities for current and future generations.
- 4 Phase delivery
- Phase 1
 - a) Internal/external environment & asset scan.
 - b) Market analysis & positioning.
 - c) Corporate & governance structure optimization.
- Phase 2
 - a) Alternative investments strategy
 - b) Major projects strategy.
 - c) Porter's competitive strategies.
 - d) Economic laws & policies.
- Phase 3
 - a) Joint venture partnerships.
 - b) Alternative investments deployment.
 - c) Major projects deployment.
 - d) Communications strategy.
- Phase 4
 - a) Handover & mentoring
 - b) Balanced scorecard
 - c) Execution & Management
- Takes 1 year to go through all 4 phases.
- Phases 1 & 2 are critical phases.
- Next steps are for OK Ltd to follow-up with Three Fires Group.

Council consensus for OK Ltd to continue discussions with Three Fires Group and to make recommendations on whether to proceed with Green Energy procurement energies. OK Ltd agrees to monthly reports on the progress on the Green Energy procurement.

9. Sherry Monastyrski – Interim CEO

Decisions

- a) *Education Building – Support for Colliers Project Manager*
- b) *Recreation/Funding for Youth*
- c) *Amended BCR #2466*

Updates

- d) *FYI – Land for Sale – Discussion – **TABLED***
- e) *Council Budget – **TABLED***
- f) *Water Update – **TABLED***
- g) *Internet Update – **TABLED***
- h) *Custom Election Code – **TABLED***
- i) *Upcoming Meetings – **TABLED***

Closing: Chief Todd Cornelius

Adjourned: 9:00pm

Chief
Angela George
Recorder

Date
Jan 30, 2024
Date