

The HR Newsletter

News Employees Can Use



Based on some of the feedback we've received about the newsletter, this newsletter will look to incorporate more informative content including general policy and procedure clarifications, and general reminders.

HRD is also approaching the final stages to the development of the department's overall strategic plan. This will serve as the over-arching guide as we look to drive overall effectiveness in the HR service provided to the organization. What started as a project on formally identifying key priorities based on previous external and internal feedback grew into seeing a need to formalize a plan that creates a roadmap for HRD.

Given that, there are already a number of strategic projects underway within HRD with some being communicated previously and some that are in the early stages of being initiated. As most are aware, the "MyOneida/GHR" project is a strategic project that continues to require significant time and dedicated efforts to. But as the project team approaches the implementation of additional modules, the Nation will begin to see significant efficiencies and automation in many of the processes HRD coordinates. Future modules include talent acquisition/transition management (job posting and hiring processes), position budgeting, Workforce management (to replace the current Kronos system), as well as others.

Additional efforts are underway with change management initiatives including employee and leadership engagement efforts, focus group work to identify gaps within the current hiring processes, succession planning development, and expanding opportunities for employee and leadership development.

In closing, HRD continues to focus on providing timely communication on important information and critical updates. Any feedback on additional content for the HRD Newsletter is greatly appreciated and can be sent to HRD_General@oneidanation.org.



Vision (*Kahletsyalusla*)
We aspire to be the model for excellence and leadership

Mission (*Ka?tshtatst^sla*)
Strengthen the Oneida Nation's Workforce by delivering progressive HR solutions and collaborative leadership

Values (*Kalihwiyo'*)
Responsiveness
Collaboration
Integrity
Respect

Priorities (*Kanolukhwaska*)

DEVELOPMENT
Strengthen employee capability
Drive personal and professional growth
Cultivate an environment for growth and development

PROCESS IMPROVEMENT
Improve customer satisfaction
Achieve efficiencies and increase effectiveness

PEOPLE & CULTURE
Empower employees
Restore and rebuild trust
HR has a culture of inclusivity, respect and accountability



Inside this issue:

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Yaw^ko
Todd VanDen Heuvel, Executive HR Director

Non-Exempt Employees May Not Receive Comp Time

Non-exempt (hourly) employees who work more than 40 hours per week may not receive comp time. Comp time is prohibited per the Timekeeping Work Standards and Procedures.

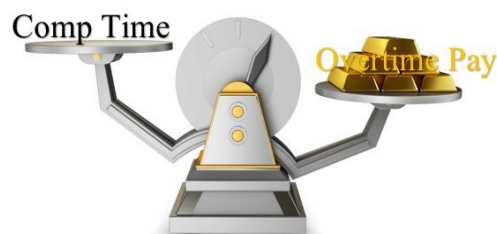
For example, a non-exempt employee who works 45 hours one week can't be given off the extra five hours another week. The employee must receive overtime pay for working over 40 hours in a week. In this example, the employee is owed five hours of overtime pay.

Not paying employees overtime violates the Personnel Policies and Procedures. Section IV.A.3.e. states, "Tribal employees are expected to work overtime if required. Time and one-half will be paid for this overtime." Remember, personal/vacation time and holiday time do not count toward the 40 hours of work time.

An alternative to avoid paying overtime is to allow flex time. Flex time allows supervisors the ability to provide employees with flexible work schedules. The flexible work schedule allows various starting and finishing times, totaling 40 hours in the same work week. Basically, flex time allows employees to have flexible work schedules for the employee's convenience, the department's convenience, and/or as a way to avoid overtime. Flex time must be pre-approved by the supervisor.

Flex time example #1: Business hours are 7:30 a.m. to 5:00 p.m., Monday through Friday. Employee "A" works 7:30 a.m. to 4:00 p.m. with an hour lunch. Employee "B" works 8:30 a.m. to 4:30 p.m. with a 1/2 hour lunch. Both employees worked 40 hours that week with different work schedules by using flex time.

Flex time example #2: On Thursday, the supervisor realizes that the employee has already put in 36 hours. If the employee works 8 hours on Friday, there will be 4 hours of overtime. The supervisor could choose to have the employee flex their hours on Friday and only work four hours, rather than eight, for a total of 40 hours worked that week.



DID YOU KNOW???????

Payor of Last Resort

Are you on our health plan and having difficulty getting Medicare to process your hospitalization claims correctly? Our health plan adopted the Payor of Last Resort rule, which says in part, Tribal members and/or Tribal spouses on our health plan who are 65 or older, must apply for Medicare Part A and Medicare pays primary and our health plan pays secondary.



TIP: Contact Medicare Secondary Payer Unit via 1-855-798-2627. The critical information that needs to be shared with Medicare is that UMR is Oneida’s third party administrator and that Oneida is a Federally recognized Tribal government who has a Tribal Self-funded Insurance program, before Medicare will change from Secondary to Primary.

If you need additional help, you can contact our Oneida Health Advocates @ 920-490-3729.

New Address or Phone #?

Is your address & phone number up to date with the Nation?

If not, you could be missing important organizational communication!

To verify/update your address and/or phone number, log in to My Oneida at: myoneida.oneidation.org and click on Profile>Personal to add or change your contact information.

Do you have a Medical Emergency and no PTO available?



You may be able to receive donated hours for your Medical Emergency from friends, co-workers, family members, etc. You will need to provide a Dr. Note from a Medical Provider stating you have a medical emergency and that you will need to be off more than 3 days. Send the dr. note along with the Medical Emergency Verification Form (located on the Oneida Portal under HRD Forms) to Todd VanDen Heuvel, Executive HR Director for approval of your request. For more information, the Donation of Hours SOP can be found on the Employee Manual under Tribe-wide SOPs and on the Oneida Portal under Tribe Wide Work Standards, SOPs & Policies.

The 401K match will increase to 5% effective January 1, 2024 with an implementation date of Sunday, January 7, 2024.

401K RETIREMENT PLANS

Oneida Nation offers the option to save money for retirement.

Transamerica Retirement Solutions is the 401k vendor for:

Traditional 401k (*pre-tax contributions*)

Roth 401k (*post-tax contributions, not matched*)

DOLLAR FOR DOLLAR, UP TO 5% MAXIMUM,
MATCHED BY ONEIDA NATION

To enroll or make changes to your 401k, contact Transamerica.

Toll-free at 1-800-755-5801

Online: <https://oneida.trretire.com>

NEED FINANCIAL ADVICE?

Valley Investment Solutions offers free financial advice to Oneida employees.

General Number 920-574-3745

Nathan Van Stippen 920-277-3265 NATHAN@visadvisors.com

Todd Cherry 920-475-3265 TODD@visadvisors.com



401k VESTING SCHEUDLE

Less Than 1 year	0%
1 year	25%
2 years	50%
3 or more years	100%

HRD Training & Development Services

We Want Your Feedback!

We want to know what topics you would like to learn more about or in what areas you would like a refresher. We want to know what will help you and your team meet your professional development and departmental goals for 2024.

Your feedback will help prioritize which E-Learning activities will be available in My Oneida – Growth in the new year!

Be on a lookout for a survey from Human Resources Training & Development in your email later this month.



January In-Person Training for Supervisors

The following courses are required for new supervisors, but they are open to all supervisors who would like to brush up on their skills:

Managing Employee Performance: Learn how to improve accountability and determine solutions to address day-to-day performance issues.

Wednesday, January 10, 1:30 to 4:30pm
Employee Services, Wolf Room

Interview Certification: Learn how to conduct behavioral-based interviews through the development of relevant interview questions and activities.

Thursday, January 18, 8:30 to 11:30am
Employee Services, Wolf Room

Evaluating Employee Performance: Learn how to conduct effective on-going performance evaluations and review the evaluation policy, procedures, and evaluation tool.

Wednesday, January 24, 1:30 to 4:30pm
Employee Services, Wolf Room

To register for one of these courses, please email hrd_training@oneidanation.org or call 920.490.3620

Announcements

**Wishing a
Happy Retirement
to Carol Bauman on
December 31st!**

Congratulations!

**Yaw'ko for 28 years of
service to Oneida Nation
with
20 years in the
Employee Assistance
Program**



Effective December 17, 2023

Nicole Waubano is the new HRD Support Specialist for the Hiring Department

Tonja Rice is the new HR Generalist for the Hiring Department.

Congratulations on your new positions!

Welcome New Employees

My name is Tennille Richardson. I worked in Human Resources for a little over 10 years and love it. I achieved my Bachelor's degree in 2012 and jumped into HR immediately as a Recruiter.

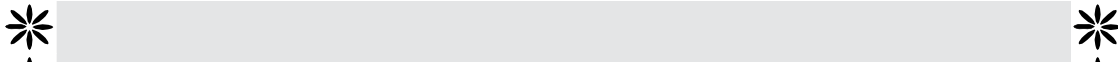
I have lived in Green Bay for the last 25 years but came from a small town up north, Oconto Falls. I prefer Green Bay!

My four grown children are out of the house and living close to me with my 8 grandkids. My family is my biggest joy in life.



**Twahwahtsílaway (Dwa wah jeeleye)
"All of us are Family"**

ANNOUNCEMENT

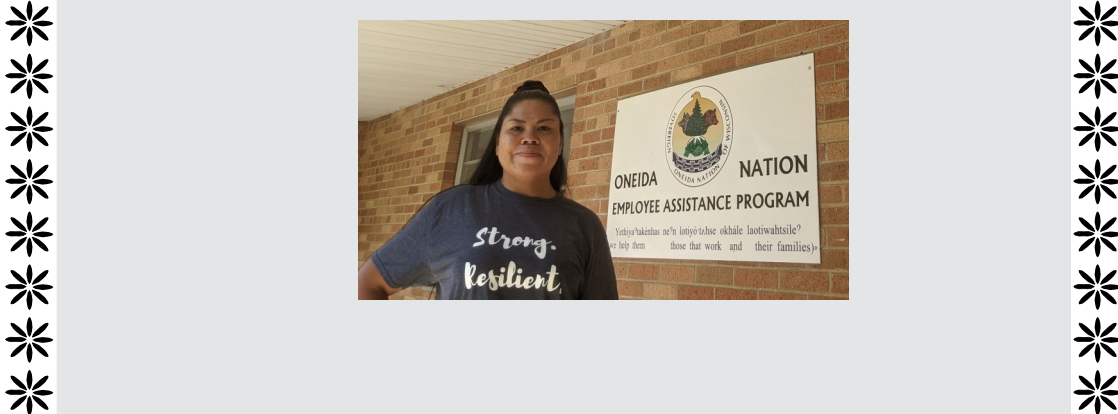


* Congratulations to Crystal House who has transitioned to the Employee Assistance Program (EAP) Manager from the EAP Counselor. In January, Crystal will have 23 years of service with the Oneida Nation with 6 of those years in EAP as a counselor.

* Crystal began working in the Employee Assistance Program to help clients improve their communication and coping skills, to strengthen their self-esteem, and to encourage empathy in the workplace. She has been employed as a front-line employee, a supervisor, and a manager, so she brings that experience to her work. She prides herself on being objective when working with employees and clients. She values confidentiality and wants to emphasize that Oneida’s EAP office is a judgement-free zone. Crystal is invested in improving our organization and community by providing mental health support and by helping to remove the shame and stigma of asking for help.

* EAP services are available to all Oneida Nation employees and their family members, please feel to reach out to me with any questions.

* You can contact Crystal at 920-490-3706 or by e-mail : chouse2@oneidation.org



Twahwahtsilaya (Dwa wah jeeleye)
 “All of us are Family”



What is Job Abandonment?

Job abandonment is when an employee is a no call/no show for three consecutive workdays. A no call/no show means the employee failed to call in and failed to show up to work.

When an employee is a no call/no show for three consecutive workdays, it shall be considered job abandonment and determined the employee QUIT their job.

Employee Job abandonment IS NOT a violation of the Oneida Nation's Personnel Policies and Procedures. As a result, supervisors do not terminate the employee with a disciplinary action.

Instead, the supervisor will fill out the Employee Non-Disciplinary Separation Form found in the Oneida Portal under HRD's Forms & Documents.

When the form is complete, the supervisor will mail a copy using certified mail, to the employee and email copies to the Area Manager and to the HRD_Hiring@oneidanation.org mailbox.



Ask EEO...

Q: Can an employee file a Formal complaint against another employee?

A: An employee may file a complaint if they have a disagreement with or concern about another employee.

Q: Who should a complaint be filed with?

A: A complaint should be filed with the supervisor of the employee being complained about.

Q: How should a complaint be filed?

A: Complaints may be filed orally and/or in writing. EEO encourages written complaints, so documentation exists. There is no official complaint form; a memo, letter, or e-mail is fine.

Q: What information should a complaint include?

A: It is recommended that a complaint include complete details such as:

- The name of the employee filing the complaint and name of the employee being complained about.

- A description of the specific circumstances surrounding the complaint (e.g., who, what, where, when, why, how).

- The impact of the circumstance on the employee.

- The recommended resolution the employee wants the supervisor to consider in order to correct the situation.

- A realistic timeframe the employee would like the supervisor to respond to the complaint.

- Complainant's signature and date.

Q: What are the complaint process timelines?

A: There are no timelines for filing, investigating, or resolving a complaint.

Q: What if the supervisor does not sufficiently address the complaint?

A: The employee may then file their complaint with the area manager (*i.e., the supervisor's supervisor*) if the supervisor does not address the complaint or if the employee is dissatisfied with the supervisor's resolution.

Equal Employment Opportunity (EEO) Office Services & Contact Information

The Human Resources Department's EEO Office can assist all employees of the Oneda Nation as it relates to the following services:

Services

- Complaints, Disciplinary Actions, and Appeals
 - Overall advice and guidance related to the personnel policies and procedures.
 - Mutually determine the length of suspensions with supervisors.
 - Consult with supervisors prior to them issuing terminations.
- Sexual Harassment Complaints
 - Advice, guidance, and EEO Investigations
- Workplace Violence Complaints
 - Advice, Guidance, and EEO Investigations
- Investigations, Disciplines, & Grievances Training
 - Upon request from management, the EEO Office will train all employees the correct policies and procedures to use and how to use them.

Contact Information

EEO Department

HRD Phone: (920) 496-7900

EEO Phone: (920) 490-3680

EEO Email: HRD_EEO@oneidanation.org

Rita Reiter: EEO Officer

Office Phone: (920) 490-3646

Cell Phone: (920) 562-5516

Rita's Email: RREITER@oneidantion.org

Matt Denny: EEO Director

Office Phone: (920) 490-3647

Cell Phone: (920) 562-5517

Matt's Email: MDENNY@oneidanation.org



There may be time where the EEO Officer is away from their desk or out of cell phone range. If there is no answer or reply, please leave an email or leave a voice and/or text message. The EEO Officer will respond to all messages as soon as possible.

**Twahwahtsilaya (Dwa wah jeeleye)
"All of us are Family"**

The Employee Discount Booklet is under construction. We hope to have an updated version back on the HRD Benefits website soon. Stay tuned!!



UPDATE!

Take 5 Oil Change is now offering a 25% discount to all Oneida Nation employees! The Take 5 card below MUST be shown along with your employee badge to receive the discount at any of their locations. Show the coupon for an extra 10% off!



Account Name:
Oneida Employee

Account # 176688

Enjoy an extra 5% off with our Fleet Power Hours!
Monday – Friday. Open – 9:00AM & 5:00PM – Close



TAKE 5 FLEET PROGRAM

10% OFF

ANY OIL CHANGE

FOR FLEET CUSTOMERS

Some restrictions apply. See store for details. Valid for Fleet customers only. Limit one coupon per vehicle. No cash value. Coupon must be presented at time of service. Offer not valid on customer's own oil or filter. Expires 3/31/2024.

FLEET10FS



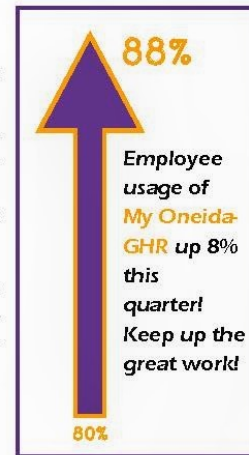
My Oneida Global Human Resources

*** Status Update ***

The project team is continuing to build, customize and configure the My Oneida-GHR software. We are finding efficiencies within the system and are reassessing our processes to better leverage these.

Currently we are working on the following phases:

1. **Talent Acquisition & Transition Management**— The Talent Acquisition and Transition Management Modules kicked off on August 15th. These modules manage the external and internal recruitment process from the time the candidate applies through pre-boarding, onboarding, hiring, cross-boarding, and offboarding. Once this module goes live in early 2024, our hiring department will see many efficiencies and automation in their processes and will be able to stop dual entry in our aging Infinium system. This will allow Hiring to instead work solely in our improved My Oneida-GHR.
2. **Workforce Management (WFM)**— The WFM module kicked off on November 9th. This module manages all aspects of Time and Attendance including scheduling and accruals of personal and vacation time. This module will go live September 29, 2024. Our Time & Attendance staff will be working diligently over the next several months on this module which will lead to potential process changes and increased efficiencies.



6/18

My Oneida-GHR
Modules
Completed

What is Coming Up?

1. **Payroll Kick-off**—The Payroll module will kick off in January 2024. We anticipate completion of this module September 29th, 2024.
2. **Team Training** – Continued training for team members of the new GHR system is required as we begin implementing more products within the GHR system.
3. **Employee Training**—We are excited to announce upcoming online employee trainings that will be essential to understanding the new My Oneida-GHR and WFM functions.
4. **Supervisor Training**—As we configure and implement more modules, supervisors will have access to new trainings to assist in understanding the new functions of My Oneida-GHR and WFM.

TO ACCESS MY ONEIDA ON YOUR MOBILE DEVICE, FOLLOW THE INSTRUCTIONS BELOW:

Go to the Oneida Portal (SharePoint) and click on Employees > Employee Resources > < My Oneida - GHR Resources > Employee Training

Satataskénha

You are trying hard!



My Oneida Global Human Resources



Project Kick-off! Workforce Management (WFM)

The Time & Attendance department will be working diligently for the next year on the configuration of Infor Workforce Management (WFM) software for Oneida Nation. WFM is a solution for functions such as:

- Time and attendance
- Workforce scheduling
- Absence management tools

This software solution will automate our complex pay and scheduling rules. WFM will replace our aging Kronos system.

Currently, there will be no change in Oneida Time & Attendance processes or functions.

Go Live: October 2024

For questions contact:

My Oneida GHR Hotline:
(920) 490-3690 HRD_General@oneidanation.org



TwahwahtsilayΛ (Dwa wah
jeeleye)
“All of us are Family”

Points of Contact		
Area	Issue(s)	Ext.
DTS Help Desk	Log on, access or icon	4357
Benefits/Compensation	Benefits, pay rate, etc.	3650
Records	Employment verification	3670
Training & Development	Training	3620
Payroll	Employee pay errors	3515
Hiring	EE errors (address/name)	3640

Years of Service - October 2023



FIVE
SCHOFIELD, BARBARA J
MIESBAUER, JAMES R
SKENANDORE, FRANCIS K
BOIVIN, TRACY J
EMERSON, DANIEL J
ARNOLD, SUSAN J
PETERSON, JEWEL M
BRUNETTE, FELICIA B

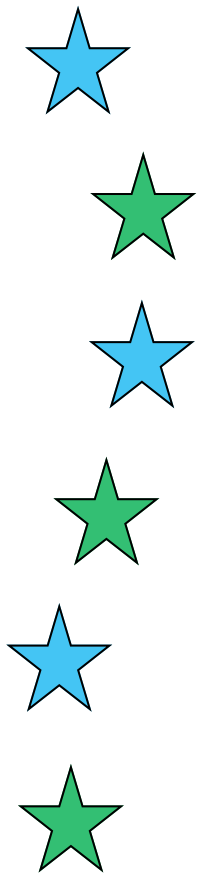
FIFTEEN
LOPEZ, DAWN M
MCCANN, HEIDI J
DEGROOT, TABITHA N
DREW, MERCEDES R
KRAUSE, LYNN J
KAYE, TIMOTHY P

TWENTY
SMITH, LEE T
LARSON, KURT B
MIELKE, JESSICA L

THIRTY
LARA, DAWN M
BEBEAU, HAROLD
BENJAMIN, ROBERT P
KOPONEN, MELANIE P
LAKE, TRACEY L

FORTY
JORDAN, SCOTT D

FORTY-FIVE
SUMMERS, LINDA



Satsániht
“You’re a good worker!”

Congratulations!



Years of Service - Nov. 2023



FIVE
UTESCH,LYNN D
TORAASON,TONYA L
GUERRA,JOE E
CORNELIUS,JR,CHARLES E
KING,JUSTIN F

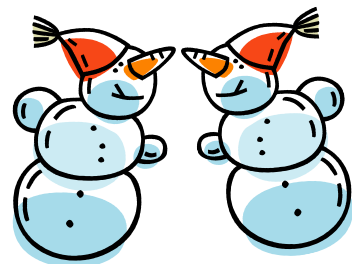
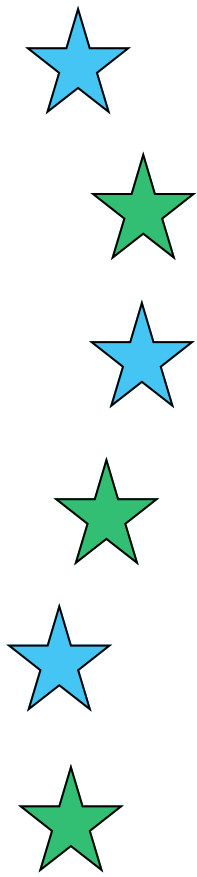
TEN
WOLTER,WENONA M
LUTTRELL,AMY D

FIFTEEN
FOWLER,LOUETTA M
REITER,NICOLE R
NINHAM-LAMBERIES,RALINDA R
MOUSSEAU,JENNIFER L
SHALINE,PHYLLIS D

TWENTY-FIVE
GORDON,LARRY J
KING,SR,PHILLIP L
KING,MARILYN J

THIRTY
DICKENSON,KIMBERLY
HEINZ,CRAIG
GALSKE,DONNA J
DEMUTH,TAMMY
BERGER,DUANE
LEGARE,SHARON
DUFFY,WILLIAM J
TORRES,WILLIAM P
RABIDEAU,IRVING C
MCDONALD,LISA M
GENSKOW LAPALM,HOLLY
HAMM,MARY A
XIONG,YIA
DENNY,LORNA A
JOSLIN,ANTHONY D
ROHR,SARAH M
CALDWELL,DIANA L
KLESCEWSKI,DEANNA M
BOSACKI,LAURA G

THIRTY-FIVE
CORNELIUS,RICHARD D



Satsániht
 "You're a good worker!"

Congratulations!

Years of Service - Dec. 2023



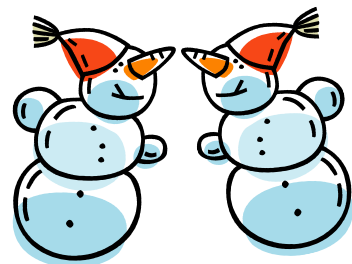
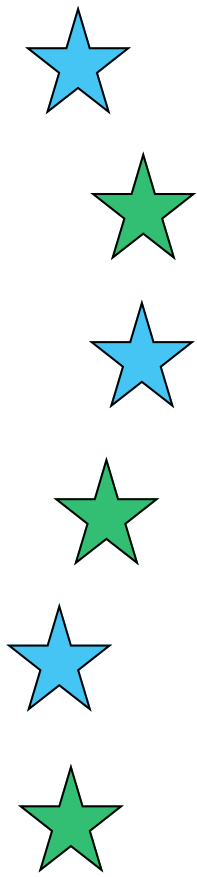
FIVE
SCHWABENLENDER, MELISSA A
VOIGHT, BECKY L
SKENANDORE, SHAWN L
OHUAFI, HEATHER M
OKAMOTO, KRISTIN L
VANDENPLAS, SHARON M
SKENANDORE, STEPHANIE A
PETERS, MARISSA F
CANTU, GRACEY A

FIFTEEN
ROMANDINE, ANTHONY C

TWENTY
HOCK, LAURA M
BOULANGER, ERIC H

TWENTY-FIVE
PAULICK, KATHRYN J

THIRTY
SPENCER, SR, JAMIE A
MAUER, SANDRA J
GUSTAFSON, DEBORAH L
WILLIAMS, LORI
JENKINS, LINDA R
DANFORTH, JR, REDMON
SOLECKI, DONALD M
HOWARD, STACEY M
SCHUYLER, ROBERT J
VANLANEN, JUDITH L
SCHIRCK SMITH, BETH A
GILLIS, TED W
KING, JR, RONALD E



Satsániht
 "You're a good worker!"

Congratulations!

New Hires—Sept

ACKLEY, MERCEDES I	CASHIER-CAGE
ANDERSON, SIERRA R	TEACHER-CHILDCARE
BAUTISTA, MIRANDA R	CUSTODIAN
BEACH, MICKENNA J	SPEC-ENVIRONMENTAL COMPLIANCE
BEYER, ROSALIE P	CUSTODIAN-STATIONARY
BOECK, MARIA L	WIC-DIETITIAN
DANFORTH, SHONNA S	ASST-EXECUTIVE
DENNY, SUNRISE M	DRIVER
DOXTATER, KASEY L	ASSOCIATE-RETAIL
DOXTATOR, KRISTINA L	TECH-OPTOMETRIC
EBERT, AMY J	TECH-OPTOMETRIC
FROST, SHYLA M	ASST-ACCOUNTING
HOCK, CONNOR B	ANALYST-BUSINESS INTELLIGENCE
JARDINE, BRYAN A	OFFICER-SECURITY
JORGENSON, KENNETH B	ASSOCIATE-RETAIL
KING, KRISTY R	COACH-RECOVERY
METOXEN, CARISSA K	RECEPTIONIST
MONTOYA, MICHELLE B	MGR-OFFICE
NOVARA, ANTHONY J	CASHIER-CAGE
PHILLIPS, JASMINE L	TEACHER-CHILDCARE
POLAR, JASMINE N	ASSOCIATE-RETAIL
POWLESS, YELIHWAKANYEHS	COORD-CHILD PLACEMENT
ROUILLARD, CORRINA M	CALLER-BINGO
SALUTZ, BENJAMIN J	PROJECT MANAGER IT
SALZMAN, LOUETTE F	CUSTODIAN-STATIONARY
SILVA, ARMANDO A	REP-SLOT
SKENANDORE, AIDEN M	ASSOCIATE-RETAIL
SMITH, MIRANDA L	CLERK-MAIL
SPENCER, SHEENA H	HYGIENIST-DENTAL
STEVENS, ANDRE M	CUSTODIAN
STORZER, RHONDA M	CUSTODIAN-STATIONARY
VAUGHN, AMMY J	ASSOCIATE-RETAIL
WEBSTER, WORDEN S	ASSOCIATE-RETAIL
WHITE, GAVIN J	OFFICER-SECURITY
WOLF, CHARACE A	CODER

New Hires - October

ANDERSON, EVADNA M	ASST-ADMINISTRATIVE
BADEAU, AARON R	ANALYST-BUSINESS SYSTEM
BAIN, MELVIN L	ASSOCIATE-RETAIL
BAUMGARTEN, JAMES C	ELECTRICIAN-JOURNEYMAN
BEECHTREE, KYLE B	CUSTODIAN-STATIONARY
BERG, BRYAN A	BUYER-SENIOR
DOXTATOR-	ASSOCIATE-RETAIL
FLORES, SHENDOLA A	COORD-OFFICE
HESS, LISA C	ASSOCIATE-LIBRARY SERVICES
HILL, JIANNA R	DRIVER
HOUSE, TINA M	ASSOCIATE-RETAIL
JOHNSON, TYNEA E	ASST-DENTAL
KING, TYRA J	CASHIER-SPORTS BETTING
MARTINEZ, JASON M	DIR-HEAD START/EARLY HEAD START
MATSON, DUWAYNE L	SPEC-RECREATION
MCCOTTER, ANN E	SPEC-ORGANIZATIONAL DEV
MEYERS, ROBERT D	PROJECT MANAGER IT
MILLER, ALEXANDREA L	ASST-TEACHERS
MOORE, SETH P	PRACTITIONER-NURSE
NETWAL, BRADLEY P	GROUNDSKEEPER
PIGMAN, OLIVIA R	ASST-ADMINISTRATIVE
POWLESS, AMBER E	COORD-COMMUNITY OUTREACH
RAZO, SABRINA M	ASST-DENTAL
REED, Jr, JOSEPH E	CUSTODIAN-STATIONARY
REED, MICHAEL E	ASST MGR-LOCATION
SEAMSTER, MICHAEL B	OFFICER-SECURITY
SKENANDORE, CHANYA R	REP-SLOT
SKENANDORE, KATHERINE	ASSOCIATE-RETAIL
SMITH, KAREN K	WORKER-HOME CARE
SMITH, SHANDRA D	ASSOCIATE-RETAIL
SUMMERS, MARLIE	ASST-PRODUCE
THOMAS, Sr, DOWE	WORKER-HOME CHORE
WEBSTER, JONNI L	ASST-CERTIFIED NURSING

She·kú kyáta
 “Hello friend!”





Giving the gift of Calm

Calm Business for Dependents

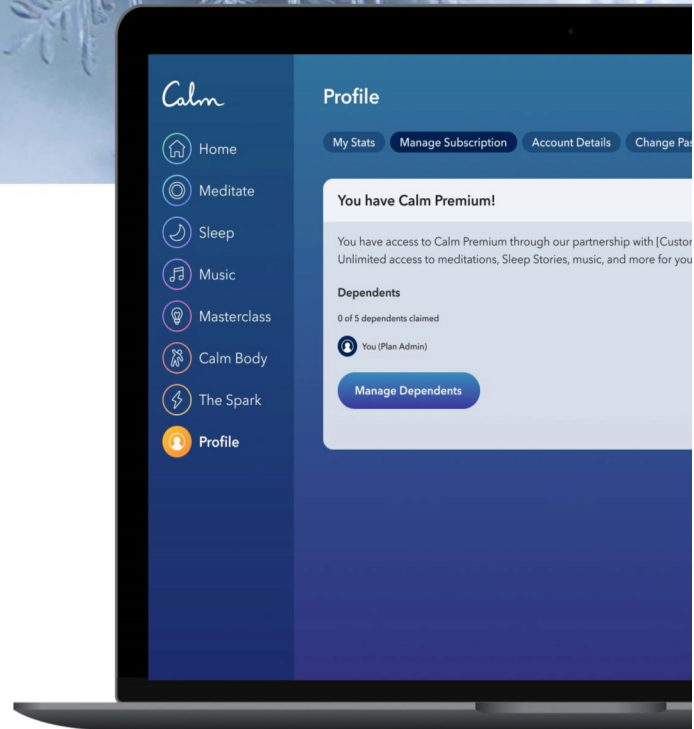
We believe mental health care should extend beyond you to your family. That's why we're offering dependent coverage with the Calm Business benefit!

Up to 5 of your dependents (16+ years old) can receive their own Calm Premium subscription. Here's how to give the gift of Calm:

- Scan the QR code below to create an account or log in to an existing account



- Enter your employee ID to validate your subscription
- Add your dependents via the "Manage Subscription" page inside your Calm account at calm.com. Visit cal.mn/dependents for step by step instructions!

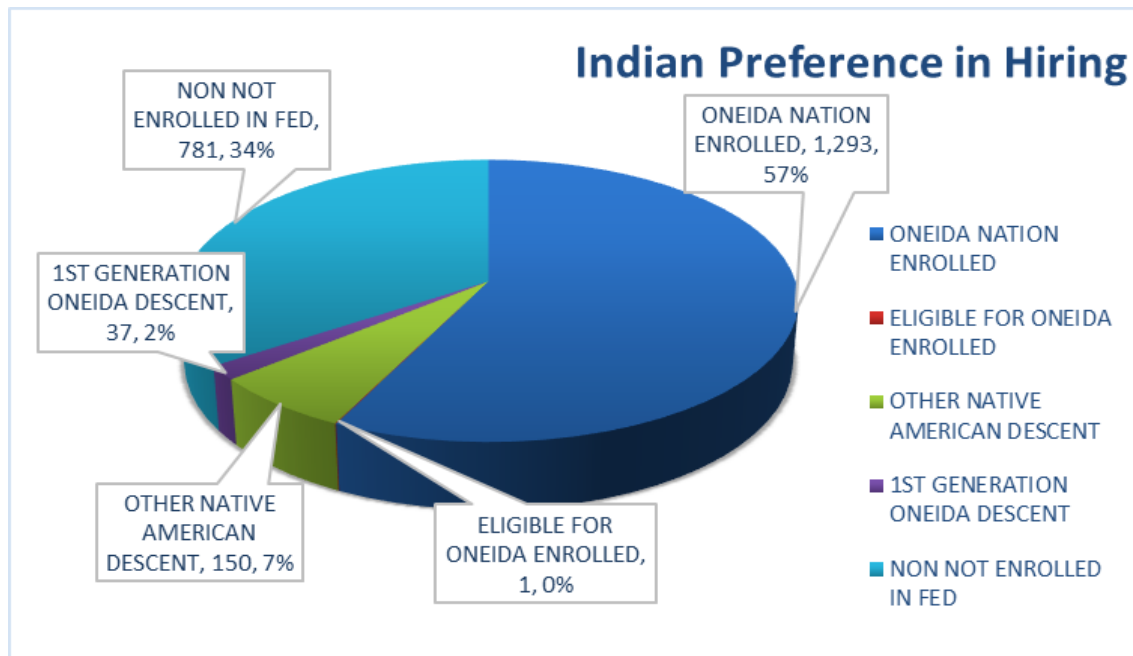


Helps users * improve or better manage their mental health challenges

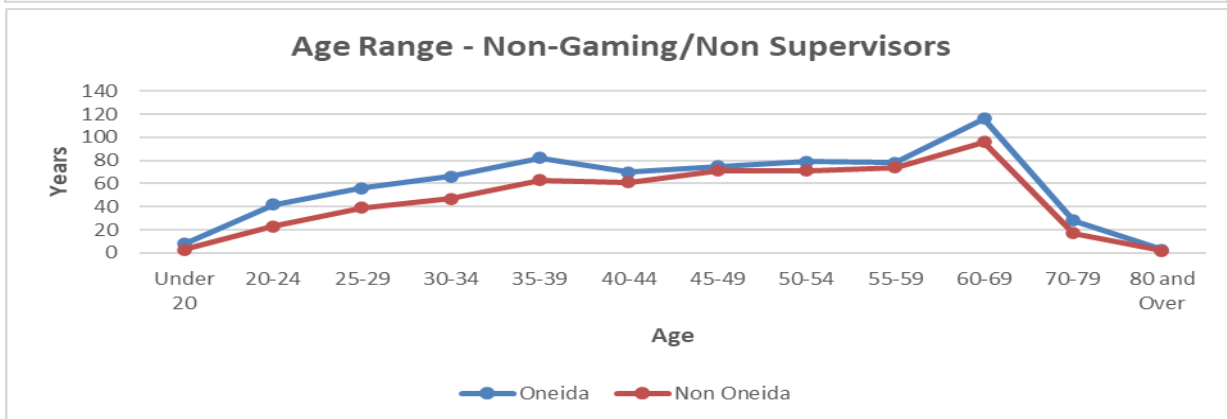
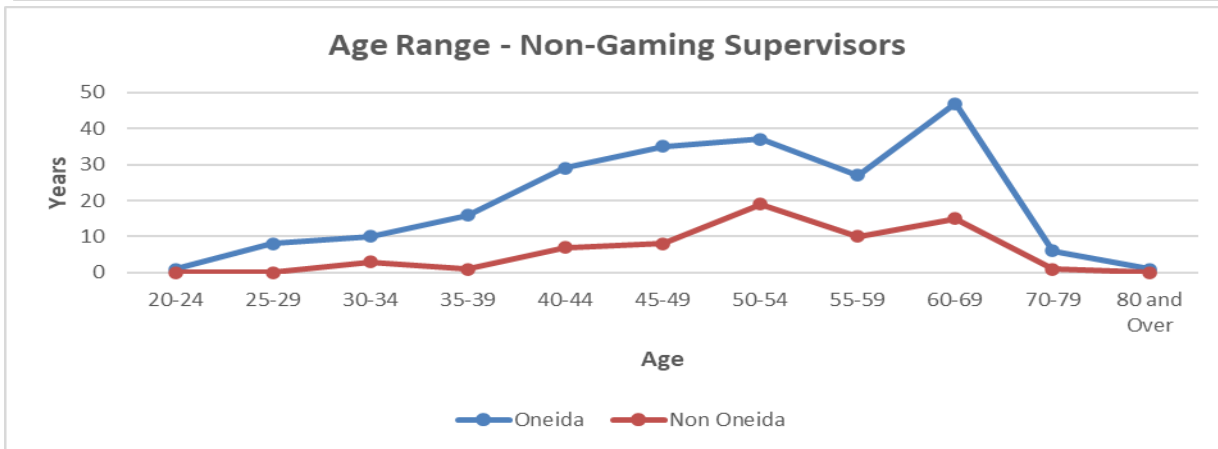
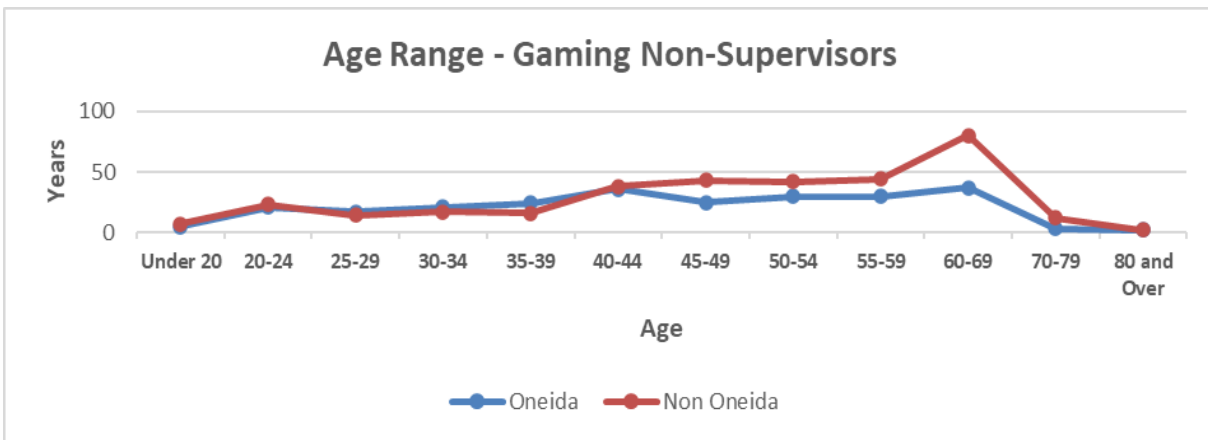
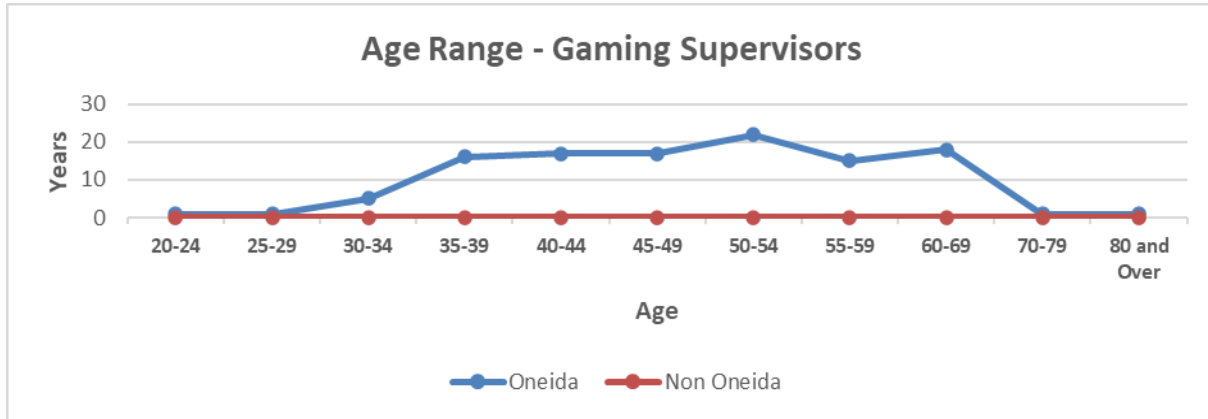
- 90% felt less anxious
- 81% felt less stressed
- 85% cited better sleep



Employment Statistics



Employment Statistics



Human Resource Department

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E-mail: tvandenh@oneidanation.org

*A well-spent day
brings happy sleep.
— Leonardo da Vinci*

Surf Oneida Sites

Oneida Nation

<https://oneida-nsn.gov>

Oneida Nation Portal

Oneida.sharepoint.com

Employee Manual

Oneida-nsn.gov/Oneida-nation-employee-manual

My Oneida

myoneida.oneidanation.org

*náhte? olí-wase
"What's the news?"*



My Oneida

Get easy access to your employee's information

Access the My Oneida tool at: myoneida.oneidanation.org. View information such as:

Employee number	Job title & number
Date of hire	Status (full-time, probationary, etc.)
Pay rate/grade	Performance review date & score
License info. (driver's, certifications, etc.)	Vacation/personal accruals
Education & training	TB non-compliance (coming soon!)
Address	
Phone numbers (emergency contact #, employee's #)	

Trouble with access or login? Email hrd_general@oneidanation.org or call 490-3699
Questions about HR-related content? Call your HR Representative - 490-3640
Questions about TB non-compliance? Call Employee Health Nursing—405-4492

