



Oneida Business Committee

Emergency Meeting
11:30 AM Thursday, April 03, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

Meeting agenda is available here: oneida-nsn.gov/government/business-committee/agendas-packets/. Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the Government Administrative Office, 1st floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.

I. CALL TO ORDER

II. OPENING

III. ADOPT THE AGENDA

IV. NEW BUSINESS

- A. **Adopt resolution entitled Withholding Pay - Oneida Business Committee Council Member - Marlon Skenandore**
Sponsor: Lisa Liggins, Secretary

V. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: oneida-nsn.gov/government/business-committee/agendas-packets/

For information about this meeting, please call the Government Administrative Office at (920) 869-4364 or (800) 236-2214

Adopt resolution entitled Withholding Pay - Oneida Business Committee Council Member - Marlon...

Business Committee Agenda Request

1. Meeting Date Requested: 04/03/255

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: Draft Letter to Councilman Skenandore

4. Budget Information:

- Budgeted
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



To: Oneida Business Committee

From: Tehassi tasi Hill, Chairman

Date: April 3, 2025

Re: Calling for an Emergency Oneida Business Committee meeting –
Thursday, April 3, 2025 at 11:30 a.m.

Per the Open Records Law 7.14-4. *Emergency Meetings*. Emergency meetings of the Oneida Business Committee (OBC) shall be held upon at least twenty-four (24) hours advance public notice unless, for good cause, such notice is impossible or impractical.

In accordance with the above section, I am calling for an Emergency OBC meeting to be held, Thursday, April 3, 2025 at 11:30 a.m. This meeting is to take formal action regarding the absence of Councilman Marlon Skenandore.



Oneida Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



Memorandum

To: Oneida Business Committee

From: Lisa Liggins, Secretary

Date: April 3, 2025

Re: Adopt resolution entitled Withholding Pay – Oneida Business Committee Council Member – Marlon Skenandore

Background

The Oneida Business Committee met on April 3, 2025, at the regularly scheduled Business Committee Work Session to discuss the absence of Councilman Marlon Skenandore.

The Oneida Business Committee reviewed and discussed the attached draft resolution and correspondence and requested the Chairman to call an emergency meeting to take formal action regarding the same.

The Chairman called an emergency meeting for 11:30 a.m. on April 3, 2025.

Requested Action

Adopt resolution entitled Withholding Pay – Oneida Business Committee Council Member – Marlon Skenandore and approve the correspondence.

Oneida Nation

Post Office Box 365

Phone: (920) 869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Withholding Pay - Oneida Business Committee Council Member - Marlon Skenandore

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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, members of the Oneida Business Committee are elected to office by the members for three (3) year terms in accordance with the Constitution and the Election Law; and

WHEREAS, the General Tribal Council has adopted three (3) actions which provide direction regarding the expectations of members of the Oneida Business Committee –

- Position Descriptions setting responsibilities and expectations;
- Salary identifying compensation for carrying out responsibilities and expectations;
- Removal Law identifying how members can address issues of failure to meeting the responsibilities and expectations; and

WHEREAS, the position description for a Council Member identifies that he or she “must at all times act in the best interests of the Oneida [Nation],” *Position Description (1)*, and are required “to keep themselves informed on the department’s problems and progress,” *Position Description (3)*; and

WHEREAS, pursuant to Article III, Section 3 of the Tribal Constitution which provides that “Regular meetings of the Business Committee may be established by resolution of the Business Committee”, the Oneida Business Committee has adopted resolutions which set forth the regular meeting and executive session discussion schedule for the Oneida Business Committee at which each member is required to be present unless on approved travel, at an approved meeting, or an pre-approved time off, *Resolution # BC-11-13-24-K, Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule*; and

WHEREAS, pursuant to Section 117.6. of the Oneida Business Committee Meetings law which provides that the annual schedule for regular meetings of the Oneida Business Committee be presented by the Secretary for approval by the Oneida Business Committee, *OBC November 13, 2024, meeting minutes, p. 12*; and

- 40 **WHEREAS,** the Oneida Business Committee has adopted schedules each year for Work Sessions,
41 Nation Building Schedules among other regular activities, *OBC November 13, 2024,*
42 *meeting minutes, p. 12;* and
43
- 44 **WHEREAS,** Council Member Marlon Skenandore failed to be present at the Executive Session meeting
45 on March 25th and the Regular Session meeting on March 26th without notifying the Oneida
46 Business Committee of his absence; and
47
- 48 **WHEREAS,** Council Member Marlon Skenandore has failed to be present at the work session on March
49 6th without notifying the Oneida Business Committee of his absence; and
50
- 51 **WHEREAS,** the Legislative Procedures Act creates a Legislative Operating Committee and delegates
52 duties and responsibilities to that entity which is made up of Council Members of the Oneida
53 Business Committee, *Legislative Operating Committee, 1 O.C. 109.4;* and
54
- 55 **WHEREAS,** the Legislative Operating Committee has adopted meeting schedules as well as schedules
56 for Public Meetings to receive public comment on proposed legislation, community
57 meetings to receive input from members on subjects, work sessions to go over proposed
58 legislation with legal counsel, community work sessions to discuss specific issues on
59 legislation, among other meetings related to their duties under the Legislative Procedures
60 Act; and
61
- 62 **WHEREAS,** Council Member Marlon Skenandore failed to be present at the March 19th Legislative
63 Operating Committee meeting resulting in canceling that meeting because of a lack of
64 quorum caused by his unexcused absence; and
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- 66 **WHEREAS,** Council Member Marlon Skenandore failed to be present at the April 2nd Legislative
67 Operating Committee meeting without providing notice of his absence; and
68
- 69 **WHEREAS,** Council Member Marlon Skenandore has failed to be present at drafting sessions of the
70 Legislative Operating Committee on March 25, 2025, regarding the draft Short Term Rental
71 Law; and
72
- 73 **WHEREAS,** Council Member Marlon Skenandore has failed to be present at community meetings of
74 the Legislative Operating Committee on March 19, 2025, regarding the Elder Protection
75 Law, the Hunting, Fishing, and Trapping Law Amendments, and the Indian Preference in
76 Contracting Law Amendments; and
77
- 78 **WHEREAS,** the Chairman, Vice Chairman, and Legislative Operating Committee Chairman have
79 contacted Council Member Marlon Skenandore to identify when he will be returning to his
80 duties and have not received a specified date of return; and
81
- 82 **WHEREAS,** Council Member Marlon Skenandore has not requested a medical leave of absence and
83 has no accrued time available to cover his time out of the office; and
84
- 85 **WHEREAS,** the Oneida Business Committee has agreed to utilizing the opportunity of meeting and
86 discussion, listening to others and expressing one's own viewpoints as a method of coming
87 to one-mind regarding decision-making and failure to participate in this process as an
88 elected official leaves a voice out of the decision-making process and those ideas or
89 concerns that are an integral part of coming to agreement on an action; and
90

91 **WHEREAS,** the Oneida Business Committee has determined that the General Tribal Council did not
92 intend to provide a salary for Oneida Business Committee members who fail to be present
93 at meetings, work sessions, Legislative Operating Committee meetings, work meetings
94 and community meetings; and
95

96 **WHEREAS,** the Oneida Business Committee determined that some action must be taken as elected
97 officials to uphold their responsibilities to the Nation; and
98

99 **WHEREAS,** Council Member Marlon Skenandore has notified the Oneida Business Committee by e-
100 mail on April 3, 2025, that he agrees with the actions of the Oneida Business Committee
101 that he has not earned the salary for pay periods ending March 29th and April 5th; and
102

103 **NOW THEREFORE BE IT RESOLVED,** directs that the salary of Council Member Marlon Skenandore shall
104 be withheld for the pay period ending March 29, 2024, and for pay period ending April 5, 2024, as he failed
105 to meet his duties and responsibilities as an elected member of the Oneida Business Committee.



Oneida Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



1 April 3, 2025

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3

4 Marlon Skenandore, Council Member

5 [insert address]

6 [insert work email address]

7 [insert personal email address]

8

9 RE: Attendance

10

11 Dear Mr. Skenandore:

12

13 The Oneida Business Committee met on April 3, 2025, at the regularly scheduled
14 Business Committee Work Session to discuss your ongoing absence from your duties
15 on the Oneida Business Committee. Since March 19, 2024, you have not appeared for
16 scheduled meetings of the Legislative Operating Committee and Oneida Business
17 Committee. You have also been absent from work meetings of the Legislative Operating
18 Committee.

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20 In addition to the more formal meetings of the Oneida Business Committee and
21 Legislative Operating Committee, we also note that you have missed the following
22 meetings.

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During this period of your absence Tehassi Hill, Chairman, Brandon Yellowbird-
Stevens, Vice-Chairman, and Jameson Wilson, Council Member/Legislative Operating

39 Committee Chairman, have contacted you regarding your attendance at meetings and
40 your lack of presence in the office. We have also attempted to provide coaching,
41 assistance, guidance and support to you before and during this time.
42

43 The Oneida Business Committee for this term has committed to discussion which
44 includes each of us speaking out a subject or issue, expressing our opinions, and
45 listening to each other to allow us as a body to formulate solutions with one-mind. This
46 is a time-consuming process, but all of us agree that better decisions are made when
47 we use our historical methods of governance processes. Your voice and ideas are
48 missing from this process which causes gaps in coming together with one-mind to
49 provide governance for the Oneida Nation and its members.
50

51 We do not believe that the General Tribal Council's action in identifying a salary for a
52 full-time member of the Oneida Business Committee applies if you are not present. As
53 such, we have adopted resolution # BC-04-03-25-A *Withholding Pay – Oneida Business*
54 *Committee Council Member – Marlon Skenandore*, which withholds pay for the two pay
55 periods you were not at work and did not have personal or vacation accrued to cover
56 the hours. (See attached.)
57

58 We remind you that the Oneida Nation does provide Employee Assistance Services that
59 are available should you need assistance. The Oneida Nation Employee Assistance
60 Program can be reached at (920)490-3706; if carrying the Nation's health insurance,
61 another option is Aurora Employee Assistance Program which can be reached at
62 (800)236-3231. In addition, if you do not feel you can return to work, please contact the
63 Human Resources Department to file a Leave of Absence and notify the Secretary of
64 your actions.
65

66 We regret that this action was taken; however, as elected officials we have a
67 responsibility to represent the membership, and we believe you must participate to carry
68 out that duty.
69

70 Sincerely,
71

72 [insert signature block – 9 BC members]
73