

ONEIDA EMPLOYMENT LAW GOAL SHEET



The Legislative Operating Committee (LOC) and the Oneida Business Committee (OBC), recognize the need to create an Employment Law which re-evaluates how employment matters are handled throughout the Tribe. The current draft of the Employment Law is available on the LOC's website at <https://oneida-nsn.gov/Register/>. The goals the new Employment Law sets out to accomplish and our plan to transition are provided in this Goal Sheet.

- The Employment Law will centralize all laws, policies and rules governing employment matters by:
 - Delegating Rulemaking authority to HRD based on the Administrative Rulemaking Law.
 - Moving all existing employment related laws and policies into one Title of the Code of Laws; all items repealed by the Employment Law in Section 300.25, other than the Personnel Policies and Procedures (the Bluebook), will remain in effect with minor revisions in the Employment Law itself or in the new Oneida Employee Handbook.
- The Employment Law will formalize the Corrective Action process in a manner that promotes Employee growth and healing to focus on the mutual success of the Employee and the Tribe.
- The Employment Law revamps the Employee appeal process to make use of the Oneida Judiciary as a means to promote consistency, efficiency and speedy resolution of Employment related disputes for all parties involved and to provide employment related matters with a legally experienced and impartial hearing body.
- In order to achieve these goals, the transition plan to implement to the Employment Law will phase out the Tribe's reliance on the Oneida Personnel Commission (OPC).
 - Effective immediately upon adoption, HRD Equal Employment Opportunity Officers will assume the OPC's hiring and selection responsibilities for maintaining fairness, avoiding nepotism and screening out potential conflicts of interest.
 - The Personnel Commission will continue hearing Employees' appeals of Corrective Actions based on the Employment Law and the revised Employee Handbook until the Administrative Hearing Court, a division of the Oneida Judiciary, is up and running.
 - Once the Administrative Hearing Court takes over hearing appeals, the Personnel Commission will be dissolved.