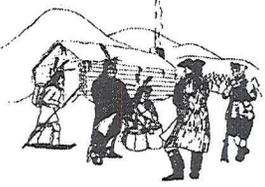


# Oneida Tribe of Indians of Wisconsin



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 09-08-10-D

### *Suspension of Anytime and Emergency Trade-Back for Cash and Limiting Annual Trade-Back for Cash of Personal and Vacation Time*

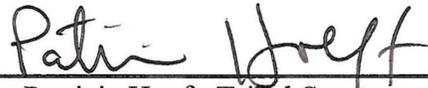
- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** 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,** the budget for Fiscal Year 2011 is being finalized by the Oneida Business Committee based on revenue projections calculated according to best practices used in economic and financial projection and planning; and
- WHEREAS,** the Oneida Business Committee has been reviewing those revenue projections and have determined that revenues are not being generated as anticipated, causing shortfalls; and
- WHEREAS,** there is an immediate need to address these shortfalls to help prevent deficit spending and Tribal debt; and
- WHEREAS,** Tribal employees are normally able to request an anytime and emergency trade-back for cash for unused vacation and/or personal time; and
- WHEREAS,** the Anytime Trade-Back and Emergency Trade-Back for Cash programs are in addition to the Annual Trade-Back for Cash program provided in Section IV of the Personnel Policies and Procedures (Personnel Policies); and
- WHEREAS,** emergency amendments to the Personnel Policies enable the Oneida Business Committee to allow, limit or suspend the Annual Trade-Back for Cash program each fiscal year; and
- WHEREAS,** it is necessary to suspend the Anytime and Emergency Trade-Back for Cash programs and limit the Annual Trade-Back for Cash program in order to stem the Tribe's exposure to liability.

**NOW THEREFORE BE IT RESOLVED**, that the Anytime Trade-Back and Emergency Trade-Back for Cash programs are hereby suspended for Fiscal Year 2011.

**NOW THEREFORE BE IT FINALLY RESOLVED**, that, for Fiscal Year 2011, the Annual Trade-Back for Cash program is hereby limited to those employees who are unable to utilize their personal and/or vacation time due to working conditions, such as a shortage in staffing, as determined by the HRD Manager or designee.

### 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 8<sup>th</sup> day of September 2010; that the foregoing resolution was duly adopted at such meeting by a vote of 5 members for; 0 members against; and 2 members 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."