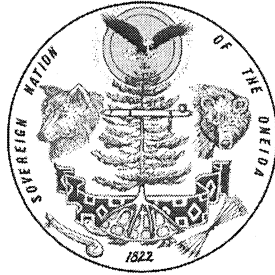


# Oneida Tribe of Indians of Wisconsin



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.

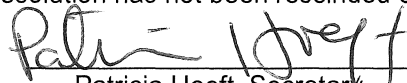
## BC Resolution 10-04-11-A Emergency Amendments to Grievance Process

- WHEREAS,** the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** the General Tribal Council has been delegated the authority of Article IV, Section I of the Oneida Tribal Constitution, and
- WHEREAS,** the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and
- WHEREAS,** the Oneida Business Committee has recognized the July 2000 action of the General Tribal Council regarding reorganization of the tribal organization, and
- WHEREAS,** the Oneida Business Committee believes that implementing a structure approved ten years prior will not adequately meet the needs of the government now and into the future and should be updated to reflect the needs of the membership today and into the future, and
- WHEREAS,** the Oneida Business Committee believes that the concepts identified in the July 2000 General Tribal Council action remain applicable today and will re-organize and re-align the tribal organization based on those concepts of more direct reporting and responsiveness, and
- WHEREAS,** the Oneida Business Committee has begun the process of implementing and managing the organizational change by recognizing existing vacancies, and
- WHEREAS,** the interim changes being made require emergency amendments to the grievance processes set forth in the Personnel Policies and Procedures.

**NOW THEREFORE BE IT RESOLVED,** that the Oneida Business Committee, in accordance with the emergency amendment authorization within the Administrative Procedures Act hereby approves the following emergency amendment to the Personnel Policies and Procedures regarding appeals of grievances by providing that Division Directors shall be identified as the final point in any grievance appeal process and that any further appeals shall be directly to the Personnel Commission as if all grievance appeals had been conducted.

### 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; 8 members were present at a meeting duly called, noticed and held on the 4<sup>th</sup> day of October, 2011; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for; 0 members against, and 1 member not voting; and that said resolution has not been rescinded or amended in any way.

  
Patricia Hoeft, Secretary  
Oneida Business Committee

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