

Oneida Nation

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Oneida, WI 54155

BC Resolution # 10-26-22-C Fiscal Year 2023 COVID-19 Paid Time Off Hours

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; 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 Nation has approved the payment of time off resulting from COVID-19 restrictions as set by the U.S. Centers for Disease Control which required an individual to isolate or quarantine depending on the exposure to COVID-19 or a positive test result; and
- WHEREAS,** in Fiscal Year 2021 and Fiscal Year 2022 the paid time off was in a separate budget fund unit and allowed up to 80 hours for full-time employees, 60 hours for half-time employees and 40 hours for part-time employees; and
- WHEREAS,** the U.S. Centers for Disease Control have modified the COVID-19 isolation and quarantine processes based on the virus' changing nature and the prevalence of vaccinated individuals such that the award of 80/60/or 40 hours for Oneida Nation employees should be adjusted; and
- WHEREAS,** the Oneida Business Committee has determined that the paid time off should be cut in half for each category and the funding for this paid time off shall be located within each fund unit's budget like all other paid time off approved by the Nation; and
- WHEREAS,** the Oneida Business Committee has directed the Executive Director of the Human Resources Department to update the Standard Operating Procedure for this paid time off activity; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee approves paid time off for employees as set forth in the COVID-19 Paid Time Off SOP, as updated, in the amount not to exceed 40 hours for full time employees, 30 hours for half time employees and 20 hours for part time employees for the remainder of Fiscal Year 2023 beginning at 12:01 a.m. on October 30, 2022.

BE IT FURTHER RESOLVED, the COVID-19 paid time off shall be paid through the fund unit's payroll line as all other paid time off authorized by the Nation, provided that, where a grant specifically prohibits use of funds in this manner, a set aside for this purpose has been identified.

BE IT FINALLY RESOLVED, the COVID-19 paid time off shall end on the last day of Fiscal Year 2023.

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; 5 members were present at a meeting duly called, noticed and held on the 26th day of October, 2022; that the forgoing resolution was duly adopted at such meeting by a vote of 4 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."