

ONEIDA TRIBE OF INDIANS OF WISCONSIN

Human Resources Department

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Human Resource Department Interpretation

January 29, 2014

RE: Interpretation of Accumulated Disciplinary Actions Warranting Termination

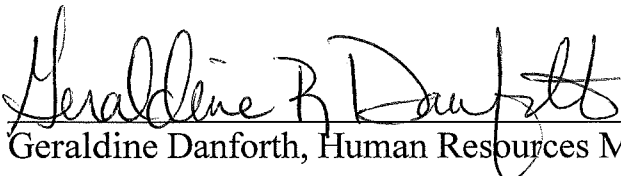
In accordance with the Oneida Personnel Policies and Procedures section V.D.3., "*Accumulated Disciplinary Actions Warranting Termination*," the accumulation of 3 upheld written warnings, 2 upheld suspension, or 3 of any combination of written warnings and/or suspensions within a 12 month period warrants termination.

In the 2011 Oneida Tribal Judicial System (OTJS) case, Denny v. Table Games, Docket #11-AC-005, the OTJS ruled, "*Disciplinary actions on appeal are considered valid and upheld until overturned by the Area Manager, Personnel Commission or Oneida Tribal Judicial System.*"

HRD Interpretation

Disciplinary actions that are in the appeals process are considered valid and upheld until overturned by the Area Manager, Personnel Commission or Oneida Tribal Judicial System; however, if a disciplinary action is used to support a termination and the underlying disciplinary action is overturned, the termination could potentially be overturned due to lack of support.

NOTE: *Warrant, when specifically related to disciplinary actions, does not mean mandate; so the issuance of a termination for accumulated upheld disciplinary actions is the within the immediate supervisor's discretion.*


Geraldine Danforth, Human Resources Manager


Date