



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

# Oneida Tribe of Indians of Wisconsin

## BUSINESS COMMITTEE



**P.O. Box 365 • Oneida, WI 54155**  
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**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.

### GTC Resolution # 1-26-08-A

#### *Personnel Policies and Procedures Amendments to Comply with Military Service Employee Protection Act*

- 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 Tribe believes that it is in the best interest of the Tribe and its employees to be a competitive and model employer; and
- WHEREAS,** the Tribe wants to ensure that Tribal employees who serve in the uniformed services are treated fairly and equally by the Tribe; and
- WHEREAS,** the current Tribal policy regarding military leave for the Tribe's employees is incomplete; and
- WHEREAS,** a comprehensive law was needed to provide protections for employees who are members of the uniformed services; and
- WHEREAS,** the Military Service Employee Protection Act adopted by the Oneida Business Committee on October 22, 2007 to regulate the procedures for the employment and re-employment of members of the uniformed services; and
- WHEREAS,** the Personnel Policies and Procedures needs to be amended in order to accommodate the Military Service Employee Protection Act.

**NOW THEREFORE BE IT FURTHER RESOLVED,** that the following amendments shall be made to the Personnel Policies and Procedures:

**COMPENSATION AND BENEFITS.**

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D. LEAVES

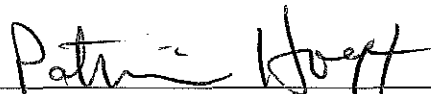
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5. Military Leave

- a. In addition to the following provisions, the Tribe's Military Service Employee Protection Act shall govern Military Leave.
- b. A Military Leave of Absence is afforded employees entering active duty without accumulation of holiday, vacation or personal time during the period of leave. Any accumulated benefits prior to leave will be maintained for the employee.
- c. Time off for inactive duty training, examinations to determine fitness for duty and funeral honors duty shall be afforded to employees without the accumulation or loss of holiday, vacation or personal time. An employee will receive pay from the Tribe for any hours work that the employee was required to miss due to reservist training.
  - 1) Any pay received for performing any of the above duties shall be deducted from the employee's pay.

**CERTIFICATION**

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida General Tribal Council in session with a quorum of 758 members present at a meeting duly called, noticed and held on the 26<sup>TH</sup> day of January 2008; that the foregoing resolution was duly adopted at such meeting by a vote of 756 members for; 0 members against, and 2 members not voting; and that said resolution has not been rescinded or amended in any way.

  
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Patricia Hoelt, Tribal Secretary  
Oneida Business Committee