



COVID-19 Core Decision Making Team Declaration

Amendment to “Suspension of Premium Pay and All Temporary Pay Increases” Declaration Regarding Employment July 7, 2020

The world is currently facing a pandemic of the coronavirus disease 2019 (COVID-19). The COVID-19 outbreak originated in Wuhan, China and has spread to many other countries throughout the world, including the United States. The World Health Organization has identified that the spread of COVID-19 is now a pandemic resulting in many countries experiencing the effects of illness and health issues related to COVID-19 and economic impacts.

On March 12, 2020, Chairman Tehassi Hill signed a “Declaration of Public Health State of Emergency” regarding COVID-19 which set into place the necessary authority should action need to be taken and allows the Nation to seek reimbursement of emergency management actions that may result in unexpected expenses.

On March 17, 2020, the Oneida Business Committee adopted emergency amendments to the Emergency Management and Homeland Security law to create and delegate authority to a COVID-19 Core Decision Making Team (COVID-19 Team). [3 O.C. 302.10]. When a public health emergency has been declared, the COVID-19 Team has the authority to declare exceptions to the Nation’s laws, policies, procedures, regulations, or standard operating procedures during the emergency period which will be of immediate impact for the purposes of protecting the health safety, and general welfare of the Nation’s community, members, and employees. [3 O.C. 302.10-2].

The Oneida Business Committee adopted the first extension resolution # BC-03-25-2020-A, Extension of March 12th Declaration of Public Health Emergency, which extended the emergency period to May 12, 2020 at 11:59 p.m. This extends the enforcement of all Declarations issued by the COVID-19 Team.

The Oneida Business Committee adopted the second extension resolution # BC-05-06-2020-A, Extension of Declaration of Public Health State of Emergency Until June 11th, which extended the emergency period to June 11, 2020 at 11:59 p.m. This extends the enforcement of all Declarations issued by the COVID-19 Team.

The Oneida Business Committee adopted the third extension resolution # BC-06-09-2020-A, Extension of Public Health State of Emergency Until July 12th, which extended the emergency period to July 12, 2020 at 11:59 p.m. This extends the enforcement of all Declarations issued by the COVID-19 Team.

The COVID-19 Team issued the March 23, 2020 declaration “Suspension of Premium Pay and All Temporary Pay Increases” after the Oneida Business Committee adopted resolution # BC-03-17-20-A, Adoption of Tier IV Budget Contingency Plan for the Remainder of Fiscal Year 2020 as a Result of Potential COVID-19 Pandemic Impacts, which implemented budget contingencies as well as deferred budgeted deposits to various endowments and trust funds, and ensured payroll to employee for the initial public health state of emergency. The March 23, 2020 declaration identified that financial impacts from the pandemic which resulted in the unanticipated closing of the gaming operations to the public was greater

than anticipated and restricted some employment related actions. Specifically, the March 23, 2020 declaration included the following restriction:

4. All vacant positions shall be withdrawn from posting, all offers shall be withdrawn, all new hires who have not appeared for work shall be notified that the offer of employment is withdrawn. The COVID-19 Team shall consider all requests to post or hire based on the information provided in the request, critical need, and financial status of the Nation.

After it became clearer that the pandemic would have longer than anticipated financial impacts on the Nation through closure of the gaming operations to the public, the Oneida Business Committee adopted resolution # BC-04-08-20-C, Tier V Budget Contingency Declared for Remainder of Fiscal Year 2020. This resolution identified necessary guidance regarding "Essential Services" and "Essential Employee Levels" as follows:

Resolve #2. Essential Services

NOW THEREFORE BE IT FURTHER RESOLVED, that the Operations shall reduce all funding to essential services, only, to the greatest extent possible until the end of FY2020, or until formerly announced otherwise, to maintain viability of the Nation and its' organization so long as the Nation is financially able to allocate funding. Essential services for the purposes of this Resolve should be understood as including employee payroll as defined in resolve #3, direct costs to provide the service, and indirect costs.

Resolve #3. Essential Employee Levels

NOW THEREFORE BE IT FURTHER RESOLVED, that employee levels are to be managed at essential employee levels only. Essential employee shall be defined as the minimum level necessary to provide essential programs / services as defined in resolve #2.

The Treasurer developed the Finance COVID-19 Team to assist in identifying the short-term financial status and needs to protect the community through programs and services by allocating and reallocating investment funds and limited revenue. Through this process, the Nation was able to avoid complete closure of all operations and set forth a path to for financial support of essential operations and re-opening needs such that paragraph #4 of the March 23, 2020 declaration is no longer necessary.

The COVID-19 Team hereby declares that paragraph #4 of the March 23, 2020 declaration is rescinded and all employment and services determinations shall be made in accordance with resolution # BC-04-08-20-C, Tier V Budget Contingency Declared for Remainder of Fiscal Year 2020.

This declaration shall be made effective immediately and shall remain in effect for the duration of the Nation's public health emergency.



Oneida Nation Chairman