



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them

Oneida Tribe of Indians of Wisconsin

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RECEIVED DEC 20 1989

Oneida, WI 54155



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the Colony of Pennsylvania, a new nation, the United States, was made possible



APPROVED AS
READ/CORRECTED

SPECIAL MEETING

WEDNESDAY, DECEMBER 6, 1989

I. CALL TO ORDER: Meeting called to order at 1:30 p.m.

Present: Purcell Powless-Chairman, Richard Hill-Vice Chairman, Kathy Hughes-Treasurer, Amelia Cornelius-Secretary, Lloyd Powless, Loretta Metoxen, Ernie Stevens-Council Members

Excused: Larry Barton, David King-Council Members

Others: Barb VanBoxtel, Don Hill, Wayne Skenandore, Bob Niemela

Discussion on staffing levels of Cashier/Sales Clerks positions and the difficulties in being able to maintain staffing needs. The requirements of the job, job stress, background checks, etc., are some factors creating the problem. Turnover in personnel is usually high. Problem with new employees is that the position is entry level.

Amelia Cornelius arrives at meeting.

About 10% transfer to other positions, 25-30% are dismissed, another 30% are dismissed due to disciplinary actions, and another 30-35% marry or just move away from the area. Chris Johns stated that around 4 out of 10 applicants cannot pass the basic math and reading test, another 4 cannot pass the background check due to convictions of theft, shoplifting or other money related convictions and of the remaining 2, one will leave employment after a short time for a better position or disciplinary action.

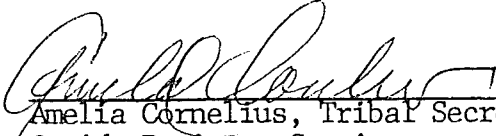
Solutions to the problem varied -- by centered on the lack of adequate training for employees.

The retail enterprise has a problem with lack of adequate trained manager level employees and the enterprise continues to operate at a loss until math and management skills can be increased in the employees.

Another solution would be to streamline the Personnel Policies to allow the managers more flexibility in hiring, firing, and training of employees. Retail should develop procedures that reflect their needs.

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Pat Misikin is pursuing leasing more video machines to provide a larger selection at present sites. Profit to Tribe would be 70%. There is a need to do an intensive background check of the companies to make sure there is not connection with any criminals. She is also checking into changing the pull tab machines.



Amelia Cornelius, Tribal Secretary
Oneida Business Committee



ONEIDA
BINGO

file

MEMO

TO: BOB NIEMELA, BUSINESS MANAGER *Pat*
FROM: PAT MISIKIN, DIRECTOR OF INSTANT TICKETS OPERATIONS
DATE: NOVEMBER 22, 1989
RE: REQUEST FOR A MEETING WITH THE BUSINESS COMMITTEE

Please request a meeting with the Business Committee to discuss the following areas related to Instant Tickets Operations:

1. Staffing levels of the Cashier/Salesclerks
2. Adding new varieties of Pull-tabs at all sales locations
3. Video leasing

I would prefer to have a Special Meeting for these discussions but am flexible. The impact and scope of the above-named subjects make it advisable to include the following or their representatives.

1. Chris Johns, HRD
2. Francis Skenandore, Law Office
3. Don Wilson, General Manager
4. Retail Management

PM:mc

cc: I.T.O. Supervisors

OBC Special Meeting
Wednesday
12-6-89

Present: Purcell, Amelia, Kathy, Rick, Lorella, Lloyd, Eric + Senny

Also: Pat, Barb, Ron, Chris Johns, Don Hill, Francis and Wayne S.

Agenda Items:

1. Hiring from outside the Tribe
2. Leasing video machines
3. Changing outlet pull-tab varieties

Suggestions

- ① 1. Redefine hiring procedures w/ Chris to eliminate Tribal duplicity
2. Refine training programs to promote self-improvement
3. Activate incentives
4. Recruit high school graduates
5. Decentralize: HRD out and Mgr. In w/ EEO person system
6. Part-time w/ current Tribal employees as "on-call"
but must consider overtime and fringe costs to Tribe