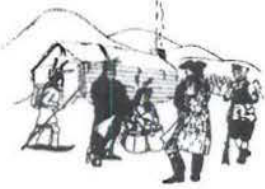


Oneida Tribe of Indians of Wisconsin



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.

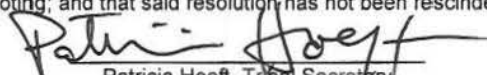
BC Resolution 03-28-12-C Division Directors and the Grievance Process

- WHEREAS,** the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** the General Tribal Council has been delegated the authority of Article IV, Section I of the Oneida Tribal Constitution, and
- WHEREAS,** the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and
- WHEREAS,** the Oneida Business Committee has recognized the July 2000 action of the General Tribal Council regarding reorganization of the tribal organization, and
- WHEREAS,** the Oneida Business Committee believes that implementing a structure approved ten years prior will not adequately meet the needs of the government now or into the future and should be updated to reflect the needs of the membership today and into the future, and
- WHEREAS,** the Oneida Business Committee believes that the concepts identified in the July 2000 General Tribal Council action remain applicable today and will re-organize and re-align the tribal organization based on those concepts of more direct reporting and responsiveness, and
- WHEREAS,** through Resolution BC-09-28-11-E, the Oneida Business Committee began the process of implementing and managing the organization change by removing the vacant General Manager and Assistant General Manager positions, and
- WHEREAS,** Resolution BC-10-04-11-A adopted emergency amendments to the grievance processes set forth in the Personnel Policies and Procedures by providing that Division Directors shall be the final point in any grievance appeal process and that any further appeals shall be directly to the Personnel Commission as if the grievance appeals had been conducted, and
- WHEREAS,** since the adoption of Resolution BC-09-28-11-E, the Oneida Business Committee has been promoting increased accountability by re-authorizing the Division Directors to make personnel decisions, and
- WHEREAS,** based on Resolution BC-09-28-11-E, the Human Resources Department has issued an interpretation of the function of the "General Manager," as used in the Personnel Policies and Procedures, to be defined as the highest level in the chain of command under the Oneida Business Committee, and
- WHEREAS,** the Oneida Business Committee is prohibited from participating in day-to-day activities under General Tribal Council Resolution 2-25-82 and participation in the process governing the appeals of grievances by the Oneida Business Committee would result in the Oneida Business Committee participating in day-to-day activities, and
- WHEREAS,** based on the actions taken since adoption of Resolution BC-10-04-11-A, emergency amendments to the Personnel Policies and Procedures grievance process are no longer necessary.

NOW THEREFORE BE IT RESOLVED, upon expiration of Resolution BC-10-04-11-A, the Division Directors shall continue to be identified as the final point in any grievance appeal process and any further appeals shall go directly to the Personnel Commission as if all grievance appeals had been conducted.

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 28th day of March, 2012; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for; 0 members against; and 0 members not voting; and that said resolution has not been rescinded or amended in any way.


Patricia Hoeff, Tribal Secretary
Oneida Business Committee

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