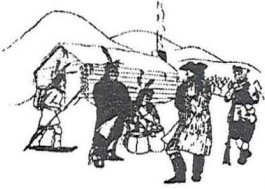


Oneida Tribe of Indians of Wisconsin



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 09-29-10-B

Voluntary Severance Pay Law Emergency Adoption

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, Resolution BC-09-14-94-B provides no severance to discontinue employment is to be paid by any entity of the Oneida Tribe; and

WHEREAS, the Oneida Business Committee has identified financial constraints on balancing the budget for fiscal years 2011 and 2012, and

WHEREAS, in order to manage the fiscal responsibility of the 2011 and 2012 budget and to guarantee no cuts in services and programs, the Oneida Tribe will offer a voluntary severance to provide a reduction in force that will cause no financial injury to any employee; and

WHEREAS, the Administrative Procedures Act (APA) authorizes the Oneida Business Committee to enact legislation on an emergency basis, to be in effect for a period of six (6) months, renewable for an additional six (6) months; and

WHEREAS, emergency adoption of the Voluntary Severance Pay Law is necessary for the preservation of the public health, safety, or general welfare of the reservation population, and observance of the regular APA adoption requirements for passage of laws would be contrary to public interest.

NOW THEREFORE BE IT RESOLVED that the attached Voluntary Severance Pay Law is hereby adopted on an emergency basis.

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. 7 members were present at a meeting duly called, noticed and held on the 29th day of September 2010; that the foregoing resolution was duly adopted at such meeting by a vote of 4 members for; 1 member against, and 1 member not voting; and that said resolution has not been rescinded or amended in any way.

A handwritten signature in dark ink, appearing to read "Patricia Hoefft", is written over a horizontal line.

Patricia Hoefft, Tribal Secretary
Oneida Business Committee

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