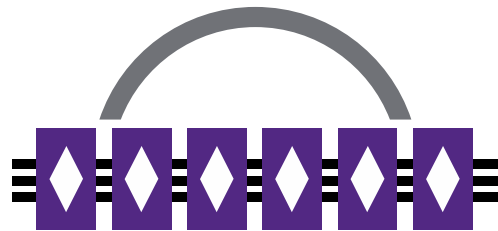


# **Oneida Nation Veterans Affairs Committee By-Laws**



# **ONEIDA**

# **ONVAC**

**For anything not covered by these by-laws, please refer to the  
Oneida Nation  
Title 1. Government and Finances – Chapter 105  
BOARDS, COMMITTEES AND COMMISSIONS**

**ONEIDA NATION  
VETERANS AFFAIRS  
COMMITTEE**

**MISSION STATEMENT**

**Our Mission is to provide quality support service and assistance to our Oneida Veterans and their families.**

**We are the principal advocates for Veterans and their families and we accept the responsibility to protect the integrity of the Veterans Community.**

**We advocate for the Veterans and their families within the Oneida Community by representing their needs and causes as they relate to our Veterans individually and as veterans organizations.**

## TABLE OF CONTENTS

|   |           |
|---|-----------|
| <b>Article I. Authority .....</b>                           | <b>1</b>  |
| <b>Article II. Officers and Administrative Support.....</b> | <b>4</b>  |
| <b>Article III. Meetings.....</b>                           | <b>6</b>  |
| <b>Article IV. Expectations .....</b>                       | <b>8</b>  |
| <b>Article V. Stipends and Compensation .....</b>           | <b>9</b>  |
| <b>Article VI. Records and Reporting.....</b>               | <b>10</b> |
| <b>Article VII. Amendments to Bylaws.....</b>               | <b>11</b> |

**ONEIDA NATION VETERANS AFFAIRS COMMITTEE  
BYLAWS**

**Article I. Authority**

- 1-1. *Name.* The name of this entity shall be the Oneida Nation Veterans Affairs Committee and may be referred to as the Veterans Affairs Committee or abbreviated ONVAC.
- 1-2. *Establishment.* ONVAC was created by the Oneida Business Committee by motion on January 12, 1994 and further established through the adoption of these bylaws on October 29, 1997, which were amended on February 13, 2013 and from time-to-time hereinafter.
- 1-3. *Authority.*
- (a) *Purpose.* The purpose of the Veterans Affairs Committee is to serve as an advisory body to the Oneida Veterans Service Office (“Office”) in all matters relating to Oneida Nation Veterans’ rights and benefits and veterans’ affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who served honorably in the United States Uniformed Services. Among other services, the Veterans Affairs Committee is to provide advice and constructive input to the Oneida Veterans Service Office Director on all veterans’ affairs issues so that the Office can formulate veterans’ services and programs; and to coordinate veterans’ events with the Office and veterans’ organizations that are representatives of Oneida Veterans and the Oneida Nation.
  - (b) *Powers and Duties.* The powers of the Veterans Affairs Committee are advisory, with duties that include, but are not limited to, the following:
    - (1) Supporting the Oneida Veterans Service Office and the Oneida Nation.
    - (2) Being responsible to the Oneida Business Committee, all Oneida Nation Veterans and their families, and the Oneida Community.
    - (3) Supporting the Office in the provision and coordination of all veterans services to the Oneida Community and as requested by local, state, federal, other tribal activities and/or events and veterans associations, such as the Color/Honor Guard, funerals, parades, school visits and presentations.
    - (4) *Color Guard.* The ONVAC is the official Color Guard of the Oneida Nation. The ONVAC may appoint other endorsed or approved veterans or veteran groups in order to fulfill any Oneida Nation requests. This duty may be delegated to the Oneida Veterans Service Officer who also has direct contact with Oneida Veterans and the active veterans’ organization.
      - (A) *Designate Representatives.* The ONVAC and the Oneida Veterans Service Office Director shall verify the authenticity of groups or individuals who wish to represent Oneida Nation Veterans.

- (5) *Financial Requests.* The ONVAC shall be the screening body for individual veterans or veteran groups who are requesting funds from the Oneida Nation for various reasons such as: (1) to alleviate a financial hardship; (2) to provide a veterans service or event, such as the Veterans Pow-Wow, a seminar, training or a conference; and (3) to attend a veterans related project, event, training, seminar, and/ or some other activity, such as a military reunion.
- (6) Responding to and acting upon any other delegated authority established through the laws, policies, rules and resolutions of the Oneida Nation.

1-4. *Office.* The official mailing address of the Veterans Affairs Committee shall be:  
 Oneida Nation Veterans Affairs Committee  
 ATTN: Veterans Service Office  
 P.O. Box 365  
 Oneida, Wisconsin 54155

1-5. *Membership.*

- (a) *Number of Members.* The ONVAC shall consist of nine (9) appointed members.
  - (1) Each member shall hold office until his or her term expires, until his or her resignation, or until his or her appointment is terminated in accordance with the Boards, Committees and Commissions law.
    - (A) *Term Expiration.* Although a member's term has expired, he or she shall remain in office until a successor has been sworn in by the Oneida Business Committee.
    - (B) *Resignation.* A member may resign at any time verbally at a meeting or by delivering written notice to the Oneida Business Committee Support Office and the ONVAC Chairperson or Chairperson's designee. The resignation is deemed effective upon acceptance by motion of a member's verbal resignation or upon delivery of the written notices.
- (b) *Appointment.* ONVAC members shall be appointed in accordance with the Boards, Committees and Commissions law for terms of three (3) years.
  - (1) Terms shall be staggered with appointments to be started on the first day of the year (1/1) and ending on the last day of the year (12/31).
- (c) *Vacancies.* Vacancies shall be filled in accordance with the Boards, Committees and Commissions law.
  - (1) The ONVAC Chairperson shall review application materials and provide the Oneida Business Committee with recommendations on applicants for appointment by the executive session in which appointments are intended to be made.
- (d) *Qualifications of Members.* ONVAC members shall meet the following qualifications:
  - (1) Be an enrolled member of the Oneida Nation.
  - (2) Be a resident of Brown or Outagamie County, Wisconsin.

- (3) Have served on and Honorably Discharged (Form DD-214 Required) from Active Duty in the United States Uniformed Services (Army, Navy, Air Force, Marines, Coast Guard, Public Health Service or National Oceanic and Atmospheric Administration).
  - (A) Active Duty is defined as having served one hundred and eighty-one (181) days or more of continuous active duty unless discharged early, with less than one hundred and eighty-one (181) days of active duty, because of a service-connected disability.
- (4) Have served as a member of the Selected Reserve and completed at least six (6) years in the Reserves or the National Guard or was discharged early because of a service-connected disability.
- (5) Be a citizen in good standing in the Oneida Community.

1-6. *Termination.* An ONVAC member's appointment may be terminated by the Oneida Business Committee in accordance with the Boards, Committees and Commissions law.

- (a) The Veterans Affairs Committee may make recommendations to the Oneida Business Committee for the termination of a member's appointment based on the following:
  - (1) A failure to comply with these bylaws or with any other law and/or policy of the Nation;
  - (2) Three (3) un-excused absences from an ONVAC meeting within a period of one (1) year.
    - (A) An un-excused absence shall be defined as a failure by a member to notify a Board Officer, in writing, of his or her pending absence no less than thirty (30) minutes before the scheduled meeting.
- (b) Recommendations to the Oneida Business Committee for termination of an ONVAC member's appointment must be determined by a majority vote of the members in attendance at an ONVAC meeting of an established quorum.

1-7. *Training and Conferences.* ONVAC members shall attend and participate in various trainings and/or conferences that the ONVAC Chairperson or a majority of the members in attendance at an ONVAC meeting of an established quorum deem necessary for members to responsibly serve ONVAC and/or maintain the knowledge, skills and abilities required of them to perform the on-going activities relating thereto.

- (a) Regardless of the number of trainings/conferences that he or she is required to attend, no ONVAC member shall be eligible to receive stipends for attending more than five (5) full days of mandatory trainings/conferences per year.

## **Article II. Officers and Administrative Support**

- 2-1. *Officers.* The Officer positions of the Veterans Affairs Committee shall consist of a Chairperson, a Vice-Chairperson and a Secretary.
- 2-2. *Responsibilities of the Chairperson.* The duties, responsibilities and limitations of the Chairperson are as follows:
- (a) Shall call and preside over all meetings of the Veterans Affairs Committee and appoint members to any task forces or subcommittees of the ONVAC in accordance with section 3-4 of these bylaws.
  - (b) Shall have financial sign-off authority as set forth in section 2-6 of these bylaws.
  - (c) Shall submit, or through a designee submit, annual and semi-annual reports to the Oneida General Tribal Council, as well as quarterly reports to the Oneida Business Committee, in accordance with the Boards, Committees and Commissions law.
  - (d) Shall represent and/or request another Officer to represent the ONVAC at all regularly scheduled/unscheduled reporting requirements to the Oneida Business Committee and other business units of the Nation as may be requested, including, but not limited to, the Oneida Business Committee meeting in which the ONVAC's quarterly report appears on the agenda.
  - (e) In collaboration with the Vice-Chairperson, Secretary and personnel from the Oneida Veterans Services Office, shall prepare agendas and handouts, submit any necessary paperwork to ensure stipends are paid, and perform other similar administrative functions, all in accordance with these bylaws, the Boards, Committees and Commissions law, and the Open Records and Open Meetings law.
- 2-3. *Responsibilities of the Vice-Chairperson.* The duties, responsibilities and limitations of the Vice-Chairperson are as follows:
- (a) Shall preside over all meetings of the Veterans Affairs Committee in the absence of the Chairperson and may call emergency meetings.
  - (b) Shall have financial sign-off authority as set forth in section 2-6 of these bylaws.
  - (c) In lieu of the Chairperson, shall represent and/or request another Officer to represent the ONVAC at all regularly scheduled/unscheduled reporting requirements to the Oneida Business Committee and other business units of the Nation as may be requested, including, but not limited to, the Oneida Business Committee meeting in which the ONVAC's quarterly report appears on the agenda.
  - (d) In collaboration with the Chairperson, Secretary and personnel from the Oneida Veterans Services Office, shall prepare agendas and handouts, submit any necessary paperwork to ensure stipends are paid, and perform other similar administrative functions, all in accordance with these bylaws, the Boards, Committees and Commissions law and the Open Records and Open Meetings law.

2-4. *Responsibilities of the Secretary.* The duties, responsibilities and limitations of the Secretary are as follows:

- (a) In the event that both the Chairperson and the Vice-Chairperson positions become vacant before the end of their terms, shall be allowed to call meetings of the ONVAC to fill the vacancies and to preside over those meetings for the sole purpose of conducting an election of new Officers, at which point the Chairperson, or Vice-Chairperson in the absences of the Chairperson, shall preside.
- (b) Shall have financial sign-off authority as set forth in section 2-6 of these bylaws.
- (c) In lieu of both the Chairperson and Vice-Chairperson, shall represent the ONVAC at all regularly scheduled/unscheduled reporting requirements to the Oneida Business Committee and other business units of the Nation as may be requested, including, but not limited to, the Oneida Business Committee meeting in which the ONVAC's quarterly report appears on the agenda.
- (d) Shall provide notice of meeting locations, agendas and minutes; prepare meeting minutes, correspondence, written reports, including the annual, semi-annual and quarterly reports required by the Boards, Committees and Commissions law; and perform other duties on behalf of the Veterans Affairs Committee as scheduled and/or required by a majority vote of the members at an ONVAC meeting of an established quorum, all in accordance with these bylaws, the Boards, Committees and Commissions law, and the Open Records and Open Meetings law.
- (e) In collaboration with the Chairperson, Vice-Chairperson and personnel from the Oneida Veterans Services Office, shall prepare agendas and handouts, submit any necessary paperwork to ensure stipends are paid, and perform other similar administrative functions, all in accordance with these bylaws, the Boards, Committees and Commissions law, and the Open Records and Open Meetings law.

2-5. *Selection of Officers.* Officers of the Veterans Affairs Committee shall be elected on an annual basis by a majority vote of the members in attendance at an ONVAC meeting of an established quorum for terms of one (1) year.

- (a) The election of Officers shall take place within thirty (30) days after the newly appointed ONVAC members are present at their first scheduled regular meeting of an established quorum.
- (b) ONVAC members may be dismissed from their Officer position by majority vote of the members in attendance at an ONVAC meeting of an established quorum.
- (c) Vacant Officer positions shall be filled by majority vote of the members in attendance at an ONVAC meeting of an established quorum.
- (d) Members of the ONVAC shall not hold more than one (1) Officer position per Officer term.

2-6. *Budgetary Sign-Off Authority and Travel.* ONVAC shall follow the Nation's policies and procedures regarding purchasing and sign-off authority.



- (a) Levels of budgetary sign-off authority for the ONVAC shall be as set forth in the manual titled, *Oneida Tribe of Indians of Wisconsin Purchasing Policies and Procedures*, for Area Directors/Enterprise Directors.
  - (1) All ONVAC Officers shall have sign-off authority.
  - (2) Two (2) of the ONVAC Officers are required to sign-off on all budgetary requests, except as follows:
    - (A) The Oneida Business Committee Support Office shall have sign-off authority over requests for stipends, travel per diem and business expense reimbursement.
- (b) ONVAC shall approve a member's request to travel on behalf of ONVAC by a majority vote of the members in attendance at a regular or emergency ONVAC meeting of an established quorum.

2-7. *Personnel.* The Veterans Affairs Committee shall not have authority to hire personnel for its benefit.

- (a) ONVAC may receive administrative support from staff within the Oneida Business Committee Support Office and the Oneida Veterans Service Office that is consistent with the Boards, Committees and Commissions law for items such as preparing meeting agendas, documents and minutes; providing notice of meetings, meeting agendas, documents and minutes; recording meetings and meeting minutes; maintaining meeting agendas, documents and minutes; and submitting any necessary paperwork to facilitate stipend payments.

### **Article III. Meetings**

3-1. *Regular Meetings.* The regular meetings of the Veterans Affairs Committee shall be held every second Tuesday of each month, commencing at 5:00 p.m., in the Veterans Department located at 134 Riverdale Drive in Oneida, Wisconsin.

- (a) The meeting date, time and/or place shall be reviewed by the ONVAC and may change from time-to-time by majority vote of the members in attendance at an ONVAC meeting of an established quorum so long as notice is provided to all members in writing and, along with the public, in accordance with governing law, including, but not limited to, the Open Records and Open Meetings law, prior to the implementation of a new date, time and/or location.
  - (1) Meeting locations shall be within the Reservation boundaries unless notice is provided to all members in writing and, along with the public, consistent with governing law, prior to designating the meeting location.
- (b) The ONVAC Officers and personnel from the Oneida Veterans Services Office shall work collaboratively to ensure all members, along with the public, are provided notice of meeting location, agenda, documents and minutes pursuant to these bylaws, as well as the Open Records and Open Meetings law, and that the meeting agenda, documents and minutes are prepared and packaged for the ONVAC members consistent with the Boards, Committees and Commissions law.

- (c) Meetings shall be run in accordance with Robert's Rules of Order and shall be open to the public per the Open Records and Open Meetings law.

3-2. *Emergency Meetings.* An emergency meeting may be called for the purpose of addressing an emergent need relative to the work of the ONVAC that requires a determination/decision unable to await until the monthly scheduled meeting of the ONVAC.

- (a) Within seventy-two (72) hours after an emergency meeting, the ONVAC shall provide the Nation's Secretary with notice of the emergency meeting, the reason for the emergency meeting, and an explanation as to why the matter could not wait until the next regular scheduled meeting.
- (b) Subject to section 2-4(a) of these bylaws, emergency meetings may be called by any ONVAC Officer upon at least twenty-four (24) hour advance notice to all members of the Veterans Affairs Committee.
  - (1) Notice of an emergency meeting shall be provided to all ONVAC members via telephone call, as well as by e-mail communication sent, with a RSVP request, to the official Oneida Nation e-mail address given to each member to conduct ONVAC business electronically, and, along with the public, shall further be provided in accordance with the Open Records and Open Meetings law.
  - (2) A quorum must be present at the emergency meeting in order to take any action.
- (c) Minutes of emergency meetings shall be taken, recorded electronically, and approved for the record at the next scheduled monthly ONVAC meeting.

3-3. *Joint Meetings.* Joint Meetings may be held in the Oneida Business Committee Conference Room of the Norbert Hill Center as frequently as agreed upon between the Oneida Business Committee and the ONVAC.

- (a) Notice of the joint meeting agenda, documents and minutes shall be provided, and the joint meeting conducted, in accordance with resolution BC-03-27-19-D titled, Oneida Business Committee and Joint Meetings with Boards, Committees and Commissions – Definitions and Impact, as may be amended from time-to-time hereafter.

3-4. *Task Forces and Subcommittees.* Task forces and subcommittees of the ONVAC may be created and dissolved when necessary so long as in accordance with the Boards, Committees and Commissions law.

- (a) The Chairperson shall be an ex officio member of all task forces and subcommittees.
- (b) A task force created by the ONVAC shall dissolve upon either a set date or acceptance of a final report by the ONVAC at its next scheduled monthly meeting.
  - (1) At a minimum, task forces created by the ONVAC must have mission or goal statements for completion of tasks.
  - (2) Materials generated by the task force shall be forwarded to the Oneida Business Committee Support Office for proper disposal within two (2) weeks of dissolution.

- 3-5. *Quorum.* All meetings of the ONVAC shall have at least a quorum in attendance, with quorum being defined as five (5) ONVAC members, one (1) of which is an ONVAC Officer; provided, the Secretary may only complete a quorum for meetings called pursuant to section 2-4(a) of these bylaws.
- (a) A quorum shall be established at least five (5) minutes before the scheduled meeting time.
    - (1) Failure to establish a quorum will result in rescheduling of the meeting.
- 3-6. *Order of Business.* The order of business shall be:
- (a) Call to Order/Opening Ceremony
  - (b) Approval of Agenda
  - (c) Approval of Minutes
  - (d) Task Force and Subcommittee Reports or Reports by Invited Guests
  - (e) Old Business/Tabled Business
  - (f) New Business
  - (g) Veteran Service Officer Report (FYI)
  - (h) Public Comment (5-minute limit per speaker per subject)
  - (i) Executive Session
  - (j) Other Additional Agenda Items and/or Reports by Individual ONVAC Members
  - (k) Adjournment
- 3-7. *Voting.* Decisions of the ONVAC shall be by majority vote of the members in attendance at an ONVAC meeting of an established quorum.
- (a) Each of the nine (9) ONVAC members, including the Chairperson, shall be entitled to one (1) vote on each matter submitted to a vote of the ONVAC.
  - (b) E-polls are permissible so long as conducted in accordance with the Boards, Committees and Commissions law.
    - (1) The Vice-Chairperson shall serve as the Chairperson's designee for the responsibility of conducting an e-poll in the absence or discretion of the Chairperson.

#### **Article IV. Expectations**

##### *4-1. Behavior of Members.*

- (a) Members of the ONVAC shall present and conduct themselves in a professional manner when acting in their official capacity as members of the ONVAC by, among other actions, speaking in a respectful and courteous manner to ONVAC members, as well as non-members, and dressing in appropriate attire when attending meetings and/or other ONVAC events.
- (b) No member shall act independently of the ONVAC, on behalf of the ONVAC, or express and/or represent views of the ONVAC without its specific approval as established by a majority vote of the members present at an ONVAC meeting of an established quorum.

- (c) Members shall prepare for and attend all meetings of the ONVAC unless excused in accordance with these bylaws.
- (d) Members shall comply with these bylaws and all other laws and/or policies of the Nation
- (e) *Enforcement.* Any action by a member contrary to the above shall be discussed at the next ONVAC regularly scheduled monthly meeting or emergency meeting and appropriate warnings and/or actions may be taken by the ONVAC as agreed upon by a majority vote of the ONVAC members in attendance at the monthly or emergency meeting of an established quorum, including, but not limited to:
  - (1) That the ONVAC may make a recommendation to the Oneida Business Committee for termination of the member's appointment in accordance with the Boards, Committees and Commissions law or any other law of the Nation governing the termination of appointed officials.
  - (2) That the ONVAC may discipline the member in accordance with any law of the Nation governing sanctions and penalties for appointed officials.

4-2. *Prohibition of Violence.* ONVAC members are prohibited from participating in or committing any intentional acts of violence that inflict, attempt to inflict, or threaten to inflict emotional or bodily harm on another person or damage to property. No intentional act of violence will be tolerated and/or accepted by any member of the ONVAC while acting in an official capacity as a member of the ONVAC.

4-3. *Drug and Alcohol Use.* ONVAC members shall not use any alcohol, illegal drugs or legal drugs, other than as prescribed/directed, while acting in their official capacity as members of the ONVAC.

4-4. *Social Media.* Expectations for use of social media is for official business of the ONVAC

- (a) While engaged in social media activities, no member shall use his or her status on the ONVAC for individual gain or purpose.
- (b) Members of the ONVAC shall comply with the Oneida Nation's Social Media Policy and their oath of office when using social media while acting on behalf of or as a representative of the ONVAC.

4-5. *Conflict of Interest.* ONVAC members shall comply with all laws and policies of the Nation governing conflicts of interest.

- (a) Members on the ballot for an Officer position with the ONVAC shall recuse themselves from voting on the position for which they are running to fill.

#### **Article V. Stipends and Compensation**

5-1. *Stipends.* ONVAC members shall be eligible for the following stipends as set forth in and subject to these bylaws, the Boards, Committees and Commissions law, and resolution BC-05-08-19-B titled, Amending Resolution BC-09-26-18-

D Boards, Committees and Commissions Law Stipends, as may be further amended from time-to time-hereafter:

- (a) One (1) meeting stipend per month, provided that:
  - (1) A quorum was established;
  - (2) The meeting of the established quorum lasted for at least one (1) hour; and
  - (3) The member collecting the stipend was physically present for the entire meeting.
- (b) A stipend for attending a duly called joint meeting between the ONVAC and the Oneida Business Committee, provided that:
  - (1) A quorum was established by the ONVAC;
  - (2) The joint meeting lasted for at least one (1) hour; and
  - (3) The ONVAC member collecting the stipend was physically present for the entire joint meeting.
- (c) For attending a conference or training, provided that:
  - (1) The member attended a full day of training or was present at the conference for a full day; and
  - (2) The member's attendance at the training or conference was required by law, bylaws or resolution.
- (d) A stipend for attending a Judiciary hearing if the member's attendance at the Judiciary hearing was required by official subpoena.
- (e) Task force and subcommittee members shall not be eligible for stipends unless specific exception is made by the Oneida Business Committee or the Oneida General Tribal Council.

5-2. *Compensation.* Besides travel, per diem and business expense reimbursements authorized by the Boards, Committees and Commissions law, ONVAC members shall not be eligible for any other form of compensation for duties/activities they perform on behalf of the ONVAC.

## **Article VI. Records and Reporting**

6-1. *Agenda Items.* Agenda items shall be consistently maintained in the format identified in Article III, section 3-6 of these bylaws as the Order of Business.

6-2. *Minutes.* Meeting minutes of the ONVAC shall be typed in a consistent format provided by the Oneida Business Committee Support Office to generate the most informative record of all meetings of the ONVAC.

- (a) The minutes shall provide a summary of the action(s) taken by the ONVAC during the meeting that includes the decision, any motions and/or amendments, the vote and any other pertinent information that would lend to the record.
- (b) Minutes shall be submitted to the Oneida Business Committee Support Office within thirty (30) days of their approval by the ONVAC.

6-3. *Attachments.* All meeting handouts, reports, memorandum and the like shall be attached to the minutes and agenda to be maintained as a packet upon submission to the Oneida Business Committee Support Office.

- 6-4. *Oneida Business Committee Liaison.* All three (3) Officers of the ONVAC shall be made aware of the need to meet with the Oneida Business Committee member who is ONVAC's designated liaison and any and/or all of the Officers may meet with the liaison on an as-needed basis, the frequency and format of which may be as agreed upon between the liaison and the Officers so long as no less than as required by law or policy on reporting developed by the Oneida Business Committee or Oneida General Tribal Council.
- (a) The purpose of the liaison relationship is to uphold the ability of the liaison to act as support to the ONVAC.
- 6-5. *Audio Recordings.* All meetings of the ONVAC shall be audio recorded using a recording device approved of and/or supplied by the Oneida Business Committee Support Office.
- (a) Audio recordings shall be maintained by the Oneida Business Committee Support Office in accordance with the Open Records and Open Meetings law.
  - (b) *Exception.* Audio recordings of executive session portions of a meeting shall not be recorded.

**Article VII. Amendments.**

- 7-1. *Amendments.* The Veterans Affairs Committee, upon written notice, may at any of its regular meetings, by a majority vote of the members present at a meeting of an established quorum, amend or repeal these bylaws, provided that, the amendment or repeal has been submitted in writing at the previous regular meeting.
- (a) Any amendments to these bylaws shall conform to the requirements of the Boards, Committees and Commissions law and any other policy of the Nation.
  - (b) All amendments and/or repeals of these bylaws shall be approved by the Oneida Business Committee prior to implementation.
  - (c) These bylaws shall be reviewed on an annual basis.

---

These By-laws, as amended and revised, are hereby approved by the Oneida Business Committee at a duly called meeting held on September 25, 2019, by the Secretary of the Oneida Business Committee's signature.



---

Lisa Summers, Secretary  
Oneida Business Committee