

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.



Post Office Box 365

Phone: (414) 869-2214



Oneida, Wi 54155



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.

GENERAL TRIBAL COUNCIL RESOLUTION NO. GTC 08-08-94-A

Resolution to resolve and enforce compliance with Tribal Laws, and those of the Tribal Personnel Policies and Procedures Manual.

WHEREAS, the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin,

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 General Tribal Council has been delegated the authority of Article IV, Section I of the Oneida Tribal Constitution, and

WHEREAS, the Oneida Tribe of Indians of Wisconsin is 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 General Tribal Council has been made aware of numerous violations of the Tribal Personnel Policies and Procedures Manual concerning employee conditions of employment and their rights to Due process as employees of the Oneida Tribe, and

WHEREAS, the Oneida General Tribal Council directs the Oneida Business Committee to follow and enforce the Oneida Constitution and related regulatory acts of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the Oneida General Tribal Council deems it necessary to reassert its commitment to protect and insure the Constitutional rights of Tribal Members and employees, and

WHEREAS, the Oneida Business Committee has been delegated authority of Article V, Section 1 of the Oneida Tribal Constitution by the Oneida General Tribal Council, and the Administrative Procedures Act, Resoltuion 08-19-91-A, and

NOW THEREFORE BE IT RESOLVED: that the Oneida General Tribal Council directs that the Oneida Business Committee, and related entitites of the Oneida Tribe of Indians of Wisconsin, strictly obey and adhere to and enforce all Tribal Laws, Codes, policies, procedures and regulations adopted and officially recognized by the Oneida Tribe, and

BE IT FURTHER RESOLVED: that the Oneida General Tribal Council directs that any person, persons, or groups of persons, proven to violate these laws, codes, policies, procedures and regulations, and directives may be sanctioned or prosecuted.

BE IT FURTHER RESOLVED: that the Oneida General Tribal Council directs that any person, persons or groups of persons, proven to be in violation of Tribal Laws codes, policies and procedures, regulations and directives to be subjected to immediate sanctions as provided for by Oneida Tribal Law and otherwise, and

BE IT FURTHER RESOLVED: That the Oneida General Tribal Council directs the Gaming Monitoring Committee consisting of the Ad Hoc Task Force Chairperson, the five Community Members of the Ad Hoc Task Force and one member of the Oneida Business Committee to monitor the General Manager, Gaming Manager, Gaming Enterprises and Gaming Employees for compliance with the attached directives and with monthly reports in the tribal newspaper over a twelve month period.

BE IT FINALLY RESOLVED: that the Oneida General Tribal Council adopts the directives attached as directions to the General Manager, the Gaming Commission and the Gaming Enterprise Management for improving the gaming working conditions.

- A. Gaming Human Resources Department (HRD) to become consolidated under the Oneida Tribe's Human Resources Department (HRD).
- B. Amend Job Description to state: That if none of the of the applicants for a posted position meet the above stated qualifications, the applicants whose education and experience are less than the stated requirements may be interviewed and hired provided that the applicant hired submits a formal written training program within 90 days, that can and will be completed at a reasonable time agreed upon by the supervisor and the applicant. Applicants who are hired and fail to meet the formal training program are subject to demotion or transfer to another position for which they are otherwise qualified.

That all current employees who do not meet the job description qualifications formulate a training program to be completed within a reasonable time frame and approved by the supervisor of that employee. Provided that any employee not fulfilling training programs may be demoted or transferred to a position for which they are otherwise qualified, but must comply with Tribal hiring policy of being transferred.

- C. Directs that Gaming Commission to post a Gaming General Manager position within two months of this resolution being adopted with restructuring of the Gaming Enterprise accordingly. Posting to be done nation-wide in local newspapers in the following locations:

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|-----------------------------|----------------------------|
| 1. Oneida, Wisconsin | 5. Chicago, Illinois |
| 2. Milwaukee, Wisconsin | 6. Washington, D. C. |
| 3. Appleton, Wisconsin | 7. Los Angeles, California |
| 4. Minneapolis/St. Paul, MN | 8. San Francisco, CA |

With strict adherence to the laws relating to nepotism and conflict of interest currently in place or adopted by the Tribe.

- D. Compliance Department to develop a department for employee advocacy for all entitites of the Tribe to transfer existing employee advocate positions into the Compliance Department.

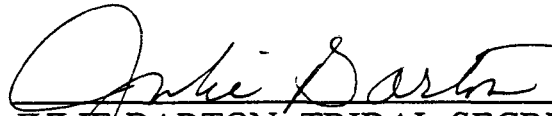
- E. Review the reporting structure for Gaming Security, and for effective reporting requirements. Goal is to assure knowledge is transferred to various departments of the Oneida Tribe which may be affected by reported events.
- F. The Ad Hoc Task Force Chairperson, the five community members of the current Ad Hoc Task Force and an Oneida Business Committee representative shall make up the Gaming Monitoring Committee, and as a committee will review the performance of the Gaming Commission, Gaming Manager, Gaming Enterprises and Gaming employees to verify their compliance to: gaming issues, up-dating of laws, regulations and procedures for a period of one year. The Gaming Monitoring Committee shall meet every two weeks or as necessary. If no concerns are raised by the afore-mentioned groups at the end of one year period the committee shall be disbanded. Their mission considered completed with no further need of reporting.
- G. Delay or postpone any further gaming expansion until the General Tribal Council rescinds this action by request of the Gaming General Manager, after the Gaming General Manager has requested and received approval for expansion by the Gaming Commission. Expansion as used here shall mean remodeling any existing building currently used for gaming activities to increase square footage, to build new buildings for the purpose of gaming activities, or to transfer any currently existing gaming activity to any new building. Expansion does not include the hiring, transfer or promotion of any new or current employee.
- H. HRD will investigate and enforce that all persons or individuals involved with these issues and problems prior to the General Tribal Council Meeting of May 2, 1994 will be held responsible for their actions or inaction concerning their duties and authority and all rights of due process and equal protection will be afforded to all employees.

Refer the dealer salary issue to the salary and merit wage study and evaluation now being conducted with instructions to research the continuing need for salary caps on gaming employees.

Job posting for dealers shall contain the starting salary for dealers without tokens. Further, tokens per hour, and per shift, shall be posted daily within the employee break room and available for viewing by employees in the office of the Table Games Director. This posting shall exclude the base salary of any dealer.

C E R T I F I C A T I O N

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida General Tribal Council in session with a quorum of 223 members present at a meeting duly called, noticed, and held on the 8TH day of AUGUST, 1994; that the foregoing resolution was duly adopted at such meeting by a unanimous vote of those present and that said resolution has not been rescinded or amended in any way.



JULIE BARTON, TRIBAL SECRETARY
ONEIDA TRIBE OF INDIANS OF
WISCONSIN