

Questions from May 29, 2020

Facebook Live

Thanks to everyone who sent questions and concerns. We have consolidated the questions and posted answers to the best of our ability; as circumstances change, some of the answers may also change. We will post more questions and answers as they become available from reliable sources. Yaww

- Sue Doxtator
 - Where is the list of Division Director that are still working and what roles/responsibilities are they performing.
 - ANSWER - Sue, The Nation does not post names of employees. The information on the Nation's website has not been updated during the emergency period. We will update that information as soon as we can.

- Pam Nohr
 - I want to know why non Oneida people were brought back before Oneida. I thought Indian preference was a law and in our constitution.
 - ANSWER - Gaming is the only are to initiate a re-call of employees and they set specific criteria which include seniority, skill set, business need, and Indian Preference.

- Lori Elm
 - Do the resolution include the legal opinion and back up when they were passed, including justification of the action.
 - ANSWER - Lori, resolutions still require Statements of Effect, amendments to laws, including emergency amendments, still require a legislative analysis, and actions taken by the COVID-19 Core Decision Making Team do receive legal review.

- Gina Buenrostro
 - Has Gaming LAID off more employees than NON GAMING? How many employees are still employed in NON GAMING, excluding Comprehensive Health Div
 - ANSWER - We can follow-up with HRD to see what statistics we can post on the COVID-19 Resource page. Thank you for your comment.
 - We received this information regarding your question:
 - Gaming laid off 932 of 1030 employees or 90.49%
 - Programs laid off 544 of 1736 employees or 31.34%

- Still remaining, minus gaming and Comprehensive Health, is 1258. This number covers areas such as OPD, Tribal School, Gaming Commission, Security, HRD, Accounting, MIS, Social Services, farm, food distribution, OBC, etc.
 - If you have other general questions about statistics, you can email them to HRD_General@oneidanation.org. Thank you!

- Linda Torres
 - I've been noticing your videographer for this session and BC meetings is cutting out early. Can you ask him or her to wait until you're done talking at least? Thank you. Same for Business committee meetings.
 - ANSWER - Thank you for the feedback. We will see what we can do.

- Gina Buenrostro
 - these are recorded?
 - ANSWER - Facebook Live broadcasts are available on this platform and on the Nation's YouTube channel

- Gina Buenrostro
 - will there be minutes of this meetingh
 - ANSWER - These are not meetings. There are no records maintained, other than the posting itself on this platform.

- James Petitjean
 - Can I get a written copy of this meeting for my records?
 - ANSWER - These are not meetings. There are no records maintained, other than the posting itself on this platform.

- Linda Torres
 - I live within thevrez boundaries on land in trust. Since services available thru Oneida now seem to be "only tribal buildings", should I just go to GB for emergencies (ex sump pump issues).
 - ANSWER - Please contact Elder Services; they can assist in getting you to the right area. 920-869-1551

- James Petitjean
 - If a position is eliminated during the layoff can that person be reassigned to a new position?

- ANSWER - On a case by case basis, that will be a discussion between the employee and supervisor.

- Rod Hill
 - Any idea on when transit is going to be in full effect to get ppl back and forth to work
 - ANSWER - That has not yet been determined. Policies and procedures for safe transport are being developed.

- Tammy Ceyphes
 - I have B's degree.. will I be employable in Oneida
 - ANSWER - For information on jobs, check out the Nation's Job Opportunities and Benefits page at: <https://oneida-nsn.gov/divi.../hr-employment/job-employment/>

- Christina Sarnowski
 - There has been relief money giving to the tribe
 - ANSWER - Please check out this post. It includes information on funding received. If you have further question, please contact the COVID-19 Call Center at 920-869-4481 or covid-19@oneidanation.org. <https://oneida-nsn.gov/blog/2020/05/28/oneida-nation-treasurer-and-finance-team-message-about-budget-forecast-and-receipt-of-cares-funding/>

- Diane Williams
 - When will bingo & table games open back up?
 - ANSWER - Diane, The COVID-19 Core Decision Making Team and the Oneida Business Committee are reviewing the current status of the pandemic and projections to determine when it is safe to re-open bingo and table games. Tables games involves a significant amount of contact through cards and chips, and bingo has social distancing constraints. However, we are monitoring this closely to ensure that when these games are opened it is done as safely as we can.

- Mary Graves
 - When will the doctors be called back to the Health Center?
 - ANSWER - Mary, the Health Center is opening services where it is safe to do so. Different types of patients are more at risk to contacting COVID-19 and this is being taken into consideration for the entire patient and personnel population at the Health Center. The Health Center is offering TeleMed to assist in meeting needs during this pandemic.

- Terri Schiltz
 - Why is gaming different than non-gaming as far as recalls???? Aren't we one nation. Just creates a deeper divide.
 - ANSWER - Gaming is not different than non-gaming. Gaming was able to open and they followed a process for re-call; other areas will use a similar process once we are able to reopen based on safety and available funding.

- Rae Skenandore
 - Does the Election Board rely on HRD to determine the employment status of potential candidates?
 - ANSWER - Yes, it is part of their SOPs. All of the Election Board SOPs are available here: <https://oneida-nsn.gov/dl-file.php?file=2018%2F08%2F08-Fall-SOPs-1.pdf&fbclid=IwAR214uohSsVs5TKiGFQxcUuzy7XCBfl-e1jyTGIBD3NuGtKy30Uex6uqRLk>
 - This file is linked on their page: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Election-Board>

- Judy Nicholas
 - For those employees working will payroll deduction be reinstated ?
 - ANSWER - That has not been determined at this time.

- James Petitjean
 - What is the optimal level cash flow for people to be called back?
 - ANSWER - James, There is no single dollar figure that we can give you regarding your question. Since the primary revenues for the Nation were reduced to \$0 for over 9 weeks, re-opening will not occur when gaming is restarted. However, critical programs will be funded to the best of the Nation's ability.

- Amanda K. Stevens
 - Whos going to fixing the roads. They. Need to be fixed.
 - ANSWER – Please reach out to Troy Parr at 920.562.7535 or tparr@oneidanation.org with any concerns.

- Kristin Jorgenson
 - Is the proposed phases going to be announced as far as Gaming reopening, keeping in mind that it could change?
 - ANSWER - We can work with Gaming to find out what additional information can be shared.

- Ben Archive
 - ESTIMATED timetable for when employee callbacks (non-casino) will start?
 - ANSWER - At this time, the Nation continues to monitor the financial condition of the Tribe, and develop plans related to recovery. There is no specific date or timeframe that the Nation's programs will reopen. We can't provide an estimate.

- Tiffany Hall
 - When will more employees for the casino be called back to work ?
 - ANSWER - The Casino is opening in phases so they can assess and ensure health and safety of employees and customers. Employees will be contacted by their supervisors once additional phases are enacted.

- Linda Torres ·
 - Is self serve only if you're employed though?
 - ANSWER - Yes, for all employees. It is still active when an employee is on furlough and layoff.

- Lori Elm
 - Will we ever have an explanation of who is essential over and an Oneida member? I understand the medical area should not be touched but other areas it seems like alot of skilled Oneida workers were let go.
 - ANSWER – Geraldine provided an answer outlining the process used for layoff starting at about 11:50 in the broadcast. Debbie also provided an answer starting at about 15:15 in the broadcast as well. Debbie also provided more information at 34:28. Thank you.

- Gina Buenrostro
 - what is the percentage of tribal vs. non tribal employees that have been either laid off or furloughed in Non Gaming
 - ANSWER – Geraldine provided statistics starting at about 35:16 in this broadcast. Thank you!

- Louis Cottrell
 - If we haven't been contacted at this point that we no longer have a job can we expect to go back to work?
 - ANSWER - Not necessarily. Each department will need to make those determinations. Both furloughs and layoffs are in place for a maximum of 26 weeks.

- Lori Elm
 - Is it true TAP position have been cut from the budget again.
 - ANSWER - There has been nothing cut from the FY-20 budget. We are under Tier V Budget Contingency at this time. The FY-21 budget has not been developed yet.

- James Petitjean
 - Why did engineering keep 3 project managers with 4 CIP projects that does not make sense
 - ANSWER – That is not a question that can be answered in this forum. If you have a question or concern, please submit it to HRD_General@oneidanation.org.

- Carolyn Miller
 - Who will be calling employees back to work? Will it be hrd or the supervisor ? And when will they start back to work if you don't work for the casino?
 - ANSWER - At this time, the Nation continues to monitor the financial condition of the Tribe, and developing plans related to recovery. There is no specific date or timeframe that the Nation's programs will reopen. It is the supervisor responsibility to contact the employee, but HRD has been assisting due the number of employees affected. Thank you for your question.

- James Petitjean
 - Who makes sure Indian preference is enforced? Who at HR?
 - ANSWER – Anyone with concerns about violations of Indian preference can submit the writing with HRD at HRD_General@oneidanation.org.

- Gina Buenrostro
 - How is Equity and fairness executed in terms of who was laid off and furloughed under the direction of Debra Thundercloud?
 - That is not a question that can be answered in this forum. If you have a concern, please submit it in writing to HRD_General@oneidanation.org. Thank you.

- Steve Meeuwsen
 - Will and when will all gaming employees be called back
 - ANSWER - At this time, the Nation continues to monitor the financial condition of the Tribe, and developing plans related to recovery. There is no specific date or timeframe that the Nation's programs or that the remainder of Gaming will reopen.

- Lori Elm
 - What if you worked the 2 weeks than you were let go after do, will we atleast get the 2 weeks paid back.
 - ANSWER - Lori, I'm not quite sure what you're asking. Please reach out to HRD at HRD_General@oneidanation.org or call 920-490-3699. That is the line dedicated to layoff related questions. Thank you!

- Karen Smith
 - Why did the Pharmacy go to monthly on meds that can be filled with a 3 month supply. Less times people need to be there.
 - We can follow up with Comprehensive Health and get an answer posted once it is received. Thank you for your comment.
 - ANSWER - The reason for 30-days supplies of medications was for two reasons:
 - 1. There were certain medications that have had sporadic shortages and by giving 30-day supplies we never ran out of key medications. (Examples: insulins, inhalers and random shortages each week of a variety of medications)
 - 2. To minimize a loss of revenue due to the loss of insurance by many patients, dispensing 30-day supplies of all medications is a cost saving measure. Pharmacy was able to continue to serve every patient with the needed medication promptly.
 - As of June 1st, normal dispensing will resume as in the past. If a prescription is written for 90-days, the prescriptions will be filled for 90-days.

- Linda Torres
 - Who "monitors" or staffs the covid number?
 - ANSWER - Members of the COVID-19 Communications Team which is Secretary Lisa Summers, Melinda J Danforth, Lisa Liggins and Bobbi Webster.

- Lori Elm
 - Is it true we will not get any pers. Or vac time if we were let go?
 - Accumulated vacation and/or personal time up to 40 hours will only be paid out at the end of the 26 weeks layoff/furlough period if the employee is not recalled.

- Saved Angel
 - since casino resumed many people have a question about Per cap and if it will remain for 2 years
 - ANSWER – Gaming is not 100% open, much of the facility remains closed to allow for social distancing and public health reasons. We are working diligently to maintain critical services within the reduced available funding.

- Florence Petri
 - Where can we get a list of all areas open? I tried calling the farm and no answer, only voice-mail. No option to leave my number for call back. Be nice to get a current update of all operating services Thank you
 - ANSWER - If you need assistance reaching a specific area, contact the COVID-19 Call Center at 920-869-4481 and we can assist you.

- Lori Elm
 - Are we able to see the tier 5 lay off policy? And were is it located. And when will we see the listing of current employees and departments open or whom should we contact to find out areas.
 - ANSWER - The Tier V Layoff SOP is available on the website. I can link it here after the broadcast. As for the list of employees, that isn't something that is released, but if you need assistance reaching an specific area, contact the COVID-19 Call Center at 920-869-4481 and we can assist you.
 - <https://oneida-nsn.gov/dl-file.php?file=2020/03/2020-03-26-COVID-19-Team-Declaration-Adoption-of-SOP-Nationwide-Tier-5-Emergency-Declaration-Lay-Off-EEO-Reference-3284.pdf>
 - <https://oneida-nsn.gov/dl-file.php?file=2020/04/2020-04-04-COVID-19-Team-Declaration-Authorizing-the-Use-of-Furloughs-and-Amending-the-Nationwide-Tier-5-Emergency-Declaration-Layoff.pdf>
 - These declarations, along with all declarations of the COVID-19 Core Decision Making Team are, and have been, posted on this page: <https://oneida-nsn.gov/connect/news/oneida-nation-covid-19-resource-page/#COVID-19-Decision-Making-Team>

- Denise Johnson
 - How are extra added duties being addressed pay, and safety wise for employees working since shutdown, covering furloughs/layoffs
 - ANSWER - All forms of premium pay have been suspended during the Public Health State of Emergency. The Nation has taken precautions to provide its employees with safe work environment. There are multiple teams working on what the policies will be once the State of Emergency expires. Hours for those that have taken on added duties etc during the pandemic are being tracked.

- Wendy Beley Cornell
 - Do you know when food and beverage employees will be back in gaming?

- ANSWER - The Casino is opening in phases. The date for Food and Beverage has not been determined. Employees will be contact by their supervisors once that phase has been enacted.

- Melissa Goodman
 - What about all furloughed employees at the airport road daycare that we're told a few weeks ago that they were let go?
 - There was miscommunication in parts of Governmental Services. Please direct the employee to check the Self-Serve for the notice which clarifies.
employee.oneidanation.org

- Niki Warnke
 - How do you stop a payroll deduction now? Can't get thru to any dept right now.
 - ANSWER - Contact the COVID-19 Call Center at 869-4481 and we can get you in contact with the proper personnel.

- Lori Elm
 - Is their an options for workers who are afraid to be at work? And if they have diabetes or other diseases or family members with bad health?
 - ANSWER - Employees should contact their supervisor and discuss if there are options available to continue working. If no agreement can be reached, the employee can follow the usual leave or time off procedures.

- Jamie Betters
 - How is Anna John staff and patients?
 - We can follow up with Comprehensive Health and get an answer posted once it is received. Thank you for your comment.
 - ANSWER - There are no positive cases at the Anna John Resident Centered Care Community - neither staff, not residents.

- Joyce Hoew
 - I heard people are in the casinos without masks, is this true?
 - ANSWER - Everyone is getting used to the new rules. Management has been notified of a few issues regarding masking and this is being addressed.