

Oneida Tribe of Indians of Wisconsin

BUSINESS COMMITTEE



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.

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Resolution # BC- 7-11-01-E Resolution Directing Establishment of Back Pay Award Standards

- 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 Personnel Policies and Procedures Section V.D.5.f. states that “[s]uspension/terminations that are overturned in the appeal process shall result in the employee receiving back pay for the days he/she was suspended/terminated,” and
- WHEREAS,** the Oneida Personnel Policies and Procedures do not provide for a method to calculate back pay awarded to an employee when a disciplinary action is overturned, modified, or voided, and
- WHEREAS,** the Oneida Personnel Policies and Procedures do not designate an entity responsible for the determination or processing of back pay awards, and
- WHEREAS,** it is essential that this issue must be immediately acted upon in order to clarify any confusion or misunderstanding regarding the ability of the Oneida Tribe to implement back pay settlement procedures consistent with Oneida law.

NOW THEREFORE BE IT RESOLVED, that the Oneida Human Resources Department is hereby designated as the entity responsible for developing standards to be used in the calculation of back pay for all employees of the Oneida Nation in accordance with the Oneida Personnel Policies and Procedures. These standards shall be in the form of a stand alone policy (the “Policy”), and

IT IS FURTHER RESOLVED, that the Policy shall be submitted to the Legislative Operating Committee in accordance with the legislative process, and

IT IS FURTHER RESOLVED, that the Oneida Human Resources Department shall develop standard operating procedures in consultation with the General Manager, the Gaming General Manager, the Accounting Department, and the Oneida Law Office for the processing of all personnel back pay awards, and

IT IS FURTHER RESOLVED, that the Policy, developed by the Oneida Human Resources Department, shall include a provision requiring signed personnel settlements agreements and review of those agreements by an attorney from the Oneida Law Office prior to execution of any settlement, and

NOW, BE IT FINALLY RESOLVED, that any personnel settlements entered into prior to the enactment of the above referenced Policy shall remain valid and unaffected by this resolution.

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. 6 members were present at a meeting duly called, noticed and held on the 11th day of July, 2000; that the foregoing resolution was duly adopted at such meeting by a vote of 5 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.


Julie Barton, Tribal Secretary
Oneida Business Committee