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SOR/83-24

RED BANK INDIAN BAND
BY-LAW

Being a By-Law to create Regulations, Rules and Procedures for Personnel on the Red Bank Staff of the Red Bank Band Council.

Amends By-Law #3:

Whereas Paragraph (g) of Section 81 of the Indian Act empowers the Council of the Indian Band to make By-Law with respect to any matter arising out of or ancillary to the exercise of power under this section; and

Whereas the Council of the Red Bank Band of Indians did enact By-Law 3 with respect to the creation of Regulations, Rules and Procedures for personnel on Band Staff of Red Bank Band Council; and

Whereas the said Council deems it to be expedient and in best interest of the Residents of the Red Bank Indian Reserve to amend the said By-Law there as follows:

HOURS OF WORK

2.A. Of By-Law 3 be in the same is hereby amended by complete deletion and inserting the following, so that said section shall read

2.A. Hours of work for Band Office employees shall be from 9:00 a.m. to 12:00 noon and from 1:00 p.m. to 4:30 p.m., unless otherwise set by the Council of the Band. Anyone who fails to meet these hours will be subjected to deduction of pay. Maximum week shall be 32½ hours.

HOLIDAYS

3.A. Of By-Law 3 be in the same is hereby amended by complete deletion and inserting the following, so that said section shall read

3.A. Band employees shall be entitled to all statutory holidays, and one other Indian Day, as may be declared by the Band Council. Namely:

(Cont.)

New Years Day	One Indian Day (August 15)
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Dominion Day	Christmas Day
Summer Games - 4 days	Boxing Day
	New Brunswick Day

SALARY

9.1. Of By-Law 3 be in the same is hereby amended by complete deletion and inserting the following, so that said section shall read

9.1. The official pay days shall be every Thursday commencing October 12 1982 and consecutively thereafter with exception to Peace Officers and Fisheries Officers where by their official pay day shall be determined by the Band Administrator.

9.2. Of By-Law 3 in the same is hereby amended by complete deletion and inserting the following, so that said section shall read

9.2. Rates of pay for Band employees hired on a weekly, monthly, or casual basis shall be fixed by resolution of the Band Council with exception of those employed on Make Work Projects.

10.2. Of By-Law 3 be in the same is hereby amended by complete deletion and inserting the following, so that said section shall read

10.2. A record of destinations, departure and arrival times, and milages covered must be submitted by all Band business, vehicles rates shall be as those rates paid by Government of Canada for Public Servants.

MEALS AND ACCOMMODATIONS

11.B. Of By-Law 3 in the same is hereby amended by complete deletion and inserting the following, so that said section shall read

11.B. Employees may be paid a daily allowance for meals, accommodation and other costs as those rates paid by Government of Canada for Public Servants.

ADDITIONS

VACATIONS

13.A. All employees must submit an application for leave (vacation) at least one week prior to commencement of vacation, which must be approved

(Cont.)

by Chief & Council. Vacation must be used up within each fiscal year.

VACATION LEAVE:

6 months	- 1 week
1 year	- 2 weeks
2 years	- 3 weeks
3 years and up	- 4 weeks

MATERNITY LEAVE

14. Every female employee that works at the Red Bank Band Office and becomes pregnant shall notify the Chief & Council of her pregnancy. At least three (3) months prior to the expected date of the termination of her pregnancy and shall be granted leave without pay for 12 weeks, (6 weeks before) and (6 weeks after). This leave will result in no loss of seniority or change in pay.

OVERTIME

15. There shall be no payment made for any overtime worked by an employee but rather an equivalent time-off with pay will be allotted on the next work day of the employee unless otherwise stated by the Chief & Council. Such time-off will be made known to the Band Administrator or to his Office. This pertains to office staff only.

Approved and Passed at a duly convened meeting of the Council this
15 day of November 1982.

CHIEF: Chip Gurala
 COUNCILLOR: Roy Ward
 COUNCILLOR: Fred Levy
 COUNCILLOR: William Ward

Indian and Northern Affairs Affaires indiennes et du Nord

BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE

NOV 17 8:3

Chronological No. - Numéro consécutif

508

File Reference - N° de réf. du dossier

E-4216-1

NOTE: The words "From our Band Funds" "Capital" or "Revenue", which ever is the case, must appear in all resolutions requesting expenditures from Band Funds
 NOTA: Les mots "des fonds de notre bande" "Capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes

THE COUNCIL OF THE LE CONSEIL DE LA BANDE INDIENNE <u>RED BANK INDIAN BAND</u>	Current Capital Balance Solde de capital	\$ _____
AGENCY DISTRICT <u>N.B. DISTRICT</u>	Committed - Engagé	\$ _____
PROVINCE <u>N.B.</u>	Current Revenue balance Solde de revenu	\$ _____
PLACE NOM DE L'ENDROIT <u>RED BANK RESERVE</u>	Committed - Engagé	\$ _____
DATE <u>15</u> DAY JOUR <u>11</u> MONTH - MOIS AD 19 <u>82</u> YEAR - ANNEE		

DO HEREBY RESOLVE:
 DÉCIDE, PAR LES PRÉSENTES:

THAT WE THE CHIEF AND COUNCIL OF THE RED BANK INDIAN BAND
 AT A MEETING HELD THIS 15 DAY OF NOVEMBER 1982, AT THE RED
 BANK INDIAN RESERVE MAKE THE FOLLOWING BY LAW PURSUANT TO PARAGRAPH
 (2) OF SECTION 81 OF THE INDIAN ACT.

TO CREATE REGULATIONS, RULES AND PROCEDURES FOR PERSONNEL
 ON BAND STAFF OF THE RED BANK BAND COUNCIL. (AMENDS BY LAW 3)

A quorum for this Band
 Pour cette bande le quorum est

consists of
 fixé à 3 (THREE)

Council Members
 Membres du Conseil

_____	<i>General Smith</i> (Chief - Chef)	_____
(Councillor - conseiller)	<i>Frank Jones</i> (Councillor - conseiller)	<i>Ryan</i> (Councillor - conseiller)
_____	(Councillor - conseiller)	(Councillor - conseiller)
_____	(Councillor - conseiller)	(Councillor - conseiller)
_____	(Councillor - conseiller)	(Councillor - conseiller)

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE

Hand Fund Code Code du compte de bande	2. COMPUTED BALANCES - SOLDES D'ORDONNATEUR		3. Expenditure Dépense	4. Authority - Autorité Indian Act Sec Act. de la Loi sur les Indiens	5. Source of Funds Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenu
	A. Capital	B. Revenue - Revenu			
\$ _____	\$ _____	\$ _____			
6. Recommended - Recommandable			Approved - Approuvable		
Date <u>82-11-19</u>			Date _____		
Recommending Officer - Recommandé par <i>[Signature]</i>			Approving Officer - Approuvé par _____		