



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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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.




RESOLUTION # 6-23-89-C

- WHEREAS, the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a Treaty Tribe recognized by the laws of the United States, and
- WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1 of the Oneida Tribal Constitution by the Oneida General Tribal Council, and
- WHEREAS, the Oneida Tribe of Indians of Wisconsin is extremely concerned and supportive of the health and welfare of its members, and
- WHEREAS, the Oneida Tribe of Indians of Wisconsin recognizes the severity of Alcohol and Drug Abuse on the Oneida Reservation and within the Tribal Workforce, and
- WHEREAS, the Oneida Tribe of Indians of Wisconsin has recognized the need for an Employee Assistance Program to reduce problems in the workforce and to retain valuable employees.

NOW, THEREFORE BE IT RESOLVED: that the Oneida Business Committee hereby approves the attached Oneida Tribal Employee Assistance Program Policy Statement.

C E R T I F I C A T I O N

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members, of whom 5 members constitutes a quorum. 6 members were present at a meeting duly called, noticed and held on the 23rd day of June 1989; that the foregoing resolution was duly adopted at such meeting by a vote of 5 members for; 0 members against, 0 members not voting; and that said resolution has not been rescinded or amended in any way.


Amelia Cornelius, Tribal Secretary
Oneida Tribe of Indians of Wisconsin

Oneida Tribal Employee Assistance Program
Policy Statement

The objective of the Oneida Tribal Employee Assistance Program (E.A.P.) is to reduce problems in the work force and retain valued employees. We recognize that problems of a personal nature can have an adverse effect on an employee's job performance. It is also recognized that most personal problems can be dealt with successfully when identified early and referred to appropriate care. The program provides these services through the Oneida Tribal Social Services Department. The Oneida Tribal Employee Assistance Program deals with the broad range of human problems such as emotional/behavioral, family and marital, alcohol and/or drug, financial, and other person problems.

The program provides problem assessment, short term counseling and referral. There will be no out-of-pocket expense to the tribal employee or members of his/her household for use of Oneida Tribal E.A.P. services. The tribal employee's health insurance may be billed for E.A.P. services. If the employee is referred for additional services outside of the Oneida Tribal Social Services Department, the employee is responsible for those charges not covered by his/her health insurance.

The policy for use of this program:

1. Tribal management is concerned with a tribal employee's personal problems and how they effect him/her as a person, as well as how the employee's well-being effects his/her work performance.
2. The policy applies to all employees of the Oneida Tribe no matter what their job title or responsibilities.
3. The E.A.P. is available to tribal employees or their families on a self-referral basis, since problems at home can affect the job. If tribal employees or family members have personal problems that may benefit from assistance, they are encouraged to use the E.A.P.
4. Participation in the E.A.P. will not jeopardize a tribal employee's job security, promotional opportunities or reputation.
5. All records and discussions of personal problems will be handled in a confidential manner. The records kept by the Oneida Tribal E.A.P. will not become part of the tribal employee's personnel file.
6. Tribal employees will be encouraged to seek assistance to determine if personal problems are causing unsatisfactory job performance. If performance problems are corrected, no further action will be taken. If performance problems persist, the employee will be subject to the normal disciplinary procedures as outlined in the Tribal Personnel Policies and Procedures.
7. All levels of tribal management are responsible for using this program when appropriate to assist in resolving job performance problems related to personal problems.

8. Medical leave of absence may be granted for treatment or rehabilitation on the same basis as for other health problems.
9. This policy does not alter or replace the existing Tribal Personnel Policies and Procedures, but serves to assist in their utilization.