

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Human Resource Development Department

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Human Resource department Interpretation

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RE: Blue Book Section IV.D.3.a.3. – Intent to return to work

In 1997, the Oneida Appeals Commission ruled on a case Human Resource Department-Oneida Social Services, Appellants v. Vicky Kochan, Respondent (Docket # 97-EP-0016). The analysis and conclusion changed the practice of when an employee may submit their “intent to return” to work.

Although the ruling changed the practice, legislative action to change the Blue Book has not yet occurred.

The H.R. department has reviewed the case and Oneida Appeals Commission ruling. The H.R. department has also researched this case with the Oneida Law office.

Therefore, I provide the following interpretation to Blue Book section IV, D.3.a.3.:

Since 1998, employees have submitted their intent to return to work within one (1) day of returning to work. This is common practice. In addition, it is not reasonable to anticipate a return day when an employee’s leave does not exceed fifteen days. Therefore, the employee and supervisor must maintain excellent communication, and an employee may submit their intent to return to work, from a leave, within one (1) day of returning to work.

Yawa’ko for your time and attention in this matter.