

**ONEIDA JUDICIARY**  
Tsi nu téshakotiya?tolétha?

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**TRIAL COURT**

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**Matthew W. Stedl**  
**Petitioner,**

v.

**CASE NO: 22-EMP-011**

**Security – Main Casino,**  
**Respondent,**

**DATE: January 4, 2023**

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**ORDER**

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This case has come before the Oneida Trial Court, the Honorable John E. Powless, III presiding.

*Appearing In-person:* Petitioner, Matthew W. Stedl; On behalf of Respondent, Katsi Danforth, Security Director, and Respondents' Advocate Donna Smith.

**STATEMENT OF THE CASE**

On December 20, 2022, Petitioner filed an employee grievance complaint with the Trial Court seeking to overturn the disciplinary action issued to him in the form of a written warning. On December 30, 2022, a hearing was held to seek clarification whether Petitioner met filing requirements. At the hearing, the parties stipulated to an agreement and presented to the Court for consideration.

**FINDINGS OF FACT**

The Court finds as follows:

1. The Court has subject matter, territorial and personal jurisdiction over this matter.
2. All entitled to notice received notice.
3. On December 30, 2022, the parties stipulated to the following agreement and presented to the Court for consideration:
  - a. Petitioner admits to Oneida Personnel Policies and Procedures violations:
    - i. Work Performance, sub-section g. Negligence in the performance of assigned duties (W/S/T).
    - ii. Personal Actions and Appearances, sub-section j. Failure to exercise proper judgment (W/S/T).
  - b. Parties agree the disciplinary action of written warning will stand. However, if Petitioner does not violate the same Oneida Personnel Policies and Procedure

sections for six-months then the disciplinary action in this case will be removed from Petitioner's employee record.

- i. The six-month period shall conclude May 13, 2023.
- c. The Court agrees to the party's stipulation and agreement.

### ANALYSIS


At the hearing, Petitioner admitted to the violations, resulting in a written warning. The parties further agree to dismiss the written warning, on the condition Petitioner does not receive a disciplinary action for Work Performance – sub-section g. and/or Personal Actions and Appearances – sub-section j. within a six-month time frame, concluding May 13, 2023. In the event Petitioner receives either violation on or prior to May 13, 2023, the disciplinary action of written warning remains in effect.

### ORDER

1. The Court accepts Petitioners admittance of violating Oneida Personnel Policies and Procedure violations:
  - a. Work Performance, sub-section g. Negligence in the performance of assigned duties (W/S/T),
  - b. Personal Actions and Appearances, sub-section j. Failure to exercise proper judgment (W/S/T).
2. The Court further GRANTS the party's request to remove the disciplinary action of written warning from Petitioners record, on the condition Petitioner does not violate the same OPPP sections for six-months. The six-month period shall conclude May 13, 2023.
  - a. If Petitioner violates the same OPPP violations on or prior to May 13, 2023, the disciplinary action of written warning will remain in effect.
3. The parties shall file an update to the Court, identifying whether Petitioner met conditions or violated the same OPPP violations, no later than Friday, May 19, 2023.
  - a. As a result, the Court shall enter a Final Order.

IT IS SO ORDERED.

By the authority vested in the Oneida Trial Court pursuant to Resolution 01-07-13-B of the General Tribal Council an order was signed on January 4, 2023.

  
John E. Powless III, Trial Court Judge

