

# Oneida Tribe of Indians of Wisconsin



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.



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.

## BC Resolution 04-13-11-F

### *Reinstating the Personal Day Accumulation Rate under the Personnel Policies and Procedures*

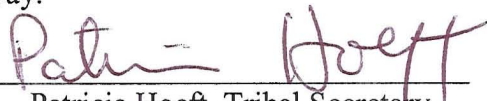
- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** when the budget for Fiscal Year 2010 was being finalized by the Oneida Business Committee, revenue projections were calculated according to best practices used in economic and financial projection and planning; and
- WHEREAS,** the Oneida Business Committee reviewed those revenue projections and determined that revenues were not being generated as anticipated, causing cash shortfalls; and
- WHEREAS,** to address those shortfalls the Oneida Business Committee adopted emergency amendments to the Personnel Policies and Procedures (Emergency Amendments) to stem the Tribe's exposure to liability by placing a cap on the accrual for personal and vacation time and reducing the number of personal days an employee receives each year by one day annually; and
- WHEREAS,** the Oneida Business Committee adopted the Emergency Amendments on a permanent basis, pending ratification by the General Tribal Council, through BC-11-10-10-D; and
- WHEREAS,** amendments were forwarded to the annual meeting of the General Tribal Council held on January 3, 2011 which included the cap on personal and vacation time and the reduction of the number of personal days an employee receives each year; and
- WHEREAS,** based on the discussion at the January 3, 2011 General Tribal Council meeting, among other considerations, the Oneida Business Committee has subsequently

determined that the accumulation rate for employee personal time shall be reinstated effective January 1, 2011.

**NOW THEREFORE BE IT RESOLVED**, that the reduction of personal day accumulation adopted by BC-11-10-10-D, which amended Section IV. A. 5.c. of the Personnel Policies and Procedures, is hereby rescinded effective January 1, 2011.

**CERTIFICATION**

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 constitute a quorum. 8 members were present at a meeting duly called, noticed and held on the 13<sup>th</sup> day of April 2011; that the foregoing resolution was duly adopted at such meeting by a vote of 6 members for; 0 members against; and 1 member not voting; and that said resolution has not been rescinded or amended in any way.



Patricia Hoeft, Tribal Secretary  
Oneida Business Committee

\*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."