



INTERPRETATION POLICY

April 24, 2009

Amended:
May 14, 2015
March 21, 2017
April 4, 2019
September 29, 2020

Ad Hoc Committee:	A committee formed for a specific task or objective and dissolved after the completion of the task or achievement of the objective. All WMFN Ad Hoc Committees shall have a Terms of Reference that includes membership, objectives, timeline, and budget. WMFN ad hoc committees shall be advisory only and shall have no decision-making authority. Terms of Reference shall be approved by Council.
Adult:	An individual who is 19 years or older.
Band Member/Member:	Any person who is registered on the most current WMFN Registry List.
Casual Employee:	Any person employed on a short-term basis to work on specific short-term or seasonal projects. Any employment term less than three months shall be considered a casual hire.
Chief:	The duly elected Chief of WMFN. A member of Council.
Community Guest:	A non-Band member cohabiting on reserve with a Band Member in a roommate, boarder, or guest relationship.
Community Member:	A non-Band member cohabiting with a Band Member in a married or common-law relationship for at least one (1) year and the non-band member children of that union. This applies both on and off reserve.
Contractor:	Anyone or any business that provides a service or performs work for compensation that is not considered an employee by Revenue Canada or a contract employee by WorkSafeBC.
Council:	The elected Chief and elected/appointed Councillors.
Council Member:	The members of the WMFN Council (including Chief and Councillors).
Councillor:	A Family Councillor. A member of Council.
Department Manager:	An employee who is responsible for Department or Program(s) which may include the supervisory role of other employees within a Department or Program. Department Managers are Salaried Employees.
Director of Operations	The person appointed by, and responsible to Council, who is responsible for directing WMFN operations and is the senior WMFN employee
Elder:	Any Band Member who is 60 years of age or older.
Emergency:	Any material threat to the health or safety of members, residents or interested parties, or to the integrity of West Moberly reserve lands and property, including contagious or infectious disease, flood, earthquake or other natural disaster, or acts of war, terrorism or physical violence. A Declaration of Emergency requires a Band Council Resolution (BCR) signed by a quorum of Council.
Emergency Powers:	The acts and procedures within West Moberly reserve lands outlined in the WMFN Emergency Powers By-Law

Family:	One of the four WMFN family groupings identified in the Custom Governance Code (1999) or any additional family groupings that have petitioned for representation according to the Code. Families include Brown, Desjarlais, Dokkie, Miller.
Family Councillor:	The representative on WMFN Council that is elected or appointed by the Family grouping as per that Family election/appointment process.
Full Time Employee:	Any employee who works a minimum of 28 hours per week on a regular basis.
Hourly Employee:	All part time and non-salaried full-time employees who are paid at a fixed hourly rate.
Immediate Family:	Is limited to the employees' spouse (including common-law and same sex spouse), parents, children, siblings, grandparents, grandchildren and includes in-law and step relationships, and any relative permanently residing in the employee's household or with whom the employee resides.
Good Financial Standing:	Any Band Member, Community Member, Employee, or Contractor that does not owe any monies to WMFN, unless there is a written repayment agreement in place that has been honoured for the preceding 6 consecutive months.
Part Time Employee:	Any employee who works less than a regular 28-hour workweek is considered a part-time employee.
Salaried Employee:	A full-time employee who is paid at a fixed annual salary rate and works a minimum of 70 hours bi-weekly. However, a salaried employee is expected to work the hours necessary to fulfill his/her job responsibilities.
Staff:	All part-time and full-time employees of WMFN and WMFN Affiliated Businesses. This does not include Contractors or Casual Employees.
WMFN:	West Moberly First Nations
WMFN Affiliated Business:	A WMFN owned business. This includes Tsay Key Ne Cheleh Ranch, Twin Sisters Native Plants Nursery, Dunne-Za Lodge, Moberly Lake Golf Course