

Oneida Nation

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Oneida, WI 54155

BC Resolution # 09-12-18-B

Oneida Employee Onłhaka-lát (White Corn) Cultural Education Days at Tsyunhéhkwá

- WHEREAS,** the Oneida Nation 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 Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee supports a cultural program that provides for a nation of strong families built on Tsiṽniyikwalihota and a strong economy,
- WHEREAS,** the Oneida Business Committee recognizes that harvesting Onłhaka-lát in the traditional manner will sustain our own spirits, revitalize our community, and nurture the dependency we have on each other by encouraging food security and food sovereignty; and
- WHEREAS,** the Oneida Business Committee supports a cultural program that benefits everyone by providing a way for the Nation's employees to help harvest and take care of the Onłhaka-lát in the traditional manner; and
- WHEREAS,** as Laudenasaukee we have a history and traditional responsibility to Onłhaka-lát dating back to our Creation Story and Tsyunhéhkwá has the responsibility of growing the Onłhaka-lát for our community and to provide Oneida families a traditional food that is not only used during ceremonies and traditional practices but is also a modern food staple in their everyday lives; and
- WHEREAS,** Onłhaka-lát Harvest is a historical obligation and community building experience that uses a hands on educational practice to teach snapping, husking, braiding and preparing Onłhaka-lát (White Corn) for proper storage; and
- WHEREAS,** the Environmental, Health, Safety and Land Division believes that the Oneida Employee Onłhaka-lát Education Days at Tsyunhéhkwá would help to educate employees about a cultural practice by allowing employees to participate in cultural learning and provide employees with a healthy activity to encourage physical activity and wellbeing; and
- WHEREAS,** the Environmental, Health, Safety and Land Division is establishing Oneida Employee Onłhaka-lát Education Days at Tsyunhéhkwá October 15-19, 2018, to be conducted annually during every third week of October; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does hereby adopt an Oneida Employee Onłhaka-lát Education Days at Tsyunhéhkwá Resolution directing the Oneida Nation to provide

that managers, directors, and supervisors may allow flexibility during the workday for employees to participate in the Oneida Employee Onłhaka·lát Education Days at Tsyunhéhkwá.

BE IT FUTHER RESOLVED, that in accordance with this resolution, the Nation's managers, directors, and supervisors may permit full-time status employees to use up to a minimum of two hours of paid time off to participate in the Oneida Employee Onłhaka·lát Education Days at Tsyunhéhkwá.

BE IT FUTHER RESOLVED, that this paid Employee Onłhaka·lát Education Days activity shall not accrue or be carried over from one day to another, and must be approved in advance by an employee's supervisor.

BE IT FUTHER RESOLVED, that supervisors shall have full discretion to determine whether to authorize paid Employee Onłhaka·lát Education Days time for an employee; however, supervisors shall not authorize any employee to use paid Onłhaka·lát Education Days time during any week in which that employee may be earning overtime; and, supervisors shall not authorize paid Onłhaka·lát Education Days time when doing so would interfere with the business of the Nation.

BE IT FUTHER RESOLVED, that employees who choose to partake in paid Onłhaka·lát Education Days time do so at their own risk, and shall not be eligible for Worker's Compensation for any injury that occurs during, or as a result of, paid cultural learning time, regardless of whether the injury occurs at or away from the worksite.

BE IT FUTHER RESOLVED, that the Environmental, Health, Safety and Land Division shall develop an implementation plan, and shall be responsible for overseeing the implementation of these requirements.

BE IT FINALLY RESOLVED, that the requirements identified herein shall become effective immediately, and shall only be available on an annual basis during the Oneida Employee Onłhaka·lát Education Days at Tsyunhéhkwá to be held annually during the third week in October starting in 2018.

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 September, 2018; that the forgoing resolution was duly adopted at such meeting by a vote* of 6 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Secretary
Oneida Business Committee

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