

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Human Resource Department

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Human Resource Department Interpretation

August 19, 2011

RE: Interpretation of Grievance Process Jurisdiction for Employee Protection (*past practice*)

According to the Oneida Employee Protection Policy, an employee that is disciplined while under a protective order may go directly to the Oneida Personnel Commission with their grievance.

1. If a protected employee files their appeal with the Oneida Personnel Commission, no other entity would have jurisdiction of that appeal until a decision is rendered by the Oneida Personnel Commission.
 - a. The Oneida Personnel Commission's decision would either remand the employee appeal back to the Area Manager and notify the Personnel Relations Department and Area Manager of the new grievance timelines; or, hear the case and render a final decision.

Thank you for your time and attention in this matter.

Matthew J. Denny Sr., Personnel Relations Director