

ONKWARIWA'SHON:A

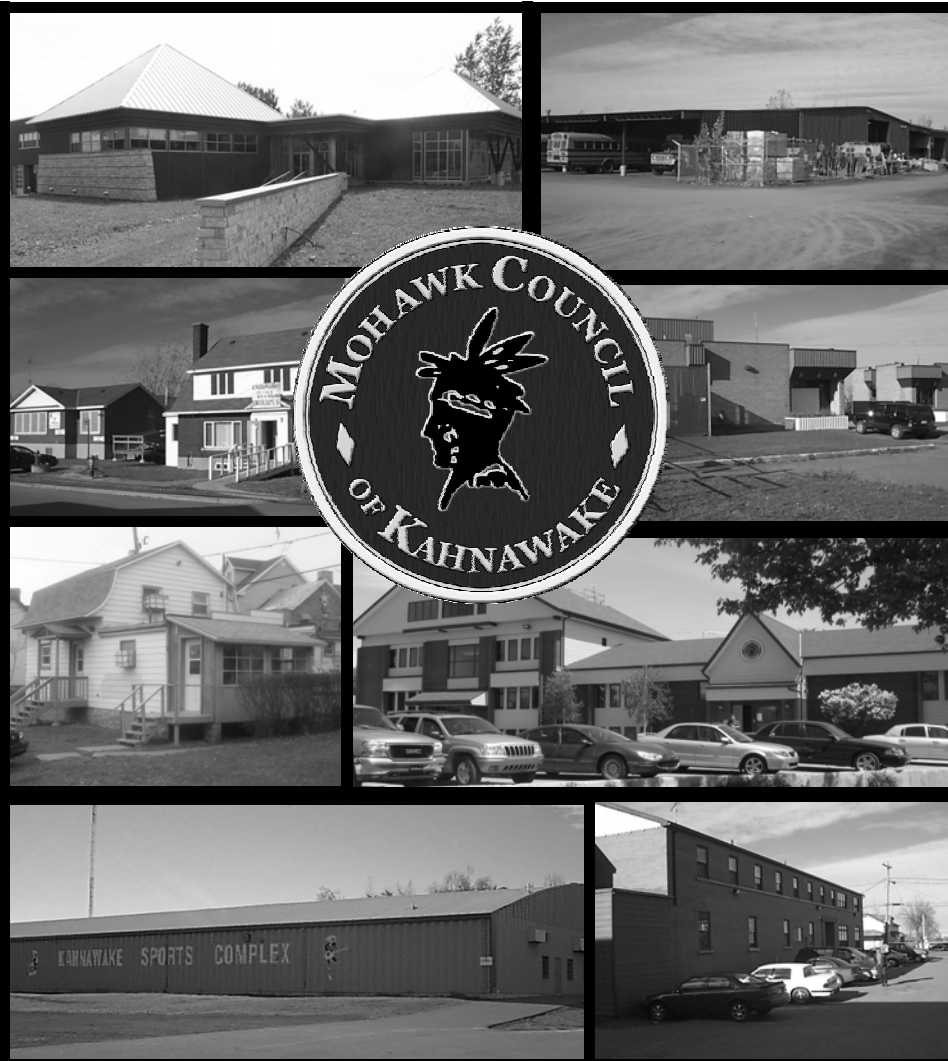


Oon-gwa-rbee-wa-soon-a

THE ISSUES AND BUSINESS AFFAIRS OF TODAY, WHICH AFFECT OUR PEOPLE

Ohia:ri:ha / June 2005

Newsletter of the Mohawk Council of Kahnawá:ke



Policies & Procedures of the MCK



Inside this issue:

Political Update	2
Our Land in Changing Times	3
Why the Need for Policies?	4
Complaints Procedure	4
Frequently Asked Question, Myth vs. Fact	5
Reflections	6/7
Council Decision-Making Process / MCEDs	8
The Decision Process	9
Kahnawá:ke Childcare Initiative	9
Onkwariwa'shon:a Survey	10
Crossword: MCK Policies	11
MCK Employee News	12

Being one of the largest employers in Kahnawake, the Mohawk Council of Kahnawake has developed many policies and procedures to protect itself and its employees, as well as the community. In this issue we look at some of the many policies and procedures that govern the MCK, and why they're necessary.

POLITICAL UPDATE

By: Joe Delaronde, Political Press Attaché, O.C.C.

The past few weeks have been among the busiest encountered in recent memory at the MCK. The length of the community meeting of May 31st (nearly five hours) was a fair indicator of the number of issues that are on the table at this time. Membership, the Seigneurie of Sault St. Louis, our relationship (or lack thereof) with the current Quebec government and proposed regulations for tobacco as well as poker games were just some of the topics that were discussed.

As work on the many files continues to progress, some delays were encountered due to the fuss caused by the so-called Microsoft issue. Many hours were spent in the effort to have the MCK and Cultural Center discuss the matter face to face. While the outcome is still not settled, it underlined the problems that occur when there are shortfalls in communications between people and, in this case, entire organizations.

At one point, some students from the Survival School marched to the MCK offices to protest the supposed threat to the language. Commentators were, for the most part, against the proposal, citing various reasons why Kahnawá:ke should be wary of signing a deal with one of

the world's largest corporations. As events unfolded, it was revealed that many of the people who were most vocally against the project were, in fact, against it ONLY because of the fear of the power and might of the Microsoft Corporation. In the end, much time and energy was wasted due to a lack of candidness. At the time of this writing, the MCK is still supportive of the initiative, though it will be interesting to see whether Microsoft itself maintains its initial enthusiasm for working with Kahnawá:ke.

In the end, it is hoped that lessons can be learned from this fiasco. Both sides need to realize that there has to be willingness to engage each other in a direct manner without the gamesmanship that was sometimes displayed during the past weeks.

By meeting face to face, in good faith, those in leadership positions will earn the respect of community members. Where differences of opinion are a matter of course, this can sometimes be a difficult and challenging task. But that's what being a leader is all about, isn't it?

Kahnawake expects nothing less of its leaders – elected



LETTERS TO THE EDITOR

Onkwariwa'shon:'a welcomes your *Letters to the Editor* for publication in future issues of the newsletter. Please send us your opinion, thoughts, or comments on any subject.

Letters must be signed and include a return address or phone number. We ask that the writer remains respectful in his/her opinions. Onkwariwa'shon:'a reserves the right to edit for clarity and article length.

Address letters to: LETTERS TO THE EDITOR c/o MCK Communications
P.O. Box 720 Kahnawá:ke J0L 1B0



Our land in changing times By Chief Johnny Montour



Now more than ever, we are living in changing times, which ultimately require us to adapt to new economic and social realities in and around our community. And in adapting to these changes, one of the most important considerations we must take into account is the status of our land base, particularly as it relates to economic growth and development.

If nothing else, these and many similar episodes in our history should teach us some very important lessons about the difference between reserve lands as protected by the Crown and private lands as owned under fee-simple title. However, we should also take the time to realize the simple fact that there are good and bad points to all things. This includes the subject at hand.

If the Crown is supposed to protect our lands from third parties anyway, who protects our lands from Canada whenever this country's interests outweigh our own in the Crown's point of view?

More to the point, it often seems that the Crown's protection of our lands only plays out as more of a restriction of our own activities on our own territory than anything else. This raises even more questions. How much of the Crown's protection is too much? And furthermore, if we are in fact legally "persons" as far as the Crown and Canada are concerned, are they not both morally and legally obligated to recognize our inherent and inalienable right to free commerce and economic prosperity on and off our territory? I for one would certainly be inclined to think so.

On the other side of this issue is the fact that yes, all of the aforementioned risks of fee-simple title still do exist in reality. However, the other half of the same reality is that fee-simple land title would provide us with the economic power necessary for community-level finance and commerce. After all, the very nature of this reality (the reality we all live in, whether we like it or not) is that business does not happen without collateral, and sustainable economic growth does not happen without business.

The bottom line is this: Kahnawake has to start thinking about a land ownership/management regime that is best suited to our own needs as an expanding Native community in the 21st century. We need to think in terms of having the best of both worlds, but on our own terms. Yes, we do need a means of protecting our lands from sale or seizure, but at the same time, we must have the freedom to pursue a greater economic vision for our future generations.

One means of achieving this all-important balance might be to "stand our ground" on all the lands we now hold, while applying a fee-simple approach to some lands we may acquire in the future. But again, this is only one possible option out of many.

Regardless of what we decide to do as a community, and regardless of events beyond our control in the greater political landscape, maybe the time has come for us to polish the Silver Covenant Chain and redefine the Crown's fiduciary responsibility to the Kahnawake Mohawk Territory and to all Kahnawa'kehrónon. And maybe the time has also come for us to re-examine our own collective responsibility to ourselves and to each other. In the end, the Crown must come to recognize our right to be free, and we must recognize the fact that freedom cannot be maintained without responsibility. *Nia:wen kowa*

Pre-Colonial Times

- Land was the very essence of our economy (and our survival). We lived off the land

Colonial Times

- Different nations dared to impose their will upon us with different foreign political systems and land-management regimes
- Certificates of Possession ("CPs") are introduced in Kahnawake, meaning Private land ownership under fee-simple title.

1950-1999

- To justify the issuance of CPs, an Indian Act Amendment recognizes us as "persons" under Canadian Law
- Only "persons" can own land
- Canada can only expropriate private lands
- Kahnawake's private lands are expropriated for the construction of the St. Lawrence Seaway in the 1950's
- In 1999, Canada passes the Land Management Act, which would pave the way for the privatization of reserve lands altogether.
- Crown protection of Native lands against seizure or purchase are null and void.

Where we are Today

- According to Canada, all lands are still owned by the Crown
- The Crown ultimately cannot escape its responsibility with regard to lands of any kind.
- The Crown is still free to expropriate any lands as it sees fit – ie: the Seaway.
- The Crown's protection of our lands only plays out as more of a restriction of our own activities on our own territory than anything else.

Why the Need for Policies at the MCK?

By: Kevin Kennedy, Acting Executive Director

Policies and procedures in a large organization such as the Mohawk Council of Kahnawake (MCK) are extremely important for transparency, accountability and the preservation of the rights, entitlements and benefits of community members and the organization's employees. Policies tend to be viewed as more red tape or very bureaucratic, however they do play an integral part of an organization's global operational standards and are generally designed to ensure consistency and fair application.

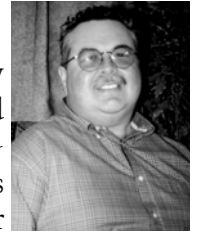
The MCK Operations Team, which consists of all Unit Directors, under the facilitation of Human Resources, develops operational policies and procedures for the organization that are administrative, financial, operational and personnel related. The Executive Director or designate, will bring such policies and procedures forth to the Finance Administration and Operations Committee for their review and approval for implementation.

Please note, that at the time this article was written, Kevin was still acting in the capacity of Executive Director. Since June 6th, Alana Goodleaf-Rice has returned to her position of Executive Director.

Policies or procedures are constantly developed and amended as required to address specific functions and responsibilities of MCK Units. Units must assess the feasibility of whether or not there exists a need to develop a policy or procedure. In some incidents working groups are initiated to work on developing or updating policies and certain Units have their own policy developers.

A policy is a course of action adopted in order to establish a standardized process for Units and Departments to follow. And, a procedure is an established or official way of doing a certain activity or task.

Also, it is very important to note that policies are developed to act as a general guide that allow for some deviation, based upon a specific or unique set of circumstances.



COMPLAINTS PROCEDURE

Do you have an issue or feel you have not been treated fairly by a service/employee of the MCK?

There is a complaint policy in place to help you resolve your issue. Each complaint is taken seriously and followed up on as quickly as possible.

In most cases the problem can be solved just by dealing with the service or employee that is involved in the issue, whatever it may be. However if you do not feel comfortable talking to the person involved, then the complaints process is your next step.

It is really very simple....write a letter explaining your complaint and submit it to the Executive Director's Office.

If for some reason you cannot write down your complaint or get your message across on paper and would prefer to talk to someone, then just call the Executive Director's Office at 632-7500 and ask for Sheridan Ross.



Avoid Going to the Media

In some cases people will immediately go to the local media if they feel they have been wronged, without first trying to resolve the issue with Council. You should first follow the processes that are in place. If at the end of the day you still feel you need to be heard, then maybe your last resort is to go public. However mediation and negotiation are better avenues to pursue.

FREQUENTLY ASKED QUESTION

Q: Am I required to declare my income earned on-reserve on my income tax returns?

A: On the Federal return you are not required to enter your income, but you must submit your T4 to show proof the income is earned on-reserve and is considered exempt income identified by a code on your T4. On the provincial, they request you enter it and use the exemption code on the form to exempt any tax liability . The reason made for this request is to provide Revenu Quebec with the necessary information on family income which determines to benefits you are entitled to (ex.: QST credit and family allowance)

For more information on tax returns, contact John Latour 632-7500 Mon.-Wed. 9:00 to 4:00 to make an appointment.

MYTH VS. FACT

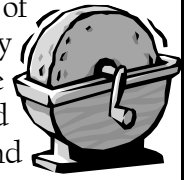


MYTH: MCK Legal Services handles personal legal matters for community members?

FACT: The Legal Services Department derives its mandate strictly from the Chief & Council and performs services exclusively for the MCK. The only time the Legal Services Department will deals with community members is on direction from the Council Table. We will gladly provide referrals as required.

The Wheels Turn....

Sometimes it can seem that the wheels of bureaucracy turn very slow. For every procedure or service at the MCK there is a process to follow. But policies and procedures ensure accountability and provide protection for both the community and employees.



Listed below are two common requests and who you should contact to see if you're entitled. Sometimes just knowing who to call or where to go can facilitate the wheels to turn a little faster.

Interested in Applying for an MCK Housing Loan?



There are certain periods during the year when this type of service is most active, but if you're thinking of building a home and want to get more information— contact the Housing Department at the Social Development Unit. They're located at the Services Complex.....638-0500.

They're located at the Services Complex.....638-0500.

Are you Seeking a Communal Land Allotment?

1. Pick up application at Land Unit Office and return.
2. Membership and Land verification carried out by Lands Administrator
3. Application presented at Land Allotment Committee meeting.
4. Upon approval applicant is publicly posted one month prior to community meeting.
5. Provided there are no valid objections, applicant is required to attend one Community Meeting.
6. Applicants name is posted for another month.
7. Provided there are no valid objections, applicant has successfully completed the process for obtaining a Land Allotment.
8. Applicants may select their Land Allotment once they have provided written proof they are building.
9. Once applicant has selected their lot, they must schedule a site inspection.

Tom Morris— 30-year MCK Man

On April 21, 2005 long time MCK employee Tom Morris passed the 30 year mark of employment with the Mohawk Council of Kahnawake. Tom was only 25 years old when he began work in the Youth Development Program in Ottawa. He was not technically working for the MCK but he did a lot of work in the community and other native communities across Quebec.



In 1984-85 things began to change as some structure was put in place with 3 or 4 different divisions and the famous “sections” began. For those who recall, Kahnawake was sectioned off into 5 areas. Each Council Chief or Band Councilor, as they were known at that time, were responsible for the operations within their section.

Tom’s job took him to approximately 29 native communities all over Quebec and his job was to get the views of the aboriginal youth in Quebec. Tom said he was always traveling and rarely spent time in his office in Ottawa.

“The administrative structure of a large organization like the MCK must change constantly to meet the needs of the community”

- Tom Morris

Band Councilors weren’t paid back then and it was hard to keep them around as the ironworking trade was booming and many of the Councilors were out of town during the week. In 1977 the Band Councilors began to receive a salary so that they would devote more time to the management of the affairs of the MCK.

It was in 1974—75 that Tom officially began working for the MCK located then at the old Mohawk Recreation Association (M.R.A.) offices located at the former Education Center next to the United Church. Tom was then put on contract with the Department of Indian Affairs (DIA) but was officially now working for the MCK as a community worker.

Michael Sky was in charge of Water and Sewer, Paul Deer had Public Works, the late Tessie Goodleaf took care of Social Assistance and the late Richard White ran the land allotment process and also worked on Membership. Eventually the Chiefs had to give up their positions as administrators of their respective departments to concentrate solely on the politics of the day.

Tom then went on to hold many different positions including Band Manager (a position now known as the Executive Director), Operations Manager, Manager of Finance & Administration, Director of Community Resources, Assistant Executive Director, Economic Development, and Administration (manager) of busing and road maintenance. The only position Tom never held was the janitor of the MCK! Although he did have to clean up some messes from time to time.

Tom Morris has been witness to many changes throughout the 30 years, as well as many different employees and Council Chiefs. Some are still around while others have passed away or are retired from politics. Tom said that the hardest thing he has watched the Council struggle with over the years is getting community members to say what they want and to help Council set a direction. “We need a direction and a strategic plan to get there” said Tom Morris.

Tom said that the “MCK continues to develop and change and the structure must change to meet the needs of the community.” So more change for Tom is on the way as he will be starting another position in June of this year as the Associate Director for Special Projects and Client Based Services. Tom is currently the Director of the Social Development Unit which encompasses the Housing, Social Assistance, Membership & Mohawk Self Insurance Departments.

Tom is a valuable employee of the MCK with much corporate memory and he is a great resource to turn to for feedback on special projects and initiatives. He has seen a lot and says that the community has basically stayed the same over the years in its strive to be independent. He has seen the creation of our own police force, our own successful housing loan plan, a hospital, Mohawk Self Insurance Program and many more self regulated and self determining projects.

Tom spoke about the old days when there was little in place for accountability or record keeping.

CTIONS

Everyone at the MCK is grateful for the contributions Tom has made to Mohawk Council of Kahnawake...he's not done yet and he plans to retire here. A man who has dedicated his entire life to an organization should be recognized and commended. Niá:wen Tom.

Listed below are the names of the Chiefs that served during Tom's employment.

1974-76
 Ronald Kirby
 Thomas Lahache
 Annie White
 Mitchell Thomas
 Frank R. Goodleaf
 John S. McGregor
 Michael E. Jacobs
 Frank Curotte
 Richard White
 Melvin F. Jacobs
 Roger Goodleaf
 Michael C. Sky

1976-78
 Ronald Kirby
 Thomas Lahache
 Annie White
 Michael C. Sky
 Roger Goodleaf
 Frank Curotte
 Mitchell Thomas
 Frank R. Goodleaf
 Richard White
 Stuart Phillips
 John K. Diabo
 Ronnie Lahache
 Melvin Jacobs

1978-80
 Andrew Delisle
 Ronald Kirby
 Paul G. Deer
 Allan Patton
 June Delisle
 Richard White
 Annie White
 James Kane
 Angus Marquis
 Michael C. Sky
 Melvin Jacobs
 Frank Curotte

1980-82
 Andrew Delisle
 Richard White
 Paul Deer
 Ida Goodleaf
 Joseph Norton
 Allan Patton
 Michael C. Sky
 Billy Two Rivers
 Annie White
 Doris White
 June Delisle
 Ronald Kirby

1982-84
 Andrew Delisle
 Joseph Norton
 Richard White
 Allan Patton
 Ida Goodleaf
 Billy Two Rivers
 Joe Stacey
 Annie White
 Eugene Montour
 Paul Deer
 June Delisle
 Walter Goodleaf

1984-86
 Joseph Norton
 Myrtle Bush
 Paul Deer
 Arthur Diabo
 Ida Goodleaf
 Walter Goodleaf
 Donald Horne
 Eugene Montour
 Billy Two Rivers
 Richard White
 Franklin Williams
 Kenny Kane

1986-88
 Joseph Norton
 Myrtle Bush
 Tessie Goodleaf
 Eugene Montour
 Johnny Montour
 Davis Rice
 Billy Two Rivers
 Richard White
 Paul Deer
 Walter Goodleaf
 John Bud Morris
 Franklin Williams

1988-90
 Joseph Norton
 Joseph Delaronde
 Paul Deer
 Alvin Delisle
 Melvin Jacobs
 Hazel Lazare
 John Bud Morris
 Thomas Phillips
 Billy Two Rivers
 Davis Rice
 Walter Goodleaf
 Richard White

1990-92
 Joseph Norton
 Paul Deer
 Alvin Delisle
 Tessie Goodleaf
 Hazel Lazare
 Kenneth Jacobs
 Peggy Mayo
 Thomas Phillips
 Davis Rice
 Billy Two Rivers
 Richard White
 Walter Goodleaf

1992-94
 Joseph Norton
 Paul Deer
 Tessie Goodleaf
 Phillip Jacobs
 Lindsay Leborgne
 Peggy Mayo
 Allan Paul
 Thomas Phillips
 Davis Rice
 Michael Sky
 Billy Two Rivers
 Richard White

1994-96
 Joseph Norton
 Paul Deer
 Tessie Goodleaf
 Phillip Jacobs
 Lindsay Leborgne
 Peggy Mayo
 Allan Paul
 Thomas Phillips
 Davis Rice
 Michael Sky
 Billy Two Rivers
 Richard White

1996-98
 Joseph Norton
 Myrtle Bush
 Lloyd Phillips
 Tiorahkwathe Gilbert
 Johnny Montour
 Peggy Mayo
 Allan Paul
 Davis Rice
 Billy Two Rivers
 Phillip Jacobs
 Lindsay Leborgne
 Leonard Bordeau

1998-2000
 Joseph Norton
 Myrtle Bush
 Lloyd Phillips
 Tiorahkwathe Gilbert
 Peggy Mayo
 Arlene Jacobs
 Davis Rice
 Phillip Jacobs
 Lindsay Leborgne
 Leonard Bordeau
 Michael Delisle Jr
 Tom Dearhouse

2000-2002
 Joseph Norton
 Michael Delisle Jr
 Peggy Mayo
 Arlene Jacobs
 Tiorahkwathe Gilbert
 Myrtle Bush
 Lloyd Phillips
 Lindsay Leborgne
 Barry Alfred
 Eugene Montour
 Keith Myiow
 Martin Leborgne

2002-2004
 Joseph Norton
 Michael Delisle Jr
 Peggy Mayo
 Arlene Jacobs
 Tiorahkwathe Gilbert
 Lloyd Phillips
 Lindsay Leborgne
 Eugene Montour
 Keith Myiow
 Kaniatari:io Gilbert
 Marvin Zacharie
 Michael Bush

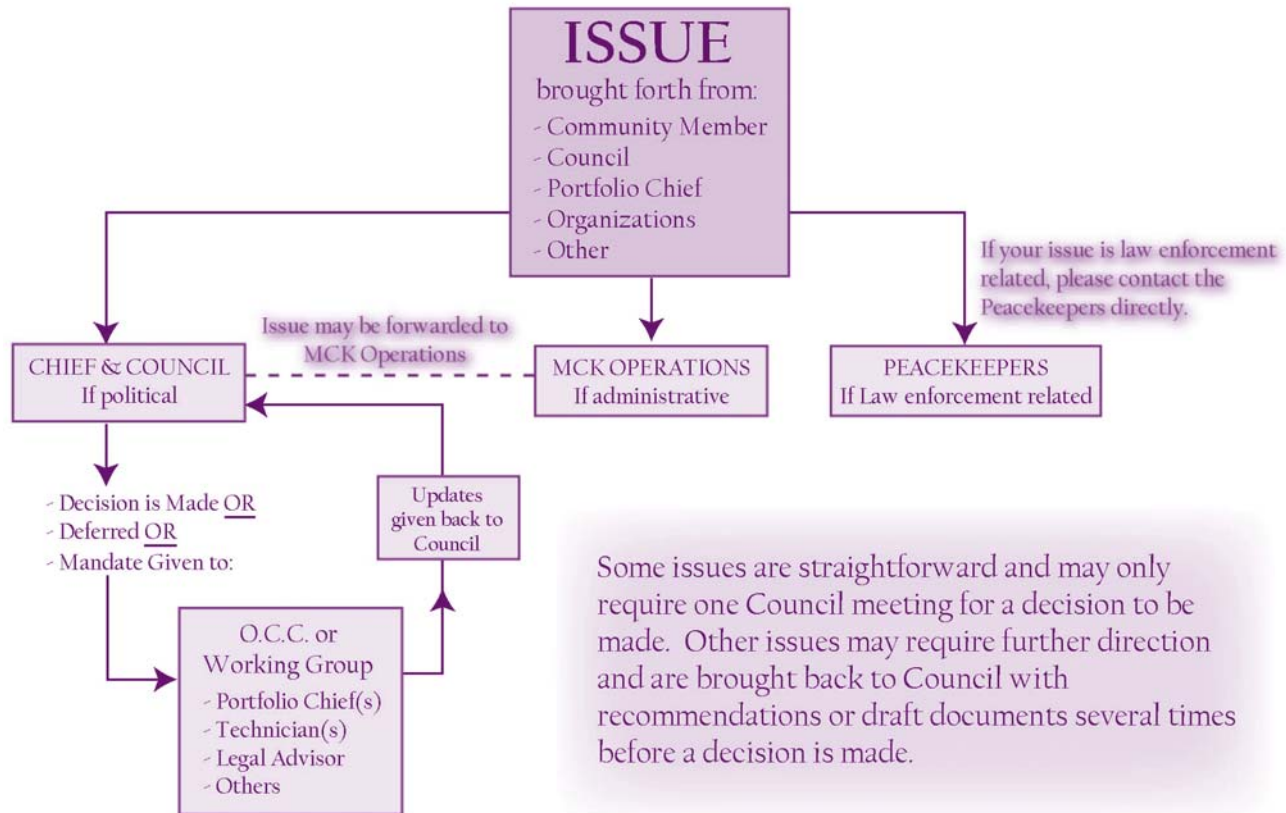
2004-2006
 Michael Delisle Jr
 Lloyd Phillips
 Mike Bush
 Tiorahkwathe Gilbert
 Marvin Zacharie
 Keith Myiow
 Lindsay Leborgne
 Peter Paul
 Johnny Montour
 Martin Leborgne
 Arlene Jacobs
 Peggy Mayo-Standup

Submitted by:
Chief Lloyd Phillips

COUNCIL DECISIONS

General flow of the decision making process

The following is a very brief outline of how decisions are made within Council. Please note that Chief & Council require a minimum of 7 Council Members in agreement to issue a mandate or render a decision.



MOHAWK COUNCIL EXECUTIVE DIRECTIVES 2005-06

MCED #	DATE PASSED	SUBJECT
01	04/18/2005	New-Mohawk Council Executive Directive Form
02	04/18/2005	Land Designation Infrastructure Development
03	04/08/2005	Quarry Agreement between MCK & Mr. Raymond Viateur Beauvais
04	04/18/2005	Land Allotment-Thomas James Wenniserannonon Stacey
05	04/18/2005	CPR Agreement
06	04/25/2005	Membership/Acceptance of Transfers-Jonah Curotte
07	04/25/2005	Membership/Acceptance of Transfers-Barbara Delisle
08	04/25/2005	Membership/Acceptance of Transfers-Melanie Whitebean
09	04/25/2005	Membership/Acceptance of Transfers-Towanna Rebecca Miller-Borello
10	04/25/2005	Membership/Acceptance of Transfers-Sheila Martin
11	04/25/2005	Land Allotment-Thomas James Stacey (MCED#4 revoked & replaced)
12	05/02/2005	Land Allotment-Florence Diabo
13	05/09/2005	Land Exchange-Heather Leigh Mayo
14	05/30/2005	Interim Legislation Coordinating Committee
15	05/30/2005	Support Renewal Proposal for the Childcare Initiatives Program: Step-by-Step
16	05/30/2005	Fairwage Agreement



The Decision Process

Alwyn Morris, OCC Associate Director

The technical support team of the Office of the Council of Chiefs consists of individuals with advisory, negotiation and political experience. Their main function is to provide Chief and Council with the advisory/support in preparation for discussions and negotiations with external governments and third parties. In addition, the support team acts in a technical and research capacity for internal governance and operational structures.

With this in mind, the remainder of this article is an example of an operational and recording process that has been adopted by Chief and Council and conversely how the OCC makes these decisions a reality.

Throughout the years, Chief and Council has had to keep pace with the growth of the MCK operations, the demands of the population and the relations with governments and third parties. In order to keep track of the decisions of Council a Request For Decision (RFD) process was implemented. However, the RFD process became outdated and did not keep pace with the operational restructuring of MCK and thus in 2004, a new Request for Decision process and form was introduced by O.C.C. technicians to Chief and Council.

The Council Chief responsible for the specific portfolio is now required to sign off on the request form to ensure the issue is thoroughly researched and prepared prior to the subject matter being sent for decision at Council table. This process ensures that the subject matter is viewed by the respective Council Unit Directors for comments, confirms their knowledge of the matter and provides the unit directors an opportunity to plan for the final decision. Once the decision has been made O.C.C. technicians are responsible to ensure that the decisions are carried forward and that the appropriate stakeholders are notified.

Another operational change the O.C.C. technicians were instrumental in developing for Council is with the Mohawk Council Resolution Process (MCR). An MCR was formally used in every situation e.g.: Administrative, Legislative, Declaratory and usually followed a formal decision of Council. Now a MCR will only be utilized in a legislative capacity by enacting, amending or replacing Kahnawake laws. A new Mohawk Council Executive Decision resolution is now used for administrative functions and include subjects like approving budgets, approving certain service delivery standards, appointments of individuals sitting on commissions, among many other administrative matters. This formal change now allows the Council to separate the recording of administration decisions from its legislative and political functions.

This overview has hopefully given a snapshot of what the OCC is responsible for and the role the technicians play in the development of governmental structures and procedures but it also hopefully gives you, the reader the opportunity to understand that decisions are based on extensive and sometimes long processes that are always necessary if a decision Council is required.

The Kahnawá:ke Childcare Initiative

Since the ratification of the 1999 Childcare Agreement, the Mohawk Council of Kahnawá:ke has been working extensively with Quebec and community stakeholders to meet the evolving and demanding needs of Childcare within the territory. In 2003, the Mohawk Council of Kahnawá:ke successfully negotiated 1.7 million dollars toward capitol construction for a new state of the art childcare facility, including sixty additional childcare placements for parents and users of the Step by Step and Family Center.

In addition, the agreement set daily parental contributions for childcare services at \$5.00 per day and identified a commission that would be responsible to oversee future Childcare services within the territory. The conclusion of negotiations regarding a new childcare agreement is anticipated to identify the **Kahnawá:ke Child and family Service**, as the commission responsible to oversee childcare services based on a Kahnawá:ke law. In addition, the agreement will also set out an amount of childcare placements that will be subject to financial subsidies in order to offer affordable and reasonable Childcare within the territory.

In the near future the www.kahnawake.com website will include all necessary documents, including the Kahnawá:ke Childcare Law and the required registration forms for persons interested in establishing childcare services within the territory.

Currently, the commission includes Chief Arlene Jacobs, Chief Peter Paul and Tonia Williams, Office of the Council of Chiefs. The commission will also be seeking one additional person from the community to sit on this board for a two year term.

"In today's society, it is very important that proper and affordable childcare services are available to those parents which require them. Since we know what is best for children in terms of language, culture and learning environment, it is essential that we are the one's to develop, implement and maintain these services for our community".....Chief Peter Paul

"Childcare demands will only continue to grow in our community. We are able and willing to contribute in any negotiation process to meet these demands. Our children are our future; it is our responsibility as parents to provide the tools necessary to develop a healthy individual. Step-by-step, the parents, and our community are some of these tools. Together we can make a difference.".....Chief Arlene Jacobs

"Together with the Step-by Step Administration, we were able to achieve great things for Childcare in this community, including a future jurisdiction over a service that promotes and encourages the Kanien'kehaka language and culture for all generations to come.".....Tonia Williams

ONKWARIWA'SHON:'A Survey

Take a few moments to fill out this readership survey, which will help us to better serve the community. Be honest with your answers. Return it to the Communications office, and you will be eligible to win a prize!!

✓ Check **one** of the following:

What is your gender ? Male _____ Female _____

What is your Age? Under 18 _____ 18-35 _____ 36-54 _____ 55 + _____

Circle one of the following:

How often do you read Onkwariwa'shon:'a ?

Always Often Sometimes Rarely Never

Do you receive a copy of Onkwariwa'shon:'a when it is mailed to the Community?

Always Often Sometimes Rarely Never

How important do you think it is for the MCK to have a newsletter?

Very important Somewhat Important Neutral Somewhat unimportant Very Unimportant

If you do read, why?

- _____ Informative
- _____ Relevant to me OTHER: _____
- _____ Well written _____
- _____ Graphics _____
- _____ Fun to read
- _____ Important

What are reasons, if you do not read ?

- _____ I do not receive it
- _____ No time OTHER: _____
- _____ It's not important _____
- _____ Because it's MCK _____
- _____ Too wordy
- _____ Not interesting
- _____ I get enough information elsewhere
- _____ Repetitive
- _____ Not fun to read
- _____ Too wordy

COMMENTS: _____

Mohawk Council of Kahnawá:ke

P.O. Box 720
Kahnawake Mohawk Territory
J0L 1B0

Phone: (450) 632-7500
Fax: (450) 638-5958
Email: communications@mck.ca

ONKWARIWASHON:A

Through this publication, the Mohawk Council of Kahnawá:ke seeks to promote awareness and dialogue by informing the community on its activities and by analyzing the important issues affecting Kahnawá:ke.

The editorials serve to provide a forum for commentary from the Mohawk Council and/or its staff, while serving as a catalyst for community input. The editorial views expressed are the sole responsibility of the author, and may not represent those of the MCK or those of the editorial staff. Please direct all correspondence to the Communications Department.

CREDITS

Layout / Design

Timmy Norton

Editorial Staff:

Timmy Norton
Wendy Walker-Phillips

Contributors:

Joe Delaronde
Kevin Kennedy
Leonda Kirby
Neil McComber
Chief Johnny Montour
Alwyn Morris
Chief Lloyd Phillips
Sheridan Ross
Tonia Williams

Proofreading:

Thelma Paul
Wendy Walker-Phillips



MCK Employee News

Employee changes/new hires

APRIL

Employee

Bryant Leborgne
Sandra Jacco
Frank Canoe
John Atiesa Foote
Kurtis Diabo
John V. Mayo
Alan Horn
Loris Jacco
Billy Jo Peterson
Marty Deer
(retired)

Position

Transfer Depot Caretaker
Receptionist
Recycling Depot Driver/Helper
Animal Protection Officer
Truck Driver/Labourer
Labourer
Recycling Driver/Helper
Recycling Driver /Helper
Admin Support Clerk
Supervisor

Department/Unit

Environment
Social Development Unit
Environment
Community Protection Unit
Public Works
Roads & Highway
Environment
Environment
Gaming Commission
Capital Construction

MAY

Harry
Okimawinew Jr.
Robbie Dickson
Darryl Mayo
Darryl Rice

Maintenance Worker
Civil Engineering Technician
Recycling Driver/Helper
Recycling Driver/Helper

Sports & Recreation Unit
Technical Services
Environment
Environment

Executive Director returns

MCK Executive Director Alana Goodleaf Rice has returned to her position. Welcome Back Alana!



Sign up Book

Are you looking for a job with the MCK? The sign up book is available to sign up for various jobs with the MCK. It is required that you leave your name and phone number and what type of work you are looking for.

How it Works

Different departments or Units will need workers from time to time on a short term basis and even for longer periods. The manager or Director will consult the book and call the person that best fits the description for the type of work he or she is looking for.

The black book is located at the front reception of the MCK.