

# Looking forward to working with new board members



**LANA CAUSLEY,  
DIRECTOR, UNIT II**

I would like to start my report out by congratulating all the new board members who we will welcome for the next four years — DJ Hoffman, Kim Gravelle and Rita Glyptis. I look forward to working with all three new individuals to move our tribe forward.

Congratulations to Denise Chase and Catherine Hollowell, who remain in their respective units. This election was one with a mix of good ideas and strong candidates.

As I've stated before, it's always hard to place yourself out there, and I would like to give a special recognition to our

unit member Paul Barbeaux, it's not easy to run for election and no matter the politics involved, Catherine, Paul and I have good open communications and I look forward to it remaining that way. Thank you Catherine and Paul for keeping our unit out of the muck, even though the influence was attempted with old political tricks.

Lastly, I would like to extend a sincere *chi miigetch* to Joan Carr Anderson, DJ Malloy and Debra Ann Pine. I've spoken to each of them to explain how they influenced, taught and assisted me in my role and my respect while working with them. Again, not easy to be in a role where everyday it's a new battle, but I sincerely appreciate all the hard work these women did and will continue to do for our families.

As I've spoken about numerous times, we hold bi-weekly gaming authority workshops to discuss ways to advance and promote ways to secure additional revenue and apply fair work policies for our employees at our five northern casinos. The board of directors does NOT manage the businesses but we are responsible for the success and/or failure. This has been a priority to me since

bringing forward the resolution to hold the workshops bi-weekly. Its come with criticisms and people fearing changes. It's not the same old industry anymore, so we must change with the times. Our employees have become bitter to the point of frustration due to cuts, policy red tape and leadership.

It's small but in our latest review of changes, we were informed that we are instituting some employee recognitions that we did in the past to boost moral and identify good, solid employees. Our existing "We Do It Best" program has become stale and in the coming months the entire program is going to be revamped based on input from our new "Kewadin Improvement teams," these committees are made up of front line workers to identify and discuss changes needed to improve the workplace. I have heard good feedback from employees, BUT it is working and moving forward. I have one employee who is about as negative as one gets and she even said she thinks the "direction is good and sees positive changes and looks forward to more things changing," (she knows who she is, ha-ha).

The most important factor for

any businesses success is happy, recognized employees; beginning soon for front line workers we will see recognition luncheons, incentive programs based on performance and attendance, anniversary recognitions and end-of-year celebrations to recognize successes. Some of these items we had in the past and have been modified for the better. If you have concerns or want a voice in the process, please see your manager about your "Kewadin Improvement Team," this is your avenue to make positive changes in the workplace for yourself and for your customers.

As many are aware, we have a new Human Resource (HR) director. This was a position that has been sporadically filled with no real direction for the past 10 years (not the fault of HR), but we have solid leadership there now. We have begun the policy review process once again and the board has made that a priority to change policies that are confusing or simply not working. It's each and every manager's responsibility to educate team members on the new policy changes and how they can work for you, always demand and even contact our department if in doubt on what's needed to assist you

at the workplace. Our Human Resource is a department that is in place to assist team members. The new director has an open door policy and has identified each employee in the department with unique duties, so all are accountable for the good outcome of advancement and a streamlined approach. We have streamlined filling positions in a timely manner, justification on all hires and clear documentation that all policies and processes have been followed. We have a strong HR Department that just needed to develop the team internally and leadership that can identify the needs of our entire workplace. Our Human Resource director and the entire department's mission statement notes that "we take care of our people who take care of us." I'm confident that needed changes are happening and coming.

This past week, we held a special workshop with the Great Lakes fisheries committee and our longtime contracted attorney Bruce Greene. We discussed the 2000 Consent Decree and the concerns, plans and approaches we will need to have worked out by 2020 for the re-negotiations. 2020 seems like a long time

*See Causley Unit Report," p 27*

# Causley discusses priority issues

*From "Causley," pg. 26*

away but our treaty rights and our commercial fishermen's livelihoods are priority and starting early is paramount to different circumstances and outcomes. For this initial meeting, we invited all of our commercial fishermen to discuss items of concern and discuss ideas for a work plan. Those who did show, voiced concerns about the internal regulations along with the limitations we have in the decree. We will need guidance from our fishing community and families. In the coming years, we need to create a structure that will form a negotiating committee, educate key people at the table, retain legal service and create a solid plan to work our tribe through this re-negotiation of our sacred treaty rights. I'm relieved that we are starting now and we will be well prepared, this will make a significant impact on the outcome. I will update as we

move forward.

One last issue I wanted to update on is the contract support services. Here is a statement I made back in my November 2012 unit report after being educated at a tribal sovereignty conference I attended: "One main item discussed was the class action lawsuit our tribe is a party to and has retained council to assist. Lloyd Miller from Sonosky/Chambers reviewed and educated tribes with the Rajah case, this is the lawsuit with the government for under-calculating the totals paid out to tribes for the contract support costs that we incur as a self-governance tribe. The government has full responsibility to pay these costs and continuously, over the years, we have not been fully made whole with our costs. Each year, Congress has had money in the budget appropriated to fund tribes but used money elsewhere and

did not fund tribes fully. The statute states that government will pay up front, in full, our contract support costs, which include departments such as law enforcement and Indian Health Services. As I said, we are a party to this lawsuit and I spoke about it in past reports. This lawsuit could be so beneficial to our tribe and others, billions of dollars are owed now and to make them accountable now will secure the amounts needed for the future."

When I came back home after the conference, I immediately informed the board and shared the information gathered, it was requested that we move on securing the funding owed to our tribe. Fast forward to 2014, the lawsuit is final and we will be collecting an amount of around \$900,000 to 1 million in settlement funding. This was a hard fought out battle with

many tribes included. Again, this money was ours in the first place, but it took our people filing lawsuits and having to battle for our share. Everyday, we must keep up on home issues and federal level issues to sustain our own government and the responsibilities that the U.S. government has to us. I'd like to thank the chairperson for his role in this recovery of funds. Once identified the need for testimony or argument on our behalf, he works very hard to get the results we need and are due at the federal level.

In closing, please, I hope to see you at our powwows this summer. I'm looking forward to enjoying the drums, fire and family. Please take the time to celebrate our people and traditions.

Baamaapii, Lana Causley,  
(906) 484-2954, 322-3818,  
lcausley@saulttribe.net.