



Notice to Tribal Members and Employees Re: Tier V Budget Cuts

March 27, 2020

Today the Oneida Nation shared information with all Managers, Directors and Supervisors that a Tier V Budget Contingency Resolution will be adopted by the OBC on April 8th. This information was sent to the Nation's divisions and departments to prepare for this action. It has come to our attention that some of individuals who hold supervisory or leadership positions within the Nation and who are entrusted to fulfill their professional duties, chose to share only one part of the information.

The letter being shared on Facebook regarding layoffs is real; however, it is also out of context. It is unfortunate that partial information was released without explanation; this is an irresponsible act on the part of those who initiated it. We are all aware that the COVID-19 pandemic is having a devastating impact on the health and welfare of our community, and to all businesses large and small.

- On March 17th OBC adopted a Tier IV Budget Contingency Plan which called for an immediate decrease to the FY-21 Budget. It is public knowledge the Nation's Gaming Facilities closed on March 18th and the Nation's main source of income was immediately impacted. This reality has been openly communicated to the Nation's employees; also communicated was the Nation's commitment to pay employees for as long as financially possible.
- On March 27th, a memorandum to all Managers, Directors and Supervisors of the Nation was issued regarding Tier V Budget Contingency Implementation Preparation which must include cuts to ALL non-critical expenses. Unfortunately, based on the Nation's current financial situation, this will include cuts to some personnel expenses and will result in a portion of the Nation's workforce being placed in layoff status. An "Approved Notice to Employees" was provided as well; this what is being shared and is only one of five pieces of information provided. This notice would only be used in the event it is needed.

The goal of providing transparent information to the Nation's Managers, Directors and Supervisors was to begin the process with a consistent message and materials to help every employee through Tier V expense alignment which includes the layoff process. Our intention is to invoke this process in an orderly and professional manner.

All Managers, Directors & Supervisors who are not sharing FULL information with their employees are being irresponsible and may be subject to corrective action. The organization's Managers, Directors & Supervisors are being reminded of their professional responsibility to share accurate and complete information.

Please be patient as we work through these unprecedented changes. Additional information will be shared with the Nation's members after the Tier V Budget Contingency Plans are completed and submitted.

This is an important time to remind everyone that we all need words of encouragement and we all need to exercise patience, compassion and focus moving forward. Yukwatsistayl means we all have this fire and spirit within us. We have a vision to keep our nation and community strong; we each have a responsibility to seek this vision.

Yawlko· Be well and treat one another well.
Sa?nikuhlatsa·niht (You have a strong mind)

COVID-19 Communications Team