



Legislative Operating Committee Fiscal Year 2024 Fourth Quarter Report July 2024 – September 2024

Legislative Operating Committee Strategic Directions

The Legislative Operating Committee completed strategic planning and set forth the following strategic directions to provide clarity and direction on the Legislative Operating Committee's legislative efforts during the 2023-2026 legislative term:

- Improving relationships through communication;
- Improving internal processes and strategy;
- Educating and engaging stakeholders, including youth; and
- Implementing efficient use of technology.

Legislative Operating Committee Action on Legislative Requests

During the FY24 Fourth Quarter the Legislative Operating Committee added no legislative items to its Active Files List. The Legislative Operating Committee denied one (1) legislative item during the FY24 Fourth Quarter.

On September 4, 2024, the Legislative Operating Committee accepted the request for amendments to the Workplace Violence law as information, noting the Workplace Violence law is already on the Active Files List. On the same day, the Legislative Operating Committee denied the request to add the Oneida General Welfare law amendments to the Active Files List.

FY24 Fourth Quarter Legislative Accomplishments

During the FY24 Fourth Quarter the Legislative Operating Committee brought forward the following legislative items for amendment:

Back Pay Law Amendments

On July 24, 2024, the Oneida Business Committee adopted amendments to the Back Pay law, now known as the Back Pay and Reinstatement law, through adoption of resolution BC-07-24-24-C. The purpose of the Back Pay and Reinstatement law is to set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation's laws. [2 O.C. 206.1-1]. The amendments to the Back Pay law:

- Include a new section in the law which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as:
 - Requirement to hold a position pending litigation [2 O.C. 206.4-1];

- Amending the position description or eliminating the position pending an employee appeal [2 O.C. 206.4-2];
- Reinstatement to the position the employee was involuntarily separated from [2 O.C. 206.4-3];
- Clarify that back pay calculations shall be made using the employee's last wage in the position which they were terminated from [2 O.C. 206.5-1]; and
- Clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay [2 O.C. 206.5-2(d)].

Vehicle Driver Certification and Fleet Management Law Amendments

On September 25, 2024, the Oneida Business Committee adopted amendments to the Vehicle Driver Certification and Fleet Management law through the adoption of resolution BC-09-25-24-B. The purpose of the Vehicle Driver Certification and Fleet Management law is to establish standards that certify employees, elected and appointed officials, and volunteers to drive a fleet vehicle or personal vehicle on official business and regulate the use of all vehicles owned and leased by the Nation. [2 O.C. 210.1-1]. Amendments to the Vehicle Driver Certification and Fleet Management law are being sought to remove the responsibility of the Fleet Management Department to purchase fleet vehicles. [2 O.C. 210.6-1].

FY24 Fourth Quarter Administrative Accomplishments

During the FY24 Fourth Quarter the Legislative Operating Committee brought forward the following administrative accomplishments:

Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements Amendments

The Legislative Operating Committee certified and forwarded the Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements Amendments to the Oneida Business Committee. On August 14, 2024, the Oneida Business Committee adopted the amendments to the Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements.

Petition: L. Blackowl - New Recreation/Community Center Build

The Legislative Operating Committee approved the statement of effect for the Petition: L. Blackowl - New Recreation/Community Center Build drafted by the Legislative Reference Office and forwarded it to the Oneida Business Committee. The Oneida Business Committee accepted the statement of effect on August 14, 2024.

FY24 Fourth Quarter Community Outreach Efforts

Focusing on its efforts to enhance community involvement through outreach and communication, during the FY24 Fourth Quarter the Legislative Operating Committee held one (1) community outreach event.

On September 4, 2024, from 5:30 p.m. through 7:30 p.m. the Legislative Operating Committee held a community meeting in the Norbert Hill Center’s cafeteria. Topics discussed during the community meeting included brief overview of the legislative process as well as a discussion of the development of two (2) new laws for the Nation: a Limited Liability company law and a Probate law. The purpose of this community meeting was to provide an opportunity for open discussion in which people could share comments, questions, or suggestions on potential issues that should be addressed regarding the topics discussed.

The Legislative Operating Committee intends to hold community outreach events on a quarterly basis and encourages everyone to attend and participate in future community outreach events.

FY24 Fourth Quarter Legislative Highlights

The Legislative Operating Committee would like to highlight its work on the following legislative items during the FY24 Fourth Quarter:

Business Corporations Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held three (3) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Computer Resources Ordinance Amendments

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter. On July 1, 2024, the Legislative Operating Committee conducted an e-poll to approve the Computer Resources Ordinance amendments public meeting packet and forward the Computer Resources Ordinance amendments to a public meeting to be held on August 21, 2024. Then on July 17, 2024, the Legislative Operating Committee conducted an e-poll to enter into the record the results of the July 1, 2024 e-poll entitled, Approval of the Computer Resources Ordinance Amendments Public Meeting Packet. On August 21, 2024, a public meeting was held. No individuals provided oral comments during the public meeting. The public comment period was then held open until August 28, 2024. No individuals provided written comment during the public comment period. On September 4, 2024, the Legislative Operating Committee approved the public comment review memorandum, draft, and legislative analysis for the proposed amendments to the Computer Resources Ordinance, and approved the fiscal impact statement request memorandum and forwarded the materials to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by September 18, 2024. On this day the Legislative Operating Committee also entered into the record the results of the July 17, 2024, e-poll entitled, Approval of the Canceled July 17, 2024 LOC Meeting Materials. The Legislative Operating Committee received the fiscal impact statement from Finance on September 24, 2024.

Culturally Significant Event Participation Program Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Environmental Review Law

This item is sponsored by Kirby Metoxen and Jonas Hill. The Legislative Operating Committee held two (2) work meeting during the FY24 Fourth Quarter regarding this legislative matter. On July 17, 2024, the Legislative Operating Committee conducted an e-poll to accept the memorandum from James Snitgen and remove the Environmental Review Law from the Active Files List. On September 4, 2024, the Legislative Operating Committee entered into the record the results of the July 17, 2024, e-poll entitled, Approval of the Canceled July 17, 2024 LOC Meeting Materials.

Eviction and Termination Law Amendments

This item is sponsored by Jonas Hill and Marlon Skenandore. On July 1, 2024, the General Tribal Council adopted a motion to accept item VII.A. [*VII.A Accept update regarding the Eviction and Termination law*] and VII.B. as information.

Furlough Law Amendments

This item was sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

GTC Government Participation GWE Law

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Guardianship Law Amendments

This item is sponsored by Marlon Skenandore. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Higher Education Scholarship Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Independent Contractor Policy Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Investigative Leave Policy Amendments

This item is sponsored by Marlon Skenandore. On July 17, 2024, the Legislative Operating Committee conducted an e-poll to accept the legislative analysis for the proposed amendments to the Investigative Leave Policy. On July 30, 2024, the Legislative Operating Committee conducted an e-poll to approve the public meeting packet for the Investigative Leave Policy amendments and forward the Investigative Leave Policy amendments to a public meeting to be held on September 13, 2024. On September 4, 2024, the Legislative Operating Committee entered into the record the

results of the July 17th and July 30th e-polls. A public meeting was held on September 13, 2024. No one provided public comment during the public meeting. The public comment period was then held open until September 20, 2024. No one provided written comments during the public comment period.

Landlord Tenant Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 18, 2024, the Legislative Operating Committee approved the draft of the Landlord Tenant law amendments and directed that a legislative analysis be developed.

Law Enforcement Ordinance Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held three (3) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee approved the draft of the proposed amendments to the Oneida Law Enforcement Ordinance and directed that a legislative analysis be completed.

Layoff Policy Amendments

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Oneida General Welfare Law Amendments.

This item was sponsored by Jameson Wilson and Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee accepted the memorandum entitled, Removal of the Oneida General Welfare Law from the Active Files List, and removed the Oneida General Welfare law from the Active Files List.

Oneida Life Insurance Plan Law Amendments

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee accepted the memorandum entitled, One (1) Year Review of the Oneida Life Insurance Plan Law, and approved the draft of proposed amendments to the Oneida Life Insurance Plan law and directed that a legislative analysis be developed. On September 18, 2024, the Legislative Operating Committee approved the legislative analysis for the proposed amendments to the Oneida Life Insurance Plan law.

Oneida Personnel Policies and Procedures

This item is sponsored by all members of the Legislative Operating Committee. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Probate Law

This item is sponsored by Kirby Metoxen, Jameson Wilson, Marlon Skenandore. The Legislative Operating Committee held five (5) work meetings during the FY24 Fourth Quarter regarding this legislative matter. On September 4, 2024, the Legislative Operating Committee held a community meeting in which the development of a Probate law was a topic for discussion.

Real Property Law Amendments

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Recycling and Solid Waste Disposal Law Amendments

This item is sponsored by Kirby Metoxen and Jonas Hill. The Legislative Operating Committee held four (4) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Renewable Energy Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Taxation Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Tribal Sovereignty in Data Research Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held two (2) work meetings during the FY24 Fourth Quarter regarding this legislative matter.

Two Spirit Inclusion Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Uniform Commercial Code

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

Workplace Violence Law Amendments

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY24 Fourth Quarter regarding this legislative matter.

FY24 Fourth Quarter Legislative Operating Committee Meetings

All Legislative Operating Committee meetings are open to the public and held on the first and

Fourth Wednesday of each month, at 9:00 a.m. in the Norbert Hill Center’s Business Committee Conference Room and on Microsoft Teams.

The Legislative Operating Committee held the following meetings during the FY24 Fourth Quarter:

- September 4, 2024 – Regular meeting; and
- September 18, 2024 – Regular meeting.

In addition to attending the Legislative Operating Committee meetings in person, individuals provided the opportunity to attend the Legislative Operating Committee meeting through Microsoft Teams. Anyone who would like to access the Legislative Operating Committee meeting through Microsoft Teams can provide their name, phone number or e-mail address to LOC@oneidanation.org by the close of business the day before a meeting of the Legislative Operating Committee to receive the link to the Microsoft Teams meeting.

For those who may be unable to attend the Legislative Operating Committee meeting either in person or on Microsoft Teams, an audio recording of the Legislative Operating Committee meeting is made available on the Nation’s website after the meeting concludes.

Goals for FY25 First Quarter

During the FY25 First Quarter the Legislative Operating Committee will focus its legislative efforts on the following matters:

- Hold an additional LOC Community meeting.
- Adoption of the Computer Resources Ordinance amendments.
- Adoption of the Investigative Leave Policy Amendments.
- Hold public meeting for the Oneida Life Insurance Plan Law Amendments.

Legislative Reference Office

The Legislative Reference Office’s mission is to provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects the Nation’s values, builds upon the Nation’s strong foundation, and reaffirms our inherent sovereignty.

In addition to the assisting the Legislative Operating Committee with the development of legislation, the Legislative Reference Office also:

- Drafts statements of effect for Oneida Business Committee and General Tribal Council resolutions;
- Drafts statements of effect for General Tribal Council resolutions petitions;
- Drafts and provides other assistance to various department and entities of the Nation with administrative rulemaking;
- Drafts and provides other assistance to various department and entities of the Nation with bylaws; and

- Manages all other administrative duties and recordkeeping for the Legislative Operating Committee.

During the FY24 Fourth Quarter the Legislative Reference Office was staffed by the following individuals:

- Clorissa N. Leeman, Senior Legislative Staff Attorney.
 - Contact: cleeman@oneidanation.org
- Carolyn Salutz, Legislative Staff Attorney.
 - Contact: csalutz@oneidanation.org
- Grace Elliott, Legislative Staff Attorney.
 - Contact: gelliott@oneidanation.org

Legislative Operating Committee Contact Information

Feel free to contact the LOC at LOC@oneidanation.org with any questions or comments, or individual LOC members at the following:

- Jameson Wilson, LOC Chairman
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- Kirby Metoxen, LOC Vice-Chairman
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- Jennifer Webster, LOC Member
jwebste1@oneidanation.org
- Jonas Hill, LOC Member
jhill1@oneidanation.org
- Marlon Skenandore, LOC Member
mshenan1@oneidanation.org



The Legislative Operating Committee from left to right: Kirby Metoxen, Jameson Wilson, Jennifer Webster, Marlon Skenandore, Jonas Hill.