



**TO:** Oneida Nation Employees  
**FROM:** Legislative Operating Committee  
**DATE:** January 23, 2017  
**RE:** Employment Law Status Update

### ~For More Information~

To find more information about the Employment Law, go to  
<https://oneida-nsn.gov/government/register/employmentlaw/>.

You will find drafts of the law, the draft Employee Handbook, public meeting comments, and more.

### ~More Upcoming Employee Meetings~

A second round of employee meetings will be held to discuss the draft Employment Law and answer your questions. Dates, times, and locations are listed below.

Date	Time	Location
January 30	1:30pm-3:30pm	Social Services- first floor green room
February 2	9:00am-11:00am	Division of Land Management- Conference Room
February 6	10:00am-12:00pm	Little Bear Development Center- Conference Room
February 6	1:30pm-3:30pm	Oneida Health Center- Main Conference Room
February 9	9:00am-11:00am	Skenandoah Complex- Cafeteria
February 9	2:30pm-4:30pm	Employee Services- Eagle Room
February 13	11:00am-1:00pm	Main Casino- Executive Conference Room
February 16	1:30-3:30pm	Norbert Hill Center-Business Committee Conference Room

#### Overview

This is a proposal for a new Employment law which would:

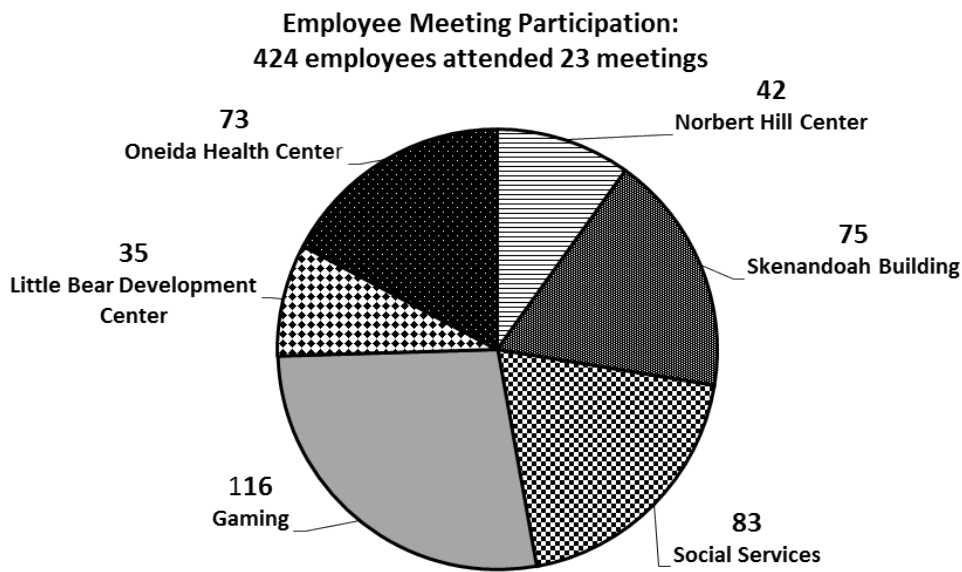
- Replace the current Personnel Policies and Procedures (also known as the Blue Book);
- Provide a fair, consistent and efficient structure to govern all employment matters;
- Streamline current processes to reduce cost, time and resources;
- Provide the framework for employment matters with the detailed content currently contained in the Personnel Policies and Procedures being delegated jointly to HRD and the Chief Executive Director of Administration in the form of rules HRD shall create pursuant to the Administrative Rulemaking law;
- Allow Oneida Nation entities the latitude to adjust certain employment practices to best fit their individual entities; and
- Dissolve the Oneida Personnel Commission and redirect their hearing body authority to the Oneida Judiciary

In accordance with the Legislative Procedures Act, a public meeting was held regarding this law on March 31, 2016, with a comment period expiring April 7, 2016. These comments were accepted by the Legislative Operating Committee (LOC) at the May 4, 2016 meeting and considered at a work meeting held on May 12, 2016. Appropriate changes were made to the draft law based on the public comments. If you would like to read the public comments go to; <https://oneida-nsn.gov/government/register/publicmeetings/>.

**Communication with Employees and Community**

Communication with the employment base and the community has been a priority for the Legislative Operating Committee throughout the drafting of this law. The following provides a breakdown of all the meetings have been held for the purpose of sharing information and gathering input for the Employment Law:

Meeting Type	Number of Meetings	Number of Participants
Employee Meetings	23	424 (52 tribal departments)
Public Meetings and Comment Period	1	8 people made 21 comments. That material can be found on line at the Oneida Register web site.
Community Meetings	6	4



In addition, the LOC has written 5 *Kalihwisaks articles*. The LOC held 6 community meetings and 1 included videoconferencing with SEOTS. The meeting notices were posted on Facebook, Update Oneida, the Oneida Register, and the Community Calendar. The meetings were also published in the *Kalihwisaks* on August 4 and August 18, 2016.

### **Survey of Employees**

A survey was completed in November 2016, in an effort to gather input from employees regarding the communication efforts for this proposed law. A total of 573 surveys were completed. Some of the findings include;

- 65% of the respondents agreed that attending the Employee Meetings allowed them to be more involved in this legislative process.
- 74% prefer to receive this kind of information via email.
- Many people said they would like to see more Employee Meetings and those have been scheduled (see page 1).

### **GTC Adoption**

Be sure to attend the March 19, 2017 GTC meeting to vote on the draft Employment Law. For more information go to <https://oneida-nsn.gov/government/register/employmentlaw/>.

### **Requested Action:**

Motion to accept the update as information.