



## **Legislative Operating Committee Fiscal Year 2025 Fourth Quarter Report July 2025 – September 2025**

### **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 FY25 Fourth Quarter the Legislative Operating Committee added three (3) legislative items to its Active Files List. The Legislative Operating Committee recognized one (1) additional request and accepted them as information as the law was already on the Active Files List. The Legislative Operating Committee denied two (2) legislative item during the FY25 Fourth Quarter.

On July 2, 2025, the Legislative Operating Committee accepted the request to add the Budget and Finances law amendments to its Active Files List as information, noting the Budget and Finances law is already on the Active Files List for amendments.

On August 6, 2025, the Legislative Operating Committee added the Marriage law amendments to its Active Files List.

On August 20, 2025, the Legislative Operating Committee added the Disposition of Excess Tribal Property Policy amendments or repeal, and the Child Custody, Placement, and Visitation law amendments to the Active Files List.

On September 3, 2025, the Legislative Operating Committee denied the request to add the Business Committee Employment Restriction Non-Compete Policy and Agreement to the Active Files List.

On September 17, the Legislative Operating Committee denied the request to add the Oneida Food Service law amendments to the Active Files List.

## **FY25 Fourth Quarter Legislative Accomplishments**

During the FY25 Fourth Quarter the Legislative Operating Committee did not bring forward any legislative items for amendment or adoption.

## **FY25 Fourth Quarter Administrative Accomplishments**

During the FY25 Fourth Quarter the Legislative Operating Committee did not bring forward any administrative accomplishments.

## **FY25 Fourth Quarter Community Outreach Efforts**

Focusing on its efforts to enhance community involvement through outreach and communication, during the FY25 Fourth Quarter the Legislative Operating Committee held five (5) community outreach events.

On September 17, 2025, 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 a discussion of the development of the following legislation for the Nation: Budget and Finances law amendments, Higher Education Scholarship law, and the Elder Protection 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 also had a booth at the Oneida Farmers Market on the following dates for the purpose of sharing information on the Legislative Operating Committee, the legislative process, and legislative items currently being worked on:

- August 14, 2025;
- August 28, 2025;
- September 11, 2025, and
- September 25, 2025.

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.

## **FY25 Fourth Quarter Legislative Highlights**

The Legislative Operating Committee would like to highlight its work on the following legislative items during the FY25 Fourth Quarter:

### **Boards, Committees, and Commissions Law Amendments**

This item is sponsored by Kirby Metoxen. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

### **Budget and Finances Law Amendments**

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held two (2) work meetings during the FY25 Fourth Quarter regarding this legislative matter.

**Code of Ethics Amendments**

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

**Conflict of Interest Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY25 Fourth Quarter regarding this legislative matter.

**Data Sovereignty Law**

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

**Domestic Animals Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

**Elder Protection Law**

This item is sponsored by Jennifer Webster and Marlon Skenandore. The Legislative Operating Committee held one (1) work meetings during the FY25 Fourth Quarter regarding this legislative matter. The Elder Protection law was included as a topic for discussion during the September 17, 2025, Legislative Operating Committee community meeting.

**Election Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY25 Fourth Quarter regarding this legislative matter.

**Eviction and Termination Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held five (5) work meetings during the FY25 Fourth Quarter regarding this legislative matter.

**Furlough Law Amendments**

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

**Higher Education Scholarship Law**

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held three (3) work meetings during the FY25 Fourth Quarter regarding this legislative matter. On September 3, 2025, the Legislative Operating Committee approved the draft Higher Education Scholarship law. On September 17, 2025, the Legislative Operating Committee accepted the legislative analysis. This Law was included as a topic for discussion during the September 17, 2025, Legislative Operating Committee community meeting.

**Hunting, Fishing, and Trapping Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY25 Fourth Quarter regarding this legislative matter. On July 2, 2025, the

Legislative Operating Committee entered into the record the results of the June 18, 2025 e-poll entitled, Rescheduled Hunting, Fishing, and Trapping Law Public Meeting. On August 15, 2025, a public meeting was held for the Hunting, Fishing, and Trapping law amendments. Two (2) individuals provided oral comments during the public meeting. The public comment period was held open until August 22, 2025. No individuals provided written comments during the public comment period. On September 17, 2025, the Legislative Operating Committee accepted the public comments and the public comment review memo and deferred these items to a work meeting for further consideration.

### **Independent Contractor Policy Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter. On August 6, 2025, the Legislative Operating Committee approved the draft of the Independent Contractors law amendments and directed the Legislative Reference Office to complete a legislative analysis. On August 20, 2025, the Legislative Operating Committee approved and accepted the updated draft, and the legislative analysis, and directed the Legislative Reference Office to schedule a public meeting. On September 3, 2025, the Legislative Operating Committee accepted the updated legislative analysis, public meeting packet, and scheduled a public meeting to be held on October 15, 2025.

### **Indian Preference in Contracting Law Amendments**

This item is sponsored by Jonas Hill and Marlon Skenandore. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

### **Marriage Law Amendments**

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

### **Oneida Personnel Policies and Procedures Amendments**

This item is sponsored by all members of the Legislative Operating Committee. On September 3, 2025, the Legislative Operating Committee approved the memorandum entitled, *Intent to Amend the Oneida Personnel Policies and Procedures*, and forward this memorandum to the Oneida Business Committee for inclusion on an upcoming General Tribal Council meeting agenda for consideration.

### **Oneida Worker's Compensation Law Amendments**

This item is sponsored by Marlon Skenandore. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

### **Public Use of Tribal Land Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter. On August 20, 2025, the Legislative Operating Committee approved the draft of amendments to the Public Use of Tribal Land law. On September 3, 2025, the Legislative Operating Committee approved the legislative

analysis and the public meeting packet for the proposed amendments to the Public Use of Tribal Land law and scheduled a public meeting to be held on October 15, 2025.

**Real Property Law Amendments**

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held three (3) work meeting during the FY25 Fourth Quarter regarding this legislative matter. On September 3, 2025, the Legislative Operating Committee to approved the draft amendments to the Real Property law and directed that a legislative analysis be completed.

**Recycling and Solid Waste Disposal Law Amendments**

This item is sponsored by Kirby Metoxen and Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY25 Fourth Quarter regarding this legislative matter.

**Renewable Energy Law**

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meetings during the FY25 Fourth Quarter regarding this legislative matter.

**Sanctions and Penalties Law**

This item is sponsored by Jennifer Webster. On July 2, 2025, the Legislative Operating Committee approved the public comment review memorandum, draft, and legislative analysis; and approved 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. The Finance Department provided the fiscal impact statement to the LOC on July 15, 2025. On September 3, 2025, the Legislative Operating Committee approved the adoption packet for the proposed Sanctions and Penalties law and forwarded the adoption packet to the Oneida Business Committee for inclusion on an upcoming General Tribal Council meeting agenda for consideration.

**Ten Day Notice Policy Amendments**

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY25 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 FY25 Fourth Quarter regarding this legislative matter.

**Uniform Commercial Code**

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held four (4) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

**Vendor Licensing Law Amendments**

This item is sponsored by Jonas Hill. The Legislative Operating Committee held four (4) work meeting during the FY25 Fourth Quarter regarding this legislative matter.

**Workplace Violence Law Amendments**

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held two (2) work meeting during the FY25 Fourth Quarter regarding this legislative matter. On August 20,

2025, the Legislative Operating Committee approved the updated draft, approve the legislative analysis, and directed the Legislative Reference Office to schedule a public meeting. On September 3, 2025, the Legislative Operating Committee accepted the public meeting packet and schedule a public meeting to be held on October 15, 2025.

### **FY25 Fourth Quarter Legislative Operating Committee Meetings**

All Legislative Operating Committee meetings are open to the public and held on the first and First 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 FY25 Fourth Quarter:

- July 2, 2025 – Regular meeting;
- August 6, 2025 – Regular meeting;
- August 20, 2025 – Regular meeting;
- September 3, 2025 – Regular meeting; and
- September 17, 2025 – Regular meeting.

The July 16, 2025, Legislative Operating Committee meeting was canceled.

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](mailto: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 FY26 First Quarter**

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

- Adoption of the Hunting, Fishing, and Trapping Law Amendments.
- Adoption of the Workplace Violence Law Amendments.
- Adoption of the Sanctions and Penalties Law.
- Adoption of the Independent Contractor 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;
- Manages all other administrative duties and recordkeeping for the Legislative Operating Committee.

During the FY25 Fourth Quarter the Legislative Reference Office was staffed by the following individuals:

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

### Legislative Operating Committee Contact Information

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

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|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| ▪ Jameson Wilson, LOC Chairman<br><a href="mailto:jwilson@oneidanation.org">jwilson@oneidanation.org</a>   | ▪ Jonas Hill, LOC Member<br><a href="mailto:jhill1@oneidanation.org">jhill1@oneidanation.org</a>            |
| ▪ Kirby Metoxen, LOC Vice-Chairman<br><a href="mailto:kmetox@oneidanation.org">kmetox@oneidanation.org</a> | ▪ Marlon Skenandore, LOC Member<br><a href="mailto:mskenan1@oneidanation.org">mskenan1@oneidanation.org</a> |
| ▪ Jennifer Webster, LOC Member<br><a href="mailto:jwebstel@oneidanation.org">jwebstel@oneidanation.org</a> |                                                                                                             |

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

