



LEGISLATIVE OPERATING COMMITTEE MEETING AGENDA REVISED

Business Committee Conference Room - 2nd Floor Norbert Hill Center

August 6, 2025

9:00 a.m.

- I. Call to Order and Approval of the Agenda**
- II. Minutes to be Approved**
 - 1. July 2, 2025 LOC Meeting Minutes (pg. 2)
- III. Current Business**
 - 1. Independent Contractor Law Amendments (pg. 4)
- IV. New Submissions**
 - 1. Marriage Law Amendments (pg. 14)
- V. Additions**
- VI. Administrative Updates**
 - 1. Approval of the Fall LOC Community Meeting Notice (pg. 17)
- VII. Executive Session**
- VIII. Recess/Adjourn**



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
July 2, 2025
9:00 a.m.

Present: Jameson Wilson, Jennifer Webster, Marlon Skenandore, Jonas Hill, Kirby Metoxen

Others Present: Clorissa N. Leeman, Grace Elliott, Carolyn Salutz

Others Present on Microsoft Teams: Debra Powless, Fawn Cottrell, Jessalyn Harvath, Melissa Alvarado, Rae Skenandore, Ralinda Ninham-Lamberies, Shannon Stone, Arlouine Bain, Eric Boulanger, Fawn Billie, Jason Martinez, Kristal Hill, Taryn Webster, Barbara Webster, Kaylynn Gresham, Tina Jorgensen

I. Call to Order and Approval of the Agenda

Jameson Wilson called the July 2, 2025, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Marlon Skenandore to adopt the agenda; seconded by Jennifer Webster. Motion carried unanimously.

II. Minutes to be Approved

1. June 18, 2025 LOC Meeting Minutes

Motion by Kirby Metoxen to approve the June 18, 2025 LOC meeting minutes and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

III. Current Business

1. Sanctions and Penalties Law

Motion by Jennifer Webster to approve the public comment review memorandum, draft, and legislative analysis; seconded by Jonas Hill. Motion carried unanimously.

Motion by Kirby Metoxen to approve the fiscal impact statement request memorandum and forward to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by July 30, 2025; seconded by Marlon Skenandore. Motion carried unanimously.



IV. New Submissions

1. Budget and Finances Law Amendments

Motion by Jennifer Webster to accept the request for amendments to the Budget and Finances law as information, noting the Budget and Finances law is already on the Active Files List for amendments; seconded by Marlon Skenandore. Motion carried unanimously.

V. Additions

VI. Administrative Updates

1. E-Poll Results: Rescheduled Hunting, Fishing, and Trapping Law Public Meeting

Motion by Jennifer Webster to enter into the record the results of the June 18, 2025 e-poll entitled, Rescheduled Hunting, Fishing, and Trapping Law Public Meeting; seconded by Jonas Hill. Motion carried unanimously.

VII. Executive Session

VIII. Adjourn

Motion by Jennifer Webster to adjourn at 9:16 a.m.; seconded by Jonas Hill. Motion carried unanimously.



Legislative Operating Committee
August 6, 2025

Independent Contractors

Submission Date: 6/19/24	Public Meeting: N/A
LOC Sponsor: Jonas Hill	Emergency Enacted: N/A

Summary: *This item was added to the Active Files List on June 19, 2024, at the request of Ralinda Ninham-Lamberies, the Chief Financial Officer. Amendments are being sought to update the law, specifically sections 503.5-1 and 503.5-2 to ensure the Nation is adequately reporting any independent contractor relationships to the IRS.*

6/19/24 LOC: Motion by Kirby Metoxen to add the Independent Contractor Policy Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

9/16/24: *Work Meeting.* Present: Jonas Hill, Kirby Metoxen, Fawn Cottrell, Fawn Billie, Kristal Hill, Stephanie Metoxen, Sarah White, Ralinda Ninham-Lamberies, Tonya Webster, Marque Smith, Thomas Eggert, Carolyn Salutz, Clorissa Leeman. The purpose of this work meeting was to review the changes to the law the LRO currently has; it's been since 2017 that our office has worked on amendments. Carolyn specifically wanted to review section 503.5. Most concerns focused on establishing requirements for independent contractors to correctly report/license/contract and how to ensure and require proper classification for the Nation to reduce liability and tax penalties.

11/08/24: *Work Meeting.* Present: Stephanie Metoxen, Sarah White, Ralinda Ninham-Lamberies, Heidi Janowski, Marques Smith, Thomas Eggert, Jameson Wilson, Jennifer Webster, Marlon Skenandore, Kristal Hill, Maureen Perkins, Carolyn Salutz. The purpose of this work meeting was to continue reviewing the draft. We did a line-by-line review of the entire draft. Ralinda mentioned that the IRS just came out with guidance about independent contractor classification and about board members no longer being classified/considered employees and now being independent contractors. It was mentioned that this change might warrant its own meeting to discuss implications. Mentioned that some independent contractors do use their individual SSN, like doctors. (Carolyn will have to research that) Other than that, minor changes were discussed, like wording and numbering.

1/23/25: *Work Meeting.* Present: Stephanie Metoxen, Sarah White, Ralinda Ninham-Lamberies, Heidi Janowski, Tonya Webster, Alexandria Powless, Marques Smith, Kong Meng Moa, Thomas Eggert, Beth Schirck Smith, Jameson Wilson, Jennifer Webster, Kristal Hill, Maureen Perkins, Fawn Billie, Carolyn Salutz. The purpose of this meeting was to review the newest amendments; the law is short; we did a line-by-

line review. Sarah and Ralinda gave the most suggestions, and mentioned they will send written suggestions. Once Carolyn gets those written suggestions, she'll make those changes and then schedule the next work meeting.

4/29/25: *Work Meeting.* Present: Stephani Metoxen, Sarah White, Ralinda Ninham-Lamberies, Heidi Janowski, Tonya Webster, Marque Smith, Kong Meng Moa, Thomas Eggert, Beth Schirck Smith, Jameson Wilson, Jennifer Webster, Kristal Hill, Carolyn Salutz, Clorissa Leeman. The purpose of this meeting is to review the latest draft. We did a line-by-line review and then discussed some sections. Most discussion was around conflict of interest and when an employee may not be hired as an independent contractor.

6/20/25: *Work Meeting.* Present: Stephanie Metoxen, Sarah White, Ralinda Ninham-Lamberies, Tonya Webster, Marques Smith, Kong Meng Moa, Thomas Eggert, Beth Schirck Smith, Jameson Wilson, Kirby Metoxen, Marlon Skenandore, Kristal Hill, Carolyn Salutz. The purpose of this work meeting was to review the latest draft. We did a read-through, noting the only change that was made since the last work meeting, which starts on line 145. It was mentioned that the order of approval needs to be changed. Right now, under section 503.7, the law has: insurance, contract, purchase order, tax ID, vendor license. The correct order should be license, insurance, tax ID, purchase order, contract. There was brief discussion about insurance approval requirements, but nothing that needs to be or should be addressed in this law. In lines 145-150 "department" should be changed to "division." No other suggestions were made.

7/31/25: *Work Meeting.* Present: Sarah White, Marques Smith, Kong Meng Moa, Thomas Eggert, Sarah Miller Jessica King, Alexandria Powless, Heidi Janowski, Jameson Wilson, Marlon Skenandore, Kirby Metoxen, Fawn Cottrell, Carolyn Salutz. The purpose of this work meeting was for the LOC to do one final read-through with the group and approve a final draft. Group did complete a read-through. Carolyn needs to make a few grammatical changes and correct section numbers. Sarah White also had a suggestion on line 121-122 and will send Carolyn suggested language. Once Carolyn can make these final changes, ideally by tomorrow (Friday, 8/1/25), we can add the draft to the LOC's next meeting on 8/6.

Next Steps:

- Accept the draft and direct the Legislative Reference Office to complete a Legislative Analysis.

Title 5. Business – Chapter 503- INDEPENDENT ~~CONTRACTOR POLICY~~ CONTRACTORS

503.1. Purpose and Policy
503.2. Adoption, Amendment, Repeal
503.3. Definitions
~~503.4. Application~~

503.~~45~~. Worker Classification
503.~~56~~ Form of Contract
503.~~67~~ Approval Requirements
503.7 Conflict of Interest

503.1. Purpose and Policy

503.1-1. *Purpose.* The purpose of this ~~Independent Contractor Policy~~ law is to require proper worker classification for compliance with tax regulations. ~~regulate the hiring of persons to complete work in order to minimize the costs of Independent Contractors.~~

503.1-2. *Policy.*

(a) It is the policy of the ~~Tribe~~ Nation to utilize Native American businesses to complete work that the ~~Tribe~~ Nation is unable to complete through use of its own employees. All programs, enterprises, and government agencies are encouraged to seek within their own employees those with expertise in any matter before going to independent contractors.

(b) It is further the policy of the ~~Tribe~~ Nation that the order of preference, as set out in the ~~Tribe's~~ Nation's Indian Preference Law, be used in the selection of independent contractors and in accordance with this law.

503.2. Adoption, Amendment, Repeal

503.2-1. This ~~policy~~ law was adopted by ~~motion of~~ the Oneida Business Committee by motion on July 27, 1994, and ~~was~~ amended by resolution BC-02-27-13-A.

503.2-2. This ~~policy~~ law may be amended ~~pursuant to the procedures set out in Tribal law or repealed~~ by the Oneida Business Committee or the Oneida General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

503.2-3. Should a provision of this ~~policy~~ law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this ~~policy~~ law which are considered to have legal force without the invalid portions.

503.2-4. In the event of a conflict between a provision of this ~~policy~~ law and a provision of another ~~policy~~ law, the provisions of this ~~policy~~ law shall control.

503.2-5. This ~~policy~~ law is adopted under authority of the Constitution of the Oneida ~~Tribe of Indians of Wisconsin~~ Nation.

503.3. Definitions

503.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) “Deliverable” means quantifiable goods and tangible or intangible products to be provided upon the completion of a project. ~~an object with specified content and format and must be adequately described as to final content.~~

(b) “Employee” means any individual who ~~is employed by the Tribe~~ performs compensated service for the Nation, and if the employee:

(1) has little control over their rate of compensation;

(2) does not make significant financial investments in their ability to perform that compensated service;

(3) is expected to perform compensated services on a continuous basis;

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(4) is subject to the direction and control of the Nation with respect to the material details of the services provided;

(5) provides services that are integral to the Nation; and

(6) does not typically have specialized knowledge. ~~is subject to the direction and control of the Tribe with respect to the material details of the work performed, or who has the status of an employee under the usual common law rules applicable to determining the employer-employee relationship. "Employee" includes, but is not limited to, individuals employed by any program or enterprise of the Tribe, but does not include elected or appointed officials or individuals employed by a Tribally Chartered Corporation.~~ For purposes of this ~~policy~~ law, individuals employed under an employment contract as a limited term employee are employees of the ~~Tribe~~ Nation, not consulted independent contractors. ~~ants.~~

(c) "Employee-owned business entity" means a ~~for-profit~~ business which is majority owned and managed by an individual who is employed as an employee by the ~~Tribe.~~ Nation. An eEmployee-owned business entity includes, but is not limited to, a partnership, corporation, or limited liability company.

(d) "Independent contractor" means an individual who provides compensated services to the Nation and:

(1) is generally considered self-employed;

(2) provides compensated services on a non-exclusive, project-based business;

(3) controls how the services are provided;

(4) does not typically provide services that are essential to the Nation's operations;

(5) uses specialized skills to perform those services;

(6) has the right to direct and control any individual that works for the independent contractor; and

(7) all payments are made directly to the independent contractor, not to an individual. ~~receives payments for services or deliverables, and who receives any tax reporting form other than a W-2 at the end of a taxable year.~~

(e) "Nation" means the Oneida Nation.

(f) "Scope of work" means the total deliverables or services to be performed by an independent contractor upon completion of the work the independent contractor was hired to complete.

(g) "Service" means an action performed by an independent contractor and must be adequately described as to the actions that will be taken and the final result of those actions ~~taken.~~ ~~(f) "Tribal" or "Tribe" means the Oneida Tribe of Indians of Wisconsin.~~

503.4 Worker Classification

503.4-1. The Nation must classify a worker as either an employee or an independent contractor according to the Fair Labor Standards Act and should use the most current guidance issued from the U.S. Department of Labor and the U.S. Internal Revenue Service.

503.56. Form of Contract

503.56-1. All contracts with the ~~Tribe~~Nation shall be in a ~~the~~ format approved by the Oneida Law Office. All departments, programs, enterprises, and other agencies of the ~~Tribe~~Nation shall use Oneida Law Office-approved contracts.

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503.56-2. All contracts shall be reviewed and approved by the Oneida Law Office and the Oneida Purchasing Department. An approved purchase order is required prior to execution of a contract.
~~before being executed.~~

503.56-3. At a minimum, the Oneida Law Office ~~review~~ shall verify ~~consist of the following:~~ (a) ~~verification that:~~

(a) sovereign immunity has not been waived;

~~verification that Independent Contractor~~

(b) worker classification, according to the most recent guidance from the U.S Department of Labor and the U.S. Internal Revenue Service, is accurate; and ~~status has not been violated; and verification that~~

(c) the content of the contract meets the legal needs for the protection of ~~Tribal~~ the Nation's assets; and adequately ~~describes~~ the scope of work, payment, and other similar items.

503.67. Approval Requirements

503.6-1. *Contract.* The Oneida Law Office and the Oneida Purchasing Department must review and approve a contract according to the requirements of section 503.5 of this law.

503.6-2. *Purchase Order.* The Oneida Purchasing Department issues a purchase order based on the approved contract in accordance with the Oneida Nation procurement sign-off authority.

503.6-3. *Vendor License.* Unless an independent contractor is exempted from the requirements of obtaining a vendor license, the independent contractor will be issued a vendor license, subject to any other requirements of the Nation's Vendor Licensing law.

503.6-4. *Insurance.* Before the independent contractor performs any work, the independent contractor must demonstrate proof of appropriate and adequate insurance coverage.

(a) What constitutes appropriate and adequate insurance coverage will be determined by the Nation's Risk Management Department and will be based upon the scope of work.

503.6-5. *Tax Identification.* Before an independent contractor begins work, they are required to submit tax identification information to the Nation through one of following:

(a) Employer Identification Number.

(b) Social Security Number. If an independent contractor operates a sole proprietorship, their default tax identification number may be their social security number.

(c) Taxpayer Identification Number. If an independent contractor operates a sole proprietorship and is not eligible for a social security number.

503.6-6. *Release of liability.* An independent contractor may not begin work until a contract is executed according to the requirements of section 503.5 of this law and all other approval requirements of section 503.6 are met. If an independent contractor begins work before the requirements of section 503.5 and 503.6 are met, the Nation is released of potential liability.

503.7. Conflict of Interest

503.7-1. The ~~Tribe~~ Nation may ~~hire an individual who is also~~ contract with an employee or an employee-owned business entity ~~of the Tribe~~ as an independent contractor, if:

(a) all requirements of section 503.6 of this law are met;

(b) the work ~~services~~ performed by the individual as an employee ~~of the Tribe are not related to the services~~ is not related to the scope of work to be provided ~~by the individual~~ as an independent contractor;

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(1) even if the employee qualifies for Indian preference as an independent contractor; and even if the employee were the only independent contractor who would qualify for Indian preference, this requirement still applies;

(2) if the work performed by the employee does relate to the scope of work the employee or the employee-owned business entity would provide the Nation as an independent contractor, the Nation may still contract with that employee or employee-owned business entity as long as the Nation contracts with that employee or employee-owned business entity as an independent contractor in a different division than the division in which the employee works.

(c) there is no relation between the wages paid to the individual as an employee ~~of the Tribe~~ and the compensation received by the individual for the scope of work services to be provided as an independent contractor;

(d) the individual is engaged in an independent trade, business, or profession that is traditionally pursued by an independent contractor, ~~and~~ the scope of work services to be provided by the individual as an independent contractor relates to such trade, business, or profession, and the Nation has no significant investment in that business entity; and ~~(d) the individual offers services as an Independent Contractor in such trade, business or profession to the general public.~~

(e) the individual offers services or deliverables as an independent contractor in such trade, business, or profession to the public.

~~503.7 6. The Tribe may engage an employee-owned business entity as an independent contractor if the following conditions are met:~~

~~(a) the employee-owned business entity has a valid Tax Identification Number which is different than the employee's Social Security number.~~

~~(b) the Tribe has no right to direct or control the employees of the employee-owned business entity; and~~

~~(c) all payments for independent contractor services are made directly to the employee-owned business entity, not to an individual.~~

End.

Adopted - 7-27-94, motion

Adopted - BC-2-15-95-A, Emergency Action [Article VII \(503.7-\)](#)

Adopted - BC-7-5-95-B, Emergency Action [Article VII \(503.7-\)](#)

Emergency Amended – BC-04-25-12-E-

Emergency Extension Amended – BC-10-10-12-B-

Amended – BC-02-27-13-A

Title 5. Business – Chapter 503 INDEPENDENT CONTRACTORS

503.1. Purpose and Policy
503.2. Adoption, Amendment, Repeal
503.3. Definitions
503.4. Worker Classification

503.5 Form of Contract
503.6 Approval Requirements
503.7 Conflict of Interest

503.1. Purpose and Policy

503.1-1. *Purpose.* The purpose of this law is to require proper worker classification for compliance with tax regulations.

503.1-2. *Policy.*

(a) It is the policy of the Nation to utilize Native American businesses to complete work that the Nation is unable to complete through use of its own employees. All programs, enterprises, and government agencies are encouraged to seek within their own employees those with expertise in any matter before going to independent contractors.

(b) It is further the policy of the Nation that the order of preference, as set out in the Nation's Indian Preference Law, be used in the selection of independent contractors and in accordance with this law.

503.2. Adoption, Amendment, Repeal

503.2-1. This law was adopted by the Oneida Business Committee by motion on July 27, 1994, and amended by resolution BC-02-27-13-A.

503.2-2. This law may be amended or repealed by the Oneida Business Committee or the Oneida General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

503.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

503.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law shall control.

503.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

503.3. Definitions

503.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) "Deliverable" means quantifiable goods and tangible or intangible products to be provided upon the completion of a project.

(b) "Employee" means any individual who performs compensated service for the Nation, if the employee:

(1) has little control over their rate of compensation;

(2) does not make significant financial investments in their ability to perform that compensated service;

(3) is expected to perform compensated services on a continuous basis;

(4) is subject to the direction and control of the Nation with respect to the material details of the services provided;

(5) provides services that are integral to the Nation; and

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(6) does not typically have specialized knowledge. “Employee” does not include elected or appointed officials. For purposes of this law, individuals employed under an employment contract as a limited term employee are employees of the Nation, not consulted independent contractors.

(c) “Employee-owned business entity” means a business which is majority owned and managed by an individual who is employed as an employee by the Nation. An employee-owned business entity includes, but is not limited to, a partnership, corporation, or limited liability company.

(d) “Independent contractor” means an individual who provides compensated services to the Nation and:

(1) is generally considered self-employed;

(2) provides compensated services on a non-exclusive, project-based business;

(3) controls how the services are provided;

(4) does not typically provide services that are essential to the Nation’s operations;

(5) uses specialized skills to perform those services;

(6) has the right to direct and control any individual that works for the independent contractor; and

(7) all payments are made directly to the independent contractor, not to an individual.

(e) “Nation” means the Oneida Nation.

(f) “Scope of work” means the total deliverables or services to be performed by an independent contractor upon completion of the work the independent contractor was hired to complete.

(g) “Service” means an action performed by an independent contractor and must be adequately described as to the actions that will be taken and the final result of those actions.

503.4 Worker Classification

503.4-1. The Nation must classify a worker as either an employee or an independent contractor according to the Fair Labor Standards Act and should use the most current guidance issued from the U.S. Department of Labor and the U.S. Internal Revenue Service.

503.5. Form of Contract

503.5-1. All contracts with the Nation shall be in a format approved by the Oneida Law Office. All departments, programs, enterprises, and other agencies of the Nation shall use Oneida Law Office-approved contracts.

503.5-2. All contracts shall be reviewed and approved by the Oneida Law Office and the Oneida Purchasing Department. An approved purchase order is required prior to execution of a contract.

503.5-3. At a minimum, the Oneida Law Office shall verify:

(a) sovereign immunity has not been waived;

(b) worker classification, according to the most recent guidance from the U.S Department of Labor and the U.S. Internal Revenue Service, is accurate; and

(c) the content of the contract meets the legal needs for the protection of the Nation’s assets and adequately describes the scope of work, payment, and other similar items.

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503.6. Approval Requirements

503.6-1. *Contract*. The Oneida Law Office and the Oneida Purchasing Department must review and approve a contract according to the requirements of section 503.5 of this law.

503.6-2. *Purchase Order*. The Oneida Purchasing Department issues a purchase order based on the approved contract in accordance with the Oneida Nation procurement sign-off authority.

503.6-3. *Vendor License*. Unless an independent contractor is exempted from the requirements of obtaining a vendor license, the independent contractor will be issued a vendor license, subject to any other requirements of the Nation's Vendor Licensing law.

503.6-4. *Insurance*. Before the independent contractor performs any work, the independent contractor must demonstrate proof of appropriate and adequate insurance coverage.

(a) What constitutes appropriate and adequate insurance coverage will be determined by the Nation's Risk Management Department and will be based upon the scope of work.

503.6-5. *Tax Identification*. Before an independent contractor begins work, they are required to submit tax identification information to the Nation through one of following:

(a) Employer Identification Number.

(b) Social Security Number. If an independent contractor operates a sole proprietorship, their default tax identification number may be their social security number.

(c) Taxpayer Identification Number. If an independent contractor operates a sole proprietorship and is not eligible for a social security number.

503.6-6. *Release of liability*. An independent contractor may not begin work until a contract is executed according to the requirements of section 503.5 of this law and all other approval requirements of section 503.6 are met. If an independent contractor begins work before the requirements of section 503.5 and 503.6 are met, the Nation is released of potential liability.

503.7. Conflict of Interest

503.7-1. The Nation may contract with an employee or an employee-owned business entity as an independent contractor if all requirements of section 503.6 of this law are met;

(a) the work performed by the individual as an employee is not related to the scope of work to be provided as an independent contractor;

(1) even if the employee qualifies for Indian preference as an independent contractor; and even if the employee were the only independent contractor who would qualify for Indian preference, this requirement still applies;

(2) if the work performed by the employee does relate to the scope of work the employee or the employee-owned business entity would provide the Nation as an independent contractor, the Nation may still contract with that employee or employee-owned business entity as long as the Nation contracts with that employee or employee-owned business entity as an independent contractor in a different division than the division in which the employee works.

(b) there is no relation between the wages paid to the individual as an employee and the compensation received by the individual for the scope of work to be provided as an independent contractor;

(c) the individual is engaged in an independent trade, business, or profession that is traditionally pursued by an independent contractor, the scope of work to be provided by the individual as an independent contractor relates to such trade, business, or profession, and the Nation has no significant investment in that business entity; and

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(d) the individual offers services or deliverables as an independent contractor in such trade, business, or profession to the public.

End.

Adopted - 7-27-94, motion

Adopted - BC-2-15-95-A, Emergency Action Article VII (503.7)

Adopted - BC-7-5-95-B, Emergency Action Article VII (503.7)

Emergency Amended – BC-04-25-12-E

Emergency Extension Amended – BC-10-10-12-B

Amended – BC-02-27-13-A



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



AGENDA REQUEST FORM

- 1) Request Date: 07-24-25
 - 2) Contact Person(s): Billie Jo Cornelius-Adkins
 Dept: GTC LRC Advocate
 Phone Number: 920-496-5324 Email: bcornel4@oneidanation.org
 - 3) Agenda Title: Delayed Filing of Marriage Certificate
 - 4) Detailed description of the item and the reason/justification it is being brought before the LOC:
Patricia and Don Charnon Jr.'s marriage certificate was never filed with the State of Wisconsin Vital Statistics Dept. When the error was found in 2009, their Marriage Certificate was still overlooked. It wasn't until Don Charnon Jr. died that Patricia found out that her Marriage Certificate was never filed with the State of Wisconsin Vital Statistics. Without her Marriage Certificate being recognized by the State of Wisconsin, she
- List any supporting materials included and submitted with the Agenda Request Form
- | | |
|--|-------------------------------------|
| 1) <u>Copy of Resolution</u> | 3) <u>Copy of Death Certificate</u> |
| 2) <u>Copy of Marriage Certificate</u> | 4) _____ |
- 5) Please list any laws, policies or resolutions that might be affected:
the Marriage Law, 1 O.C. 701, 2009 Group of Marriage Certificates Delayed In Filing (Resolution)
 - 6) Please list all other departments or person(s) you have brought your concern to:
Jo Ann House, Oneida Law Office
 - 7) Do you consider this request urgent? ☒ Yes ☐ No
 If yes, please indicate why:
For traveling she needs her real ID.

I, the undersigned, have reviewed the attached materials, and understand that they are subject to action by the Legislative Operating Committee.

Signature of Requester: _____

Billie Jo Cornelius-Adkins

Please send this form and all supporting materials to:

LOC@oneidanation.org
 or
Legislative Operating Committee (LOC)
 P.O. Box 365
 Oneida, WI 54155
 Phone 920-869-4376

Continued from 4)
 she cannot do things like get a Real ID from the State, she cannot file for anything that she has to prove her marriage exists for like Social Security. Technically, her name has not even been changed legally. There are other people in her same situation where their Marriage Certificate was never filed with the State of Wisconsin Vital Statistics, so if we could come up with something that could be easily used in these situations, where we wouldn't have to redo all of the work every time, that would be the best outcome, if possible. It was identified that in 2009 there was a group of Marriage Certificates that was put through to the State in a Delayed Filing Group. Patricia and Don Charnon Jr.'s Marriage Certificate was overlooked in that group as well.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank

Resolution for Delayed Filing of Marriage Certificate for Patricia Gantz and Donald Charnon Jr.

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 Business Committee has determined that it is in the interest of the Oneida Tribe and its members to authorize civil marriages pursuant as set forth in the Marriage Law, 1O.C.701; and

WHEREAS, the Marriage Law, 1 O.C.701.5-4(f) requires the marriage document to be returned to the Licensing Department which shall file with the Wisconsin Bureau of Vital Statistics Department within ten business days after delivery to the Licensing Department by the officiating person or one of the married parties; and

WHEREAS, in 2007 the Oneida Business Committee was made aware that approximately 29 marriage documents had not been properly filed with the Wisconsin Department of Vital Statistics that had been returned to the Secretary's Office and that in order to file the marriage documents today, an order authorizing delayed filing of marriage certificates must be issued by the Oneida Judiciary; and

WHEREAS, the Oneida Business Committee provided an opportunity to members who were in that group of 29 marriage documents and 23 elected to obtain a delayed filing order; and

WHEREAS, Patricia Gantz, upon the death of her husband Donald Charnon, Jr., identified that the marriage document from their June 26, 1999, marriage document was not identified in the group of approximately 29 marriage documents and that the marriage document has not been filed; and

WHEREAS, the Oneida Business Committee recognizes that the marriage license was granted by the Oneida Nation in accordance with the laws of the Nation in place at that time; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee adopts, by emergency authority, an amendment to the Marriage Law which authorizes the Oneida Judiciary to exercise limited civil jurisdiction to order the delayed filing of a marriage certificate issued by the Oneida Nation for Donald Charnon Jr. and Patricia Gantz be provided to the Wisconsin Bureau of Vital Statistics for filing.

BE IT FUTHER RESOLVED, that the Oneida Business Committee hereby authorizes the Oneida General Tribal Council Legal Resource Center to file a petition, in accordance with the Oneida Judiciary Rules of

Civil Procedure, on behalf of Patricia Gantz to obtain an order authorizing delayed filing of a marriage certificate for Donald Charnon Jr. and Patricia Gantz.

PLEASE NOTE:

1. DO NOT include the Certification. The Certification includes the voting record and Secretary signature line and will be added after the adoption of the resolution.
2. If resolution runs to 2 or more pages, make sure to update the header with the TITLE



LEGISLATIVE OPERATING COMMITTEE

17 of 18

COMMUNITY MEETING

WEDNESDAY, SEPTEMBER 17

5:30PM - 7:30PM

NORBERT HILL CENTER CAFETERIA

N7210 Seminary Rd, Oneida, WI 54155

◆◆◆◆◆
Please join the Legislative Operating Committee (LOC)
for a community meeting to gather input regarding the
development of the following laws for the Nation:

- ◆ **Budget and Finances Law Amendments**
- ◆ **Higher Education Scholarship Law**
- ◆ **Elder Protection Law**

The LOC will have a brief overview of the legislative process prior to the discussion of the above mentioned topics. The LOC encourages everyone to come participate in the legislative process by providing comments, suggestions, and questions that the LOC can consider and utilize in the development of these new laws for the Nation.

Food from the Oneida Cannery will be provided during this community event.



LEGISLATIVE OPERATING COMMITTEE MEMBERS

Kirby Metoxen
LOC Vice Chairman

Jameson
Wilson
LOC Chairman

Jennifer
Webster
LOC Member

Marlon
Skenandore
LOC Member

Jonas Hill
LOC Member



August 2025

August 2025						
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31						

September 2025						
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21	22	23	24	25	26	27
28	29	30				

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Jul 28	29	30	31	Aug 1 10:00am Research Review Law (Microsoft Teams Meeting) - Grace L. Elliott
4 10:00am Furlough + Layoff work meeting (Microsoft Teams Meeting) - Carolyn A. Salutz	5	6 9:00am Legislative Operating Committee Meeting (Microsoft Teams Meeting; 1:30pm LOC Work Session (Microsoft Teams Meeting; BC_Exec_Conf_Room) -	7	8
11 10:00am Public Use of Tribal Land Law Amendments Work Meeting (Microsoft Teams Meeting) - Clorissa N. Leeman	12	13	14 12:00pm LOC @ Oneida Farmers Market (Oneida Farmers Market) - Clorissa N. Leeman	15 9:00am Higher Education Law Read Through (Microsoft Teams Meeting; 12:15pm PUBLIC MEETING: Hunting, Fishing, and Trapping Law Amendments
18 8:30am Budget and Finances Law Work Meeting (Microsoft Teams Meeting) - Clorissa N. Leeman	19 10:00am Vendor Licensing - work meeting with LOC (Microsoft Teams Meeting) - Carolyn A. Salutz	20 8:30am LOC Prep Meeting (Microsoft Teams Meeting; 9:00am Legislative Operating Committee Meeting (Microsoft 1:30pm LOC Work Session (Microsoft	21	22 1:30pm Renewable Energy Law Work Meeting (Microsoft Teams Meeting) - Clorissa N. Leeman
25 9:00am Law/Legislative Update Meeting (Microsoft Teams Meeting) - Clorissa N. 11:00am Data Sovereignty Law Work Meeting (Microsoft Teams Meeting) - Clorissa N.	26	27	28 12:00pm LOC @ Oneida Farmers Market (Oneida Farmers Market) - Clorissa N. Leeman	29