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A good mind. A good heart. A strong fire.

Human Resources Department

October 1, 2020

Interpretation on Transfers and Promotions, including Reassignments, Personnel Policy Section III.C.1-4 and III.C.2.b.3

III.C “Transfers and Promotions Policy. The Oneida Nation encourages transfers and promotions within and among units in order to make the best possible use of human resources to meet Tribal goals and objectives. Supervisors are encouraged to work together to create an environment in which employees constantly strive to improve their skills and abilities and managers constantly seek to provide challenging and rewarding work experiences.”

d) The newly transferred or promoted employee shall be required to complete a three month probation period (all conditions of the Tribe’s Probation Policy shall apply.)

III.C.2.b Job Reassignments

- 1) Job Reassignments may be made by supervisors to make more efficient and effective use of human resources.
- 2) Job Reassignments may be supervisor-initiated or employee-initiated but must be made in the best interests of the operating unit.
- 3) Job Reassignments may be made at any time with the approval of the Area Manager and after a review of each affected job by the Personnel Evaluation Committee

Interpretation

Reassignments will not result in probation in accordance with Personnel Policy, Section III.D, with no probationary wage.


Geraldine R. Danfeld

Effective date: September 13, 2020

HRD Area Manager