

TULE RIVER INDIAN HEALTH ADVISORY BOARD

TULE INDIAN RESERVATION

P.O. BOX 768

PHONE 784-2316

PORTERVILLE, CALIFORNIA 93258

SPECIAL MEETING

MINUTES OF: November 20, 2003

The meeting was called to order by Chairperson Laura Manuel at 10:26am. Board members present:

Laura Manuel, Chairperson
Joseph Garfield, Treasurer
Patsy Vega, Secretary
Vincent Burrough, Member
Barbara Baga, Member

Absent: Richard McDarment, Vice Chairperson
Veronica McDarment, Member (working)
Lucille Apalatea, Alt. Member (family illness)
Brook Franco, Alt. Member

Others Present: Sabrina Bustamante, Program Director
Melissa Schlichting, Attorney for TRIHC

III. Approval of Agenda

MOTION #1 Patsy Vega/Barbara Baga motioned to approve the Agenda correction of date to read November 6, 2003 under New Business A., the vote was 4-0-0, motion carried.

MOTION #2 Patsy Vega/Barbara Baga motioned to adjourn the meeting at 11:45 am, the vote was 3-0-1 (Vincent Burrough) motion carried

Discussion:

Vincent Burrough explained that he would like to have the Full Board present to discuss and hear recommendations from the Grievance Committee.

Joseph Garfield commented he was aware a past Grievance with one of the person was never handled through the Grievance Committee and this may have something that ties into the reason for termination.

Patsy Vega explain she received the Grievance and spoke with Michele McDarment and Sabrina Bustamante of this grievance, and it was already handled at the level of the Policy Manual. Patsy sent a letter to the individual explaining there had been action taken and also informed her supervisor the same. A letter from Supervisor Michele McDarment to the Acting Director at that time was not provided because she would have to find it in the computer and it would not be signed, I explained I would speak to the acting Director and follow-up. I did not get this done that day. These two grievances were separate cases.

A recommendation was made that each grievance submitted should be heard before the Committee regardless if a decision was made or handled at the level called for. This needs to be clarified by a motion with a revision to the Policy Manual. Laura commented this could also be handled by the Committee meeting with the Program Director monthly to review any grievance brought to Administration whether or not they were handled.

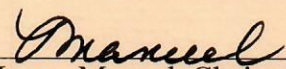
MOTION #3 Vincent Burrough/Joseph Garfield motioned to table New Business a. Grievance recommendation of November 6, 2003. The vote was 2-1-1, Chairman Manuel voted to break the tie with no vote with the abstention allowing the recommendation to be read but no action taken.

MOTION #4 Joseph Garfield/Vincent Burrough motioned to table any voting on the Grievance recommendation and reschedule a meeting with the full Board present to determine a final decision. The vote was 4-0-0, motion carried.

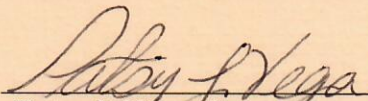
Tuesday, November 25, 2003 at 9:00am in the Mater Delores church a mandatory Board meeting is scheduled. All Board members are to receive notice as soon as possible and make a point to review all paperwork regarding the Grievances presented in the Health Center's Administration Office; see Mrs. Bustamante, Program Director.

Patsy Vega read the minutes of the Grievance meeting that took place on November 6, 2003 with the two recommendations.

MOTION #5 Joseph Garfield/Vincent Burrough motioned to adjourn at 12:00 noon, the vote was 4-0-0, motion carried.



Laura Manuel, Chairman



Patsy J. Vega, Secretary

Approved: January 8, 2004