

Human Resources Department
Oneida Tribe of Indians of Wisconsin

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Oneida, WI 54155



UGWA DEMOLUM YATEHE
Because of the help of
this Oneida Chief in
cementing a friendship
between the six nations
and the colony of
Pennsylvania, a new
nation, the United States
was made possible.



Oneidas bringing several
hundred bags of corn to
Washington's starving army
at Valley Forge, after the
colonists had consistently
refused to aid them.

MEMORANDUM

To: HRD Personnel
From: Z. Ronald Skenandore, Human Resources Manager
Date: June 21, 1995
Re: Parent Policy Leave

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Attached, as promised yesterday at the HRD Director's
meeting, are two documents :

- Tribal Resolution #3-2-94A
- January 10, 1995 Fax regarding 10-14-94 Business
Committee Approved policy

It had been my assumption that we all had copies of these
documents. Sorry, I guess I was incorrect.

Please remember that the initial resolution was adopted by
the B/C after being "lobbied" by the Headstart parent
committee and did not provide any opportunity for comment.

After several months of confusion, the GM took up the
challenge and asked for comments which he routed to the
LOC. I am informed that the B/C approved the attached
"policy" to implement the resolution on 10-14-94 but HRD
was not aware of it until I requested the 1-10-95 Fax
after hearing rumors that changes had been made.

I hope this helps to clarify "Parent Policy" issues.
Interpretations to date have been relatively easy, once
you've had the opportunity to read the implementing
policy, I believe you'll see why.

Victrietta has done at least one Tribal wide mailing of
the current policy since we became aware of its existence.

Please bring questions directly to me or to our next
Director's meeting. Thank you.

Oneida Tribe of Indians of Wisconsin

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Phone: 869-2214



Oneida, WI 54155



RECEIVED
MAR 24 1994

UGWA DEMOLUM YATEHE
Because of the help of this
Oneida Chief in cementing
a friendship between the
six nations and the Colony
of Pennsylvania, a new na-
tion the United States was
made possible.

HUMAN RESOURCES

Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them

RESOLUTION #3-2-94-A

WHEREAS, the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States, and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1 of the Oneida Tribal Constitution by the Oneida General Tribal Council, and

WHEREAS, the Oneida Tribe recognizes the need to provide the highest quality educational and social experience for the children of Oneida Tribal employees, and

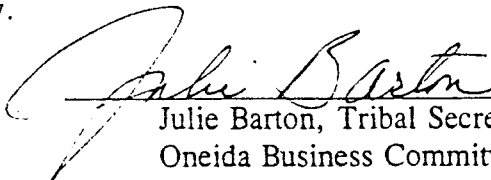
WHEREAS, the Oneida Tribe recognizes that parental involvement is critical for enhancing our children's benefit from educational and social experiences, and

WHEREAS, the Oneida Tribe recognizes that the changing employment situation in the community has limited working parent's ability to take the time to be part of our children's educational and social activities.

NOW THEREFORE BE IT RESOLVED: That the Oneida Tribe shall grant each employee four hours, within their regular work schedule per month, to be used for participation in their children's educational and/or social activities. These hours may not be accumulated and must be used within each calendar month. Further, these hours must be arranged for, with twenty-four hours advance notice, with the supervisor and may not be used for any purpose other than that which is specified above.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum. 2 members were present at a meeting duly called, noticed and held on the 2nd day of March, 1994; that the foregoing resolution was duly adopted at such meeting by a vote of 8 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.


Julie Barton, Tribal Secretary
Oneida Business Committee

B/C APPROVED
10-14-94

5. Parent Policy Leave

- a. Employees who are parents, guardians, or those individuals specifically referred to as "immediate family" as defined in Section IV, page 6 of the Personnel Policies and Procedures which includes husband, wife, mother, father, brother, sister, son, daughter, mother - in - law, father - in - law, grandparent and grandchild may request to participate in their child (ren)'s educationally sanctioned events not to exceed four (4) hours per employee per month.
 - 1) These four (4) hours shall not accumulate.
- b. Approval to utilize the four (4) hours must be obtained from the supervisor.
 - 1) An employee shall request his/her supervisor to utilize this leave with a minimum of twenty-four (24) hour notice.
 - 2) The Supervisor may request verification of
 - a. guardianship of the child(ren) and/or
 - b. the attendance of the employee at their child(ren)'s educationally sanctioned event.
- c. The burden shall be on the supervisor to show that a denial of the Parent Policy Leave which is based upon interference with the business of the Tribe.
- d. This leave shall not be paid as over-time. The supervisor may have the option to use flex time to cover this time off to attend their child(ren)'s educationally sanctioned events.
- e. All employees, except Emergency/Temporary, Youth Workers, Student Inters, and Seasonal Workers during their first season, and Substitute Reliefs are eligible to participate in this benefit.