OCT 0 8 2003

Affaires indiennes et du Nord Canada

# BAND COUNCIL RESOLUTION RÉSOLUTION DE CONSEIL DE BANDE

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	es présentes:							
<u>j</u>	Northlands First Nation	<u>n Suppleme</u>	<u>nt Intox</u>	cicant a	nd Leaders and Emp	loyees Bylaw	-	
	VHEREAS	Indian Ac	t empov	wer the nce of t	Council of the Band he band and the prol	o-section 85.1 of the to make by-laws for hibition of the sale,		
A	AND WHEREAS					rthlands First Nation le, possession and us		

AND WHEREAS

in order to give greater effect to the foregoing bylaws the elected leadership of the Northlands First Nation, the staff of the band Council, and other employed persons residing in the community must held to a high standard of conduct;

of intoxicants; authorizing authorities to search for and seize such intoxicants; and providing for exceptions to the prohibition for

it is hereby enacted the following by-law:

NOW THEREFORE

Short Title

 This by-law may be cited as the Northlands First Nation Supplement Intoxicant and Leaders and Employees By-law.

medical, religious and other specified purposes;

## Interpretation

2. The terms 'band', 'intoxicated', 'intoxicants' and 'reserve' are used in the same manner as defined in Band Council Resolutions of January 20, 1988 and March 19, 1999.

(Chief - Char)

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Approving officer - Approuvé par

Quorum

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•	A 'Leader' here mean	a a Chiafaa Carmaill	ou of the Northlands I	Ziect Nation of describ	ned.
3.	in section 74 of the In		Or of the Morthwards	LUST HATTOTT BY GESCHIC	æu
4.	An 'Employee of the	Council' here means	any individual who ir	a full or part time	
	capacity is employed or other legal body co	by the Northlands Fir	est Nation Council or	any agency, corporati	on
£	. An 'Other Employee	here means any indi	ividual who is not a m	ember of the Northla	nds
3.	First Nation and in a 1	full or part time capac	city is employed by an	ny private business,	
*	government agency or	r other body.			
. 6	. A 'Visitor' here mea	ns any individual who	o is not a member of t	he Northlands First	
•	Nation and does not r	eside on the reserve a	and is present on the r	eserve for any period	of
	time. A 'Non-Membe Northlands First Nation				1e
•	Normands Prist Nation	on and resides for any	y ported of this off in	0 10501 . 0.	
Leade	ers				•
7	. Any Leaders of the N	orthlands First Natio	n who is found to hav	e been intoxicated on	the
	reserve, who is found	in possession of an i	ntoxicant on the reser	ve, or who is found to	)
	have sold, bartered or the reserve, shall forf				
	upon the presentation				
	of such a finding.				
Staff					
Q	. Any employee of the	Council who is found	d to have sold harters	ed or sumplied an	•
0	intoxicant to anyone	or manufactured an i	ntoxicant on the reser	ve shall be dismissed	
				sentation of material	or
	information that sails	ines the Council of th	e validity of such a fi	nung.	
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or "revenue", whichever is the case, must appear in all resolutions requesting expenditures from Band Funds.

DO HEREBY RESOLVE: DÉCIDE, PAR LES PRÉSENTES:

- 9. Any by law enforcement officer, constable, or security staff who have responsibility for enforcing these by laws and who is found to have been intoxicated on the reserve, who is found in possession of an intoxicant on the reserve, or who is found to have sold, bartered or supplied an intoxicant to anyone or manufactured an intoxicant on the reserve shall be dismissed from their employment with the band immediately upon the presentation of material or information that satisfies the Council of the validity of such finding.
- 10. Any Employee of the Council who is found to have been intoxicated on the reserve or who is found to be or have been in possession of an intoxicant on the reserve shall be subject to progressive disciplinary measures specified herein upon the presentation of material or information that satisfies the Council of the validity of such a finding.
- 10.1 A first offence by an Employee shall lead to a written reprimand and warning.
- 10.2 A second offence by an Employee shall lead to a suspension without pay from work for a period of no less than two weeks and no more than two months.
- 10,3 A third offence by an Employee shall lead to dismissal from their position.
- 11. Employees dismissed as a result of the application of section 8,9 or section 10.3 shall not be eligible to be rehired for a period of not less than one year.

### Other Employees

12. Any Other Employee who resides on the reserve and who is not a member of the Northlands First Nation and is found to have been intoxicated or who is found to be or have been in possession of an intoxicant on the reserve or who is found to have sold, bartered or supplied an intoxicant to anyone or manufactured an intoxicant on the reserve shall be subject to removal from the reserve within two weeks of the presentation of material or information that satisfies the Council of the validity of such a finding.

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DO HEREBY RESOLVE: DÉCIDE, PAR LES PRÉSENTES:

Date of duly convened meeting Date de l'assemblée dument convoquée

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13. Any Other Employee removed from the reserve as a result of the application of Section 12 shall not be eligible to reside on the reserve for a period of at least one year or greater, as will be specified by the Council at the time of their eviction notice.

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#### Visitor and Non-Member Residents

NORTHLANDS FIRST NATION

- 14. Any Visitor or Non- Member Resident who is found to have been intoxicated on the reserve, who is found in possession of an intoxicant on the reserve, or who is found to have sold, bartered or supplied an intoxicant to anyone or manufactured an intoxicant on the reserve, shall be subject to removal from the reserve immediately upon the presentation of material or information that satisfies the Council of the validity of such a finding.
- 15. A Visitor or Non-Member Resident removed from the reserve as a result of the application of section 14 shall not be eligible to visit or reside on the reserve for a period of a least one year or greater, as will be specified by the Council at the time of their eviction notice.

## Members on Social Assistance

16. Any resident Member of the Northlands First Nation receiving social assistance who is found to have been intoxicated on the reserve, who is found in possession of an intoxicant on the reserve, or who is found to have sold, bartered or supplied an intoxicant to anyone or manufactured an intoxicant on the reserve, shall be subject to the following measures upon the presentation of material or information that satisfies the Council of the validity of such a finding.

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16.1 A first offence shall lead to their social assistance being a period three months.	delivered by purchase order for
	d C and brown a bar and
16.2 A second offence shall lead to their social assistance being for a period of six months.	ng denvered by purchase order
16.3 A third offence shall lead to their social assistance being	delivered by purchase order for
a period of twelve months.	
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