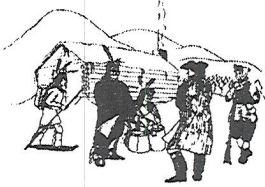


Oneida Tribe of Indians of Wisconsin



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

Resolution 03-23-11-A

Voluntary Severance Law Emergency Adoption

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin 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 Tribe of Indians of Wisconsin; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** Resolution BC-09-29-10-B adopted a Voluntary Severance Pay Law on an emergency basis; and
- WHEREAS,** while it is estimated that the first round of severance will save \$16.8 million over the next five years, the Tribe continues to face budgetary challenges and expects to continue to face these challenges into fiscal years 2012 and 2013; and
- WHEREAS,** these challenges are a result of both internal and external factors, such as the Tribe's weak liquidity; overstaffing in individual areas of the Tribe and throughout the Tribe as a whole to the effect of 400 employees; an estimated budget gap of approximately \$30 million for fiscal year 2012; GTC mandates which total \$45 million; non-performing assets which require capital; escalating inflation and geopolitical unrest; an uncertain climate surrounding the State's budget; the potential lockout of the National Football League; construction of the West Mason Street Corridor and Highway 41 which will impact the West Mason Street Casino; and budget cuts at the State and Federal level, which will most likely result in cuts to grant monies the Tribe receives; and
- WHEREAS,** implementation of another round of voluntary severance would provide a reduction in labor costs that will cause no financial injury to any employee, service or department and would be a prudent, pro-active financial decision; and
- WHEREAS,** the Administrative Procedures Act (APA) authorizes the Oneida Business Committee to enact legislation on an emergency basis, to be in effect for a period of six (6) months, renewable for an additional six (6) months; and
- WHEREAS,** emergency adoption of the Voluntary Severance Law is necessary for the preservation of the public health, safety, or general welfare of the Reservation

population, and observance of the regular APA adoption requirements for passage of laws would be contrary to public interest.

NOW THEREFORE BE IT RESOLVED that the attached Voluntary Severance Law is hereby adopted on an emergency basis.

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. 6 members were present at a meeting duly called, noticed and held on the 23rd day of March 2011; that the foregoing resolution was duly adopted at such meeting by a vote of 5 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.

A handwritten signature in dark ink, appearing to read "Patricia Hoeft", is written over a horizontal line.

Patricia Hoeft, Tribal Secretary
Oneida Business Committee

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