

# TULE RIVER INDIAN HEALTH ADVISORY BOARD

TULE INDIAN RESERVATION

P.O. BOX 768

PHONE 784-2316

PORTERVILLE, CALIFORNIA 93258

MINUTES OF: January 7, 2004

The meeting was called to order by Chairperson Laura Manuel at 10:04am. Board members present :

Laura Manuel, Chairperson  
Patsy Vega, Secretary  
Joseph Garfield, Treasurer (10:36am)  
Barbara Baga, Member  
Veronica McDarment, Member  
Vincent Burrough, Member  
Lucille Apalatea, Alternate seated  
Brook Franco, Alternate seated 10:06am unseated 10:36am

Absent:

Richard McDarment, Vice Chairperson (work)  
Book Franco, Alternate Member-work

Staff Present:

Sabrina Bustamante, Program Director  
Melissa Schlichting, Legal

### III. Approval of Agenda

MOTION #1 Patsy Vega/Barbara Baga motioned to approve the Agenda with the additions of D. Bylaws Section 14, E. Alarm System, F. Locked/Unlocked Doors and with the meeting to begin with Item C. Section 3 of the Program Manual. The vote was 6-0-0 motion carried.

### IV. NEW BUSINESS

#### C. Section 3, Program Administration Manual

During the December 9, 2003 meeting with Barbara Karshmer, Attorney, revisions to Section 3 of the Policy Manual were provided on how the Policy is to be interpreted to the Court with flexibility to employees, probationary to regular, permanent to lifetime, with further discussion of the "at will" clause. During our meeting of January 7, 2004 Section 3 was reviewed for approval with:

- addition to 3.2 Recruiting and Employment 2.0 e. at least two board members (Board Chairperson and Personnel Chairperson) shall be included in recruiting and screening of all applicants.
- 3.5 Employee Benefits 9.2 insert 1, 2, 3, and 4 of the Tribal Councils policy
- Section C in 9.6 vacation days cannot be taken during disciplinary or probation period
- Changes to the Bylaws were discussed in Article 3, Section 5. Eligibility to Serve as Board Members: DELETE and he/she does not have a member of his/her immediate family (father, mother, brother, sisters, spouse, child) who is employed by the corporation and revise to reflect the 49% Board of Directors.
- Article 3, Section 14. Restriction on Interested Directors, delete ancestor, add child, mother, father, spouse, sister/brother in law.

- Article VI, Section 3: DELETE or termination
- Section 4 see revision made in January 2003 and implement into this section of the Bylaws.

These changes to the Policy Manual and Health Bylaws will be made by Barbara Karshmers office for approval during a special meeting to be held Thursday, January 15, 2004 at 10am at the Tribal Office.

Vincent Burrough left for Tribal Council meeting at 11:28

Brook Franco seated at 11:28

MOTION #2 Brook Franco/Joseph Garfield motioned to insert into the Policy Manual Section 3, Part 3.5 Employee Benefits; the Tribal Councils policy of Employee Benefits part 16.2 1, 2, 3, 4 effective January 11, 2004. The vote was 6-0-0 motion carried.

MOTION #3 Patsy Vega/Joseph Garfield motion to adapt TRTC Policy to insert into 3.5 Employee Benefits, 9.6 Vacation days cannot be taken during a disciplinary or probation period from Tribal Councils Policy 16.2 C. and approve Section 3 of the Health Centers Administration Manual with additions and corrections. The vote was 6-0-0 motion carried.

12:39 lunch break

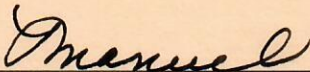
1:22 back in session

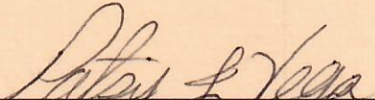
Laura Manuel gave a brief report of the Election Committee's decision on appeals. There were five appeals which three were granted eligible and two non-eligible, Elections committee met again on Monday January 5, 2004 and per the Bylaws granted all five appeals eligibility to vote and run for candidacy. As the bylaws are written, the Health requirement follows Tribal Councils decision on who is eligible or non-eligible. If the Board is in consensus of changed the Health Center to be independent of this clause for future clarification and justification we would like to have Barbara Karshmer provide legal verb age for our Bylaws. It was consensus for this change to be made, as it will be les difficult in the future to handle issues that come before the Election Committee.

Melissa Schlichting, Attorney will be revising in the Administration Manual Article 3, Section 14 and Article 6, Section 3 and 4. These revisions will be prepared for a special meeting to be held Thursday, January 15, 2004 at 10:00am at the Council building. Melissa recommended a Board Manual that explains Committee duties more in depth than the Bylaws.

Brook Franco left at 2:26

MOTION #4 Joseph Garfield/Lucille Apalatea motioned to table the rest of the Agenda and adjourn at 3:11pm and meet on Thursday, January 8, 2004 at 9:00am. The vote was 5-0-0 motion carried.

  
 Laura Manuel, Chairman

  
 Patsy J. Vega, Secretary

Approved: January 8, 2004