

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 11-12-09-B

Parental Leave and Requiring Use of Personal or Vacation Time

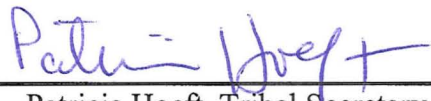
- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** 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 2010 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 and potential deficit spending and Tribal debt; and
- WHEREAS,** under the Parent Leave Policy, the Tribe may pay employees up to four hours of regular scheduled work time, per month, to be used for participation in their children's educational and/or social activities; and
- WHEREAS,** suspending the payment of employees when they take time under the Parent Leave Policy would prevent further erosion of the Tribe's fiscal condition; 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 amendments to the Parent Leave Policy requiring the use of personal or vacation time is necessary for the preservation of the public health, safety, or general welfare of the reservation population, and that observance of the regular APA adoption requirements for passage of laws would be contrary to public interest.

NOW THEREFORE BE IT RESOLVED, that the following amendment to the Parent Leave Policy/Parent Policy Leave is hereby adopted on an emergency basis:

d. This leave shall not be paid as over-time. An employee shall use personal or vacation time to cover this time off. The supervisor may ~~not have the option to~~ use flex time to cover this time off to attend their child(ren)'s educationally sanctioned events.

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 12th day of November 2009; 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.



Patricia Hoefl, Tribal Secretary
Oneida Business Committee

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