

Oneida Business Committee



Executive Session
8:30 AM Tuesday, January 13, 2026
BC Conference Room, 2nd Floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, January 14, 2026
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

- A. **Special Recognition - Lifetime Achievement - Al Manders (11:00 a.m.)**
Sponsor: Jennifer Webster, Councilwoman
- B. **Special Recognition - Lifetime Achievement - Deborah Thundercloud (11:00 a.m.)**
Sponsor: Jennifer Webster, Councilwoman

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. **Oneida Election Board Ad Hoc Committee - Justine Huff, Mary King**
Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. **Approve the December 10, 2025, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
- B. **Approve the December 19, 2025, special Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
- C. **Approve the January 2, 2026, emergency Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

- A. **Adopt resolution entitled Amendments to the Workplace Violence Law**
Sponsor: Jameson Wilson, Councilman
- B. **Adopt resolution entitled Amendments to the Hunting, Fishing, and Trapping Law**
Sponsor: Jameson Wilson, Councilman
- C. **Adopt resolution entitled Identifying Our Needs A Survey of Elders FY 2026-2029
Title VI Part A B and C Grant Application**
Sponsor: Mark W. Powless, CEO-Nation Services
- D. **Adopt resolution entitled Amending Oneida Nation's P.L. 102-477 Plan to Add
Vocational Rehabilitation**
Sponsor: Mark W. Powless, CEO-Nation Services
- E. **Enter the e-poll results into the record regarding the adopted BC Resolution # 12-30-
25-A Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE
Facilities**
Sponsor: Lisa Liggins, Secretary

VII. APPOINTMENTS

- A. **Determine next steps regarding one (1) vacancy - Oneida Election Board**
Sponsor: Lisa Liggins, Secretary
- B. **Determine next steps regarding one (1) vacancy - Oneida Land Commission**
Sponsor: Lisa Liggins, Secretary
- C. **Determine next steps regarding three (3) vacancies - Oneida Nation Veteran Affairs
Committee**
Sponsor: Lisa Liggins, Secretary
- D. **Post twelve (12) vacancies - Oneida Election Board Alternates**
Sponsor: Vicki Cornelius, Chair/Oneida Election Board

VIII. STANDING COMMITTEES

- A. **FINANCE COMMITTEE**
 - 1. **Accept the December 11, 2025, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer
 - 2. **Accept the December 19, 2025, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the December 3, 2025, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman
2. **Accept the December 17, 2025, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman

IX. TRAVEL REPORTS

- A. **Approve the travel report - Councilman Kirby Metoxen - Native American Tourism of Wisconsin (NATOW) & Great Lakes Inter Tribal Council (GLITC) meeting - Bad River, WI - December 2-4, 2025**
Sponsor: Kirby Metoxen, Councilman

X. TRAVEL REQUESTS

- A. **Approve the travel request - Chairman Tehassi Hill - National Republications Senate Committee (NRSC) Winter Meeting - Palm Beach, FL - February 6-8, 2026**
Sponsor: Tehassi Hill, Chairman
- B. **Approve the travel request - Additional OBC Members - 2026 Indian Gaming Tradeshow & Convention - San Diego, CA - March 29-April 3, 2026**
Sponsor: Lisa Liggins, Secretary
- C. **Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) - Washington, D.C. - February 23-26, 2026**
Sponsor: Jennifer Webster, Councilwoman
- D. **Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) - Washington, D.C. - July 27-31, 2026**
Sponsor: Jennifer Webster, Councilwoman
- E. **Approve the travel request - Councilman Jonas Hill - National Congress of American Indians (NCAI) Executive Council Winter Session - Washington, D.C. - February 8-12, 2026**
Sponsor: Jonas Hill, Councilman
- F. **Approve the travel request - Councilman Kirby Metoxen - Native American Tourism of Wisconsin Annual 2026 GALA - Lac du Flambeau, WI - January 30-31, 2026**
Sponsor: Kirby Metoxen, Councilman
- G. **Approve the travel request - Councilman Kirby Metoxen - Wisconsin Governor's Conference on Tourism - Milwaukee, WI - March 15-17, 2026**
Sponsor: Kirby Metoxen, Councilman

- H. **Approve the travel request in accordance with § 219.16-1. Oneida Gaming Commission – for four (4) members to attend the Indian Gaming Association Conference in San Diego, CA - March 30 - April 3, 2026**
Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission
- I. **Enter the e-poll results into the record regarding the approved travel request - Chairman Tehassi Hill - Indian Gaming Tradeshow and Convention - San Diego, CA - March 29 - April 3, 2026**
Sponsor: Lisa Liggins, Secretary
- J. **Enter the e-poll results into the record regarding the approved travel request - Councilman Jonas Hill - State Consultations - Departments of Corrections, Military Affairs, Administration & Revenue - Carter, WI - December 9-10, 2025**
Sponsor: Lisa Liggins, Secretary
- K. **Enter the e-poll results into the record regarding the approved travel request - Councilman Kirby Metoxen - Inspecting New York Properties for Economic Development - Syracuse, NY - January 6-9, 2026**
Sponsor: Lisa Liggins, Secretary
- L. **Enter the e-poll into the record regarding the travel request - Councilman Jonas Hill - Great Lakes Intertribal Food Coalition (GLIFC) Quarterly meeting - Carter, WI - January 20-22, 2026**
Sponsor: Lisa Liggins, Secretary

XI. NEW BUSINESS

- A. **Community Concern - Anna John Resident Care Center declinations**
Sponsor: Pearl Webster, Tribal Member
- B. **Approve the Workplace Health Education Program Participation Agreement**
Sponsor: Mark W. Powless, CEO-Nation Services
- C. **Review the Three Card Poker Rules of Play and determine next steps**
Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission
- D. **Accept the memorandum regarding the withholding of pay for Councilman Marlon Skenadore**
Sponsor: Lisa Summers, Director of Government Administration
- E. **Approve research request - Lee Dayberry - Capella University - Preparedness in Practice: Risk Perception and Disaster Preparedness in a Tribal Nation**
Sponsor: Jo Anne House, Chief Counsel
- F. **Approve the amended bylaws for the Oneida Personnel Commission**
Sponsor: Jo Anne House, Chief Counsel

XII. GENERAL TRIBAL COUNCIL

- A. Schedule a special General Tribal Council meeting to address the Powless-Buenrostro petitions # 2025-04 and # 2025-05**
Sponsor: Lisa Liggins, Secretary
- B. PETITIONER KIMBERLY SCHULTZ - PETITION # 2025-03**
- 1. Accept the statement of effect status update regarding petition # 2025-03**
Sponsor: Jameson Wilson, Councilman
 - 2. Determine next steps regarding petition # 2025-03**
Sponsor: Lisa Liggins, Secretary

XIII. EXECUTIVE SESSION

- A. REPORTS**
- 1. Accept the Treasurer's November 2025 Report (8:30 a.m.)**
Sponsor: Lawrence Barton, Treasurer
 - 2. Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel
- B. NEW BUSINESS**
- 1. Accept the November 5, 2025, Business Committee Officer session notes**
Sponsor: Lisa Liggins, Secretary
 - 2. Accept the December 3, 2025, Business Committee Officer session notes**
Sponsor: Lisa Liggins, Secretary
 - 3. Discuss the Roy Skenandore Memorial II Pool Tournament and determine next steps**
Sponsor: Lawrence Barton, Treasurer and Jonas Hill, Councilman
 - 4. Review application for one (1) vacancy - Oneida Election Board**
Sponsor: Lisa Liggins, Secretary
 - 5. Review application for one (1) vacancy - Oneida Land Commission**
Sponsor: Lisa Liggins, Secretary
 - 6. Review application for three (3) vacancies - Oneida Nation Veteran Affairs Committee**
Sponsor: Lisa Liggins, Secretary
 - 7. Enter the e-poll results into the record regarding the approved authorization to execute the First Amendment to the Emergency Medical Services Agreement between Oneida and Village of Ashwaubenon**
Sponsor: Lisa Liggins, Secretary

XIV. 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

Special Recognition - Lifetime Achievement - Al Manders

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.
Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR
Lifetime Achievement Honor Albert Manders

4. Areas potentially impacted or affected by this request:

- Finance
- Law Office
- Gaming/Retail
- Other: Oneida Business Committee
- Programs/Services
- DTS
- Boards, Committees, or Commissions

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Bio | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: Special Projects | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: David P. Jordan, Government Relation Specialist



Memorandum

To: Oneida Business Committee
From: Jenifer Webster Council Member
Date: January 14, 2026
Re: Lifetime Achievement

A proposal for "Lifetime Achievement" was brought forth to BC Work Meeting December 07, 2023, and received approval for recognition of "Lifetime Achievement" recognition for former Tribal Leaders and / or Judges with funding from the special events budget. We are planning to recognize retired Oneida Business Committee Treasurer, Albert Manders at the January 14, 2026, Oneida Business Committee meeting.

The service of our elders is so appreciated we want to express our gratitude for the years of service and achievements as governmental officials.

Thank you for your time and consideration.

A Biography: Albert Manders

D.O.B. May 17, 1947; Born in Green Bay, Wisconsin

Education: Attended Silvery Summit Grade School until its closing.

Attended Freedom High School in 1962; transferred to

West De Pere High School graduated in 1965.

Attended UW Stevens Point in 1965 for 1 year.

Attended NWTC.

***Attended UW Green Bay, graduating in 1971 with a Bachelor of
Science degree.***

Attended UW Oshkosh, earning a Master's in Guidance & Counseling.

Work History: Construction (various employers; summer work while in school).

Foundry Worker (summer work while in school).

Paper Mill, Procter & Gamble.

Military: Joined the Army Reserves in 1967, earned the rank of Sergeant

With an Honorable Discharge.

Teaching: 1972, Bay School District; taught social studies.

1973 Oneida Tribe of Indians: Right to Read.

***1974 West De Pere Public Schools; Teacher, Coach, and Counselor,
Retiring in 2004.***

Community Service: Oneida Business Committee; West De Pere School

Board; Oneida Town Council.

Albert Manders

W668 Fish Creek Road

De Pere, WI 54115

920-869-2625

920-327-9860

amanders2@new.rr.com

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Recognizing Albert Manders for Lifetime Achievements and Contributions to the Oneida Nation

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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 Nation have given their time, hopes, and energies to the Nation and community; and

WHEREAS, those actions have provided guidance in developing the Nation to meet future goals, provide opportunities for members, and to create programs, services and benefits for members; and

WHEREAS, members have stepped forward to make these decisions on behalf of all of us embracing and demonstrating Tsi? Niyukwalihó•ta (our ways); and

WHEREAS, the Oneida Business Committee has identified that recognizing these actions, such as has been in the past for;

- Community Service with the Oneida Business Committee
- Oneida Nation's Right to Read program
- Teacher, Coach and Counselor at local school with Oneida students

WHEREAS, Albert Manders was elected to the Oneida Business Committee as an elected official for 2 terms; and

WHEREAS, Albert Manders has successfully completed 2 terms as the Tribal Treasurer for the Oneida Nation of Wisconsin; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee recognizes Albert Manders for his lifetime of giving his time and skills to the Oneida Nation and the community raising us all in the process.

Special Recognition - Lifetime Achievement - Deborah Thundercloud

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.
Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR
Lifetime Achievement Honor Deborah Thundercloud

4. Areas potentially impacted or affected by this request:

- Finance
- Law Office
- Gaming/Retail
- Other: Oneida Business Committee
- Programs/Services
- DTS
- Boards, Committees, or Commissions

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Bio | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: Special Projects | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: David P. Jordan, Government Relation Specialist



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A proposal for “Lifetime Achievement” was brought forth to BC Work Meeting December 07, 2023, and received approval for recognition of “Lifetime Achievement” recognition for former Tribal Leaders and / or Judges with funding from the special events budget. We are planning to recognize retired Oneida Business Committee Chairwoman, Deborah Thundercloud and Treasurer Albert Manders at the January 14, 2026, Oneida Business Committee meeting.

The service of our elders is so appreciated we want to express our gratitude for the years of service and achievements as governmental officials.

Thank you for your time and consideration.

Debbie Thundercloud

Biography

December 2025

Debbie Thundercloud is the daughter of Norbert and Caroleen Skenandore. She is the second youngest of eleven siblings. Debbie grew up on the Oneida Reservation in the days when there was no running water in their home, roads were gravel, employment with the Nation was limited and only grant funded and the programs and services of the Nation were very limited.

Debbie was fortunate to begin her career as a Kitchen Worker at the Oneida Bingo in 1976. She worked at the Civic Center serving food to patrons until 1979. She also worked the summers as an Ethnic Minority Local Church Developer for the Oneida United Methodist Church. She visited the Elderly, assisted with Worship Services and lead the Summer Bible School Program. When she graduated from High School in 1979, she attended the University of Wisconsin Stout for one and a half years and returned home to start her family. She was a Teacher Assistant at the Oneida Child Care, under the leadership of Lucille Cook, who taught her the importance of being reliable and dependable and making an effort to do extra in the classroom by doing art projects and activities with the children. She then went back to the Oneida United Methodist Church as a Family Life Developer from 1981 to 1988. She received funding through the Board of Discipleship to complete her bachelor's degree from the University of Wisconsin Green Bay during this time. She served on many Boards and Committee's on the State, Regional and National levels representing Indian Ministries and communities. Upon completion of her college education, she was employed by the Oneida Nation as its first Grants Writer and later went on to pursue a political career on the Oneida Nation's Governing Body, the Oneida

Business Committee. Debbie served one three-year term as Vice-Chairwoman and six years as Chairwoman. She was the youngest woman to ever serve in an Officers position for the Nation and she was the second to be elected as Chair of the Nation. (Her Great Aunt, Irene Moore was the first woman to be elected as the Chair of the Nation.) Most notable of Debbie's first accomplishments was in her leadership role on the Negotiations Team for the Oneida/State of WI Gaming Compact. As a result of her role, she was asked by then Governor Tommy Thompson to serve on the Governor's Blue Ribbon Task Force on Gambling. During her time of public service, the Oneida Nation experienced its largest growth ever. Under her leadership, the Nation's employment base grew to over 4,000 and several notable accomplishments occurred including but not limited to; the Little Bear Development Center, the Oneida Bingo and Casino Expansion, the Airport Road Child Care Center, the Oneida Turtle School, the Lee McLester Elderly Center, Bay Bank, four Oneida One Stop locations, several of the largest land purchases ever to occur, home and business purchases, Radisson expansion, revival of the Oneida language, culture and traditions and exponential growth of governmental programs and services for the Tribal membership. Of course, Debbie would be the first to acknowledge that the Nation's workforce were the ones who made all of this possible. She always recognized the strength of her colleagues and the gifts and talents that they brought forward in order to make all of this progress possible. Throughout her career she always encouraged others to have a strong work ethic and she led by example by tirelessly representing the Nation and advocating for the Oneida Nation. In 2000 she went on to work with the Bellin Health System and completed a five-year re-development project which included an entire re-construction of the Bellin Health Hospital Campus and the addition of several clinics throughout North-east Wisconsin. In 2006 Debbie

returned to the Oneida Nation as General Manager of Programs, Services and Enterprises for five years. She implemented the Balanced Scorecard Management System to create more effectiveness and efficiency in the operations up until 2011. With education being of importance to her, she completed her master's degree at Marquette University in 2012. In 2013 she joined the National Indian Gaming Association as its Chief of Staff. She served under the leadership of Ernie Stevens, Jr. and quickly found her passion in serving Indian Country in protecting and preserving the rights of Tribes to conduct Gaming. Her many years of knowledge and experience in Tribal Government, operations and leadership were put to good use. As they always say, there is no place like home and when the position of General Manager was re-instated in 2018 Debbie decided to apply in hopes that she could come back home and serve her Nation. She was fortunate to be offered the position and resumed her former role as General Manager from 2019 through 2021. Needless to say, the Pandemic hit the world during this time and many changes and difficult decisions had to be made. The Government, Management and the workforce faced many challenges that had never been experienced before, but together, the Nation came through the Pandemic with limited lives lost and the ability to continue operations, although in a different manner than before. Debbie decided at that time that she was ready to take a step down from her leadership role and move into a less demanding role as her career wound down. In April 2021 Debbie took on the role of Oneida Head Start/Early Head Start Director. During her tenure with the Program, they had to re-build post-pandemic and slowly regained momentum to be back on track to serving our communities children at full capacity. Debbie enjoyed the rewards of this role and in being able to see the positive results that the program has on the lives of the children and families that are served.

In December, 2023 Debbie Retired after 47 years in the workforce. 23 years working directly with the Oneida Nation, 7 years with the Oneida United Methodist Church, 5 years with Bellin Health System and 6 years with the National Indian Gaming Association. Her roles as an Executive Leader throughout her career have not only served the Oneida Nation, but Indian Country as a whole and the broader Green Bay Community.

Debbie is the proud mother of five children and Aksot^ to five grandchildren. She continues to reside on the Oneida Reservation in her retirement and is currently serving on the Oneida Land Claims Commission raising awareness and educating the community on our New York Land Claim and potential reparations that we can gain and is a member of the Oneida Hymn Singers who are carrying on the tradition of bringing comfort to our families during their time of loss of loved ones and during celebrations and special events of the community. Debbie will continue her service to the Oneida Community and we thank her for all of her dedication to the Nation throughout her lifetime.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Recognizing Doborah Thundercloud for Lifetime Achievements and Contributions to the Oneida Nation

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- 4 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 5 recognized by the laws of the United States of America; and
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- 7 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 8
- 9 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 11
- 12 **WHEREAS,** members of the Oneida Nation have given their time, hopes, and energies to the Nation
- 13 and community; and
- 14
- 15 **WHEREAS,** those actions have provided guidance in developing the Nation to meet future goals,
- 16 provide opportunities for members, and to create programs, services and benefits for
- 17 members; and
- 18
- 19 **WHEREAS,** members have stepped forward to make these decisions on behalf of all of us embracing
- 20 and demonstrating Tsi? Niyukwalihó•ta (our ways); and
- 21
- 22 **WHEREAS,** the Oneida Business Committee has identified that recognizing these actions, such as has
- 23 been in the past for;
- 24 • Advocated for major policy changes in Indian Country – most notably the Indian
- 25 Gaming Regulatory Act
- 26 • Re-authorization of the Head Start Act
- 27 • Supporting the Indian Child Welfare Act
- 28 • Assisting Oneida Nation’s adoption of its own Children’s Code
- 29 • Chief of Staff for the National Indian Gaming Association
- 30
- 31 **WHEREAS,** Deborah Thundercloud was elected to the Oneida Business Committee as an elected
- 32 official for 3 terms; and
- 33
- 34 **WHEREAS,** Deborah Thundercloud has served in many leadership positions throughout her career
- 35 and in addition to the terms of the Oneida Business Committee Deborah has also served
- 36 as General Manager of the Oneida Nation’s programs and services and is a Health System
- 37 Executive
- 38
- 39 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee recognizes Deborah
- 40 Thundercloud for her lifetime of giving her time and skills to the Oneida Nation and the community raising
- 41 us all in the process.

Oneida Election Board Ad Hoc Committee - Justine Huff, Mary King

Business Committee Agenda Request

1. **Meeting Date Requested:** 01/14/26

2. **General Information:**

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

3. **Supporting Documents:**

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. **Budget Information:**

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. **Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor *BD*

DATE: December 10, 2025

RE: Oath of Office – Oneida Election Board - Ad Hoc Committee.

Background

On December 10, 2025, the Oneida Business Committee appointed Justine Huff and Mary King to the Oneida Election Board - Ad Hoc Committee.

Approve the December 10, 2025, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

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: *Describe*

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: BPIGMAN

DRAFT**Oneida Business Committee**

Executive Session
1:30 PM Tuesday, December 9, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, December 10, 2025
Virtual Meeting – Microsoft Teams¹

Minutes**EXECUTIVE SESSION**

Present: Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Kirby Metoxen, Marlon Skenandore, Jameson Wilson;

Not Present: Councilman Jonas Hill; Councilwoman Jennifer Webster;

Arrived at: n/a;

Others present: Jo A. House, Ralinda Ninham-Lamberies, Melinda J. Danforth (via Microsoft Teams), Mark W. Powless (via Microsoft Teams), Louise Cornelius (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Jessalyn Harvath (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Carl Artman (via Microsoft Teams), James Petitjean (via Microsoft Teams), Laura Laitinen-Warren (via Microsoft Teams), Jeff Bowman (via Microsoft Teams), John Breuninger (via Microsoft Teams), Jeff House (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Cheryl Stevens (via Microsoft Teams);

REGULAR MEETING

Present: Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Kirby Metoxen, Marlon Skenandore, Jameson Wilson;

Not Present: Councilman Jonas Hill, Councilwoman Jennifer Webster;

Arrived at: n/a ;

Others present: Jo A. House, RaLinda Ninham-Lamberies, Mark W. Powless, Louise Cornelius, Melinda J. Danforth, Kaylynn Biely, Loucinda Conway, Katsitsiyo Danforth, Chad Fuss, Justin, Lisa Summers, Danelle Wilson, Eric McLester, Sidney White, Debra Powless, Kristal Hill, Deborah Danforth, David Jordan, Fawn Cottrell, Fawn Billie, Clorissa Leeman, Connor Kestell, Melissa Alvarado, Rae Skenandore, Lorna Skenandore, Tavia James-Charles, Grace Elliot, John Breuninger, Shannon Hill, Tina Jorgenson, Julie Behnke, Troy Parr, Kathleen Metoxen, Lisa Duff, Yasiman Metoxen, Tina Jorgensen, Crystal Holtz, Kristine Hill, Patricia M. King, Stephanie Metoxen, Brooke Doxtator, Shannon Davis, Amber Vankirk, Victoria Flowers, Wenona M. Wolter, Martin Prevost, Kimberly Schultz, Bonnie Pigman

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:30 a.m.

For the record: Councilman Jonas Hill is out to attend State Consultations. Councilwoman Jennifer Webster is out to attend the Indian Health Service Tribal Self Governance Advisory Committee.

¹ Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

DRAFT**II. OPENING (00:01:26)**

Opening provided by Councilman Jameson Wilson.

III. ADOPT THE AGENDA (00:07:49)

Roll call for the record:

Present: Treasurer Lawrence Barton; Chairman Tehassi Hill; Secretary Lisa Liggins; Councilman Kirby Metoxen; Councilman Marlon Skenandore; Councilman Jameson Wilson;

Not Present: Councilman Jonas Hill; Councilwoman Jennifer Webster

For the record: Councilman Kirby Metoxen experienced a technology issue for the virtual meeting which disrupted his ability to keep his video camera on during the entirety of the virtual meeting.

Motion by Lisa Liggins to adopt the agenda with two (2) deletions and four (4) additions [1) under the Travel Requests section, delete item entitled Approve the travel request - Councilwoman Jennifer Webster - 20th Annual Government-to-Government Violence Against Woman Tribal Consultation - Prior Lake, MN - January 20-23-, 2025; 2) under the New Business section, add item entitled Accept the notice to cancel the 2nd 2025 Special Election; 3) under the New Business section, add item entitled Review and determine next steps regarding Oneida Election Board request to increase number of paid meetings; 4) under the Executive Session New Business section, delete item Discuss and determine next steps regarding choosing an alternative representative for the Council on Offender Reentry program; 5) under the Executive New Business section, add item entitled Discuss and determine next steps regarding memorandum for Wisconsin Bank and Trust accounts; and 6) under the Executive New Business section, add item entitled Accept the memorandum regarding alternate funding options for Head Start programming as information], seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

IV. MINUTES**A. Approve the November 12, 2025, regular Business Committee meeting minutes (00:13:51)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the November 12, 2025, regular Business Committee meeting minutes, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT

- B. Approve the November 24, 2025, special Business Committee meeting minutes (00:14:21)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the November 24, 2025, special Business Committee meeting minutes, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

V. RESOLUTIONS

- A. Adopt resolution entitled Amending BC Resolution # 09-25-24-E-Tribal Contribution Savings – Final Obligation Opportunities Boundary Signage Project CDC # 19-007 (00:14:52)**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Motion by Lawrence Barton to adopt resolution # 12-10-25-A Amending BC Resolution # 09-25-24-E-Tribal Contribution Savings – Final Obligation Opportunities Boundary Signage Project CDC # 19-007, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

- B. Adopt resolution entitled Obligation for Tribal Contribution Savings for Commerce Development Consultant Contract (00:15:39)**
Sponsor: Debra Powless, Commerce Development Director

Motion by Lawrence Barton to adopt resolution # 12-10-25-B Obligation for Tribal Contribution Savings for Commerce Development Consultant Contract, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

VI. APPOINTMENTS

- A. Determine next steps regarding four (4) vacancies - Oneida Election Board Ad Hoc Committee (00:16:29)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the selected applicant(s); to appoint Justine Huff and Mary King to the Oneida Election Board Ad Hoc Committee, with terms ending December 31, 2026, and to request the Secretary to repost the remaining vacancies, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

DRAFT**VII. STANDING COMMITTEES****A. FINANCE COMMITTEE**

1. **Accept the November 13, 2025, regular Finance Committee meeting minutes (00:17:28)**

Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to accept the November 13, 2025, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

2. **Accept the November 20, 2025, regular Finance Committee meeting minutes (00:18:03)**

Sponsor: Lawrence Barton, Treasurer

Motion by Kirby Metoxen to accept the November 20, 2025, regular Finance Committee meeting minutes, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the November 5, 2025, regular Legislative Operating Committee meeting minutes (00:18:33)**

Sponsor: Jameson Wilson, Councilman

Motion by Lawrence Barton to accept the November 5, 2025, regular Legislative Operating Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

C. ON^YOTE?A KA NI I STANDING COMMITTEE

1. **Accept the August 5, 2025, regular On?yote?a?ká ni? i Standing Committee meeting minutes (00:19:06)**

Sponsor: Taryn Webster, Chair/On?yote?a?ká ni? i Standing Committee

Motion by Lisa Liggins to accept the August 5, 2025, regular On?yote?a?ká ni? i Standing Committee meeting minutes, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT**2. Accept the October 7 2025, regular On?yote?a?ká ni? i Standing Committee meeting minutes (00:19:06)**

Sponsor: Taryn Webster, Chair/On?yote?a?ká ni? i Standing Committee

Motion by Lisa Liggins to accept the October 7 2025, regular On?yote?a?ká ni? i Standing Committee meeting minutes, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

VIII. TRAVEL REPORTS**A. Approve the travel report - Councilman Jonas Hill - Indigenous Biz Con - Milwaukee, WI - October 10-12, 2025 (00:20:06)**

Sponsor: Jonas Hill, Councilman

Motion by Marlon Skenandore to approve the travel report from Councilman Jonas Hill for the Indigenous Biz Con in Milwaukee, WI on October 10-12, 2025, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

B. Approve the travel report - Councilman Jonas Hill - American Indigenous Tourism Conference - Choctaw, MS - October 26-30, 2025 (00:20:47)

Sponsor: Jonas Hill, Councilman

Motion by Lisa Liggins to approve the travel report from Councilman Jonas Hill for the American Indigenous Tourism Conference in Choctaw, MS on October 26-30, 2025, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

C. Approve the travel report - Councilman Jonas Hill - 13th Annual Indian Law CLE - Wisconsin Dells, WI - November 5-7, 2025 (00:21:24)

Sponsor: Jonas Hill, Councilman

Motion by Kirby Metoxen to approve the travel report from Councilman Jonas Hill for the 13th Annual Indian Law CLE in Wisconsin Dells, WI on November 5-7, 2025, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT

- D. Approve the travel report - Councilman Kirby Metoxen - Dept of Agriculture, Trade, and Consumer Protection (DATCP) Tourism and Dept. of Natural Resources (DNR) - Keshena, WI - October 14-15, 2025 (00:22:01)**

Sponsor: Kirby Metoxen, Councilman

Motion by Lisa Liggins to approve the travel report from Councilman Kirby Metoxen for the Dept of Agriculture, Trade, and Consumer Protection (DATCP) Tourism and Dept. of Natural Resources (DNR) in Keshena, WI on October 14-15, 2025, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jameson Wilson
 Abstained: Kirby Metoxen
 Not Present: Jonas Hill, Jennifer Webster

IX. TRAVEL REQUESTS

- A. Approve the travel request - Councilman Kirby Metoxen - Reservation Economic Summit (RES) - Las Vegas, NV - March 22-27, 2026 (00:22:48)**

Sponsor: Kirby Metoxen, Councilman

Motion by Marlon Skenandore to approve the travel request from Councilman Kirby Metoxen and three (3) additional Business Committee members to attend the Reservation Economic Summit (RES) in Las Vegas, NV on March 22-27, 2026, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jameson Wilson
 Abstained: Kirby Metoxen
 Not Present: Jonas Hill, Jennifer Webster

- B. Approve the travel request - Councilman Jameson Wilson - National Congress of American Indian's Executive Council Winter Session - Washington, D.C. - February 7-12, 2026 (00:26:20)**

Sponsor: Jameson Wilson, Councilman

Motion by Marlon Skenandore to approve the travel request from Councilman Jameson Wilson and two (2) additional Business Committee members to attend the National Congress of American Indian's Executive Council Winter Session in Washington, D.C. on February 7-12, 2026, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

- C. Approve the travel request in accordance with § 219.16-1. - Oneida Nation Veteran Affairs Committee - for nine (9) members and Tribal Veteran Service Officer - 81st Anniversary Iwo Jima Flag Raising - Sacaton, AZ - February 19-23, 2026 (00:28:32)**

Sponsor: John Breuninger, Secretary/Oneida Nation Veteran Affairs Committee

Motion by Lawrence Barton to approve the travel request in accordance with § 219.16-1. from the Oneida Nation Veteran Affairs Committee - for nine (9) members and Tribal Veteran Service Officer to attend the 81st Anniversary Iwo Jima Flag Raising on Sacaton, AZ on February 19-23, 2026, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

DRAFT

- D. Enter the e-poll results into the record regarding the approved travel request for Councilman Kirby Metoxen to attend the Pojoaque Pueblo Feast Day - Pojoaque, N.M. - December 11-14, 2025 (00:29:21)**

Sponsor: Lisa Liggins, Secretary

Motion by Jameson Wilson to enter the e-poll results into the record regarding the approved travel request for Councilman Kirby Metoxen to attend the Pojoaque Pueblo Feast Day in Pojoaque, N.M. on December 11-14, 2025, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jameson Wilson
 Abstained: Kirby Metoxen
 Not Present: Jonas Hill, Jennifer Webster

X. NEW BUSINESS

- A. Approve the Oneida Trust Enrollment Committee Bylaws (00:30:17)**

Sponsor: Jeremaine Delegado, Chair/Oneida Trust Enrollment Committee

Motion by Lisa Liggins to table the Oneida Trust Enrollment Committee Bylaws, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Marlon Skenandore, Jameson Wilson
 Opposed: Kirby Metoxen
 Not Present: Jonas Hill, Jennifer Webster

- B. Accept the Oneida Gaming Facilities Inspection report (00:43:22)**

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the Oneida Gaming Facilities Inspection report as information, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

- C. Accept the memorandum regarding the withholding of pay for Councilman Marlon Skenandore (00:46:24)**

Sponsor: Lisa Summers, Director of Government Administration

Motion by Lisa Liggins to accept the memoranda regarding the withholding of pay for Councilman Marlon Skenandore, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

DRAFT**D. Review and approve the National Electric Vehicle Infrastructure (NEVI) Program Grant Agreement (00:47:18)**

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to approve a limited waiver of sovereign immunity – Wisconsin Department of Transportation Grant Agreement - file # 2025-1073, with contract subject to further review by the CEO-Nation Services; to direct CEO-Nation Services to work with the Chief Financial Officer to address any of the capacity concerns related to accounting, and to direct CEO-Nation Services to submit the documentation regarding the waiver of the three bid process to the record for this meeting, seconded by Jameson Wilson. Motion carried:

Ayes: Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Abstained: Lawrence Barton
 Not Present: Jonas Hill, Jennifer Webster

For the record: Treasurer Lawrence Barton stated when we accept federal pass through money from the state I think for purpose of audit compliance, protecting the taxpayer, and competitive pricing, these types of projects should be bid out. This project is not new, it hung out there for many months we should have had the bid pack ready probably out the door already in accepting a competitive bid. Thank you.

E. Accept the status update report regarding veteran gravestones (01:04:16)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the status update report regarding veteran gravestones noting that future status updates will be provided in the Human Services quarterly reports, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

F. Community Concern - Anna John Resident Care Center declinations (01:08:19)

Sponsor: Pearl Webster, Tribal Member

Motion by Lisa Liggins to defer Community Concern – Anna John Resident Care Center declinations to the January 14, 2026, regular Business Committee meeting, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

G.. Accept the notice to cancel the 2nd 2025 Special Election as information (01:10:44)

Sponsor: Vicki Cornelius, Chair/Oneida Election Board

Motion by Lisa Liggins to accept the notice to cancel the 2nd 2025 Special Election, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson
 Not Present: Jonas Hill, Jennifer Webster

DRAFT**H.. Review and determine next steps regarding Oneida Election Board request to increase number of paid meetings (01:12:14)**

Sponsor: Sponsor: Vicki Cornelius, Chair/Oneida Election Board

Motion by Lisa Liggins to defer the request back to the Oneida Election Board for further refinement to include possible changes to the Oneida Election Board bylaws and to BC Resolution # 07-09-25-A *Further Amendments to the Boards, Committees, and Commission Law Stipends*, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

XI. REPORTS**A. TRIBALLY CHARTERED ENTITIES****1. Accept the Bay Bancorporation, Inc. FY-2025 4th quarter report (01:46:50)**

Sponsor: Jeff Bowman, Chair/Bay Bank

Motion by Lawrence Barton to accept the Bay Bancorporation, Inc. FY-2025 4th quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

2. Accept the Oneida ESC Group, LLC FY-2025 4th quarter report (01:48:43)

Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

Motion by Kirby Metoxen to accept the Oneida ESC Group, LLC FY-2025 4th quarter report, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

3. Accept the Oneida Golf Enterprise FY-2025 4th quarter report (01:49:15)

Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

Motion by Kirby Metoxen to accept the Oneida Golf Enterprise FY-2025 4th quarter report, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

4. Accept the Oneida Youth Leadership Institute FY-2025 4th quarter report (01:49:46)

Sponsor: Marlon Skenandore, Councilman

Motion by Kirby Metoxen to accept the Oneida Youth Leadership Institute FY-2025 4th quarter report, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT**XII. GENERAL TRIBAL COUNCIL****A. PETITIONER KIMBERLY SCHULTZ - PETITION # 2025-03****1. Accept the statement of effect status update regarding petition # 2025-03 (01:50:20)**

Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to accept the statement of effect verbal status update regarding petition # 2025-03, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

2. Accept the legal review regarding petition # 2025-03 (01:51:59)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the legal review and supplemental legal review regarding petition # 2025-03, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

3. Accept the fiscal impact statement regarding petition # 2025-03 (02:04:13)

Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Motion by Lisa Liggins to accept the fiscal impact statement regarding petition # 2025-03, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

B. Accept the memorandum regarding the Cornerstone Facility Use for General Tribal Council meetings (02:04:49)

Sponsor: Lisa Summers, Director of Government Administration

Motion by Lisa Liggins to accept the memorandum regarding the Cornerstone Facility Use for General Tribal Council meetings as information, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT**XIII. EXECUTIVE SESSION (02:13:46)**

Motion by Councilman Jameson Wilson to go into executive session at 10:44 a.m., seconded by Secretary Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

For the record: The Oneida Business Committee, by consensus, recessed from 10:44 a.m. to 11:00 a.m.

Motion by Treasurer Lawrence Barton to come out of executive session at 12:10 p.m., seconded by Secretary Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

A. REPORTS**1. Accept the CEO-Nation Services report (02:14:56)**

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the CEO-Nation Services report, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

2. Accept the Executive HR Director FY-2025 4th quarter report (02:15:23)

Sponsor: Laura Laitinen-Warren, Executive HR Director

Motion by Marlon Skenandore to accept the Executive HR Director FY-2025 4th quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

3. Accept the Bay Bancorporation, Inc. FY-2025 4th quarter executive report (02:16:00)

Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lisa Liggins to accept the Bay Bancorporation, Inc. FY-2025 4th quarter executive report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

DRAFT**4. Accept the Oneida ESC Group, LLC FY-2025 4th quarter executive report (02:15:59)**

Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

Motion by Lisa Liggins to accept the Oneida ESC Group, LLC FY-2025 4th quarter executive report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

5. Accept the Oneida Golf Enterprise FY-2025 4th quarter executive report (

Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

Motion by Lisa Liggins to accept the Oneida Golf Enterprise FY-2025 4th quarter executive report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

6. Accept the Oneida Youth Leadership Institute FY-2025 4th quarter executive report (02:15:59)

Sponsor: Marlon Skenandore, Councilman

Motion by Lisa Liggins to accept the Oneida Youth Leadership Institute FY-2025 4th quarter executive report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

7. Accept the analyses of the FY-2025 4th quarter executive report for the Tribally Chartered Entities (02:15:59)

Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Motion by Lisa Liggins to accept the analyses of the FY-2025 4th quarter executive report for the Tribally Chartered Entities, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

8. Accept the Chief Counsel report (02:16:30)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report and authorize the Law Office to forward the common interest agreement revisions for discussion and negotiation, seconded by Kirby Metoxen.

Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT**9. Accept the Treasurer's October 2025 report (02:17:39)**

Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to accept the Treasurer's October 2025 report, seconded by Kirby Metoxen.
Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

B. AUDIT COMMITTEE**1. Accept the October 14, 2025, regular Audit Committee meeting minutes (02:18:01)**

Sponsor: Lisa Liggins, Secretary

Motion by Marlon Skenandore to accept the October 14, 2025, regular Audit Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

2. Accept the Cage Vault Kiosk compliance audit and lift the confidentiality requirement (02:18:25)

Sponsor: Lisa Liggins, Secretary

Motion by Marlon Skenandore to accept the Cage Vault Kiosk compliance audit and lift the confidentiality requirement, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

C. NEW BUSINESS**1. Discuss Home Inspection of Properties (02:18:49)**

Sponsor: Lawrence Barton, Treasurer

Motion by Marlon Skenandore to accept the Home Inspection of Properties discussion as information, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

2. Review applications for four (4) vacancies - Oneida Election Board - Ad Hoc Committee (02:19:28)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding the applications for Oneida Election Board - Ad Hoc Committee vacancies as information, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson
Not Present: Jonas Hill, Jennifer Webster

DRAFT**3. Accept the status update regarding Binya Capital LLC (02:20:22)**

Sponsor: Debra Powless, Commerce Development Director

Motion by Lisa Liggins to accept the status update regarding Binya Capital LLC, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

4. Accept the Oneida Retail Enterprise Business Plan (02:20:45)

Sponsor: James Petitjean, CEO-Retail

Motion by Lisa Liggins to accept the Oneida Retail Enterprise Business Plan as information, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

5. Approve attorney contract - Oneida Law Office - file # 2019-1404 (02:21:16)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to approve attorney contract - Oneida Law Office - file # 2019-1404, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

6. Enter the e-poll results into the record regarding the approved Authorization of the Chairman's signature on a letter to the Wisconsin Attorney General, Josh Kaul requesting him to consider investigating Fantasy Sports & Prediction Markets (02:21:45)

Sponsor: Lisa Liggins, Secretary

Motion by Jameson Wilson to enter the e-poll results into the record regarding the approved Authorization of the Chairman's signature on a letter to the Wisconsin Attorney General, Josh Kaul requesting him to consider investigating Fantasy Sports & Prediction Markets, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

7. Discuss and determine next steps regarding memorandum for Wisconsin Bank and Trust accounts (02:22:16)

Sponsor: Louise Cornelius, Gaming General Manager

Motion by Marlon Skenandore to accept the discussion of the Wisconsin Bank and Trust accounts as information, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster

DRAFT

8. Accept the memorandum regarding alternate funding options for Head Start programming as information (02:22:47)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the memorandum regarding the funding options for Head Start programming as information, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

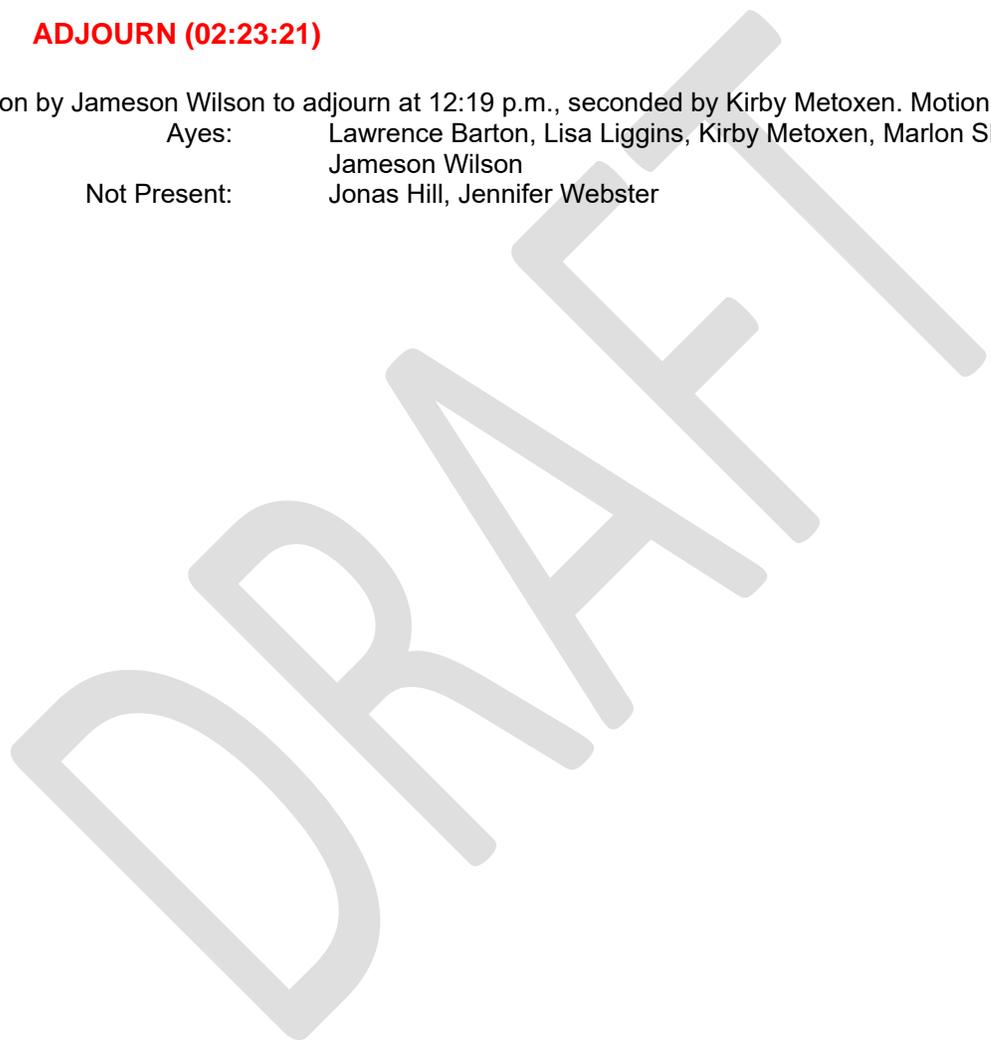
Not Present: Jonas Hill, Jennifer Webster

XIV. ADJOURN (02:23:21)

Motion by Jameson Wilson to adjourn at 12:19 p.m., seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jonas Hill, Jennifer Webster



Minutes prepared by Bonnie Pigman, Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Approve the December 19, 2025, special Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

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: *Describe*

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: BPIGMAN

DRAFT



Oneida Business Committee

Special Meeting
 10:00 AM Friday, December 19, 2025
 BC Conference Room, 2nd Floor, Norbert Hill Center

Minutes

SPECIAL MEETING

Present: Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Kirby Metoxen, Marlon Skenandore, Jameson Wilson;

Not Present: Councilwoman Jennifer Webster;

Arrived at: ;

Others present: Jo Anne House, Melinda J. Danforth, Lisa Summers, Louise Cornelius, Danelle Wilson, David Jordan, Chad Fuss, Misty Jordan, Lisa Duff, Mark A. Powless Sr., Thurston Denny, Michelle Braaten, James Skenandore, Barnaby Allen, Clayton Johnson, Brian Anderson, Martin Prevost, Brooke Doxtator;

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 10:00 a.m.

For the record: Councilwoman Jennifer Webster was absent to attend the new MMIW license plate unveiling.

II. OPENING (00:00:03)

Opening provided by Councilman Kirby Metoxen.

III. ADOPT THE AGENDA (00:00:27)

Motion by Lisa Liggins to adopt the agenda as presented, seconded by Lawrence Barton. Motion carried:

Ayes:	Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson, Jonas Hill
Not Present:	Jennifer Webster

DRAFT**IV. GENERAL TRIBAL COUNCIL****A. PETITIONER GINA POWLESS-BUENROSTRO - Accountability Measure Options for the Oneida Business Committee and Boards, Committees & Commissions - petition # 2025-04 (00:00:47)**

- 1. Approve three (3) requested actions regarding petition # 2025-04**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to acknowledge receipt of the petition from Gina Powless-Buenrostro regarding Accountability Measure Options for the Oneida Business Committee and Boards, Committees and Commissions; to direct the BC Direct Report Offices to complete and submit their administrative impact statements of the petition to the Tribal Secretary mailbox by Friday, January 9, 2026; and to direct the Law, Finance, and Legislative Reference Offices to complete, respectively, the legal review, fiscal impact statement and statement of effect with status updates to be submitted for the February 11, 2026, regular Business Committee meeting agenda and the first Business committee meeting of the month thereafter or until the final documents are submitted, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

B. PETITIONER GINA POWLESS-BUENROSTRO - Amend Administrative Rulemaking Law - petition # 2025-05 (00:02:11)

- 1. Approve three (3) requested actions regarding petition # 2025-05**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to acknowledge receipt of the petition from Gina Powless-Buenrostro regarding Amend Administrative Rulemaking Law; to direct the BC Direct Report Offices to complete and submit their administrative impact statements of the petition to the Tribal Secretary mailbox by Friday, January 9, 2026; and to direct the Law, Finance, and Legislative Reference Offices to complete, respectively, the legal review, fiscal impact statement and statement of effect with status updates to be submitted for the February 11, 2026, regular Business Committee meeting agenda and the first Business committee meeting of the month thereafter or until the final documents are submitted, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

V. EXECUTIVE SESSION (00:02:33)

Motion by Jonas Hill to go into executive session at 10:02 a.m., seconded by Marlon Skenandore. Motion carried

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

Motion by Jonas Hill to come out of executive session at 10:40 a.m., seconded by Lisa Liggins. Motion carried

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore,
Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

DRAFT

A. AUDIT COMMITTEE

1. Approve the FY-2025 Year End Audit presentation materials (00:03:00)

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the FY-2025 year end audit presentation materials presented by Wipfli LLP Auditors, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

2. Approve the FY-2025 year end audit financial statements presented by Wipfli LLP Auditors (00:03:19)

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the FY-2025 year end audit financial statements presented by Wipfli LLP Auditors, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

VI. ADJOURN 00:03:42)

Motion by Kirby Metoxen to adjourn at 10:41 a.m., seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson, Jonas Hill

Not Present: Jennifer Webster

Minutes prepared by Bonnie Pigman, Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Approve the January 2, 2026, emergency Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

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: *Describe*

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: BPIGMAN

DRAFT**Oneida Business Committee**

Emergency Meeting
1:30 PM Friday, January 02, 2026
BC Conference Room, 2nd Floor, Norbert Hill Center

Minutes**EMERGENCY MEETING**

Present: Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Kirby Metoxen, Jennifer Webster, Jameson Wilson;

Not Present: Councilman Marlon Skenandore;

Arrived at: n/a

Others present: Lisa M. Summers (via Microsoft Teams)¹, Jo A. House, Amber R. Vankirk (via Microsoft Teams), Sidney J. White (via Microsoft Teams), David P. Jordan (via Microsoft Teams), Kristal E. Hill (via Microsoft Teams), Sarah M. Miller (via Microsoft Teams), Kathleen M. Metoxen (via Microsoft Teams), Fawn L. Cottrell (via Microsoft Teams), Ralinda R. Ninham-Lamberies, Martin W. Prevost (via Microsoft Teams), Rhiannon R. Metoxen (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Lauren N. Hartman (via Microsoft Teams), Clorissa N. Leeman (via Microsoft Teams), Joy A. Salzwedel (via Microsoft Teams), Karen V. Smith (via Microsoft Teams), Raeann Skenandore (via Microsoft Teams), Melanie H. Burkhart (via Microsoft Teams), Michelle B. Hill (via Microsoft Teams), Connor J. Kestell (via Microsoft Teams), Bansi King (via Microsoft Teams), Jodi M. Skenandore (via Microsoft Teams), Jacque L. Boyle (via Microsoft Teams), Heidi E. Blanks (via Microsoft Teams), Jeffrey House (via Microsoft Teams), Marsha J. Danforth (via Microsoft Teams) Mary C. Graves (via Microsoft Teams), Debra L. Powless (via Microsoft Teams), Robert Sundquist (via Microsoft Teams), Marie Cornelius (via Microsoft Teams), Holly A. De Villers (via Microsoft Teams), Aaron L. Hill (via Microsoft Teams), Lisa L. Duff (via Microsoft Teams), Melissa NLN (via Microsoft Teams), Lorna G. Skenandore (via Microsoft Teams), Curtis NLN (via Microsoft Teams), Justin A. Nishimoto (via Microsoft Teams), Tonya L. Boucher (via Microsoft Teams), Jaime L. Wheelock (via Microsoft Teams), Sean E. Powless (via Microsoft Teams), Jean M. Webster (via Microsoft Teams), Grace L. Elliott (via Microsoft Teams), Brandon Yellowbird-Stevens, Margaret Ellis, Cristina Danforth, Gail Grissman, Lori Elm, Ray Skenandore, Garth Webster, Kelly McAndrews, Carl Artman, Mia Charon, Richard Summers III, Xavier Horkman, Bobbi Webster, Crystal Holtz, Danelle Wilson;

I. CALL TO ORDER

Chairman Tehassi Hill called the meeting to order at 1:32 p.m.

For the record: Councilman Marlon Skenandore is unexcused.

II. OPENING

Opening provided by Councilman Jameson Wilson.

¹ Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings

DRAFT**III. ADOPT THE AGENDA**

Motion by Lawrence Barton to adopt the agenda with one (1) change [under the Resolutions section, delete item entitled Adopt resolution regarding Policy Guidance to Oneida ESC Group, LLC Board of Managers] noting this will be addressed under New Business, item B, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,
Jameson Wilson, Jonas Hill
Not Present: Marlon Skenandore

IV. RESOLUTIONS**A. Adopt resolution entitled Requirement for Corporations to Adopt Corporate Social Responsibility Policies**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to extend the public comment period for Margaret Ellis for an additional two (2) minutes, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,
Jameson Wilson, Jonas Hill
Not Present: Marlon Skenandore

Motion by Lisa Liggins to adopt resolution 01-02-26-A Requirement for Corporations to Adopt Corporate Social Responsibility Policies, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,
Jameson Wilson, Jonas Hill
Not Present: Marlon Skenandore

V. NEW BUSINESS**A. Remove all members of the Oneida ESC Group LLC Board of Managers**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to remove John Breuninger, Jacquelyn Zalim, and Leslie Wheelock from the Oneida ESC Group LLC - Board of Managers, effective immediately, pursuant to 3.5 of the Operating Agreement and to direct the Secretary to post the vacancies, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,
Jameson Wilson, Jonas Hill
Not Present: Marlon Skenandore

DRAFT

B. Appoint Debra Powless as interim member to the Oneida ESC Group LLC Board of Managers until such time as the vacancies are filled.pdf

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to extend the public comment period for Cristina Danforth for an additional two (2) minutes, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Jonas Hill

Not Present: Marlon Skenandore

Motion by Jonas Hill to appoint Debra Powless as interim member to the Oneida ESC Group LLC Board of Managers until such time as the vacancies are filled and to adopt resolution 01-02-26-B Policy Directives for the Interim Manager of Oneida ESC Group, LLC, seconded by Jameson Wilson.

Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Jonas Hill

Not Present: Marlon Skenandore

VI. ADJOURN

Motion by Lawrence Barton to adjourn at 2:50 p.m., seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Jonas Hill

Not Present: Marlon Skenandore

Minutes prepared by Lisa Liggins, Secretary.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Amendments to the Workplace Violence Law

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Amendments to the Workplace Violence Law

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|---|---|
| <input type="checkbox"/> Bylaws | <input checked="" type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input checked="" type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input checked="" type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Legislative Analysis | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
 FROM: Jameson Wilson, LCC Chairperson
 DATE: December 17, 2025
 RE: Adoption of Amendments to the Workplace Violence Law

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Workplace Violence law:

1. Resolution: Amendments to the Workplace Violence Law
2. Statement of Effect: Amendments to the Workplace Violence Law
3. Workplace Violence Law Amendments Legislative Analysis
4. Workplace Violence Law Amendments Draft (Redline)
5. Workplace Violence Law Amendments Draft (Clean)
6. Workplace Violence Law Amendments Fiscal Impact Statement

Overview

The purpose of the Workplace Violence law is to provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence. [2 O.C. 223.1-1]. The Nation's Human Resources Department requested amendments to the Workplace Violence law to address investigative enforcement. Amendments are also being sought to delegate authority to investigators to put employees on investigative leave, discipline employees, and address employment eligibility and ineligibility.

The Legislative Operating Committee developed the proposed amendments to the Workplace Violence law through collaboration with representatives from the Oneida Human Resources Department and the Oneida Law Office. The Legislative Operating Committee held nine (9) work meetings on the development of the amendments to the Workplace Violence law.

The development of the amendments to the Workplace Violence law complies with all processes and procedures required by the Legislative Procedures Act, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6; 109.7; 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Workplace Violence law on October 15, 2025, with no individuals providing oral comments. The public comment period for the amendments to this Workplace Violence law was held open until October 22, 2025, with two (2) submissions of written comments received. The Legislative Operating Committee accepted the public comments on November 5, 2025. The Legislative Operating Committee reviewed and considered the public comments on November 14, 2025.

The amendments to the Workplace Violence law will become effective on January 28, 2026.

Requested Action

Adopt the Resolution: Amendments to the Workplace Violence Law.



WORKPLACE VIOLENCE LAW AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
<p>Intent of the Legislation or Amendments</p>	<ul style="list-style-type: none"> ▪ Clarify that this law applies to all employees, during or outside of any employee’s normal work hours and as long as the alleged incident of workplace violence occurs in a setting reasonable connected to the workplace. ▪ Clarify what constitutes “prohibited behaviors.” ▪ Clarify exceptions to “prohibited behaviors.” ▪ Require that all complaints and investigations of alleged workplace violence be directed to and handled by the Equal Employment Opportunity Department (“EEO”) within the Oneida Nation Human Resources Department (“HRD”). ▪ Clarify that there will be a “final decision” which is the ultimate decision issued from the EEO Department, the Nation’s Human Resources Executive Director, and the employee’s supervisor regarding the allegation and investigation of the incident of workplace violence. ▪ Clarify the responsibilities of the EEO Department. The EEO Department will be responsible for assigning an EEO Officer who will investigate the complaint and be responsible for determining the final decision along with the Nation’s Human Resources Executive Director and the employee’s supervisor. ▪ Clarify that the EEO Department and the Nation’s Human Resources Department are responsible for communicating and sharing information with each other to ensure all complaints and investigations are properly and timely handled. ▪ Clarify that verbal complaints are acceptable but whichever department receives the verbal complaint should direct that employee to submit a written complaint to the EEO Department. ▪ Clarify the reporting of restraining orders and injunctions – when reporting is mandatory and when it is discretionary. ▪ Clarify employment eligibility for employees who resign during a workplace violence investigation or are terminated as a result of a workplace violence investigation. ▪ Various grammatical changes and other minor changes throughout the law.
<p>Purpose</p>	<p>The purpose of this law is to provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence. [2 O.C. 223.1-1].</p>

Affected Entities	The Nation's Human Resources Department, the Nation's Equal Employment Opportunity Office, the Oneida Law Office, and all Oneida Nation employees and visitors.
Related Legislation	Investigative Leave law, Code of Ethics, Anonymous Letters Policy, Pardon and Forgiveness law, and Public Peace law
Enforcement	<p>The Workplace Violence law directs the EEO department, specifically the designated EEO Officer, to investigate all allegations of workplace violence. [2 O.C. 223.6-1]. The EEO Officer, the Nation's Human Resources Executive Director, and the employee's supervisor are responsible for determining the final decision, which is the ultimate conclusion of the investigation and the decision to take disciplinary actions, if any. [2 O.C.223.9-8]. The EEO Officer may place an employee alleged to be involved in an incident of workplace violence on investigative leave pursuant to the Nation's law and policies governing investigative leave. [2 O.C. 223.9-7].</p> <p>Any employee who violates the Workplace Violence law may be subject to disciplinary action under the Nation's laws, policies, and rules governing employment, up to and including termination. [2 O.C 223.13].</p>
Due Process	<p>The Workplace Violence law directs the EEO Officer to promptly conduct a thorough investigation into allegations of workplace violence. [2 O.C. 223.9-3]. The law requires that when the EEO Department receives an allegation of workplace violence and assigns an EEO Officer to investigate, the assigned EEO Officer is required to notify the employee's immediate supervisor, so the immediate supervisor is aware that:</p> <ul style="list-style-type: none"> ▪ the EEO Officer will be investigating the employee; ▪ the EEO Officer may place the employee on investigative leave; and ▪ they will be responsible, along with the EEO Officer and the Nation's Human Resources Executive Director for determining and implementing the final decision. [2 O.C. 223.9-2]. <p>The law requires the EEO Officer to conclude the investigation when they obtain enough verifiable facts and information regarding the incident under investigation to make a safe and equitable final decision. [2 O.C. 223.9-5]. The EEO Officer may to share the investigative file with the employee's supervisor and the Nation's Human Resources Executive Director, three days before they meet to determine the final decision. [2 O.C. 223.9-8(c)]. The EEO Officer is required to meet with the Nation's Human Resources Executive Director and the employee's supervisor to mutually determine a final decision. [2 O.C. 223.9-8].</p> <p>The employee may be eligible for rehiring consideration with the Nation if they receive a pardon from the Nation's Pardon and Forgiveness Committee. [2 O.C. 223.10]. Any employee who resigns while an investigation of workplace violence</p>

	<p>is pending or who is terminated as a result of the findings of a workplace violence investigation is eligible to re-apply for employment with the Nation, but only after a certain amount of time has passed and only if that employee receives a pardon from the Nation's Pardon and Forgiveness Committee. [2 O.C. 223.10-1; 2 O.C. 223.10-2].</p> <p>If an employee resigned while an investigation of workplace violence was pending and the results of the investigation determine that no incident of workplace violence occurred, the employee shall be immediately eligible for re-hiring. [2 O.C. 223.10-3].</p>
Public Meeting	A public meeting has not yet been held.
Fiscal Impact	A fiscal impact statement prepared in accordance with the Legislative Procedures Act has not been requested.

SECTION 2. LEGISLATIVE DEVELOPMENT

- 1
- 2 A. **Background.** The Workplace Violence law was originally adopted by the Oneida Business Committee
- 3 on June 28, 2017, through resolution BC-06-28-17-E. The Workplace Violence law provides
- 4 mechanisms for ensuring the safety of all employees and visitors to the Nation's workplaces by
- 5 ensuring all allegations and subsequent investigations of alleged workplace violence are handled by the
- 6 Equal Employment Opportunity Department of the Nation but that the Equal Employment Opportunity
- 7 Department and the Nation's Human Resources Department are responsible for sharing information
- 8 with each other to ensure all complaints and investigations are properly and timely handled. [2 O.C.
- 9 223.6-5].
- 10 B. **Request for Amendments.** This item was originally added to the Active Files List on February 6, 2019,
- 11 at the request of the Nation's Human Resources Department to address investigative enforcement and
- 12 employee ineligibility. This item was readded to the Active Files list on October 7, 2020. This item was
- 13 added to the Active Files list for a third time on October 4, 2023. The sponsor of the Workplace
- 14 Violence law amendments is Councilwoman Jennifer Webster.

SECTION 3. CONSULTATION AND OUTREACH

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- Representatives from the following departments or entities participated in the development of the amendments to this Law and legislative analysis:
 - the Equal Employment Opportunity Department, ("EEO");
 - the Nation's Human Resources Department ("HRD"); and
 - Oneida Law Office;
 - The following laws and policies of the Nation were reviewed in the drafting of this analysis:
 - Investigative Leave law [2 O.C. 208];
 - Whistleblower Protection law [2 O.C. 211];
 - Public Peace law [3 O.C. 309];
 - Anonymous Letter Policy [3 O.C. 307];
 - Pardon and Forgiveness law [1 O.C. 126]; and

- 28 ▪ Oneida Personnel Policies and Procedures.
29

30 **SECTION 4. PROCESS**

31 **A.** The amendments to this Law comply with the process set forth in the Legislative Procedures Act

- 32 ▪ On October 4, 2023, the Legislative Operating Committee added this Law to its Active Files
33 List for amendments this legislative term.
34 ▪ On September 4, 2024, the Legislative Operating Committee accepted HRD's request to amend
35 the Workplace Violence law as information since the law was already on the Active Files List
36 for amendments to be made.
37 ▪ On May 7, 2025, the Legislative Operating Committee approved the draft of the Workplace
38 Violence law amendments and directed that a legislative analysis be developed.
39 ▪ On May 21, 2025, the Legislative Operating Committee accepted an updated draft and
40 legislative analysis and deferred the draft to another work meeting to address the conflict
41 between the proposed amendments and the Oneida Personnel Policies and Procedures.
42 ▪ On August 20, 2025, the Legislative Operating Committee accepted the updated draft,
43 Legislative Analysis, and directed the LRO to prepare a public meeting packet.
44 ▪ On September 3, 2025, the Legislative Operating Committee accepted the public meeting packet
45 and directed a public meeting be held on October 15, 2025.
46 ▪ On October 15, 2025, a public meeting on the proposed amendments to the Law was held. No
47 individuals provided comments during the public meeting.
48 ▪ The public comment period was then held open until October 22, 2025. Two (2) individuals
49 provided written comments during the public comment period.
50 ▪ On November 5, 2025, the Legislative Operating Committee accepted the public comments
51 and the public comment review memorandum and deferred these items to a work meeting for
52 further consideration.
53 ▪ On December 3, 2025, the Legislative Operating Committee approved the updated public
54 comment review memorandum, draft, and legislative analysis for the proposed amendments to
55 the Workplace Violence law, and approved the fiscal impact statement request memorandum
56 and forwarded the materials to the Finance Department directing that a fiscal impact statement
57 be prepared and submitted to the LOC by December 17, 2025.
58 ▪ On December 11, 2025, the Finance Administration provided the Legislative Operating
59 Committee with the fiscal impact statement.

60 **B.** At the time this legislative analysis was developed the following work meetings had been held
61 regarding the development of the amendments to this law:

- 62 ▪ August 29, 2021: LOC work meeting with EEO and HRD.
63 ▪ September 7, 2022: LOC work session.
64 ▪ September 21, 2022 LOC work session.
65 ▪ January 6, 2023: LOC work meeting with EEO and HRD.
66 ▪ January 31, 2023: LOC work meeting with EEO and HRD.
67 ▪ July 29, 2024 LOC meeting with EEO and HRD.
68 ▪ October 18, 2024: LOC work meeting with EEO, HRD, and the law office.
69 ▪ January 13, 2025: LOC work meeting with HRD and the law office.
70 ▪ February 14, 2025 LOC work meeting with EEO, HRD, and the law office.
71 ▪ February 19, 2025 LOC work session.

- 72 ▪ March 5, 2025: LOC work session.
- 73 ▪ May 2, 2025: LOC work meeting with EEO and HRD where the LOC informally approved the
- 74 final draft.
- 75 ▪ July 25, 2025: LOC work meeting with EEO and HRD to discuss and resolve the discrepancies
- 76 between the proposed amendments and the Onida Personnel Policies and Procedures.
- 77 ▪ August 6, 2025: LOC work session to discuss the proposed changes to the draft to align the
- 78 proposed amendments with the Onida Personnel Policies and Procedures. LOC approved the
- 79 changes.
- 80 ▪ November 14, 2025, LOC work session to review and consider the public comments.

81

82 SECTION 5. CONTENTS OF THE LEGISLATION

- 83 **A. *Application of the Law.*** The proposed amendments to the Law expand its application to cover all
 84 incidents of workplace violence that occur in any of the Nation's workplaces whether the employee
 85 commits workplace violence during or outside of the employee's normal work hours and as long as
 86 the incident of workplace violence is reasonably connected to the workplace. [2 O.C. 223.4-1.]
- 87 ▪ *Effect.* The proposed amendments clarify that this Law covers all employees of the Nation,
 88 even if an incident occurs outside of normal work hours. The proposed amendments further
 89 clarify that a prohibited behavior can be considered workplace violence as long as the incident
 90 is reasonably connected to the workplace. This proposed amendment clarifies and expands the
 91 scope of this Law and extends the Nation's jurisdiction and the Nation's ability to protect its
 92 employees.
- 93 **B. *Defining the "final decision."*** The proposed amendments require the EEO Officer, the Nation's
 94 Human Resources Executive Director, and the employee's supervisor to mutually determine a final
 95 decision. [2 O.C. 223.9-8].
- 96 ▪ *Effect.* The proposed amendments make clear that there will be one (1), final decision regarding
 97 the alleged incident of workplace violence. That one (1), final decision will be mutually decided
 98 by the EEO Officer, Nation's Human Resources Executive Director, and the employee's
 99 supervisor. This ensures greater accountability for the Nation and ensures the process for
 100 deciding disciplinary measures is standardized.
- 101 **C. *Expanding the definitions of "workplace" and "workplace violence."*** The proposed amendments
 102 clarify and expand the definitions of "workplace" and "workplace violence" to include any setting or
 103 circumstance, including traveling to or from a work-related event, and any setting or circumstance that
 104 is reasonably related to that employee's employment with the Nation. [2 O.C. 223.3(n); 2 O.C.
 105 223.3(o).]
- 106 ▪ *Effect.* The proposed amendments to the definitions expand and clarify the application of this
 107 law, which expands the Nation's ability to protect its employees.
- 108 **D. *Redefining prohibited behaviors.*** The proposed amendments clarify specific examples of behaviors
 109 that can constitute workplace violence. [2 O.C. 223.5]. Currently, prohibited behaviors do not include
 110 social media platforms and the proposed amendments also clarify what it can mean to "intentionally
 111 caus[e] physical injury" and redefining "horseplay" to mean "fighting or roughhousing that may be
 112 dangerous to others" and require "an established pattern of bad, disruptive, angry, or abusive
 113 language or behavior." [2 O.C. 223.5-1.]
- 114 ▪ *Effect.* These proposed amendments clarify the types of behaviors the Nation will not tolerate
 115 from its employees and will make it easier for the Nation to identify and enforce.

116 E. **Redefining the exceptions to prohibited behaviors.** The law prohibits possessing, carrying, or using a
117 weapon. [2 O.C. 223.5-1]. However, the law has identified three exceptions to the prohibition of
118 possessing, carrying, or using a weapon. [2 O.C. 223.5-2]. The proposed amendments clarify the
119 exception applies to any employee of the Nation who is required to possess, carry, or use a weapon as
120 part of their official duties. [2 O.C. 223.5-2(a)]. The proposed amendments make an exception for any
121 employee actively engaged in cultural activities or ceremonies. [2 O.C. 223.5-2(b)]. The proposed
122 amendments also make an exception for any employee actively hunting, fishing, or trapping. [2 O.C.
123 223.5-2(c)]. The proposed amendments allow these three exceptions as long as the employee is required
124 to possess, use, or carry a weapon as part of their employment with the Nation, as part of cultural
125 activities or ceremonies in which they are actively participating, or if the employee is actively hunting,
126 fishing, or trapping according to the Nation's laws and rules on hunting, fishing, or trapping and the
127 employee possess, uses, or carries the weapon within the normal scope of those activities. [2 O.C.
128 223.5-2].

129 ▪ *Effect.* This proposed amendment allows the Nation to continue to prohibit an employee from
130 possessing, carrying, or using a weapon but it allows the Nation to make an exception for
131 specific jobs and job-related duties, cultural activities, and hunting, fishing, and trapping.

132 F. **Redefining the reporting, investigation, and disciplinary procedures.** The proposed amendments
133 clarify the duties of the EEO Department in conducting the investigation into allegations of workplace
134 violence. [2 O.C. 223.9]. The proposed amendments clarify that when the EEO Department receives a
135 complaint of workplace violence, the EEO Department will delegate the responsibility to investigate to
136 one employee from within the EEO Department who will be known as the EEO Officer. [2 O.C. 223.9-
137 1]. The proposed amendments clarify that all reports of workplace violence must be given to the EEO
138 Department rather than the employee's supervisor. [2 O.C. 223.6-4]. The proposed amendments allow
139 the EEO Officer, instead of the employee's supervisor, to place the employee on investigative leave
140 pursuant to the Nation's Investigative Leave law, policies, and rules if the EEO Officer determines it
141 will be necessary. [2 O.C. 223.9-7]. The proposed amendments clarify that the EEO Department and
142 the Nation's Human Resources Department will communicate and share information with each other
143 to ensure all complaints and investigations are properly and timely handled. [2 O.C. 223.6-5]. The
144 proposed amendments clarify that the EEO Officer will conclude the investigation when they have
145 obtained enough verifiable facts and information to make a safe and equitable decision. [2 O.C. 223.9-
146 5]. The proposed amendments clarify the EEO Officer is responsible for meeting with the Nation's
147 Human Resources Executive Director and the employee's supervisor to mutually determine a final
148 decision. [2 O.C. 223.9-8]. The final decision shall be in writing, contain justification, and be signed
149 by the EEO Officer, the Nation's Human Resources Executive Director, and the employee's supervisor.
150 [2 O.C. 223.9-8(a)]. The EEO Department is responsible for keeping record of all supporting
151 documentation included in the investigative file. [2 O.C. 223.9-8(b)]. The EEO Officer should share
152 the investigative file with the Nation's Human Resources Executive Director and the employee's
153 supervisor three business days before they meet to determine the final decision. [2 O.C. 223.9-8(c)].

154 ▪ *Effect.* The proposed amendments simplify the process for the Nation and its employees to
155 report an incident of workplace violence and then to have that incident be investigated and
156 managed by standardizing the requirement that all complaints and investigations are handled
157 by the EEO Department, specifically the EEO Officer. The proposed amendments also make
158 determining any disciplinary procedures, if any, more equitable by requiring the EEO Officer,
159 the Nation's Human Resources Executive Director, and the employee's supervisor to meet and

160 mutually determine disciplinary procedures, if any, and requiring the EEO Officer to share the
 161 investigative file with the Nation's Human Resources Executive Director and the employee's
 162 supervisor before they meet to determine the final decision.

163 **G. Redefining employment eligibility.** The proposed amendments clarify that if an employee resigns
 164 during a workplace violence investigation that employee is not eligible for rehiring consideration with
 165 the Nation. [2 O.C. 223.10-1]. That employee may be eligible for rehiring consideration, in a different
 166 position, three (3) years from the date of resigning, if that employee receives a pardon from the Nation's
 167 Pardon and Forgiveness Committee. [2 O.C. 223.10-1]. The proposed amendments clarify that if an
 168 employee is terminated as the result of a workplace violence investigation, that employee is not eligible
 169 for rehiring consideration with the Nation but may be eligible for rehiring consideration, in a different
 170 position, five (5) years after the date of termination if that employee receives a pardon from the Nation's
 171 Pardon and Forgiveness Committee [2 O.C. 223.10-2]. The proposed amendments clarify that if an
 172 employee resigns during a workplace violence investigation but upon concluding the investigation, the
 173 EEO Officer, the Nation's Human Resources Executive Director, and the employee's supervisor
 174 mutually determine that no incident of workplace violence occurred, that employee will be immediately
 175 eligible for rehiring consideration. [2 O.C. 223.10-3].

176 ▪ **Effect.** The proposed amendments allow the Nation to further ensure the safety of its employees
 177 by making certain employees ineligible for employment with the Nation and requiring any
 178 employee subject to this law to receive a pardon from the Nation's Pardon and Forgiveness
 179 Committee before that employee may work for the Nation, even in a different position.

180 **H. Other amendments.** Overall, a variety of other amendments and revisions were made to the law to
 181 address formatting, drafting style, and organization that did not affect the substance of the law.

182 SECTION 6. EXISTING LEGISLATION

183 **A. Related legislation.** The following laws and policy of the Nation are related to the proposed
 184 amendments to this law:

185 ▪ **Investigative Leave Law.** The purpose of the Investigative Leave law is to set forth a process
 186 to address investigative leave for employees undergoing work-related investigations. [2 O.C.
 187 208.1-1]. The law's underlying policy is to conduct objective, confidential investigations into
 188 alleged employee misconduct. [2 O.C. 208.1-2].

189 ▪ According to the Investigative Leave law, the Nation may place an employee on
 190 investigative leave when a situation requires an investigation and one of the
 191 following occurs:

192 ▪ The nature and severity of the alleged violation or alleged illegal
 193 activity is significant and can include workplace violence, sexual
 194 harassment, theft, arson, bribery, or perjury, or obstruction or
 195 interference with an investigation authorized by the Nation. [2 O.C.
 196 208.4-1(a)].

197 ▪ The employee's presence in the workplace may result in the
 198 destruction of evidence relevant to the investigation, loss or damage
 199 to property of the Nation, or otherwise damage a legitimate interest of
 200 the Nation. [2 O.C. 208.4-1(b)].

- 243 information and to take appropriate action consistent with police investigatory
 244 procedures. [3 O.C. 307.4-3].
- 245 ▪ The proposed amendments align with the Anonymous Letters Policy by
 246 requiring that if an employee learns of an anonymous threat, the employee
 247 shall immediately forward that information to the Chief of the Oneida Police
 248 Department in accordance with the Nation’s laws, policies, and rules
 249 governing anonymous letters; meaning if an employee learns of an
 250 anonymous threat they are required to report under the Anonymous Letters
 251 Policy and under the proposed amendments to the Workplace Violence law.
 252 [2 O.C. 223.8-2].
- 253 ▪ *Pardon and Forgiveness Law.* The purpose of the Law is to provide a fair, efficient and formal
 254 process by which a member of the Nation may receive a pardon for the conviction of a crime;
 255 a member of the Nation may receive forgiveness for acts that render him or her ineligible for
 256 housing or other benefits through the Nation; and a member or non-member of the Nation may
 257 receive forgiveness for acts that render him or her ineligible to be employed with the Nation;
 258 receive a Nation-issued occupational license, certification or permit; and/or obtain housing or
 259 other benefits through the Nation [1 O.C. 126.1-1(a)].
- 260 ▪ This law allows a tribal member to apply for a pardon one (1) year after an act is
 261 committed. [1 O.C. 126-1(b)].
- 262 ▪ This law allows a tribal member to apply for a pardon or a forgiveness for
 263 an act that rendered the Tribal member ineligible for Tribal employment or
 264 an occupational license, certification, or permit issued by the Tribe. [1 O.C.
 265 126-1].
- 266 ▪ The proposed amendments align with the Pardon and Forgiveness law by
 267 requiring that any employee that resigns or is terminated during, or as the
 268 result of, a workplace violence investigation must receive a pardon from
 269 the Pardon and Forgiveness Committee before the employee is eligible for
 270 re-hiring consideration. [1 O.C. 126-1].
- 271 ▪ *Public Peace Law.* The purpose of this law is to set forth community standards and expectations
 272 which preserve the peace, harmony, safety, health, and general welfare of individuals who live
 273 within the boundaries of the Reservation. [3 O.C. 309.1-1]. It is further the policy of the Nation
 274 to promote peace and order within the boundaries of the Reservation while also providing an
 275 orderly process for addressing civil infractions. [3 O.C. 309.1-2].
- 276 ▪ This law makes certain actions civil infractions subject to a citation, which can
 277 include fines or other penalties, by the Oneida Police Department. [3 O.C. 309.11].
- 278 ▪ This law provides protections within the Reservation boundaries. [3 O.C. 309.1].
 279 It would not apply to all instances of workplace violence, unless the workplace
 280 violence occurred within the Reservation boundaries.
- 281 ▪ This law applies when “[a] person commits” a civil infraction identified in the law;
 282 it does not define or require that a person be a tribal member. [3 O.C. 309].

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- This law gives the Oneida Trial Court and the Oneida Police Department the jurisdiction and authority to hear, investigate, and issues citations for any action under this law. [3 O.C. 309.4].
 - The proposed amendments align with the Public Peace law by setting standards and protections for all persons within the Reservation boundaries. [3 O.C. 309.1-1]. The Public Peace law makes certain actions civil infractions subject to a citation, which can include fines or other penalties, by the Oneida Police Department similar to how the proposed amendments make certain actions and behaviors punishable as workplace violence. [3 O.C. 309.11]. This law's enforcement mechanisms do not conflict with the Workplace Violence law and both laws set similar standards and protections for persons located within the Reservation and all employees and visitors of the Nation.
 - *Oneida Personnel Policies and Procedures.* The purpose of this policy is to provide for the Nation's employee related policies and procedures including recruitment, selection, compensation and benefits, employee relations, safety and health, program and enterprise rules and regulations, and record keeping.
 - This policy has procedures for handling an employee who has a disagreement or complaint with another employee.
 - For employee disagreements with another employee, the employee's supervisor will investigate and resolve.
 - Any disciplinary actions will be initiated by an immediate supervisor.
 - The actions of threatening, attempting, or doing bodily harm to another person is subject to termination.
 - The actions of intimidating, interfering with or using abusive language towards customers, clients, co-workers, or others is subject to suspension or termination.
 - A variety of other behaviors are subject to disciplinary procedures ranging from a written warning, suspension, or termination, including any violation of an adopted Oneida Nation ordinance.
 - The proposed amendments do not conflict with the Oneida Personnel Policies and Procedures. Even though the proposed amendments require all complaints and investigations be made to and handled by the EEO Officer, the proposed amendments make clear the supervisor may still be involved in any portion of the investigation and will be responsible, along with the EEO Officer and the Nation's Human Resources Executive Director, for implementing the final decision. [2 O.C. 223.9-2(b); 223.9-2(d)].

320 SECTION 7. ENFORCEMENT AND ACCOUNTABILITY

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- A. The Workplace Violence law gives authority to the EEO Department, specifically the EEO Officer, to investigate all complaints of alleged workplace violence. [2 O.C. 223.9-1].
 - B. The Workplace Violence law requires that when the EEO Department receives a complaint of workplace violence, the EEO Department will delegate the investigative responsibilities to the EEO

- 325 Officer who shall promptly inform the immediate supervisor of the employee being complained about
 326 so the immediate supervisor is aware:
- 327 ▪ the EEO Officer will be investigating the employee;
 - 328 ▪ knows the EEO Officer may place the employee on investigative leave; and
 - 329 ▪ knows they will be responsible, along with the EEO Officer and the Nation's Human Resources
 330 Director for deciding and implementing the final decision. [2 Q.C. 223.9-1; 2 O.C. 223.9-2].
- 331 C. The Workplace Violence law requires that the EEO Officer, the Nation's Human Resources Executive
 332 Director and the employee's supervisor mutually determine an appropriate final decision. [2 O.C.
 333 223.9-8].
- 334 D. The Workplace Violence law requires that the final decision be in writing, contain justification, and be
 335 signed by the EEO Officer, the Nation's Human Resources Executive Director, and the employee's
 336 supervisor. [2 O.C. 223.9-8(a)].
- 337 E. The Workplace Violence law requires that the final decision and all supporting documentation included
 338 in the investigative file be filed with the EEO Department for reporting purposes. [2 O.C. 223.9-8(b)].
- 339 F. The Workplace Violence law requires that three (3) business days prior to meeting to mutually determine
 340 the final decision, the EEO Officer should share the investigative file with the Nation's Human
 341 Resources Executive Director and the employee's supervisor. [2 O.C. 223.9-8(c)].
- 342 G. If the EEO Department is made aware that an employee made a report of workplace violence other than
 343 in good faith, that employee may be disciplined according to the Nation's laws, policies, and rules
 344 governing employment, up to and including termination. [2 O.C. 223.11].
- 345 H. To the greatest extent possible, the Nation shall maintain the confidentiality of employees and the
 346 investigation. [2 O.C. 223.12-1].
- 347 I. Any employee who violates the Workplace Violence law may be subject to disciplinary action under
 348 the Nation's laws, policies, and rules governing employment, up to and including termination. [2 O.C.
 349 223.13-1].
- 350 J. Any employee who violates the Workplace Violence law may be subject to removal from a workplace
 351 of the Nation. [2 O.C. 223.13-2].

352 SECTION 8. OTHER CONSIDERATIONS

353 **Fiscal Impact.** Under the Legislative Procedures Act, a fiscal impact statement is required for all legislation
 354 except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution BC-10-28-20-A
 355 titled, "Further Interpretation of 'Fiscal Impact Statement' in the Legislative Procedures Act," provides
 356 further clarification on who the Legislative Operating Committee may direct complete a fiscal impact
 357 statement at various stages of the legislative process, as well as timeframes for completing the fiscal impact
 358 statement.

- 359 ▪ *Conclusion.* The Legislative Operating Committee has not yet directed that a fiscal impact be
 360 completed.

361

Title 2. Employment – Chapter 223
WORKPLACE VIOLENCE
ONEIDA
TRANSLATION

223.1.	Purpose and Policy		223.10.	Responsibilitites
223.2.	Adoption, Amendment, Appeal		223.11.	Employment Eligibility
223.3.	Definitions		223.12.	Fraudulent Report
223.4.	Application		223.13.	Confidentiality
223.5.	Prohibited Behavior			Enforcement
223.6.	Reporting Workplace Violence			
223.7.	Reporting Restraining Orders and Injunctions			
223.8.	Future Workplace Violence			
223.9.	EEO ("Equal Employment Opportunity Department")			

1
2 **223.1. Purpose and Policy**
3 223.1-1. *Purpose.* The purpose of this law is to provide all Oneida Nation employees and visitors
4 an environment that is free of violence and the threat of violence.
5 223.1-2. *Policy.* It is the policy of the Nation to provide a safe and secure environment for
6 employees to work and conduct business by establishing the procedures by which incidents of
7 workplace violence shall be addressed.
8
9 **223.2. Adoption, Amendment, Repeal**
10 223.2-1. This law was adopted by the Oneida Business Committee by resolution BC-06-28-17-E.
11 223.2-2. This law may be amended or repealed by the Oneida Business Committee or the Oneida
12 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.
13 223.2-3. Should a provision of this law or the application thereof to any person or circumstances
14 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
15 to have legal force without the invalid portions.
16 223.2-4. In the event of a conflict between a provision of this law and a provision of another law,
17 rule, or policy the provisions of this law shall control.
18 223.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.
19
20 **223.3. Definitions**
21 223.3-1. This section shall govern the definitions of words and phrases as used within this law. All
22 words not defined herein shall be used in their ordinary and everyday sense.
23 (a) "EEO" means the Equal Employment Opportunity Department within the Nation's
24 Human Resources Department.
25 (b) "EEO Officer" means the employee from within the EEO Department, or the employee
26 the EEO Department assigns as designee, responsible for completing the requirements of
27 section 2239 of this law.
28 (c) "Emotional harm" means a range of behaviors that inflict psychological pain or distress.
29 This can include manipulation, intimidation, constant criticism, and other forms of physical
30 abuse. Unlike physical abuse, emotional harm often leaves no visible scars.
31 ~~(e)~~(d) "Employee" means any person employed by the Nation in one of the following
32 capacities: full-time, part-time, emergency temporary, limited term, or on a contractual
33 basis.

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(~~ce~~) “Final decision” means the ultimate decision issued from the EEO Department, the Nation’s Human Resources Executive Director, and the employee’s supervisor regarding the allegation and investigation of the incident of workplace violence.

(~~fe~~) “Harassing” means a pattern of conduct composed of a series of acts over a period of time evidencing a continuity of purpose; the purpose being intimidation, or creating a threat, and which serves no legitimate purpose.

(~~gf~~) “Intimidation” means making others feel afraid or fearful through threatening behavior.

(~~hg~~) “Nation” means the Oneida Nation.

(~~ih~~) “Official duties” mean the duties of any employee of the Nation when that employee is actively performing their job requirements.

(~~ji~~) “Roughhousing” means wildly playful, rough, noisy, or mischievous behavior.

(~~kj~~) “Stalking” means unwanted or obsessive attention by an individual or group toward a specific person or more than one person. Stalking involves repeated visual or physical proximity, nonconsensual communication, or verbal, written, or implied threats, or a combination thereof, that would cause a reasonable person to feel unsafe.

(~~lk~~) “Supervisor” means the person or entity responsible for overseeing the employee.

(~~ml~~) “Threat” means the implication or expression of intent to inflict serious physical or emotional harm or actions that a reasonable person would interpret as a threat to their safety, the safety of a member of their family, or their property.

(~~nm~~) “Weapon” means a firearm, knife, electric weapon, club, or any other object intended to cause harm to oneself or others.

(~~on~~) “Workplace” means any location owned and operated by the Nation, any location or event where an employee represents the Nation, including over-the-road travel in the Nation’s owned or rented vehicles, circumstances where the employee is being reimbursed for expenses for attending, participating, or the time and manner the employee spends traveling to and from the event.

(~~pe~~) “Workplace violence” means any intentional act committed by an employee in a workplace or in a setting or circumstance otherwise reasonably related to employment with the Nation that:

(1) inflicts, attempts to inflict, or threatens to inflict emotional or physical harm on another person; or

(2) inflicts, attempts to inflict, or threatens to inflict damage to property of the Nation or property of another.

223.4. Application

223.4-1. This law applies to all employees in any of the Nation’s workplaces and covers workplace violence whether the employee commits workplace violence during or outside the employee’s normal work hours as long as the incident of workplace violence is reasonably connected to the workplace.

223.5. Prohibited Behavior

223.5-1. *Prohibited Behaviors*. Examples of workplace violence include, but are not limited to, the following prohibited behaviors:

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- 78 (a) intentionally causing physical injury to another person; which an include;
 79 (1) hitting or shoving or
 80 (2) throwing an object at an individual;
 81 (b) fighting or roughhousing that may be dangerous to others;
 82 (c) direct threats or intimidation;
 83 (d) implications or suggestions of violence;
 84 (e) stalking;
 85 (f) possessing, carrying, or using a weapon of any kind, whether in the open or concealed,
 86 on property of the Nation, including parking lots, in fleet vehicles, on other exterior
 87 premises, or while engaged in activities for the Nation;
 88 (g) physical restraint or confinement;
 89 (h) an established pattern of loud, disruptive, angry, or abusive language or behavior;
 90 (i) sending a threatening, harassing, or abusive message by e-mail, letter, fax, phone call,
 91 text message or any other form of electronic media, ~~including all social media platforms;~~
 92 (j) sending a threatening, harassing, or abusive message using any social media platform;
 93 ~~(k)~~ using the workplace to violate restraining orders;
 94 ~~(l)~~ intentionally damaging property of the Nation or property of another; and
 95 ~~(m)~~ any other act that a reasonable person would perceive as constituting a threat of
 96 violence or actual violence.

97 223.5-2. *Exceptions to Prohibited Behavior.* An employee shall not be considered to have
 98 committed the prohibited behavior of possessing, carrying, or using a weapon under section 223.5-
 99 1(f) if the employee is actively:

- 100 (a) performing official duties which require a weapon to be possessed, carried, or used and
 101 the weapon is possessed, carried, or used within the normal scope of those official duties;
 102 (b) participating in cultural activities or ceremonies on property of the Nation which require
 103 a weapon to be possessed, carried, or used and the weapon is possessed, carried, or used
 104 within the normal scope of the cultural activities or ceremonies;
 105 (c) hunting, fishing, or trapping on property of the Nation in accordance with the Nation's
 106 laws and rules governing hunting, fishing, and trapping and the weapon is possessed,
 107 carried, or used within the normal scope of hunting, fishing, or trapping; or
 108 (d) Any other action that is consistent with laws of the Nation.

109 223.6. Reporting Workplace Violence

110 223.6-1. EEO is responsible for investigating complaints, issuing the final decision, and all other
 111 duties and responsibilities detailed in section 223.9.

112 223.6-2. *Reporting by a non-employee.* Any non-employee is encouraged to report threats or
 113 observed workplace violence that occurs in the Nation's facilities and workplaces. A report of
 114 workplace violence given to an employee from a non-employee shall be promptly reported by the
 115 employee to EEO

116 223.6-3. *Permissive Reporting by an Employee.* Any employee may report workplace violence to
 117 EEO where the employee:

- 118 (a) is the victim of workplace violence; or
 119 (b) has been threatened with workplace violence.
 120

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121 223.6-4. *Mandatory Reporting by an Employee.* Any employee shall promptly report workplace
122 violence to EEO where the employee witnesses a threat or an incident of workplace violence or is
123 informed by a non-employee of a threat or an incident of workplace violence.

124 (a) *Emergency Situation.* If an emergency exists or the situation is one of immediate danger
125 to the life and safety of a person, the employee shall, if possible, without causing
126 themselves to be in danger, contact the Oneida Police Department or local law
127 enforcement, and facility security, if appropriate, and take whatever emergency steps are
128 available and appropriate to protect themselves from immediate harm. The employee shall
129 report the incident to EEO as soon as possible.

130 (b) *Non-Emergency Situation.* If a non-emergency exists or the situation is not one of
131 immediate danger to the life and safety of a person, the employee shall report the incident
132 to EEO as soon as possible.

133 223.6-5. EEO and the Nation's Human Resources Department are responsible for communicating
134 and sharing information with each other to ensure that all complaints and investigations are
135 properly and timely handled.

136 223.6-6. Any employee can be in compliance with this law if the employee contacts or
137 communicates, either verbally or in writing, with either EEO or the Nation's Human Resources
138 Department to report an incident of workplace violence.

139 (a) If an employee verbally reports an incident of workplace violence to either EEO or the
140 Nation's Human Resources Department, whichever department receives the report should
141 instruct that employee to submit a written report to EEO

142

143 **223.7. Reporting Restraining Orders and Injunctions.**

144 223.7-1. *Voluntary reporting.* Any employee who obtains a restraining order or injunction against
145 another employee may provide EEO a copy of the signed order.

146 223.7-2. *Mandatory reporting.* Any employee who is issued a restraining order or injunction
147 regarding another employee, shall immediately, upon receipt of the signed order against them, give
148 a copy of the signed order to EEO.

149 (a) Any employee who does not immediately, upon receipt of a restraining order or
150 injunction against them, provide a copy of the restraining order or injunction to EEO may
151 be subject to disciplinary action under the Nation's laws, policies, and rules governing
152 employment, up to and including termination.

153 223.7-3. EEO shall immediately provide copies of the restraining order or injunction to the
154 employee's supervisor and the Nation's Human Resources Executive Director.

155

156 **223.8. Future Workplace Violence**

157 223.8-1. Where an employee has reason to believe that another employee may be victimized
158 sometime in the future, either at the workplace or as a direct result of their employment with the
159 Nation, the employee is encouraged to provide this information to EEO [and their immediate](#)
160 [supervisor](#) as soon as possible for an initial assessment pursuant to section 223.9. EEO [or the](#)
161 [immediate supervisor](#) shall inform the Oneida Police Department, local law enforcement, or
162 facility security if appropriate.

163 223.8-2. *Anonymous threats.* If an employee learns of an anonymous threat, the employee shall
164 immediately forward the information in a confidential manner to the Chief of the Oneida Police

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165 Department in accordance with the Nation's laws, policies, and rules governing anonymous letters.
166 The employee shall also immediately notify EEO

167

168 **223.9. EEO (“Equal Employment Opportunity Department”) Responsibilities**

169 223.9-1. EEO is responsible for investigating complaints of workplace violence and will delegate
170 such responsibilities to one employee from within EEO, who shall be known as the EEO Officer.

171 223.9-2. When EEO receives a complaint of workplace violence, whether verbal or in writing, the
172 EEO Officer shall promptly notify in writing the supervisor of the employee being complained
173 about to the supervisor:

174 (a) is aware that the EEO Officer will be investigating the employee;

175 (b) knows they may assist the EEO Officer in any portion of the investigation;

176 (c) knows the EEO Officer may place the employee on investigative leave if they determine
177 investigative leave to be necessary; and

178 (d) knows they will be responsible, along with the EEO Officer and the Nation's Human
179 Resources Executive Director, for implementing the final decision.

180 223.9-3. The EEO Officer shall promptly conduct a thorough investigation which may include the
181 following duties:

182 (a) coordinate with all involved agencies or departments; (b) meet with the employee filing
183 the complaint;

184 (b) visit the scene of the incident as soon as possible;

185 (c) interview employees and other witnesses;

186 (d) contact the Oneida Police Department or any other appropriate law enforcement agency
187 when necessary;

188 (e) send weekly updates to the employee's supervisor;

189 (f) review relevant video surveillance footage if available, in accordance with standard
190 operating procedures on the subject; and

191 (g) conduct any other investigative methods necessary for a thorough investigation.

192 223.9-4. In performing these investigative duties, the EEO Officer shall not interfere in the
193 investigation of any law enforcement agencies. If, at any time, criminal charges are brought against
194 an employee as a result of an incident of workplace violence, the employee shall be placed on
195 investigative leave in accordance with the Nation's laws, policies, and rules governing
196 investigative leave.

197 223.9-5. The EEO Officer shall conclude the investigation when the EEO Officer obtains enough
198 verifiable facts and information regarding the incident under investigation in order to make a safe
199 and equitable final decision.

200 223.9-6. *Mitigation*. During the investigation, the EEO Officer and the Nation's Human Resources
201 Executive Director are encouraged to examine the workplace for security risk factors and record
202 any mitigating actions that could be implemented to prevent a similar occurrence of workplace
203 violence.

204 223.9-7. *Investigative Leave*. The EEO Officer may place an employee alleged to be involved in
205 an incident of workplace violence on investigative leave in accordance with the Nation's laws,
206 policies, and rules governing investigative leave.

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207 223.9-8. *Final decision.* The EEO Officer shall meet with the Nation's Human Resources
208 Executive Director and the employee's supervisor to mutually determine an appropriate final
209 decision.

210 (a) *Format.* The final decision shall be in writing, contain justification, and be signed by
211 the EEO Officer, the Nation's Human Resources Executive Director, and the employee's
212 supervisor.

213 (b) *Application.* If appropriate, the employee's supervisor will be responsible for initiating
214 the final decision.

215 (c) *Record keeping.* The final decision and all supporting documentation, included in the
216 Investigative file, shall be filed with EEO for reporting purposes.

217 (d) *Investigative file.* Three business days before the EEO Officer, the Nation's Human
218 Resources Executive Director, and the employee's supervisor meet to determine the final
219 decision, the EEO Officer should share the investigative file with the employee's
220 supervisor.

221

222 **223.10. Employment Eligibility**

223 223.10-1. *Employee Resignation.* An employee who resigns from their position when there is an
224 ongoing workplace violence investigation or in lieu of termination shall not be eligible for hiring
225 consideration in any position with the Nation. The employee may be eligible for employment in a
226 different position with the Nation three (3) years from the date of resignation if the employee
227 receives a pardon from the Nation's Pardon and Forgiveness Committee. The EEO Officer shall
228 remain responsible for completing the investigation in the event an employee resigns during an
229 investigation.

230 223.10-2. *Employee Termination.* If, as a result of the completed workplace violence investigation,
231 the employee is terminated, the employee shall not be eligible for hiring consideration in any
232 position with the Nation. The employee may be eligible for employment in a different position
233 with the Nation five (5) years from the date of termination if the employee receives a pardon from
234 the Nation's Pardon and Forgiveness Committee.

235 223.10-3. *Immediate eligibility.* If, as the result of a completed investigation, the EEO Officer, the
236 Nation's Human Resources Executive Director, and the employee's supervisor mutually determine
237 in the final decision that no incident of workplace violence occurred, a copy of the final decision
238 shall be included in the employee's file and, if the employee resigned as a direct result of the
239 workplace violence investigation, the employee shall be immediately eligible for re-hiring
240 consideration with the Nation.

241

242 **223.11. Fraudulent Report**

243 223.11-1. If at any time EEO is made aware that an employee made a report of workplace violence
244 other than in good faith, the employee may be disciplined according to the Nation's laws, policies,
245 and rules governing employment, up to and including termination.

246

247 **223.12. Confidentiality**

248 223.12-1. To the greatest extent possible, the Nation shall maintain the confidentiality of
249 employees and the investigation. However, the Nation may need to disclose results in appropriate
250 circumstances; for example, in order to protect individual safety.

[Type here]

251 223.12-2. Information related to the application of this law is strictly confidential. Information
252 shall not be disclosed to third parties unless:

- 253 (a) the prior written consent of the alleged victim is obtained;
254 (b) the release of information complies with a court order; or
255 (c) the release of information is pursuant to applicable laws or policies.

256

257 **223.13. Enforcement**

258 223.13-1. Any employee who violates this law may be subject to disciplinary action under the
259 Nation's laws, policies, and rules governing employment, up to and including termination.

260

261 *End*

262

263

Adopted – BC-06-28-17-E

Title 2. Employment – Chapter 223
WORKPLACE VIOLENCE
ONEIDA
TRANSLATION

223.1.	Purpose and Policy		Responsibilitites
223.2.	Adoption, Amendment, Appeal	223.10.	Employment Eligibility
223.3.	Definitions	223.11.	Fraudulent Report
223.4.	Application	223.12.	Confidentiality
223.5.	Prohibited Behavior	223.13.	Enforcement
223.6.	Reporting Workplace Violence		
223.7.	Reporting Restraining Orders and Injunctions		
223.8.	Future Workplace Violence		
223.9.	EEO ("Equal Employment Opportunity Department")		

- 1
2 **223.1. Purpose and Policy**
3 223.1-1. *Purpose.* The purpose of this law is to provide all Oneida Nation employees and visitors
4 an environment that is free of violence and the threat of violence.
5 223.1-2. *Policy.* It is the policy of the Nation to provide a safe and secure environment for
6 employees to work and conduct business by establishing the procedures by which incidents of
7 workplace violence shall be addressed.
8
9 **223.2. Adoption, Amendment, Repeal**
10 223.2-1. This law was adopted by the Oneida Business Committee by resolution BC-06-28-17-E.
11 223.2-2. This law may be amended or repealed by the Oneida Business Committee or the Oneida
12 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.
13 223.2-3. Should a provision of this law or the application thereof to any person or circumstances
14 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
15 to have legal force without the invalid portions.
16 223.2-4. In the event of a conflict between a provision of this law and a provision of another law,
17 rule, or policy the provisions of this law shall control.
18 223.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.
19
20 **223.3. Definitions**
21 223.3-1. This section shall govern the definitions of words and phrases as used within this law. All
22 words not defined herein shall be used in their ordinary and everyday sense.
23 (a) "EEO" means the Equal Employment Opportunity Department within the Nation's
24 Human Resources Department.
25 (b) "EEO Officer" means the employee from within the EEO Department, or the employee
26 the EEO Department assigns as designee, responsible for completing the requirements of
27 section 2239 of this law.
28 (c) "Emotional harm" means a range of behaviors that inflict psychological pain or distress.
29 This can include manipulation, intimidation, constant criticism, and other forms of physical
30 abuse. Unlike physical abuse, emotional harm often leaves no visible scars.
31 (d) "Employee" means any person employed by the Nation in one of the following
32 capacities: full-time, part-time, emergency temporary, limited term, or on a contractual
33 basis.

[Type here]

34 (e) “Final decision” means the ultimate decision issued from the EEO Department, the
 35 Nation’s Human Resources Executive Director, and the employee’s supervisor regarding
 36 the allegation and investigation of the incident of workplace violence.

37 (f) “Harassing” means a pattern of conduct composed of a series of acts over a period of
 38 time evidencing a continuity of purpose; the purpose being intimidation, or creating a
 39 threat, and which serves no legitimate purpose.

40 (g) “Intimidation” means making others feel afraid or fearful through threatening behavior.

41 (h) “Nation” means the Oneida Nation.

42 (i) “Official duties” mean the duties of any employee of the Nation when that employee is
 43 actively performing their job requirements.

44 (j) “Roughhousing” means wildly playful, rough, noisy, or mischievous behavior.

45 (k) “Stalking” means unwanted or obsessive attention by an individual or group toward a
 46 specific person or more than one person. Stalking involves repeated visual or physical
 47 proximity, nonconsensual communication, or verbal, written, or implied threats, or a
 48 combination thereof, that would cause a reasonable person to feel unsafe.

49 (l) “Supervisor” means the person or entity responsible for overseeing the employee.

50 (m) “Threat” means the implication or expression of intent to inflict serious physical or
 51 emotional harm or actions that a reasonable person would interpret as a threat to their
 52 safety, the safety of a member of their family, or their property.

53 (n) “Weapon” means a firearm, knife, electric weapon, club, or any other object intended
 54 to cause harm to oneself or others.

55 (o) “Workplace” means any location owned and operated by the Nation, any location or
 56 event where an employee represents the Nation, including over-the-road travel in the
 57 Nation’s owned or rented vehicles, circumstances where the employee is being reimbursed
 58 for expenses for attending, participating, or the time and manner the employee spends
 59 traveling to and from the event.

60 (p) “Workplace violence” means any intentional act committed by an employee in a
 61 workplace or in a setting or circumstance otherwise reasonably related to employment with
 62 the Nation that:

63 (1) inflicts, attempts to inflict, or threatens to inflict emotional or physical harm on
 64 another person; or

65 (2) inflicts, attempts to inflict, or threatens to inflict damage to property of the
 66 Nation or property of another.

67

68 **223.4. Application**

69 223.4-1. This law applies to all employees in any of the Nation’s workplaces and covers workplace
 70 violence whether the employee commits workplace violence during or outside the employee’s
 71 normal work hours as long as the incident of workplace violence is reasonably connected to the
 72 workplace.

73

74 **223.5. Prohibited Behavior**

75 223.5-1. *Prohibited Behaviors.* Examples of workplace violence include, but are not limited to,
 76 the following prohibited behaviors:

77 (a) intentionally causing physical injury to another person; which an include;

[Type here]

- 78 (1) hitting or shoving or
 79 (2) throwing an object at an individual;
 80 (b) fighting or roughhousing that may be dangerous to others;
 81 (c) direct threats or intimidation;
 82 (d) implications or suggestions of violence;
 83 (e) stalking;
 84 (f) possessing, carrying, or using a weapon of any kind, whether in the open or concealed,
 85 on property of the Nation, including parking lots, in fleet vehicles, on other exterior
 86 premises, or while engaged in activities for the Nation;
 87 (g) physical restraint or confinement;
 88 (h) an established pattern of loud, disruptive, angry, or abusive language or behavior;
 89 (i) sending a threatening, harassing, or abusive message by e-mail, letter, fax, phone call,
 90 text message or any other form of electronic media;
 91 (j) sending a threatening, harassing, or abusive message using any social media platform;
 92 (k) using the workplace to violate restraining orders;
 93 (l) intentionally damaging property of the Nation or property of another; and
 94 (m) any other act that a reasonable person would perceive as constituting a threat of
 95 violence or actual violence.

96 **223.5-2. Exceptions to Prohibited Behavior.** An employee shall not be considered to have
 97 committed the prohibited behavior of possessing, carrying, or using a weapon under section 223.5-
 98 1(f) if the employee is actively:

- 99 (a) performing official duties which require a weapon to be possessed, carried, or used and
 100 the weapon is possessed, carried, or used within the normal scope of those official duties;
 101 (b) participating in cultural activities or ceremonies on property of the Nation which require
 102 a weapon to be possessed, carried, or used and the weapon is possessed, carried, or used
 103 within the normal scope of the cultural activities or ceremonies;
 104 (c) hunting, fishing, or trapping on property of the Nation in accordance with the Nation's
 105 laws and rules governing hunting, fishing, and trapping and the weapon is possessed,
 106 carried, or used within the normal scope of hunting, fishing, or trapping; or
 107 (d) Any other action that is consistent with laws of the Nation.

108 **223.6. Reporting Workplace Violence**

109 **223.6-1.** EEO is responsible for investigating complaints, issuing the final decision, and all other
 110 duties and responsibilities detailed in section 223.9.

111 **223.6-2. Reporting by a non-employee.** Any non-employee is encouraged to report threats or
 112 observed workplace violence that occurs in the Nation's facilities and workplaces. A report of
 113 workplace violence given to an employee from a non-employee shall be promptly reported by the
 114 employee to EEO

115 **223.6-3. Permissive Reporting by an Employee.** Any employee may report workplace violence to
 116 EEO where the employee:

- 117 (a) is the victim of workplace violence; or
 118 (b) has been threatened with workplace violence.
 119

[Type here]

120 223.6-4. *Mandatory Reporting by an Employee.* Any employee shall promptly report workplace
121 violence to EEO where the employee witnesses a threat or an incident of workplace violence or is
122 informed by a non-employee of a threat or an incident of workplace violence.

123 (a) *Emergency Situation.* If an emergency exists or the situation is one of immediate danger
124 to the life and safety of a person, the employee shall, if possible, without causing
125 themselves to be in danger, contact the Oneida Police Department or local law
126 enforcement, and facility security, if appropriate, and take whatever emergency steps are
127 available and appropriate to protect themselves from immediate harm. The employee shall
128 report the incident to EEO as soon as possible.

129 (b) *Non-Emergency Situation.* If a non-emergency exists or the situation is not one of
130 immediate danger to the life and safety of a person, the employee shall report the incident
131 to EEO as soon as possible.

132 223.6-5. EEO and the Nation's Human Resources Department are responsible for communicating
133 and sharing information with each other to ensure that all complaints and investigations are
134 properly and timely handled.

135 223.6-6. Any employee can be in compliance with this law if the employee contacts or
136 communicates, either verbally or in writing, with either EEO or the Nation's Human Resources
137 Department to report an incident of workplace violence.

138 (a) If an employee verbally reports an incident of workplace violence to either EEO or the
139 Nation's Human Resources Department, whichever department receives the report should
140 instruct that employee to submit a written report to EEO

141

142 **223.7. Reporting Restraining Orders and Injunctions.**

143 223.7-1. *Voluntary reporting.* Any employee who obtains a restraining order or injunction against
144 another employee may provide EEO a copy of the signed order.

145 223.7-2. *Mandatory reporting.* Any employee who is issued a restraining order or injunction
146 regarding another employee, shall immediately, upon receipt of the signed order against them, give
147 a copy of the signed order to EEO.

148 (a) Any employee who does not immediately, upon receipt of a restraining order or
149 injunction against them, provide a copy of the restraining order or injunction to EEO may
150 be subject to disciplinary action under the Nation's laws, policies, and rules governing
151 employment, up to and including termination.

152 223.7-3. EEO shall immediately provide copies of the restraining order or injunction to the
153 employee's supervisor and the Nation's Human Resources Executive Director.

154

155 **223.8. Future Workplace Violence**

156 223.8-1. Where an employee has reason to believe that another employee may be victimized
157 sometime in the future, either at the workplace or as a direct result of their employment with the
158 Nation, the employee is encouraged to provide this information to EEO and their immediate
159 supervisor as soon as possible for an initial assessment pursuant to section 223.9. EEO or the
160 immediate supervisor shall inform the Oneida Police Department, local law enforcement, or
161 facility security if appropriate.

162 223.8-2. *Anonymous threats.* If an employee learns of an anonymous threat, the employee shall
163 immediately forward the information in a confidential manner to the Chief of the Oneida Police

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164 Department in accordance with the Nation's laws, policies, and rules governing anonymous letters.
 165 The employee shall also immediately notify EEO

166

167 **223.9. EEO (“Equal Employment Opportunity Department”) Responsibilities**

168 223.9-1. EEO is responsible for investigating complaints of workplace violence and will delegate
 169 such responsibilities to one employee from within EEO, who shall be known as the EEO Officer.

170 223.9-2. When EEO receives a complaint of workplace violence, whether verbal or in writing, the
 171 EEO Officer shall promptly notify in writing the supervisor of the employee being complained
 172 about to the supervisor:

- 173 (a) is aware that the EEO Officer will be investigating the employee;
- 174 (b) knows they may assist the EEO Officer in any portion of the investigation;
- 175 (c) knows the EEO Officer may place the employee on investigative leave if they determine
 176 investigative leave to be necessary; and
- 177 (d) knows they will be responsible, along with the EEO Officer and the Nation's Human
 178 Resources Executive Director, for implementing the final decision.

179 223.9-3. The EEO Officer shall promptly conduct a thorough investigation which may include the
 180 following duties:

- 181 (a) coordinate with all involved agencies or departments; (b) meet with the employee filing
 182 the complaint;
- 183 (b) visit the scene of the incident as soon as possible;
- 184 (c) interview employees and other witnesses;
- 185 (d) contact the Oneida Police Department or any other appropriate law enforcement agency
 186 when necessary;
- 187 (e) send weekly updates to the employee's supervisor;
- 188 (f) review relevant video surveillance footage if available, in accordance with standard
 189 operating procedures on the subject; and
- 190 (g) conduct any other investigative methods necessary for a thorough investigation.

191 223.9-4. In performing these investigative duties, the EEO Officer shall not interfere in the
 192 investigation of any law enforcement agencies. If, at any time, criminal charges are brought against
 193 an employee as a result of an incident of workplace violence, the employee shall be placed on
 194 investigative leave in accordance with the Nation's laws, policies, and rules governing
 195 investigative leave.

196 223.9-5. The EEO Officer shall conclude the investigation when the EEO Officer obtains enough
 197 verifiable facts and information regarding the incident under investigation in order to make a safe
 198 and equitable final decision.

199 223.9-6. *Mitigation.* During the investigation, the EEO Officer and the Nation's Human Resources
 200 Executive Director are encouraged to examine the workplace for security risk factors and record
 201 any mitigating actions that could be implemented to prevent a similar occurrence of workplace
 202 violence.

203 223.9-7. *Investigative Leave.* The EEO Officer may place an employee alleged to be involved in
 204 an incident of workplace violence on investigative leave in accordance with the Nation's laws,
 205 policies, and rules governing investigative leave.

[Type here]

206 223.9-8. *Final decision.* The EEO Officer shall meet with the Nation's Human Resources
207 Executive Director and the employee's supervisor to mutually determine an appropriate final
208 decision.

209 (a) *Format.* The final decision shall be in writing, contain justification, and be signed by
210 the EEO Officer, the Nation's Human Resources Executive Director, and the employee's
211 supervisor.

212 (b) *Application.* If appropriate, the employee's supervisor will be responsible for initiating
213 the final decision.

214 (c) *Record keeping.* The final decision and all supporting documentation, included in the
215 Investigative file, shall be filed with EEO for reporting purposes.

216 (d) *Investigative file.* Three business days before the EEO Officer, the Nation's Human
217 Resources Executive Director, and the employee's supervisor meet to determine the final
218 decision, the EEO Officer should share the investigative file with the employee's
219 supervisor.

220

221 **223.10. Employment Eligibility**

222 223.10-1. *Employee Resignation.* An employee who resigns from their position when there is an
223 ongoing workplace violence investigation or in lieu of termination shall not be eligible for hiring
224 consideration in any position with the Nation. The employee may be eligible for employment in a
225 different position with the Nation three (3) years from the date of resignation if the employee
226 receives a pardon from the Nation's Pardon and Forgiveness Committee. The EEO Officer shall
227 remain responsible for completing the investigation in the event an employee resigns during an
228 investigation.

229 223.10-2. *Employee Termination.* If, as a result of the completed workplace violence investigation,
230 the employee is terminated, the employee shall not be eligible for hiring consideration in any
231 position with the Nation. The employee may be eligible for employment in a different position
232 with the Nation five (5) years from the date of termination if the employee receives a pardon from
233 the Nation's Pardon and Forgiveness Committee.

234 223.10-3. *Immediate eligibility.* If, as the result of a completed investigation, the EEO Officer, the
235 Nation's Human Resources Executive Director, and the employee's supervisor mutually determine
236 in the final decision that no incident of workplace violence occurred, a copy of the final decision
237 shall be included in the employee's file and, if the employee resigned as a direct result of the
238 workplace violence investigation, the employee shall be immediately eligible for re-hiring
239 consideration with the Nation.

240

241 **223.11. Fraudulent Report**

242 223.11-1. If at any time EEO is made aware that an employee made a report of workplace violence
243 other than in good faith, the employee may be disciplined according to the Nation's laws, policies,
244 and rules governing employment, up to and including termination.

245

246 **223.12. Confidentiality**

247 223.12-1. To the greatest extent possible, the Nation shall maintain the confidentiality of
248 employees and the investigation. However, the Nation may need to disclose results in appropriate
249 circumstances; for example, in order to protect individual safety.

[Type here]

250 223.12-2. Information related to the application of this law is strictly confidential. Information
251 shall not be disclosed to third parties unless:

- 252 (a) the prior written consent of the alleged victim is obtained;
253 (b) the release of information complies with a court order; or
254 (c) the release of information is pursuant to applicable laws or policies.

255

256 **223.13. Enforcement**

257 223.13-1. Any employee who violates this law may be subject to disciplinary action under the
258 Nation's laws, policies, and rules governing employment, up to and including termination.

259

260 *End*

261

262

Adopted – BC-06-28-17-E



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



Statement of Effect

Amendments to the Workplace Violence Law

Summary

This resolution adopts amendments to the Workplace Violence law.

Submitted by: Carolyn A. Salutz, Legislative Staff Attorney, Legislative Reference Office

Date: December 17, 2025

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Workplace Violence law. The purpose of Workplace Violence law is to provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence. [2 O.C. 223.1-1]. The Nation's Human Resources Department requested amendments to the Workplace Violence law to address investigative enforcement. [2 O.C. 223.9]. Amendments are also being sought to delegate authority to investigators to put employees on investigative leave, discipline employees, and address employment digibility and ineligibility. [2 O.C. 223.9; 223.10].

Adoption of any legislation is required to comply with the Legislative Procedures Act ("the LPA"), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. The Workplace Violence law amendments complied with all processes and procedures required by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Workplace Violence law on October 15, 2025. No individuals provided public comments during this public meeting. The public comment period was then held open until October 22, 2025. Two (2) individuals submitted written comments during this public comment period. The Legislative Operating Committee accepted the public comments on November 5, 2025. The Legislative Operating Committee reviewed and considered the public comments on November 14, 2025.

The amendments to the Workplace Violence law will become effective on January 28, 2026.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.

FINANCE ADMINISTRATION Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
 FROM: Rae Skenandore, Sr. Analyst
 DATE: December 10, 2025
 RE: **Fiscal Impact Statement of the Workplace Violence Law Amendments**

I. Estimated Fiscal Impact Summary

Law: Workplace Violence Law Amendments		Draft 3
Implementing Agency	Equal Employment Opportunity Department (“EEO”) Oneida Nation Human Resources Department	
Estimated time to comply	10 days	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	\$0	\$0

II. Background

This Law was adopted by the Oneida Business Committee by resolution BC-06-28-17-E on June 28, 2017.

This law was added to the Active Files List on February 6, 2019, at the request of the Nation’s Human Resources Department to address investigative enforcement and employee ineligibility. It was read to the Active Files list on October 7, 2020, and for a third time on October 4, 2023.

The purpose of this law is to provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence. The amendments to the Law include clarifying and requiring the following:

- The Law applies to all employees, during or outside of normal work hours and if the alleged incident occurs in a setting reasonable connected to the workplace.
- What constitutes “prohibited behaviors.”
- Exceptions to “prohibited behaviors.”
- All complaints and investigations be directed to and managed by the Equal Employment Opportunity Department (EEO).

- A “final decision” is jointly issued from the EEO Department, the Nation’s Human Resources Executive Director, and the employee’s supervisor.
- The responsibilities of the EEO Department include assigning an EEO Officer to investigate and be responsible for determining the final decision with the Nation’s Human Resources Executive Director and the employee’s supervisor.
- The EEO Department and the Nation’s Human Resources Department are responsible for communicating and sharing information with each other to ensure all complaints and investigations are properly and timely handled.
- Verbal complaints are acceptable, and employees are directed to submit a written complaint to the EEO Department.
- Reporting of restraining orders and injunctions shall include when the reporting is mandatory and when it is discretionary.
- Employment eligibility for employees who resign during a workplace violence investigation or are terminated because of a workplace violence investigation.
- Grammatical and other minor changes

III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with legislation and includes startup costs, personnel, office, documentation costs, as well as an estimate of the amount of time necessary for an agency to comply with the Law after implementation.

Finance does NOT identify the source of funding for the estimated cost or allocate any funds to the legislation.

The analysis was completed based on the information provided as of the date of this memo.

IV. Findings

There are no start-up costs, no increases in personnel are needed, and no increases in office or documentation costs.

V. Financial Impact

There is no fiscal impact of implementing this legislation.

VI. Recommendation

Finance does not make a recommendation about a course of action in this matter. Rather, the purpose of a fiscal impact statement is to disclose the potential fiscal impact of the action so that the Oneida Business Committee and General Tribal Council has the information with which to render a decision.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution #
Amendments to the Workplace Violence Law

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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,** the Workplace Violence law (“the Law”) was adopted by the Oneida Business Committee through resolution BC-06-28-17-E; and
- WHEREAS,** the purpose of the Workplace Violence law is to provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence. The Nation’s Human Resources Department requested amendments to the Workplace Violence law to address investigative enforcement. Amendments are also being sought to delegate authority to investigators to put employees on investigative leave, discipline employees, and address employment eligibility and ineligibility; and
- WHEREAS,** the amendments to the Law require that the reporting and investigating of workplace violence be primarily handled by the Nation Equal Employment Opportunity Department, rather than the employee’s supervisor; and
- WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law through collaboration with representatives from the Oneida Human Resources Department and the Oneida Law Office; and
- WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact statement were completed for the proposed amendments to the Law; and
- WHEREAS,** the Legislative Operating Committee held a public meeting on the proposed amendments to the Law on October 15, 2025, with no individuals providing oral comments, and the public comment period for the amendments to this Law was held open until October 22, 2025, with two (2) submissions of written comments received; and
- WHEREAS,** the Legislative Operating Committee accepted the public comments on November 5, 2025; and
- WHEREAS,** the Legislative Operating Committee reviewed and considered the public comments on November 14, 2025; and

BC Resolution _____
Amendments to the Workplace Violence Law
Page 2 of 2

44

45 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee hereby adopts the amendments
46 to the Workplace Violence law, which shall become effective on January 28, 2026.

Adopt resolution entitled Amendments to the Hunting, Fishing, and Trapping Law

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Amendments to the Hunting, Fishing, and Trapping Law

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office DTS
- Gaming/Retail Boards, Committees, or Commissions
- Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|---|---|
| <input type="checkbox"/> Bylaws | <input checked="" type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input checked="" type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input checked="" type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Legislative Analysis | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
 FROM: Jameson Wilson, LOC Chairperson
 DATE: December 17, 2025
 RE: Adoption of Amendments to the Hunting, Fishing, and Trapping Law

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Hunting, Fishing, and Trapping law:

1. Resolution: Amendments to the Hunting, Fishing, and Trapping Law
2. Statement of Effect: Amendments to the Hunting, Fishing, and Trapping Law
3. Hunting, Fishing, and Trapping Law Amendments Legislative Analysis
4. Hunting, Fishing, and Trapping Law Amendments Draft (Redline)
5. Hunting, Fishing, and Trapping Law Amendments Draft (Clean)
6. Hunting, Fishing, and Trapping Law Amendments Fiscal Impact Statement

Overview

The purpose of the Hunting, Fishing, and Trapping law is to protect and conserve wildlife on the reservation and to promote respect among sportsmen, for both the environment and fellow sportsmen. [4 O.C. 406.1-1]. Amendments to the Hunting, Fishing, and Trapping law are being sought to:

- Add a definition for descendant, great bodily harm, and warden. [4 O.C. 406.3-1(g), 406.3-14(m), 406.3-1(ff)];
- Eliminate the Environmental Resource Board (ERB) from the law and delegate all responsibilities of ERB provided in the law, except hearing authority, to the Conservation Department throughout the entire law.;
- Require the Conservation Department draft rules that identify designated seasons and/or hunting hours for elder, disabled, and youth hunts. [4 O.C. 406.5-2(e)(1)];
- Eliminate the requirement that the Conservation Department draft rules establishing a process for retention, storage and disposal of items confiscated or turned over to the Department in accordance with this law. [4 O.C. 406.5-2];
- Require the Conservation Department draft rules that regulate the use of recovery and retrieval services and methods. [4 O.C. 406.5-2(m)];
- Require the Conservation Department draft rules that regulate the care and husbandry of animals used to hunt or animals used for private game hunting. [4 O.C. 406.5-2(n)];
- Eliminate the requirement that a rule booklet be provided to each person receiving a license permit. [4 O.C. 406.5-2];
- Recognize that wardens fall within the organization of the Oneida Police Department and not the Conservation Department and therefore prescribe all responsibilities/duties of the wardens to the Oneida Police Department officers; and eliminate the requirement that an

Oneida Police Department officer who observes a violation of this law report it to a warden. *[4 O.C. 406.5-3, eliminate 406.5-4];*

- Adds beaver to list of animals a landowner, lessee, or designee is allowed to hunt or trap on property they own or lease year round without a sportsman license, removing beavers from the list of nuisance animals that a person is not required to get a nuisance animal removal permit to hunt or trap *[4 O.C. 406.6-1(a)(2)(G), eliminated 406.8-3(a)];*
- Eliminate the provision that allowed any licensee holding a fishing only sportsman license to name a designated hunter to fill the hunting or trapping permits that regularly accompany a sportsman license. *[Eliminated 4 O.C. 406.6-1(b)(1)(B)];*
- Eliminate the requirement that at least eighty-five percent (85%) of the group and/or organization members be Tribal members for groups/organizations that seek a ceremonial and/or feast permit. *[4 O.C. 406.6-2(b)];*
- Require that all persons participating in the ceremonial and/or feast hunt be tribal members, descendants, or a spouse of a tribal member in addition to the requirement that they be named hunters on the permit. *[4 O.C. 406.6-2(c)];*
- Require that medical verification for a disabled hunter permit show that the physical disability results in mobility issues that makes it necessary for the disabled hunter to hunt from a stationary vehicle. *[4 O.C. 406.6-6];*
- Provide that any person who has had a license or permit denied in accordance with section 406.6-7(a) may appeal the Department's decision by requesting a hearing before the Trial Court instead of ERB. *[4 O.C. 406.6-7(b)];*
- Provide that any person who accidentally collides with and kills a deer while operating a vehicle on a roadway, may retain possession of the said deer, provided that the person shall have the deer tagged by the State of Wisconsin, instead of the Department. *[4 O.C. 406.7-3];*
- Remove the requirement that the Department shall ensure that all hunting and fishing rule booklets contain a warning stating that fish caught in Duck Creek, as well as ducks, geese and other wildlife may contain Polychlorinated Biphenyl (PCBs) which may pose risks of health defects, that such risks are greatest for women and children, and that detailed information about PCBs is available from the Department upon request. *[eliminated 4 O.C. 406.7-5];*
- Increase the allowable size of a hunting party from ten (10) to fifteen (15) persons. *[4 O.C. 406.9-2(g)];*
- Allow designated hunters to hunt for an unlimited number of permittees, instead of being limited to the number authorized by the rules. *[4 O.C. 406.9-4(b)];*
- Adjust the age restrictions for minors, now allowing all persons between the ages of ten (10) and fourteen (14) years old the ability to hunt if they have obtained the required license and permits and are under the immediate supervision of a parent, legal guardian, or a responsible adult to which a parent or legal guardian has delegated their supervisory responsibilities. *[4 O.C. 406.9-5];*

- Allow individuals to obtain a mentored-only hunting license and permit and hunt without first completing a hunter education course as long as they accompany a mentor while hunting. [4 O.C. 406.9-6];
- Remove much of the provisions regarding citations, and simply providing that an individual who violates a provision of this law or the corresponding rules may be subject to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws and policies governing citations. [4 O.C. 406.10-4]; and
- Make other minor drafting revisions.

The Legislative Operating Committee developed the proposed amendments to the Hunting, Fishing, and Trapping law through collaboration with representatives from the Oneida Police Department, Oneida Law Office, Conservation Department, CEO of Nation Services, and the Environmental, Land, Agriculture Division. The Legislative Operating Committee held fourteen (14) work meetings on the development of the amendments to the Hunting, Fishing, and Trapping law.

The development of the amendments to the Hunting, Fishing, and Trapping law complies with all processes and procedures required by the Legislative Procedures Act, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Hunting, Fishing, and Trapping law on August 15, 2025. Two (2) individuals providing oral comments during the public meeting. The public comment period for the amendments to this Law was held open until August 22, 2025. No written comments were received during this public comment period. The Legislative Operating Committee reviewed and considered all public comments received on September 17, 2025. Any changes have been incorporated into this draft.

The amendments to the Hunting, Fishing, and Trapping law will become effective on February 25, 2026.

Requested Action

Adopt the Resolution: Amendments to the Hunting, Fishing, and Trapping law



HUNTING, FISHING, AND TRAPPING LAW AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

Analysis by the Legislative Reference Office	
Intent of the Proposed Amendments	<ul style="list-style-type: none"> ▪ Add a definition for descendant, great bodily harm, and warden. [4 O.C. 406.3-1(g), 406.3-14(m), 406.3-1(ff)]; ▪ Eliminate the Environmental Resource Board (ERB) from the law and delegate all responsibilities of ERB provided in the law, except hearing authority, to the Conservation Department throughout the entire law.; ▪ Require the Conservation Department draft rules that identify designated seasons and/or hunting hours for elder, disabled, and youth hunts. [4 O.C. 406.5-2(e)(1)]; ▪ Eliminate the requirement that the Conservation Department draft rules establishing a process for retention, storage and disposal of items confiscated or turned over to the Department in accordance with this law. [4 O.C. 406.5-2]; ▪ Require the Conservation Department draft rules that regulate the use of recovery and retrieval services and methods. [4 O.C. 406.5-2(m)]; ▪ Require the Conservation Department draft rules that regulate the care and husbandry of animals used to hunt or animals used for private game hunting. [4 O.C. 406.5-2(n)]; ▪ Eliminate the requirement that a rule booklet be provided to each person receiving a license permit. [4 O.C. 406.5-2]; ▪ Recognize that wardens fall within the organization of the Oneida Police Department and not the Conservation Department and therefore prescribe all responsibilities/duties of the wardens to the Oneida Police Department officers; and eliminate the requirement that an Oneida Police Department office who observes a violation of this law report it to a warden. [4 O.C. 406.5-3, eliminate 406.5-4]; ▪ Adds beaver to list of animals a landowner, lessee, or designee is allowed to hunt or trap on property they own or lease year round without a sportsman license, removing beavers from the list of nuisance animals that a person is not required to get a nuisance animal removal permit to hunt or trap [4 O.C. 406.6-1(a)(2)(G), eliminated 406.8-3(a)]; ▪ Eliminate the provision that allowed any licensee holding a fishing only sportsman license to name a designated hunter to fill the hunting or trapping permits that regularly accompany a sportsman license. [Eliminated 4 O.C. 406.6-1(b)(1)(B)];

	<ul style="list-style-type: none">▪ Eliminate the requirement that at least eighty-five percent (85%) of the group and/or organization members be Tribal members for groups/organizations that seek a ceremonial and/or feast permit. <i>[4 O.C. 406.6-2(b)]</i>;▪ Require that all persons participating in the ceremonial and/or feast hunt be tribal members, descendants, or a spouse of a tribal member in addition to the requirement that they be named hunters on the permit. <i>[4 O.C. 406.6-2(c)]</i>;▪ Require that medical verification for a disabled hunter permit show that the physical disability results in mobility issues that makes it necessary for the disabled hunter to hunt from a stationary vehicle. <i>[4 O.C. 406.6-6]</i>;▪ Provide that any person who has had a license or permit denied in accordance with section 406.6-7(a) may appeal the Department's decision by requesting a hearing before the Trial Court instead of ERB. <i>[4 O.C. 406.6-7(b)]</i>;▪ Provide that any person who accidentally collides with and kills a deer while operating a vehicle on a roadway, may retain possession of the said deer, provided that the person shall have the deer tagged by the State of Wisconsin, instead of the Department. <i>[4 O.C. 406.7-3]</i>;▪ Remove the requirement that the Department shall ensure that all hunting and fishing rule booklets contain a warning stating that fish caught in Duck Creek, as well as ducks, geese and other wildlife may contain Polychlorinated Biphenyl (PCBs) which may pose risks of health defects, that such risks are greatest for women and children, and that detailed information about PCBs is available from the Department upon request. <i>[eliminated 4 O.C. 406.7-5]</i>;▪ Increase the allowable size of a hunting party from ten (10) to fifteen (15) persons. <i>[4 O.C. 406.9-2(g)]</i>;▪ Allow designated hunters to hunt for an unlimited number of permittees, instead of being limited to the number authorized by the rules. <i>[4 O.C. 406.9-4(b)]</i>;▪ Adjust the age restrictions for minors, now allowing all persons between the ages of ten (10) and fourteen (14) years old the ability to hunt if they have obtained the required license and permits and are under the immediate supervision of a parent, legal guardian, or a responsible adult to which a parent or legal guardian has delegated their supervisory responsibilities. <i>[4 O.C. 406.9-5]</i>;▪ Allow individuals to obtain a mentored-only hunting license and permit and hunt without first completing a hunter education course as long as they accompany a mentor while hunting. <i>[4 O.C. 406.9-6]</i>;▪ Remove much of the provisions regarding citations, and simply providing that an individual who violates a provision of this law or the corresponding rules may be subject to the issuance of a citation by a
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	<p>warden or an Oneida Police Department officer in accordance with the Nation’s laws and policies governing citations. [4 O.C. 406.10-4]; and</p> <ul style="list-style-type: none"> ▪ Make other minor drafting revisions.
Purpose	The purpose of this law is to protect and conserve wildlife on the reservation and to promote respect among sportsmen, for both the environment and fellow sportsmen. [4 O.C. 406.1-1].
Affected Entities	Conservation Department, Oneida Police Department, Oneida Judiciary, all individuals who possess a sportsman license from the Nation
Public Meeting	A public meeting has been held on August 15, 2025. The public comment period was then held open until August 22, 2025.
Fiscal Impact	A fiscal impact statement was provided by the Finance Administration on November 20, 2025.

SECTION 2. LEGISLATIVE DEVELOPMENT

1
2 **A. Background.** The Hunting, Fishing, and Trapping law (“the Law”) was originally adopted by the
3 Oneida Business Committee in 1994 through resolution BC-08-31-94-C, and then amended by
4 resolutions BC-04-24-96-A, BC-07-22-98-A, BC-09-13-00-D, BC-06-04-03-A, BC-06-30-04-I, BC-
5 07-13-05-E, BC-08-29-07-F, BC-06-24-09-E, BC-08-26-10-I, BC-12-14-11-E, BC-05-22-13-A, BC-
6 01-25-17-D and BC-07-26-17-F. The purpose of the Law is to protect and conserve wildlife on the
7 reservation and to promote respect among sportsmen, for both the environment and fellow
8 sportsmen. [4 O.C. 406.1-1]. It is the policy of the Nation provide: an adequate and flexible system
9 for the protection, management, supervision, conservation, and enhancement of all wildlife and natural
10 resources on the reservation; and an enforceable system of licensing and permitting which establishes
11 clear rules pursuant to the Administrative Rulemaking law related to hunting, fishing, and trapping, and
12 associated fines and penalties for violations of this law and the said rules. [4 O.C. 406.1-2].

13 **B. Request for Amendments.** A request to amend this Law originally came before the Legislative
14 Operating Committee in December 2022. On August 10, 2022, the OBC made a motion “to direct the
15 General Manager to complete the assessment regarding the feasibility of the Environmental, Health,
16 Safety, Land, & Agriculture Division taking on the roles of the Environmental Resources Board and
17 for the assessment to be submitted at the second meeting Business Committee meeting in September.”
18 In short, the General Manager, now known as the CEO of Nation Services, concluded that although
19 changes were necessary to those Oneida laws that delegated the authority and responsibility to the
20 Environmental Resources Board (ERB), those responsibilities that were jointly executed by the ERB
21 and Environmental, Land, sand Agriculture Division (ELA), could be assumed by ELA. Additionally,
22 for those duties that delegated ERB the power and duty to carry out the intent and purposes of the law,
23 including enforcement, those responsibilities could be delegated to ELA and/or the Oneida Land
24 Commission. On September 28, 2022, the Oneida Business Committee made a motion to accept the
25 Environmental, Land, and Agriculture Division and Environmental Resource Board assessment; to
26 recommend the dissolution the Environment Resource Board; and to direct Chief Counsel to bring
27 back a report in forty-five (45) days on actions that need to take place in order to complete the
28 dissolution of the Environmental Resource Board including amendments to laws and addressing any
29 background material. The Oneida Law Office provided this report to the Oneida Business Committee
30 on November 29, 2022. This item was then added to the Active Files List on December 7, 2022, in an
31 effort to make amendments to address the dissolution of the Environmental Resources Board, and

32 transition the Board's responsibilities to the Environmental, Land and Agriculture Division and/or the
33 Oneida Land Commission.

34

35 **SECTION 3. CONSULTATION AND OUTREACH**

36 A. Representatives from the following departments or entities participated in the development of the
37 amendments to the Law and this legislative analysis:

- 38 ▪ Oneida Police Department;
- 39 ▪ Oneida Law Office;
- 40 ▪ Conservation Department;
- 41 ▪ Environmental, Land, Agriculture Division; and
- 42 ▪ CEO of Nation Services.

43 B. The following laws were reviewed in the drafting of this analysis:

- 44 ▪ Administrative Rulemaking law;
- 45 ▪ Legislative Procedures Act;
- 46 ▪ Citations law;
- 47 ▪ Judiciary law; and
- 48 ▪ Paper Reduction Policy.

49

50 **SECTION 4. PROCESS**

51 A. The development of the proposed amendments to the Law complies with the process set forth in the
52 Legislative Procedures Act (LPA).

- 53 ▪ On October 4, 2023, the Legislative Operating Committee added the Hunting, Fishing, and
54 Trapping law amendments to its Active Files List for this legislative term.
- 55 ▪ On May 7, 2025, the Legislative Operating Committee approved the draft of the proposed
56 amendments to the Law and directed that a legislative analysis be developed.
- 57 ▪ On May 21, 2025, the Legislative Operating Committee approved an updated draft and the
58 legislative analysis.
- 59 ▪ On June 18, 2025, the Legislative Operating Committee approved the public meeting packet for
60 the proposed amendments to the Hunting, Fishing, and Trapping law and schedule a public
61 meeting to be held on July 30, 2025. Later that same day the Legislative Operating Committee
62 conducted an e-poll entitled, *Rescheduled Hunting, Fishing, and Trapping Law Public Meeting*.
63 The requested action of the e-poll was to approve the updated public meeting packet for the
64 proposed amendments to the Hunting, Fishing, and Trapping law and reschedule the public
65 meeting to be held on August 15, 2025. This e-poll was unanimously approved by Jonas Hill,
66 Jennifer Webster, Marlon Skenandore, Kirby Metoxen, and Jameson Wilson.
- 67 ▪ On July 2, 2025, the Legislative Operating Committee entered into the record the results of the
68 June 18, 2025 e-poll entitled, *Rescheduled Hunting, Fishing, and Trapping Law Public Meeting*.
- 69 ▪ On August 15, 2025, the public meeting was held. Two (2) individuals provided oral comments
70 during the public meeting.
- 71 ▪ The public comment period was then held open until August 22, 2025. No individuals provided
72 written comments during the public comment period.
- 73 ▪ On September 17, 2025, the Legislative Operating Committee accepted the public comments and
74 the public comment review memo and deferred these items to a work meeting for further

75 consideration. The Legislative Operating Committee reviewed and considered the public
76 comments that same day.

- 77 ■ On November 5, 2025, the Legislative Operating Committee approved the updated public
78 comment review memo, draft, and legislative analysis; and approved the fiscal impact statement
79 request memorandum and forwarded these materials to the Finance Department directing that a
80 fiscal impact statement be prepared and submitted to the LOC by November 21, 2025.
- 81 ■ On November 20, 2025, the Finance Administration provided the Legislative Operating
82 Committee with the fiscal impact statement.

83 **B.** At the time this legislative analysis was developed the following work meetings had been held
84 regarding the development of the amendments to the Law this legislative term:

- 85 ■ January 3, 2024: LOC work session.
- 86 ■ May 10, 2024: LOC work session.
- 87 ■ May 30, 2024: LOC work session.
- 88 ■ December 9, 2024: LOC work session with the General Manager, Environmental, Land, and
89 Agriculture Division, Conservation Department, and Oneida Police Department.
- 90 ■ January 14, 2025: LOC work session with General Manager, Environmental, Land, and Agriculture
91 Division, Conservation Department, Oneida Law Office, and Oneida Police Department.
- 92 ■ February 3, 2025: LOC work session.
- 93 ■ February 24, 2025: LOC work session with the General Manager, Environmental, Land, and
94 Agriculture Division, Conservation Department, and Oneida Police Department.
- 95 ■ March 5, 2025: LOC work session with the Environmental, Land, and Agriculture Division and
96 Conservation Department.
- 97 ■ April 16, 2025: LOC work session.
- 98 ■ May 1, 2025: LRO work session with the Conservation Department.
- 99 ■ September 17, 2025: LOC work session.
- 100 ■ October 16, 2025: LOC work session with the Conservation Department and Oneida Police
101 Department warden.
- 102 ■ October 16, 2025: LOC work session.
- 103 ■ October 26, 2025: LOC work session.
- 104 ■ December 3, 2025: LOC work session.

105 **C.** *Community Outreach Events.* In addition to the public meeting required by the Legislative Procedures
106 Act, the LOC held the following community outreach events on this legislation:

- 107 ■ June 4, 2024: Legislative Operating Committee Community Meeting held in the Norbert Hill
108 Center's cafeteria.
- 109 ■ March 19, 2025: Legislative Operating Committee Community Meeting held in the Norbert Hill
110 Center's cafeteria.

111

112 **SECTION 5. CONTENTS OF THE LEGISLATION**

113 **A. Definitions.** The proposed amendments to the Law add definitions for the terms: descendant, great
114 bodily harm, and warden. [4 O.C. 406.3-1(g), 406.3-1(m), 406.3-1(ff)]. Descendant is defined in the
115 proposed amendments to the Law as a person who is registered with, and recognized by, the Oneida
116 Trust Enrollment Department as being the descendant of an enrolled member of the Nation. [4 O.C.
117 406.3-1(g)]. The term descendent is not currently defined in the Law, instead a footnote was included

118 that said, “*Requirements for descendency are determined by the Oneida Trust Enrollment Committee.*”
119 Great bodily harm is defined in the proposed amendments to the Law as a bodily injury which creates
120 a substantial risk of death, or which causes serious permanent disfigurement, or which causes a
121 permanent or protracted loss or impairment of the function of any bodily member or organ or other
122 serious bodily injury. [4 O.C. 406.3-1(m)]. In the current Law, this term is defined within section 406.6-
123 7(a)(2)(C). The definition for great bodily harm was moved from section 406.6-7(a)(2)(C) in an effort
124 to be consistent with the placement of definitions under the definition section of the Law found at
125 section 406.3-14. Warden is defined in the proposed amendments to the Law as an officer of the Oneida
126 Police Department whose duties include the protection of wildlife and natural resources. [4 O.C. 406.3-
127 1(ff)].

128 ■ *Effect.* The proposed amendments to the Law ensure that proper definitions are included for terms
129 utilized within the Law, and that all definitions are organized in a consistent manner. The Legislative
130 Procedures Act provides that all laws published in the Oneida Code of Laws shall be in a consistent
131 format and that every law should have “Section 3 – Definitions” which contains definitions of all
132 words used in a technical sense throughout the law. All words not defined within this section are to
133 be used in their ordinary sense. [1 O.C.11-1(c)].

134 **B. *Elimination of the Environmental Resource Board.*** The current Law provides that the Environmental
135 Resource Board and the Department are responsible to protect, manage, supervise, conserve, and
136 enhance all wildlife within the reservation. [4 O.C. 406.5-1]. Throughout the Law the Environmental
137 Resource Board is given a variety of different responsibilities and authorities. The proposed
138 amendments remove all mentions of the Environmental Resource Board from the Law, and instead
139 delegates all responsibilities of the Environmental Resource Board provided in the law to the
140 Conservation Department, except for hearing authority which is delegated to the Judiciary Trial Court.

141 ■ *Effect.* The removal of the Environmental Resource Board through the proposed amendments to
142 the Law aligns with the September 28, 2022, Oneida Business Committee directive to dissolve the
143 Environment Resource Board. The Environmental Resource Board has to be eliminated from all
144 laws of the Nation, and their responsibilities delegated to another entity before the board can be
145 officially dissolved.

146 **C. *Administrative Rulemaking.*** The current Law delegates joint administrative rulemaking authority to
147 the Environmental Resource Board and the Conservation Department and provides various topics that
148 must be addressed through rules. [4 O.C. 406.5-1, 406.5-2]. The proposed amendments to the Law
149 eliminate the Environmental Resource Board and provide that it is a responsibility of the Conservation
150 Department to establish and maintain rules in accordance with the Administrative Rulemaking law, and
151 the Law still provides specific topics the Conservation Department is responsible for drafting rules
152 about. [4 O.C. 406.5-1, 406.5-2]. The current law requires that administrative rules be drafted to fix,
153 shorten, extend, or close seasons and hunting hours on any wildlife. [4 O.C. 406.5-2(e)]. The proposed
154 amendments extend this requirement for administrative rules and also require that the rules identify
155 designated seasons and/or hunting hours for elder, disabled, and youth hunts. [4 O.C. 406.5-2(e)(1)].
156 The requirement that there be a rule to establish a process for retention, storage, and disposal of items
157 confiscated or turned over to the Department in accordance with this law was eliminated in the proposed
158 amendments to the Law since the Department does not confiscate or retain any items, that would now
159 be a responsibility of the Oneida Police Department. [4 O.C. 406.5-2]. The proposed amendments to
160 the Law also delegate authority to the Conservation Department to develop rules to regulate the use of
161 recovery and retrieval services and methods, and to regulate the care and husbandry of animals used to

162 hunt or animals used for private game hunting. [4 O.C. 406.5-2(m), 406.5-2(n)]. The requirement that
163 the Environmental Resource Board provide notice of rules on the Nation’s website and ERB and/or the
164 Department develop a rule booklet which the Department shall provide to each person receiving a
165 license or permit was removed from the Law. [4 O.C. 406.5-2(o)]. The Administrative Rulemaking
166 already requires that all rules are published under the corresponding law on the Code of Laws within
167 the Oneida Register on the Nation’s website. [1 O.C. 106.8-2(a)(1)]. A physical booklet is not being
168 provided anymore due to the fact that the rules are available for review online on the Oneida Register,
169 and to fall in line with the Nation’s Paper Reduction Policy. The Paper Reduction Policy provides that
170 it is the policy of the Nation to reduce the amount of paper being used to benefit the next seven (7)
171 generations through recycling, reduction, and environmental awareness, and that all programs of the
172 Nation are encouraged to reduce paper usage and waste. [2 O.C. 220.1-1, 220.4-1].

173 ▪ *Effect.* The proposed amendments to the Law update the requirements for the administrative rules
174 developed by the Conservation Department – eliminating rules for responsibilities the Conservation
175 Department no longer handles, and adding the development of rules for topics the Conservation
176 determined need to be addressed.

177 **D. *Organization of the Wardens.*** Currently the Law provides that Conservation Department wardens
178 shall enforce this Law and corresponding rules on the reservation and provides a variety of
179 responsibilities of the wardens such as observe persons engaged in hunting, fishing, and trapping in
180 order to ensure that the methods and equipment used are lawful, investigate reports of violations of this
181 law and corresponding rules, and issues warnings and citations for violations. [4 O.C. 406.5-3]. The
182 current Law then provides that any Oneida Police Department officer who observes a violation of this
183 law or the rule shall report the violation to the Conservation Department or the Conservation
184 Department warden, unless immediate action is necessary to prevent imminent danger to life or serious
185 damage to property in which they can then issue a warning or citation. [4 O.C. 406.5-4]. Since this Law
186 was last amended, the organization of the warden positions has changed. The warden position is no
187 longer found within the Conservation Department and instead is found within the Oneida Police
188 Department. The proposed amendments to the Law therefore prescribe all responsibilities and duties of
189 the warden to Oneida Police Department officers – treating wardens and Oneida Police Department
190 officers the same throughout the Law. [4 O.C. 406.5-3]. The section requiring that Oneida Police
191 Department officers notify the Conservation Department or the wardens of any violations, unless in
192 emergency situations, was also eliminated from the Law since Oneida Police Department officers and
193 the warden are within the same department and have the same authorities and responsibilities.
194 [eliminated 4 O.C. 406.5-4].

195 ▪ *Effect.* The proposed amendments to the Law recognize the reorganization of the warden position
196 within the Oneida Police Department and prescribe all responsibilities and duties of the warden to
197 Oneida Police Department officers throughout the Law.

198 **E. *Hunting and Trapping of Beavers.*** The current Law provides that landowners, lessees, and designees
199 with the permission of the landowners or lessees, may hunt and trap the following species on the
200 property they own or lease, year-round without a sportsman license: coyote, fox, raccoon, woodchuck,
201 rabbit, squirrel, and any nuisance animal that is not an endangered or threatened species and is also not
202 a regulated or protected species. [4 O.C. 406.6-1(a)(2)]. The current Law provides that landowners and
203 lessees may remove wildlife considered a nuisance animal from land under their control and their
204 associated structures, provided that they obtain a nuisance animal removal permit. [4 O.C. 406.8-1,
205 406.8-2]. The current Law also provides that a nuisance animal permit is not needed for landowners,

- 206 lessees, or designee to hunt or trap beavers that are nuisance animals or to remove a beaver dam. [4
207 O.C. 406.8-3(a)]. The current Law then clarifies that only the landowner or the Department may set
208 traps on a beaver dam on Tribal land, and this privilege may not be transferred to a designee. *Id.* The
209 proposed amendments to the Law simply add beavers to the list of animals that landowners, lessees,
210 and designees may hunt or trap on the property they own or lease, year-round, without a sportsman
211 license. [4 O.C. 406.6-1(a)(2)].
- 212 ▪ *Effect.* The proposed amendments allow for beavers to be hunted or trapped by landowner, lessee,
213 or designee on the property they own or lease, year-round, without a sportsman license. The
214 proposed amendments also eliminate the prohibition against designees setting traps on beaver dams
215 on Tribal land.
- 216 **F. Fishing Only Sportsman License.** The current Law provides that a sportsman license may be issues
217 which permits fishing only. [4 O.C. 406.6-1(b)(1)]. In those circumstances, successful completion of a
218 certified hunter safety court is not required and the Department shall internally record such licenses as
219 permitting fishing only. *Id.* A person issued a fishing only sportsman license is not allowed to hunt or
220 trap until the licensee provides the Department with proof of successful completion of a hunter safety
221 course. [4 O.C. 406.6-1(b)(1)(A)]. The current Law then allows any licensee holding a fishing only
222 sportsman license to name a designated hunter to fill the hunting or trapping permits that regularly
223 accompany a sportsman license. [4 O.C. 406.6-1(b)(1)(B)]. The proposed amendments to the Law
224 eliminate the provision that allowed for any licensee holding a fishing only sportsman license to name
225 a designated hunter to fill the hunting or trapping permits that regularly accompany a sportsman license.
226 *Id.*
- 227 ▪ *Effect.* The proposed amendments no longer allow a licensee holding a fishing only sportsman
228 license to name a designated hunter to fill the hunting or trapping permits that regularly accompany
229 a sportsman license.
- 230 **G. Ceremonial and/or Feast Permit.** The current Law allows for Tribal members to apply for a
231 ceremonial and/or feast permit to group hunt wildlife outside of the regular applicable seasons. [4 O.C.
232 406.6-2]. The current Law allows a ceremonial and/or feast permit to be issued to a group or
233 organization that's meets each of the following requirements: at least eighty-five percent (85%) of the
234 group or organization members are Tribal members, the designee of the group is a Tribal member, and
235 the hunt takes place on the reservation. [4 O.C. 406.6-2(b)]. The proposed amendments to the Law
236 eliminate the requirement that at least eighty-five percent (85%) of the group or organization members
237 be Tribal members. The current Law provides that all persons participating in the ceremonial or feast
238 hunt shall be named hunters on the ceremonial or feast permit. [4 O.C. 406.6-2(c)]. The proposed
239 amendments to the Law maintain that requirement, which also adding the requirement that those
240 participating in the hunt be tribal members, descendants, or a spouse to a Tribal member. [4 O.C. 406.6-
241 2(c)(2)].
- 242 ▪ *Effect.* The proposed amendments to the Law eliminate the requirement that at least eighty-five
243 percent (85%) of the group or organization members be Tribal members for ceremonial or feast
244 permits in recognition that this requirement would be hard to monitor and enforce, and in
245 recognition that there may be ceremonial or feast occasions recognized by the Oneida community
246 in which it would be common to have a mixture of Tribal members and non-Tribal members, such
247 as a funeral feast. Descendants and spouses of Tribal members are added to Tribal members that
248 are allowed to hunt for ceremonial or feast permits in recognition of mixed Tribal status family
249 structures.

- 250 **H. *Disabled Hunter Permit.*** The current Law provides that the Conservation Department may issue a
251 disabled hunter permit to any person who is physically disabled, upon a showing of medical verification
252 of a physical disability. [4 O.C. 406.6-6]. A disabled hunter permit allows a person to hunt from a
253 stationary vehicle within fifty (50) feet on the center of the road. *Id.* The proposed amendments to the
254 Law clarify that the medical verification has to show that the physical disability results in mobility
255 issues that makes it necessary for the disabled hunter to hunt from a stationary vehicle. *Id.*
- 256 ▪ *Effect.* The proposed amendments to the Law draw a greater connection between the verification of
257 a physical disability and the need to hunt from a stationary vehicle. The Conservation Department
258 requested additional clarification be added to this section of the Law to make it easier to determine
259 when a disabled hunter permit should be issued.
- 260 **I. *Appeal of License or Permit Decision.*** The current Law provides that any person who has had a license
261 or permit denied in accordance with section 406.6-7(a) of the Law may appeal the Department's
262 decision by requesting a hearing before the Environmental Resource Board. [4 O.C. 406.6-7(b)]. Then
263 later the current Law provides that any person wishing to contest a decision of the Department related
264 to a license and/or permit may appeal such action by filing a complaint with the Judiciary Trial Court
265 naming the Department. [4 O.C. 406.10-4]. The proposed amendments to the Law provide in all places
266 throughout the Law that any person who has had a license or permit denied in accordance with section
267 406.6-7(a) of the Law or wish to contest any other decision of the Conservation Department in regard
268 to permits or licenses may appeal the Department's decision by requesting a hearing before the Trial
269 Court.
- 270 ▪ *Effect.* Currently, sections 406.6-7(b) and 406.10-4 of the Law appear to be conflicting and are not
271 clear on where someone should contest a decision of the Department in regard to permits or
272 licenses. The proposed amendments recognize the removal of the Environmental Resource Board
273 from this Law, and transfer the Environmental Resource Board's hearing authority to the Trial
274 Court in all instances throughout the Law.
- 275 **J. *Accidental Collision and Killing of Deer.*** The current Law provides that any person who accidentally
276 collides with and kills a deer while operating a vehicle on a roadway, may retain possession of the said
277 deer, provided that the person shall have the deer tagged by the Conservation Department or the
278 Department's designee. [4 O.C. 406.7-3]. The proposed amendments to the Law eliminate the
279 requirement to have the deer tagged by the Conservation Department or its designee, and instead
280 requires that you have the deer tagged by the State of Wisconsin. *Id.*
- 281 ▪ *Effect.* The proposed amendments to the Law change the responsibility of tagging a deer accidently
282 collided with from the Conservation Department to the State of Wisconsin to reflect current
283 practice.
- 284 **K. *PCB Warning in Rulebook.*** The current Laws provides that the Environmental Resource Board and
285 the Conservation Department ensure that all hunting and fishing rule booklets contain a warning stating
286 that fish caught in Duck Creek, as well as ducks, geese, and other wildlife may contain Polychlorinated
287 Biphenyl (PCBs) which may pose risks of health defects, that such risks are greatest for women and
288 children, and that detailed information about PCBs is available from the Department upon request. [4
289 O.C. 406.7-5]. The proposed amendments to the Law eliminate this provision.
- 290 ▪ *Effect.* The proposed amendments to the Law eliminate the requirement that the Conservation
291 Department include in its rule booklet a warning about potential PCBs in Duck Creek based upon
292 a request from the Conservation Department. Rule booklets are updated at most once a year – and

293 therefore the Conservation Department believes there are better ways to share safety concerns and
294 warnings with the community to ensure that the best and most accurate information is shared.

295 **L. Allowable Hunting Party Size.** The current Law provides that persons may not hunt in a party of more
296 than ten (10) persons. [4 O.C. 406.9-2(g)]. The proposed amendments to the Law increase the allowable
297 hunting party size from ten (10) to fifteen (15) persons.

298 ■ *Effect.* The proposed amendments to the Law increase the allowable hunting party size to allow
299 greater flexibility to hunters.

300 **M. Designated Hunters.** The current Law provides that a permittee may name a designated hunter to hunt,
301 fish, or trap on behalf of the permittee in the event the permittee is physically or legally unable to take
302 their own permit. [4 O.C. 406.9-4]. A designated hunter is only allowed to hunt for the number of
303 permittees as authorized by the rules developed pursuant to this Law. [4 O.C. 406.9-4(b)]. The Hunting,
304 Fishing, and Trapping Law Rule Handbook provides that designated hunters may only take antlerless
305 deer and, regardless of the number of tags issued to the original permittee, may fill a maximum of two
306 (2) deer carcass tags on behalf of the original permittee; and may fill a maximum of two (2) turkey tags
307 for the original permittee, regardless of the number of tags issued to the original permittee. [Rule 4-
308 7(a)(7), 4-9]. The proposed amendments to the Law allow a designated hunter to hunt for an unlimited
309 number of permittees. [4 O.C. 406.9-4(b)].

310 ■ *Effect.* The proposed amendments to the Law remove any limitations on how many permittees a
311 designated hunter may hunt for, in an effort to increase the number of physically or legally disabled
312 permittees that ultimately end up with hunted animals that can then provide food for themselves
313 and family.

314 **N. Age Restriction of Youth Hunters.** The current Law breaks up age restrictions for hunters into different
315 categories. Persons between the age of twelve (12) and fourteen (14) years old may only hunt if they
316 have obtained the required license and permits and are under the immediate supervision of a parent,
317 legal guardian, or a responsible adult to which a parent or legal guardian has delegated their supervisory
318 responsibilities to. [4 O.C. 406.9-5(a)]. The parent, legal guardian, or responsible adult is required to
319 have a valid license and permits, and must remain within voice and sight contact of the youth hunters
320 at all times. Tribal members, descendants, non-member Indians, and dependents age ten (10) or eleven
321 (11) years old may hunt if they have a mentor present while hunting and have obtained any required
322 licenses and permits. [4 O.C. 406.9-5(b)]. Tribal members, descendants, non-member Indians, and
323 dependents less than ten (10) years old may accompany a mentor while hunting, provided that youth
324 under the age of ten (10) may not use a weapon during the hunt. The proposed amendments to the Law
325 combine the categories for those youth hunters age ten (10) through eleven (11) and twelve (12) through
326 fourteen (14) years of age, and provides that persons between the age of ten (10) and fourteen (14)
327 years old may only hunt if they have obtained the required license and permits and are under the
328 immediate supervision of a parent, legal guardian, or a responsible adult to which a parent or legal
329 guardian has delegated their supervisory responsibilities to. [4 O.C. 406.9-5(a)].

330 ■ *Effect.* The proposed amendments to the Law allow youth hunters age ten (10) and eleven (11) to
331 be treated the same as youth hunters age twelve (12) through fourteen (14) in an effort to get more
332 youth interested in and involved in hunting at an earlier age.

333 **O. Mentored Hunting.** The proposed amendments to the Law now include a new section to specifically
334 address mentored hunting. The proposed amendments to the Law provide that individuals may obtain
335 a mentored-only hunting license and permit and hunt without first completing a hunter education course
336 as long as they accompany a mentor while hunting. [4 O.C. 409.9-6]. A mentee may be either a Tribal

337 member, descendant, non-member Indian, or dependent having less than ten (10) years of age; or a
 338 Tribal member, descendant, non-member Indian, or dependent who has not completed a required hunter
 339 education course. [4 O.C. 409.9-6(a)]. A mentor is required to be a Tribal member, be at least eighteen
 340 (18) years old; have a valid license and any required permits; and be the mentee's parent or legal
 341 guardian or have permission from the mentee's parent or legal guardian to be the hunter's mentor, if
 342 the mentee is younger than age eighteen (18) years old. [4 O.C. 409.9-6(b)]. Mentors may mentor a
 343 maximum of two (2) mentees at the same time. [4 O.C. 409.9-6(c)]. The mentor is required to remain
 344 within an arm's grasp of each mentee at all times. [4 O.C. 409.9-6(d)]. Only one (1) weapon may be
 345 possessed jointly between the mentor and their mentee(s), and a mentee may not use a weapon during
 346 the hunt. [4 O.C. 409.9-6(e)-(f)].

347 ■ *Effect.* Allowing a mentored hunt for those individuals who have not completed a hunter education
 348 course provides an additional opportunity for individuals to learn more about hunting and become
 349 interested in the sport.

350 **P. Citations.** The current contains a lot of provisions regarding the citation process. The current Law
 351 provides that Department wardens may issue verbal or written warnings or citations to any person found
 352 to be in violation of this law or the rules. The current Law then goes on to provide that all citations,
 353 orders and declarations issued pursuant to this law include a pre-hearing date with the Judiciary Trial
 354 Court which shall be set for the next scheduled monthly prehearing date that is at least thirty (30) days
 355 after the citation was issued. [4 O.C. 406.10-5]. Persons wishing to contest a citation are required to
 356 appear at the prehearing, at which time the Judiciary Trial Court shall accept pleas which either contest
 357 or admit committing the act for which the citation was issued. *Id.* The Judiciary is then responsible for
 358 scheduling a hearing as expeditiously as possible, provided that it shall be scheduled within ninety (90)
 359 days of the date of the prehearing, for all persons entering a plea contesting the fact that they committed
 360 the act for which a citation was issued. *Id.* In addition to scheduling requested hearings, the Judiciary
 361 may also make conditional orders at the prehearing which are effective until the matter is resolved. The
 362 current Law then addresses community service, allocation of citation revenue, appealing a decision of
 363 the Judiciary Trial Court, and pursuing payment of a citation. [4 O.C. 406.10-5(a)-(d)]. The proposed
 364 amendments to the Law much of the provisions regarding citations, and simply providing that an
 365 individual who violates a provision of this law or the corresponding rules may be subject to the issuance
 366 of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws
 367 and policies governing citations. [4 O.C. 406.10-4].

368 ■ *Effect.* The proposed amendments remove bulk of the language regarding citations, because since
 369 this Law was last amended a Citations law which provides a process that governs all citations that
 370 fall under the jurisdiction of the Oneida Nation was adopted. [8 O.C. 807.1-1]. Referencing the
 371 Citations law instead of including specific provisions within this Law ensures that all citations of
 372 the Nation are handled in a consistent manner.

373

374 SECTION 6. EXISTING LEGISLATION

375 **A. Other Related Laws of the Nation.** The following laws of the Nation are related to the proposed
 376 amendments to this Law.

377 ■ **Legislative Procedures Act.** The Legislative Procedures Act provides a standard process for the
 378 development and adoption of laws of the Nation which includes taking into account comments
 379 from members of the Nation and input from agencies within the organization of the Nation. [1 O.C.
 380 109.1-1, 109.1-2].

- 381 ▪ The development of amendments to the Hunting, Fishing, and Trapping law complies with the
382 process and procedures of the Legislative Procedures Act.
- 383 ▪ **Administrative Rulemaking Law.** The Administrative Rulemaking law provides a process for the
384 adoption and amendment of administrative rules. [1 O.C. 106.1-1]. It is the policy of the Nation to
385 ensure there is an efficient, effective and democratic process for enacting and revising
386 administrative rules, and that authorized agencies act in a responsible and consistent manner when
387 enacting and revising administrative rules. [1 O.C. 109.1-2].
- 388 ▪ The Hunting, Fishing, and Trapping law provides that it is a responsibility of the Conservation
389 Department to establish and maintain rules in accordance with the Administrative Rulemaking
390 law, and the Law provides specific topics the Conservation Department is responsible for
391 drafting rules about. [4 O.C. 406.5-1, 406.5-2].
- 392 ▪ Any rules developed in accordance with this Hunting, Fishing, and Trapping law must comply
393 with all processes and procedures of the Administrative Rulemaking law.
- 394 ▪ **Citations Law.** The Citations law provides a process that governs all citations that fall under the
395 jurisdiction of the Oneida Nation. [8 O.C. 807.1-1]. It is the policy of the Nation to provide a
396 consistent process for handling citations of the Nation in order to ensure equal and fair treatment
397 to all persons who come before the Judiciary to have their citations resolved. [8 O.C. 807.1-2].
- 398 ▪ The Hunting, Fishing, and Trapping law provides that an individual who violates a provision
399 of this law or the corresponding rules may be subject to the issuance of a citation by a warden
400 or an Oneida Police Department officer in accordance with the Nation’s laws and policies
401 governing citations. [4 O.C. 406.10-4].
- 402 ▪ Any citations issues under the Hunting, Fishing, and Trapping law must comply with the
403 process for handling citations as provided for in the Citations law.
- 404 ▪ **Paper Reduction Policy.** The Paper Reduction Policy provides that it is the policy of the Nation
405 to reduce the amount of paper being used to benefit the next seven generations through recycling,
406 reduction, and environmental awareness. [2 O.C. 220.1-1]. All enterprises and programs of the
407 Nation are encouraged to reduce paper usage and waste as quickly as possible. [2 O.C. 220.4-1].
- 408 ▪ The proposed amendments to the Hunting, Fishing, and Trapping law remove the requirement
409 that the Conservation Department shall a rule booklet to each person receiving a license or
410 permit. [4 O.C. 406.5-2(o)]. The Administrative Rulemaking law already requires that all rules
411 are published under the corresponding law on the Code of Laws within the Oneida Register on
412 the Nation’s website. [1 O.C. 106.8-2(a)(1)]. The elimination of a physical booklet falls in line
413 with the Nation’s Paper Reduction Policy.
- 414 ▪ **Judiciary Law.** The Judiciary law establishes a Judiciary, and provides for the administration of
415 law, justice, judicial procedures and practices by the Nation as a sovereign nation by exercising the
416 inherent power to make, execute, apply and enforce its own law, and to apply its own customs and
417 traditions in matters affecting the Oneida people. [8 O.C. 801.1-1]. It is the policy of the Nation to
418 provide a fair and impartial forum for the resolution of all matters that come before it pursuant to a
419 grant of authorization by law. The Judiciary law provides that the Trial Court shall have subject
420 mater jurisdiction over cases and controversies arising under laws of the Nation that specifically
421 authorize the Trial Court to exercise jurisdiction. [8 O.C. 801.5-2(a)].
- 422 ▪ The Hunting, Fishing, and Trapping law authorizes the Trial Court to exercise jurisdiction over
423 permit and license issues. [4 O.C. 406.6-7(b), 406.10-4].
- 424

425 **SECTION 7. OTHER CONSIDERATIONS**

426 **A. *Hunting, Fishing, and Trapping Law Rules.*** Currently, a Hunting, Fishing, and Trapping law rule
427 handbook exists and was last adopted in May of 2017.

428 ▪ *Conclusion.* The Hunting, Fishing, and Trapping law rules will need to be reviewed upon adoption
429 of amendments to the Hunting, Fishing, and Trapping law to bring the rules into compliance with
430 any amendments made to the Hunting, Fishing, and Trapping law.

431 **B. *Fiscal Impact.*** Under the Legislative Procedures Act, a fiscal impact statement is required for all
432 legislation except emergency legislation [*1 O.C. 109.6-1*]. Oneida Business Committee resolution BC-
433 10-28-20-A titled, “*Further Interpretation of ‘Fiscal Impact Statement’ in the Legislative Procedures*
434 *Act,*” provides further clarification on who the Legislative Operating Committee may direct complete
435 a fiscal impact statement at various stages of the legislative process, as well as timeframes for
436 completing the fiscal impact statement.

437 ▪ *Conclusion.* The Legislative Operating Committee received a fiscal impact statement from the
438 Finance Department on November 20, 2025.

439

Title 4. Environment and Natural Resources – Chapter 406
HUNTING, FISHING AND TRAPPING
Lutolátha?, Latsywáaha? O?khále Atlistáya Tsi? Kayanláhsla
Our laws concerning hunting, fishing and trapping
HUNTING, FISHING, AND TRAPPING

406.1.	Purpose and Policy	406.6.	Licenses and Permits
406.2.	Adoption, Amendment, Repeal	406.7.	General Regulations
406.3.	Definitions	406.8.	Wildlife Damage and Nuisance Control
406.4.	Jurisdiction	406.9.	Hunting
406.5.	Administration and Supervision	406.10.	Enforcement and Penalties

406.1. Purpose and Policy

406.1-1. - *Purpose.* The purpose of this law is to protect and conserve wildlife on the reservation and to promote respect among sportsmen, ~~respect for~~ both the environment and fellow sportsmen.

406.1-2. - *Policy.* It is the policy of ~~this law~~ the Nation to provide:

- (a) An adequate and flexible system for the protection, management, supervision, conservation, and enhancement of all wildlife and natural resources on the reservation; and
- (b) An enforceable system of licensing and permitting which establishes clear rules pursuant to the Administrative Rulemaking law related to hunting, fishing, and trapping, and associated fines and penalties for violations of this law and the said rules.

406.2. Adoption, Amendment, Repeal

406.2-1. - This law was adopted by the Oneida Business Committee by resolution BC-~~808~~-31-94-C, and amended by resolutions BC-~~404~~-24-96-A, BC-~~707~~-22-98-A, BC-09-13-00-D, BC-~~606~~-04-03-A, BC-~~606~~-30-04-I, BC-~~707~~-13-05-E, BC-~~808~~-29-07-F, BC-06-24-09-E, BC-08-26-10-I, BC-12-14-11-E, BC-05-22-13-A, BC-01-25-17-D-~~and~~, BC-07-26-17-F-~~,~~ and BC- - - -.

406.2-2. - This law may be amended or repealed by the Oneida Business Committee and/or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

406.2-3. - 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.

406.2-4. - 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.

406.2-5. - This law is adopted under authority of the Constitution of the Oneida Nation.

406.3. Definitions

406.3-1. 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) “Aircraft” means a conveyance that can travel through the air and that is supported either by its own lightness or by the action of the air against its surfaces. The term includes hovercraft and both manned aircraft such as airplanes and helicopters and unmanned aircraft such as drones.

(b) “Barrel ~~length~~ length” means the length of a gun’s barrel as measured from the muzzle to the firing pin with the action closed, or from the muzzle to the breech face.

(c) ~~“ERB”~~ “Bodily harm” means physical pain or injury or any impairment of the Environmental Resources Board physical condition.

(d) “Daily ~~Bag Limit~~ bag limit” means the maximum number of a species of wildlife that

38 a person may take during a twenty-four (24) hour period measured from midnight to
39 midnight.

40 (e) “Department” means the Oneida Conservation Department.

41 (f) “Dependent” means a person under the age of eighteen (18) who is the child or step-
42 child of a Tribal member or who lives with a Tribal member for more than half of the year.

43 ~~(g) “Designated Hunter”~~ (g) “Descendant” means a person who is registered with, and
44 recognized by, the Oneida Trust Enrollment Department as being the descendant of an
45 enrolled member of the Nation.

46 (h) “Designated hunter” means the person named by a permittee as authorized to harvest
47 wildlife on behalf of the permittee pursuant to the permit held by the permittee.

48 ~~(hi)~~ “Elder” means any person fifty-five (55) years of age or older.

49 ~~(ij)~~ “Endangered or ~~Threatened~~ threatened” means any species of wildlife within the
50 reservation in danger of extinction or likely to become in danger of distinction as
51 recognized by ~~ERB and~~ the Department and under federal law.

52 ~~(jk)~~ “Fine” means a monetary punishment issued to a person violating this law and/or the
53 rules created pursuant to this law, ~~which is payable to ERB or the Department within the~~
54 ~~amount of time designated by the rules.~~

55 ~~(kl)~~ “Fishing” means the taking, capturing, harvesting, or attempting to take, capture or
56 harvest fish of any variety in any manner.

57 ~~(m)~~ “Great bodily harm” means bodily injury which creates a substantial risk of death,
58 or which causes serious permanent disfigurement, or which causes a permanent or
59 protracted loss or impairment of the function of any bodily member or organ or other
60 serious bodily injury.

61 ~~(n)~~ “Hunt” or “Hunting” means shooting, shooting at, pursuing, taking, attempting to
62 take, catch, harvest or attempting to harvest any wildlife.

63 ~~(oo)~~ “License” means a written document issued by the Department granting authority
64 to engage in specific activities covered under this law and the rules created pursuant to this
65 law.

66 ~~(pp)~~ “Loaded” means any firearm containing a cartridge in the chamber or any firearm
67 containing a cartridge or cartridges in the attached cylinder, magazine, or clip.

68 (1) Muzzleloading firearms may not be considered loaded if a percussion cap is not
69 covering the percussion nipple or .209 primers are not in the receiver.

70 (2) Flint lock muzzleloading firearms may not be considered loaded if the flash pan
71 is cleaned of powder.

72 ~~(qq)~~ “Nation” means the Oneida Nation.

73 ~~(pr)~~ “Non-Indian” means a person who is not a member of any federally recognized
74 Indian tribe, band, or community.

75 ~~(qs)~~ “Non-Member Indian” means a person who is a member of a federally recognized
76 Indian tribe, band, or community other than this Nation.

77 ~~(rt)~~ “Nuisance Animal” means any wildlife causing and one (1) or combination of the
78 following:

79 (1) Damage to property;

80 (2) Damage to or endangered or threatened species of wildlife and/or plants;

81 (3) Depredation of crops and/or livestock; or

82 (4) Health and/or safety risks posed to persons.

83 ~~(su)~~ “Penalty” means a punishment, other than a fine, imposed on a person violating this
84 law and/or the rules created pursuant to this law and may include, but is not limited to, the

85 confiscation of equipment and/or wildlife ~~with return of the same at the discretion of ERB,~~
 86 the imposition of a wildlife protection assessment (civil recovery value), revocation and/or
 87 ineligibility for licenses and/or permits for a specified period of time, and restitution.

88 (tv) “Permit” means a document, stamp or tag authorizing a specific activity which is
 89 issued by the Department to the holder of a license.

90 (uw) “Protected ~~Species~~species” means any species of wildlife that is not endangered or
 91 threatened, but for ~~which ERB~~the Department has established seasons, daily bag limits, or
 92 otherwise restricted the taking of.

93 (vx) “Reservation” means all the property within the exterior boundaries of the reservation
 94 of the Nation, as created pursuant to the 1838 Treaty with the Oneida 7 Stat. 566, and any
 95 lands added thereto pursuant to federal law.

96 (wy) “Rule” means a set of requirements, including citation fees and penalty schedules,
 97 enacted by ~~ERB and/or~~ the Department in accordance with the Administrative Rulemaking
 98 law based on authority delegated in this law in order to implement, interpret and/or enforce
 99 this law.

100 (xz) “Take” or “Taking” means pursuing, shooting, hunting, fishing, netting (including
 101 placing or setting any net or other capturing device), capturing, harvesting, snaring or
 102 trapping any wildlife, or attempting any of the foregoing.

103 (yaa) “Transport” means to bring or move from one place to another by means of carrying,
 104 dragging, pushing, towing, or storing in or on a vehicle, aircraft or boat.

105 (zbb) “Trapping” means the taking of, or attempting to take, any wildlife by means of
 106 setting or operating any device or mechanism that is designed, built, or made to close upon,
 107 hold fast, snare or otherwise capture wildlife.

108 (aac) “Tribal ~~Land~~land” means any land within the reservation that is held in fee or in
 109 trust and is owned by the Nation, a Tribal member, or a non-member Indian.

110 (bdd) “Tribal ~~Member~~member” means an enrolled member of the Nation.

111 (eee) “Vehicle” means any self-propelled conveyance that derives power from a motor
 112 and is used to transport persons or objects over land, including but not limited to, an
 113 automobile, truck, sport utility vehicle, snowmobile, motorcycle, all-terrain vehicle, moped
 114 or similar conveyance.

115 ~~(dd)~~(ff) “Warden” means an officer of the Oneida Police Department whose duties include
 116 the protection of wildlife and natural resources.

117 (gg) “Wildlife” means any non-domesticated mammal, bird, fish, reptile, or amphibian, or
 118 any part or carcass of the same. ⁺

120 406.4. Jurisdiction

121 406.4-1. This law applies to the following persons:

- 122 (a) All Tribal members,
- 123 (b) All non-member Indians,
- 124 (c) All non-Indians who:
 - 125 (1) apply for and receive a license and/or permit, and/or
 - 126 (2) enter Tribal land,
- 127 (d) All persons as otherwise permitted under federal law.

⁺For additional information, please reference the definition of “domestic animal” in the Nation’s Domestic Animal law; any animal that does not fall into the “domestic animal” classification is considered “wildlife” for the purpose of this law.

128 406.4-2. This law applies:
129 (a) within the boundaries of the ~~reservation~~Reservation, and
130 (b) on lands held in trust for the Nation outside the boundaries of the
131 ~~reservation~~Reservation.

132 406.4-3. *Jurisdiction*. The Nation has jurisdiction over the management and regulation of the
133 Nation's natural resources. ~~However,~~ this law shall not negate the jurisdiction of the State of
134 Wisconsin in certain instances involving non-member Indians and non-Indians. ~~Thus,~~ to hunt,
135 fish, or trap on tribal land, non-member Indians and non-Indians shall adhere to the Nation's
136 license, permit, and tag requirements and may also be subject to the requirements of the State of
137 Wisconsin. ~~License and permit holders may not exercise any hunting, fishing, or tapping~~
138 ~~privileges within the Reservation boundaries using a State of Wisconsin license that would amount~~
139 ~~to greater privileges than those~~ afford~~afforded~~ pursuant to this Law and associated rules.

141 406.5. Administration and Supervision

142 406.5-1. ~~ERB and the~~The Department, shall protect, manage, supervise, conserve, and enhance
143 all wildlife within the reservation. ~~ERB and the~~The Department shall jointly establish and maintain
144 the rules in accordance with the Administrative Rulemaking law that are required to implement
145 this law. ~~The Department shall administer and enforce this law and the rules created pursuant to~~
146 ~~this law.~~

147 406.5-2. ~~ERB and the~~ Administrative Rulemaking Authority. In addition to any other duties delegated to
148 ~~ERB and the~~ Department under this law, jointly, ~~ERB and the~~ Department are~~is~~ hereby jointly
149 delegated ~~the~~ rulemaking authority in accordance with the Administrative Rulemaking law to:

150 (a) ~~Determine~~ the types and number of licenses and permits that may be issued by the
151 Department, including how many licenses and permits that may be issued to non-Indian
152 hunters.

153 (b) ~~Establish~~ a fee schedule and application requirements and deadlines for obtaining
154 licenses and/or permits.

155 (c) ~~Establish~~ or amend daily bag limits and possession limits based on the supply of
156 wildlife, the needs of conservation, and the objective of achieving a fair allocation of the
157 harvest. ~~Restrictions in such rules may include, but are not limited to, limits related to~~
158 ~~gender, species, size, age, and maturity.~~

159 (d) ~~Based on the monitoring and supervision of all wildlife, when necessary, declare any~~
160 ~~species in need of protection a protected species or an endangered or threatened species,~~
161 ~~and thereafter modify or revoke such declarations as may be appropriate.~~

162 (e) ~~Fix, shorten, extend,~~ or close seasons and hunting hours on any wildlife. Provided that
163 ~~ERB and the Department~~

164 (1) ~~The rules shall base the open season for the~~ identify designated seasons and/or
165 ~~hunting of migratory birds on the Nation's agreement with the U.S. Fish~~ hours for
166 ~~elder, disabled, and Wildlife Service youth hunts.~~

167 (f) ~~Establish and/or modify areas' territorial limits, including bodies of water or parts~~
168 ~~thereof, for any of the following, as may be necessary:~~

169 (1) the taking of wildlife;

170 (2) other specified areas, pursuant to the rules jointly developed by ~~ERB and the~~
171 Department.

172 (g) ~~Establish methods for checking persons into and out of areas~~ territorial limits as
173 ~~specified under subsection (f) above.~~

174 (h) ~~Regulate the operation of boats upon reservation waters and the operation of vehicles~~

and aircraft used while hunting, fishing, or trapping.

(i) Regulate and prescribe the means and methods by which wildlife may be taken, including, but not limited to, the use of:

- (1) bait;
- (2) decoys;
- (3) hunting dogs;
- (4) traps;
- (5) firearms;
- (6) ammunition;
- (7) laser sights; and
- (8) night vision.

(j) Regulate the transportation, registration, tagging, and storage of all wildlife within the reservation and the shipment or transportation of wildlife off the reservation.

(k) Prescribe safety and fire control measures and other rules as may be necessary for range, forest, or wildlife management, and/or for the safety and welfare of outdoor recreationists, landowners, lessees, occupants, and the Nation.

~~(l) Establish a process for retention, storage and disposal of items confiscated or turned over to the Department in accordance with this law and the rules established pursuant to this law.~~

~~(m)~~ (l) Establish a citation schedule that sets the monetary fines and penalties for violations of this law and/or the rules established pursuant to this law.

~~(n)~~ (m) Regulate use of recovery and retrieval services and methods.

(n) Regulate the care and husbandry of animals used to hunt or animals used for private game hunting.

(o) Create other rules as specifically directed throughout this law or as may be necessary to implement this law. ~~ERB shall provide notice of said rules on the Nation's website and ERB and/or the Department shall develop a rule booklet, which the Department shall provide to each person receiving a license or permit pursuant to this law.~~

406.5-3. Oneida Police Department Officers and Wardens. Oneida Police Department officers and/or wardens shall enforce this law and corresponding rules on the reservation, and, accordingly shall:

(a) Observe persons engaged in hunting, fishing and/or trapping in order to ensure that the methods and equipment utilized are lawful.

(b) Investigate reports of violations of wildlife and environmental laws, including, but not limited to, this law and corresponding rules.

(c) Work to prevent persons from violating this law and/or the corresponding rules.

(d) Issue warnings and/or citations, which may include fines and/or penalties, for violations of this law and/or the corresponding rules.

~~406.5-4. Oneida Police Department. Any Oneida Police Department officer, who observes a violation of this law and/or corresponding rules, shall report such violation to the Department and/or a Department warden. However, if immediate action is necessary to prevent imminent danger to life or serious damage to property, the Oneida Police Department officer may issue a warning or citation for the said violation(s) and/or prevent persons from committing the said violation(s).~~

406.6. Licenses and Permits

406.6-1. *Sportsman License.*

222 (a) A sportsman license is required for all persons hunting, fishing, or trapping on Tribal
 223 land, except:

224 (1) Fishing is permitted without a sportsman license for Tribal members,
 225 dependents, and non-member Indians whom are sixteen (16) years of age or
 226 younger.

227 (2) Landowners ~~and~~, lessees, and guests/designees with the permission of the
 228 landowners or lessees, may hunt and trap the following species on the property they
 229 own or lease, year-round, without a sportsman license:

230 (A) coyote;

231 (B) fox;

232 (C) raccoon;

233 (D) woodchuck;

234 (E) rabbit;

235 ~~(F)~~ squirrel;

236 ~~(F)~~ (G) beaver; and

237 ~~(G)~~ (H) any nuisance animal that is not an endangered or threaten species
 238 and is also not a regulated or protected species.

239 ~~(b)~~ Anyone born on or after January 1, 1973, shall successfully complete a ~~state~~-certified
 240 hunter safety course to be eligible for a sportsman license, except that:

241 (1) *Fishing Only Sportsman License*. A sportsman license may be issued which
 242 permits fishing only. ~~In such circumstances, successful completion of a state-~~
 243 ~~certified hunter safety course is not required and the Department shall internally~~
 244 ~~record such licenses as permitting fishing only.~~

245 (A) A person issued a “fishing only” sportsman license may not hunt or trap,
 246 or be eligible to hunt or trap, until the licensee provides the Department with
 247 proof of successful completion of a ~~state~~-certified hunter safety course.

248 ~~(B) Any licensee holding a fishing only sportsman license may name a~~
 249 ~~designated hunter to fill the hunting or trapping permits that regularly~~
 250 ~~accompany a sportsman license based on the rules established pursuant to~~
 251 ~~this Law. For the requirements related to naming a designated hunter, refer~~
 252 ~~to section 406.9-4.~~

253 406.6-2. *Ceremonial and/or Feast Permit*. Tribal members may apply for a ceremonial and/or
 254 feast permit to group hunt wildlife outside of the regular applicable seasons.

255 (a) When the ceremonial and/or feast permit is for deer hunting, it may only be issued for
 256 antlerless deer.

257 (b) A ceremonial and/or feast permit may be issued to a group and/or organization meeting
 258 each of the following requirements:

259 (1) ~~At least eighty five percent (85%) of the group and/or organization members~~
 260 ~~are Tribal members;~~

261 ~~(2)~~ The agent/designee of the group/organization is a Tribal member;

262 ~~(3)~~ The occasion for the ceremonial and/or feast requiring the hunt out of
 263 season is recognized by the Oneida community; and

264 ~~(4)~~ The hunt takes place on the reservation.

265 (c) All persons participating in the ceremonial and/or feast hunt shall be ~~named hunters on~~
 266 ~~the ceremonial and/or feast permit.;~~

267 (1) Named hunters on the ceremonial and/or feast permit; and

268 (2) Tribal members, descendants, or a spouse to a Tribal member.

269 (d) The ~~agent~~designee of the group ceremonial and/or feast hunt shall notify ~~the~~an Oneida
 270 Police Department officer or warden of the time and place where the hunt will take place
 271 no later than twenty-four (24) hours prior to the hunt. ~~The~~ Oneida Police Department
 272 officer or warden may monitor any portion, or the entirety, of the group ceremonial and/or
 273 feast hunt.

274 406.6-3. *Other Permits, Tags and Stamps.* In accordance with this law and corresponding rules,
 275 the Department may issue permits authorizing a person to engage in specific hunting, fishing
 276 and/or trapping activities, including nuisance animal removal permits pursuant to section 406.8-2.

277 406.6-4. ~~It is unlawful for any person to:~~

278 (a) Provide false information or fail to report relevant information as requested by the
 279 Department, when applying for a license or permit; or

280 (b) Aid another in fraudulently securing a license or permit.

281 406.6-5. Except as provided under sections 406.~~6-1(b)(1)(A)~~, ~~406.9-4~~ and 406.9-6, licenses
 282 and/or permits are not transferable and may not be altered, defaced, or lent to or from another
 283 person, any may not be used by any person other than the person to whom the license and/or permit
 284 is issued.

285 406.6-6. *Disabled Hunter Permits.* The Department may issue a disabled hunter permit to any
 286 person who is physically disabled, upon a showing of medical verification of a physical disability:
 287 that results in mobility issues that makes it necessary for the disabled hunter to hunt from a
 288 stationary vehicle. Disabled hunters shall display the disabled hunter permit sticker in a manner
 289 and location as required by the Department. ~~A~~ disabled hunter permit authorizes a person to hunt
 290 from a stationary vehicle within fifty (50) feet on the center of a road as further detailed in the
 291 rules developed pursuant to this law.

292 406.6-7. *Denial of a License or Permit.*

293 (a) The Department may decline to issue a license and/or permit to an applicant if:

294 (1) The applicant has unpaid fines, civil assessments, other fees, and/or restitution
 295 owed because of a violation of this law and/or corresponding rules.

296 (2) At any time and for any reason, the Department determines that issuing the
 297 license and/or permit poses a risk to the health, safety, and/or welfare of the Nation,
 298 to natural resources on the reservation, or to any persons. ~~There is a rebuttable~~
 299 presumption that an applicant poses such a risk under the following circumstances:

300 (A) At the time of the request, the applicant's hunting, fishing, or trapping
 301 license, permit, or related privileges are suspended or revoked in any
 302 jurisdiction.

303 (B) Within three (3) years of the request, the applicant has repeatedly and/or
 304 egregiously done any one (1) or more of the following:

305 (i) violated this law and/or corresponding rules and/or the hunting,
 306 fishing, or trapping laws and regulations of other jurisdictions;

307 (ii) violated other laws or rules of the Nation while engaged in
 308 hunting, fishing, or trapping activities; or

309 (iii) demonstrated poor judgment, disregard for safety or
 310 unsportsmanlike behavior while hunting, fishing, or trapping;
 311 including while interacting with other sportsmen or with wardens,
 312 of this jurisdiction or any other.

313 (C) At any time, the applicant has been found guilty of imposing or
 314 threatening to impose great bodily harm on another. ~~For the purposes of~~
 315 ~~this section, great bodily harm means bodily injury which creates a~~

~~substantial risk of death, or which causes serious permanent disfigurement, or which causes a permanent or protracted loss or impairment of the function of any bodily member or organ or other serious bodily injury.~~

(b) Any person who has had a license or permit denied in accordance with section 406.6-7(a) may appeal the Department's decision by requesting a hearing before ~~ERB~~the Trial Court pursuant to section 406.10-4.

406.7. General Requirements

406.7-1. Persons may not:

(a) Enter onto private lands and/or waters to take or retrieve wildlife, without permission from the landowner, lessee, or occupant.

(b) Leave, deposit, place or throw litter, debris, wildlife, or any other waste material, on the reservation's lands and waters.

(c) Cause damage to land or property belonging to another, including but not limited to, the Department's decoys placed for law enforcement purposes by Oneida Police Department officers or wardens or other law enforcement officers, and signs that give notice of a hunting and/or trespass restriction.

(d) Carelessly waste wildlife. ~~Persons~~ hunting, trapping, or fishing shall make every reasonable effort to retrieve all wildlife killed or crippled, provided that all persons shall comply with section 406.7-1(a).

(e) Knowingly disturb any den, nest, lodge, hut, dam, or house that wildlife may build to shelter themselves and their young.

(f) No person may take, pursue, injure, or harass small game while on or in its nest or den, or remove any eggs or young except as may be approved in advance by the ~~Environmental Resource Board~~Department for activities which may include, but are not limited to, normal agricultural or horticultural practices or wildlife research practices.

(g) Harvest wildlife with the aid of an explosive, poison, exploding point or tip, electrical device, or ~~stupefying~~stunning substance or agent.

(h) Take another person's wildlife or disturb another person's hunting, fishing, or trapping equipment without permission; or otherwise interfere with the lawful hunting, fishing, or trapping of another person.

(i) Stock or possess any live wildlife on the reservation without a permit.

(j) Introduce or release wildlife, fish eggs, or receptacles containing bait, on the reservation or into reservation waters without a permit.

(k) Use in a reckless manner any device typically used for the harvesting of wildlife, including but not limited to, firearms, bows, traps, and knives.

(l) Shoot firearms, or place or operate any traps, except live traps, within one hundred (100) yards of any building structure, unless the owner-occupant, lessee, or tenant has given permission.

(m) Use a gas-powered motorboat on the Nation's waters, except for the Department's use for law enforcement and conservation purposes.

(n) Hunt, trap, or possess any hunting, or trapping equipment while on Tribal land where hunting or trapping is expressly prohibited by the Nation's laws or rules.

(o) Sell or purchase wildlife that was harvested on the reservation, except as may be expressly allowed by this law and corresponding rules.

(1) Under no circumstances may trading, gifting, or sharing of wildlife for traditional or ceremonial purposes be considered a violation of this section.

363 (p) Refuse to obey ~~a~~an Oneida Police Department officer or warden's lawful order.

364 (q) Inflict or threaten to inflict bodily harm upon ~~a~~an Oneida Police Department officer or
 365 warden. ~~For the purposes of this law, "bodily harm" means physical pain or injury or any~~
 366 ~~impairment of the physical condition.~~

367 406.7-2. *Possession, Registration, and Transportation of Carcasses.* No person may hunt, trap,
 368 possess, or transport any wildlife unless ~~he or she possesses~~they possess the appropriate license
 369 and any required permit, including tags, for harvesting and/or possessing such wildlife.

370 406.7-3. Any person who accidentally collides with and kills a deer while operating a vehicle on
 371 a roadway, may retain possession of the said deer, provided that the person shall have the deer
 372 tagged by the ~~Department or the Department's designee~~State of Wisconsin.

373 406.7-4. *Carcass Tags.* Except as otherwise provided in this law and corresponding rules, any
 374 person hunting a species of wildlife which is required to be tagged, shall possess a valid carcass
 375 tag, and, upon harvest, shall immediately validate and attach the tag to the carcass in such manner
 376 as ~~ERB and~~ the Department shall ~~jointly~~ establish in its ~~the~~ rules. No person may possess or
 377 transport harvested wildlife that is not properly tagged in accordance with this law and
 378 corresponding rules.

379 ~~406.7-5. Health Advisory. ERB and the Department shall ensure that all hunting and fishing rule~~
 380 ~~booklets contain a warning stating that fish caught in Duck Creek, as well as ducks, geese and~~
 381 ~~other wildlife may contain Polychlorinated Biphenyl (PCBs) which may pose risks of health~~
 382 ~~defects, that such risks are greatest for women and children, and that detailed information about~~
 383 ~~PCBs is available from the Department upon request.~~

384 **406.8. Wildlife Damage and Nuisance Control**

385 406.8-1. Landowners and lessees may remove wildlife considered a nuisance animal from land
 386 under their control and their associated structures, provided that landowners and lessees shall
 387 satisfy all requirements of this law and corresponding rules, including, but not limited to the
 388 permitted methods of taking and hunting hours. Further, live-captured nuisance animals may not
 389 be relocated to Tribal lands without express written authorization from the Department, and,
 390 similarly, may not be relocated to private property without express written authorization from the
 391 landowner.

392 406.8-2. *Nuisance Animal Removal Permit.* A nuisance animal removal permit is required to
 393 hunt, trap, or live-capture and relocate any endangered or threatened and protected species.

394 (a) In order to be eligible for a nuisance animal removal permit, the applicant shall
 395 demonstrate that:

396 (1) ~~He or she has~~They have the authority to control hunting and trapping access to
 397 the lands subject to the nuisance or being damaged as well as any contiguous lands.

398 In circumstances where the contiguous lands are not owned or leased by the
 399 applicant, the applicant shall demonstrate authority to control hunting and trapping
 400 access to the contiguous lands by providing the Department with the property
 401 owner's or lessor's written consent;

402 (2) ~~He or she~~They are either ~~is~~ employing or ~~agrees~~agree to employ, reasonable
 403 alternative abatement methods to removal;

404 (3) The wildlife sought to be removed is a nuisance animal and reasonable
 405 alternative abatement methods either have been or are reasonably likely to be
 406 unsuccessful;

407 (4) ~~He or she has~~They have complied with this law and corresponding rules and the
 408 conditions of any previously- issued nuisance animal removal permit, at a
 409

410 minimum, for the previous twelve (12) months from the date ~~he or she applies~~they
411 apply for the permit;

412 (5) The nuisance animal removal permit applied for does not conflict with any
413 provisions of the Nation's agreement with the United States Fish and Wildlife
414 Service regarding the taking of birds classified as migratory under 50 CFR 10.13.

415 (b) Each permittee shall keep a record of all permit activities and shall provide the said
416 permit record to the Department within ten (10) days of the permit's expiration. ~~At a~~
417 ~~minimum, the permittee shall include in the record any~~ agents~~designees~~ assigned under
418 section 406.8-4 and the total number of nuisance animals removed pursuant to the permit,
419 provided that, the Department may name additional items required to be included in the
420 record. ~~All permit records may be inspected by the Department at any time.~~

421 (c) The permittee shall return all unused permits, including carcass tags, to the Department
422 within ten (10) days of the permit's expiration.

423 406.8-3. *Nuisance Animal Removal Permit Not Required.* A nuisance animal removal permit is
424 not required if the nuisance animal would otherwise be exempt from the license and permit
425 requirements under section 406.6-1(a)(2). Also, a nuisance animal removal permit is specifically
426 not required in following circumstances:

427 ~~(a) Beaver. A nuisance animal removal permit is not needed for a landowner, lessee, or~~
428 ~~an authorized agent to hunt or trap beaver(s) that are nuisance animals, or to remove a~~
429 ~~beaver dam. However, only the landowner and the Department may set traps on a beaver~~
430 ~~dam on Tribal land; this privilege may not be transferred to an agent.~~

431 ~~(b)~~(a) *Emergencies.* Nuisance animals for which a nuisance animal removal permit is
432 otherwise required, may be removed without the required permit if such removal is
433 necessary to maintain a person's immediate health and safety.

434 (1) Persons taking a nuisance animal under emergency circumstances shall report
435 the emergency taking to the Department on the required form available with the
436 Department.

437 (2) The Department shall conduct an investigation into the validity of the alleged
438 emergency circumstance. ~~If the investigation provides clear and convincing~~
439 ~~evidence that the taking was not in fact required due to a legitimate threat to a~~
440 ~~person's immediate health and safety, the Department shall classify the taking an~~
441 ~~unlawful taking without a permit and shall take the appropriate corrective measures.~~

442 406.8-4. ~~Designated Agents~~Nuisance Animal Removal Designees. A landowner may utilize ~~an~~
443 ~~agent~~as designee to remove a nuisance animal pursuant to the provisions of this law. ~~If the~~
444 ~~requirements of this law and corresponding rules are satisfied, the landowner's nuisance animal~~
445 ~~removal permit and associated carcass tags, if applicable, may be utilized by the landowner's~~
446 ~~assigned~~ agent~~designee~~.

447 (a) In order for ~~an~~ agent~~a~~ designee to be assigned to remove a nuisance animal, the
448 landowner shall ensure that the following conditions are met:

449 (1) The agent~~designee~~ shall have a valid license for hunting or trapping that
450 nuisance animal's species;

451 (2) The landowner shall grant written permission to the agent~~designee~~ specifically
452 identifying the following:

453 (A) The location of the nuisance animal where the removal activities are
454 sought to occur;

455 (B) An authorized time period for the removal of the nuisance animal; and

456 (C) Any other information as may be required by the rules established

457 pursuant to this law.

458 (b) The Department may limit the number of persons permitted to assist in a removal.

459 ~~(e)~~(b) The landowner or lessee permittee may ~~not~~ charge any assigned agentdesignee any
460 form of fee.

461 406.8-5. *Annual Migratory Bird Report.* Persons killing crows, cowbirds, grackles, and red-
462 winged blackbirds shall provide an annual report to the U.S. Fish and Wildlife Service Region 3
463 Migratory Bird Permit Office by January 31st of each year for all such takings occurring within
464 the previous January to December.

465 406.8-6. *Department Officer or Warden's Access.* Any landowner or lessee pursuing the removal
466 of a nuisance animal shall grant the Oneida Police Department officers or wardens free and
467 unrestricted access to the premises on which the said removal is being conducted, is anticipated to
468 be conducted, or has been conducted. ~~Further~~, the landowner or lessee, and the landowner's
469 agentdesignee, if applicable, shall promptly furnish any information requested by a Oneida Police
470 Department officer or warden relating to the said removal.

471 406.8-7. *Retaining Fur, Carcasses, and other Parts of Nuisance Animals.* The following applies
472 to nuisance animals removed in accordance with this section:

473 (a) The permittee and each agentdesignee assigned under section 406.8-4 may retain no
474 more than one (1) deer removed pursuant to a nuisance animal removal permit. ~~The~~
475 Department shall distribute or dispose of any deer that are not so retained by offering them
476 to Tribal members in the following order:

477 (1) Elders;

478 (2) Disabled persons; and

479 (3) Any other interested persons.

480 (b) In order to keep, either for oneself or for sale, the furs of a nuisance animal taken
481 pursuant to a nuisance animal removal permit, the permittee shall be explicitly and
482 separately authorized by the permit to retain the wildlife and to sell the wildlife.

483 (c) Furs from nuisance animals which did not require a nuisance animal removal permit in
484 order to be removed, may be retained by a landowner, lessee, or assigned agentdesignee
485 without a permit. ~~Provided that~~ the landowner, lessee, or assigned agentdesignee shall
486 have a valid license and/or permit in order to commercialize in, sell, trade, ship, or transport
487 any wildlife, except that any squirrels' parts retained may be sold during the closed season.

488

489 **406.9. Hunting**

490 406.9-1. *General Firearm and Archer Restrictions.* Persons may not:

491 (a) Hunt using any weapon other than a firearm, air rifle, bow, or crossbow that is
492 authorized under this law and corresponding rules for the taking of a particular species.

493 (b) Discharge a firearm, air rifle, bow, or crossbow:

494 (1) Into reservation lakes, reservoirs, or any area designated for public use pursuant
495 to the Public Use of Tribal Land law, except for the purpose of hunting migratory
496 birds during established seasons, in accordance with the rules created pursuant to
497 this law;

498 (2) Across any roadway; or

499 (3) Within one hundred (100) yards of any structure, unless the owner-occupant,
500 lessee, or tenant has granted express permission.

501 (c) Transport any loaded firearm, air rifle, or cocked bow or crossbow in a vehicle.

502 406.9-2. *General Hunting Restrictions.* Persons may not, unless specifically authorized by a
503 permit, if applicable, do any of the following:

- 504 (a) Hunt with the use of aircraft;
- 505 (b) Hunt within fifty (50) feet of the center of a paved road;
- 506 (c) Hunt from a vehicle;
- 507 (d) Hunt while under the influence of alcohol or a controlled substance;
- 508 (e) Hunt with the aid of artificial light, provided that it is permissible to use artificial light
- 509 to find one's way and while hunting on foot, at the point of harvest of coyote, raccoon, fox,
- 510 or any other authorized unprotected species;
- 511 (f) Shine between the hours of 10:00 p.m. and sunrise during the months of September,
- 512 October, November, and December; during all other months, shining is allowed at any
- 513 hour;
- 514 (g) Hunt in a party of more than ~~ten~~ fifteen (15) persons;
- 515 (h) Hunt with, or possess while hunting:
- 516 (1) Any firearm for which the possession is unlawful under Wisconsin or Federal
- 517 law;
- 518 (2) Slugs, except that a person may possess slugs during deer firearm season if ~~he~~
- 519 ~~or she~~ they also ~~possesses~~ possess the required associated permit;
- 520 (3) A handgun with a barrel length of less than five (5) inches;
- 521 (4) A concealed handgun without a valid permit from the State of Wisconsin;
- 522 and/or
- 523 (5) Any of the following without a valid federal permit:
- 524 (A) A shotgun that has a barrel length of less than eighteen (18) inches or
- 525 an overall length of less than twenty-six (26) inches;
- 526 (B) A rifle that has a barrel length of less than sixteen (16) inches or an
- 527 overall length of less than twenty-six (26) inches;
- 528 (C) A fully-automatic firearm;
- 529 (D) Any mechanism designed to muffle, silence, or minimize the report of
- 530 any firearm.
- 531 406.9-3. ~~Accidents~~ Injury Causing Incidents. Any person, who discharges a firearm, bow, or
- 532 crossbow while hunting and injures another person, shall render or attempt to obtain necessary
- 533 medical assistance, provide the injured person with ~~his or her~~ their name and contact information
- 534 including address, and report the ~~accident~~ injury causing incident to either the Department or the
- 535 Oneida Police Department as soon as possible.
- 536 406.9-4. *Designated Hunters*. A permittee may name a designated hunter to hunt, fish, or trap
- 537 on behalf of the permittee in the event that the permittee is physically or legally unable to take
- 538 pursuant to ~~his or her~~ their own permit, provided that, the designated hunter shall provide ~~his or~~
- 539 ~~her~~ their name and contact information to the Department along with a signed statement from the
- 540 original permittee naming the designated hunter. ~~–~~The designated hunter shall receive the
- 541 Department's approval of the designation before using the permits of the original permittee.
- 542 (a) To be eligible to be named a ~~Designated Hunter~~ designated hunter, the named person
- 543 shall:
- 544 (1) Possess a valid hunting license;
- 545 (2) Be eligible for the permits for which the person is named the designated hunter;
- 546 and
- 547 (3) Meet any other requirements of the rules created pursuant to this law.
- 548 (b) Designated hunters may hunt for ~~the~~ an unlimited number of permittees ~~as authorized~~
- 549 ~~by the rules developed pursuant to this law.~~
- 550 (c) Any wildlife taken by a designated hunter remains the property of the original

551 permittee; the designated hunter shall transfer any wildlife taken by designation to the
552 original permittee's possession as soon as practicable following the taking.

553 406.9-5. ~~Age Restrictions.~~

554 ~~(a) — Youth Hunters.~~ Persons between the ages of ~~twelve (12)~~ ten (10) and fourteen (14) years
555 old may ~~only~~ hunt if they have obtained the required license and permits and are under the
556 immediate supervision of a parent, legal guardian, or a responsible adult to which a parent or legal
557 guardian has delegated ~~his or her~~ their supervisory responsibilities.

558 (a) The parent, legal guardian, or responsible adult shall have a valid license and any
559 required permits.

560 (b) Adults accompanying youth hunters pursuant to this section shall remain within voice
561 and sight contact of the youth hunters at all times.

562 ~~406.9-6. (b) Tribal members, descendants², non-member Indians~~ Mentored Hunting. Individuals
563 may obtain a mentored-only hunting license and dependents aged ten (10) or eleven (11) years old
564 may permit and hunt if without first completing a hunter education course as long as they
565 have accompany a mentor present while hunting and have obtained any required licenses and
566 permits.

567 (e) a) A mentee may be either a:

568 (1) Tribal members, descendants³ member, descendant, non-member Indians and
569 dependents Indian, or dependent having less than ten (10) years of age may accompany a
570 mentor while hunting, provided that youth under the age of ten (10) may not use a weapon
571 during the hunt.

572 (d) The following limitations apply to youth hunters and their mentors hunting pursuant to
573 this section:

574 (1) — Only one (1) weapon may be possessed jointly between the mentor and his;
575 or her mentee(s);

576 (2) Mentors may mentor a maximum of two (2) youth hunters at the same time;
577 and

578 (3) The mentor shall remain within an arm's grasp of each youth hunter at all times.

579 (e) — (2) Tribal member, descendant, non-member Indian, or dependent who has
580 not completed a required hunter education course.

581 (b) In order to be eligible to be a mentor, the person shall:

582 (1) — Be a Tribal member;

583 (2) Be at least eighteen (18) years old;

584 (2) — 3) Have a valid license and any required permits; and

585 (3) — 4) Be the youth hunter's mentee's parent or legal guardian or have
586 permission from the hunter's mentee's parent or legal guardian to be the hunter's
587 mentor. This requirement does not apply if the mentee is age eighteen (18) or older.

588 (c) Mentors may mentor a maximum of two (2) mentees at the same time;

589 (d) The mentor shall remain within an arm's grasp of each mentee at all times; \

590 (e) Only one (1) weapon may be possessed jointly between the mentor and their mentee(s);

591 (f) A mentee may not use a weapon during the hunt.

592 ~~406.9-7. 406.9-6.~~ Deer Hunting Parties. A deer hunting party consists of a minimum of two
593 (2) people and ~~may be limited in size as provided in the rules developed pursuant to this law, a~~
594 maximum of fifteen (15) people. Any member of a deer hunting party may harvest deer on behalf

²Requirements for descendancy are determined by the Oneida Trust Enrollment Committee.

³See footnote 2.

595 of another member of the deer hunting party under the following circumstances:

596 (a) At the time and place of the harvest, the member of the hunting party who harvests the
597 deer shall be in contact with the member of the hunting party on whose behalf the deer was
598 harvested. For the purpose of this section, contact means visual or voice contact without
599 the aid of any mechanical or electronic amplifying device other than a hearing aid. ~~Hand~~
600 radios are permitted, however may not be used as an acceptable means of contact as
601 required in this section.

602 (b) The member of the hunting party for whom the deer was harvested shall possess a valid,
603 license and carcass tag for the deer.

604 (c) The member of the hunting party who harvests the deer shall ensure that a valid carcass
605 tag is attached to the deer by a member of the hunting party prior to field dressing and
606 moving the deer; the member of the hunting party that harvests the deer may not leave said
607 deer unattended until it has been properly tagged.
608

609 **406.10. Enforcement and Penalties**

610 406.10-1. *Reporting Violations.* All persons shall report any violation(s) of this law and/or the
611 corresponding rules to the Department or the Oneida Police Department. The department receiving
612 information regarding violations shall keep the information confidential.

613 406.10-2. *Licenses/Permits Suspension, Revocation, and/or Ineligibility.* The Department may
614 suspend, revoke, or deem a party ineligible for a license or permit as a penalty for committing any
615 ~~one (1)~~ of the following acts or any combination thereof:

616 (a) Has committed an act causing any of ~~his or hers~~their hunting, fishing, or trapping
617 licenses, permits or privileges to be suspended or revoked by any other jurisdiction,
618 whether it be tribal, state, or federal, where, for the purposes of this section, a person's right
619 to possess firearms is considered a hunting privilege;

620 (b) Provides false information, or assists other in providing false information, when
621 applying for a license or permit;

622 (c) Fails to timely pay a fine or abide by a penalty assessed against ~~him or her~~them as a
623 consequence for violating the provisions of this law and/or the corresponding rules; and/or

624 (d) Violates this law and/or the corresponding rules and the violation is one for which the
625 citation schedule identifies suspension, revocation, or ineligibility of a license or permit as
626 an available penalty.

627 ~~406.10-3. *Warning and Citations.* Department wardens may issue verbal and/or written warnings
628 and/or citations to any person found to be in violation of this law and/or the corresponding rules.
629 The Department shall ensure that all warning and citations identify the relevant violation and, if
630 applicable, the fine and/or penalties imposed as a consequence of the violation.~~

631 ~~406.10-4~~406.10-3. *Appeal of License and/or Permit Decision.* Any person wishing to contest
632 a decision of the Department related to a license and/or permit may appeal such action by filing a
633 complaint with the Judiciary Trial Court naming the Department.

634 ~~406.10-5. *Contested Action Hearings.* All citations, orders and declarations issued pursuant to this
635 law shall include a pre-hearing date with the Judiciary Trial Court which shall be set for the next
636 scheduled monthly prehearing date that is at least thirty (30) days after the citation was issued.
637 Persons wishing to contest a citation shall appear at the prehearing, at which time the Judiciary
638 Trial Court shall accept pleas which either contest or admit committing the act for which the
639 citation was issued. The Judiciary shall schedule a hearing as expeditiously as possible, provided
640 that it shall be scheduled within ninety (90) days of the date of the prehearing, for all persons
641 entering a plea contesting the fact that they committed the act for which a citation was issued. In~~

642 addition to scheduling requested hearings, the Judiciary may also make conditional orders at the
 643 prehearing which are effective until the matter is resolved.4. Issuance of a Citation. An individual
 644 who violates a provision of this law or the corresponding rules may be subject to the issuance of a
 645 citation by a warden or an Oneida Police Department officer.

646 (a) ~~Community Service.~~ Community service may be substituted A citation for fines ~~ata~~
 647 violation of this law, the Judiciary's discretion, provided that, if so substituted, the
 648 Judiciary shall use the rate of one (1) hour per ten dollars (\$10.00) of the fine.

649 (b) ~~Allocation of Citation Revenue.~~ All corresponding rules, or any orders issued pursuant
 650 to this law may include fines and other penalties issued by citations are payable to ERB or
 651 its designee, the proceeds of which ERB shall contribute to the Nation's general fund.

652 (c) ~~Appealing the Decision of the Judiciary.~~ , as well as conditional orders made by the Trial
 653 Court. ~~Any person wishing to contest the determination of the Judiciary Trial Court may~~
 654 ~~appeal the applicable determination to the Judiciary's Court of Appeals~~

655 (b) A citation for a violation of this law shall be processed in accordance with the Rules of
 656 Appellate Procedure.

657 (d) ~~Pursuing Payment of a Citation.~~ ERB may pursue payment from parties who have
 658 failed to make the required payments through the garnishment process procedure contained
 659 in the Garnishment law and/or by attaching a Tribal member's per capita payment pursuant
 660 to the Per Capita law. Nation's laws and policies governing citations.

661 End.
 662
 663

Adopted - BC-~~808~~-31-94-C
 Adopted - BC-~~404~~-24-96-A
 Adopted - BC-07-22-98-A
 Amended - BC-09-13-00-D
 Amended - BC-~~606~~-04-03-A
 Amended - BC-~~606~~-30-04-I
 Amended - BC-~~707~~-13-05-E
 Amended - BC-~~808~~-29-07-F
 Amended - BC-06-24-09-E
 Amended - BC-08-26-10-I
 Emergency Amended - BC-06-22-11-H (Expired)
 Amended - BC-12-14-11-E
 Amended - BC-05-22-13-A
 Amended - BC-01-25-17-D
 Amended - BC-07-26-17-F
 Amended - BC- - - -

Title 4. Environment and Natural Resources – Chapter 406
Lutolátha?, Latsywáaha? O?khále Atlistáyá Tsi? KayanlÁhsla
Our laws concerning hunting, fishing and trapping
HUNTING, FISHING, AND TRAPPING

406.1.	Purpose and Policy	406.6.	Licenses and Permits
406.2.	Adoption, Amendment, Repeal	406.7.	General Regulations
406.3.	Definitions	406.8.	Wildlife Damage and Nuisance Control
406.4.	Jurisdiction	406.9.	Hunting
406.5.	Administration and Supervision	406.10.	Enforcement and Penalties

1
2 **406.1. Purpose and Policy**
3 406.1-1. *Purpose.* The purpose of this law is to protect and conserve wildlife on the reservation
4 and to promote respect among sportsmen for both the environment and fellow sportsmen.
5 406.1-2. *Policy.* It is the policy of the Nation to provide:
6 (a) An adequate and flexible system for the protection, management, supervision,
7 conservation, and enhancement of all wildlife and natural resources on the reservation; and
8 (b) An enforceable system of licensing and permitting which establishes clear rules
9 pursuant to the Administrative Rulemaking law related to hunting, fishing, and trapping,
10 and associated fines and penalties for violations of this law and the said rules.
11
12 **406.2. Adoption, Amendment, Repeal**
13 406.2-1. This law was adopted by the Oneida Business Committee by resolution BC-08-31-94-
14 C, and amended by resolutions BC-04-24-96-A, BC-07-22-98-A, BC-09-13-00-D, BC-06-04-03-
15 A, BC- 06-30-04-I, BC-07-13-05-E, BC-08-29-07-F, BC-06-24-09-E, BC-08-26-10-I, BC-12-14-
16 11-E, BC-05-22-13-A, BC-01-25-17-D, BC-07-26-17-F, and BC- _ - _ - _ .
17 406.2-2. This law may be amended or repealed by the Oneida Business Committee and/or the
18 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.
19 406.2-3. Should a provision of this law or the application thereof to any person or circumstances
20 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
21 to have legal force without the invalid portions.
22 406.2-4. In the event of a conflict between a provision of this law and a provision of another law,
23 the provisions of this law shall control.
24 406.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.
25
26 **406.3. Definitions**
27 406.3-1. This section shall govern the definitions of words and phrases used within this law. All
28 words not defined herein shall be used in their ordinary and everyday sense.
29 (a) “Aircraft” means a conveyance that can travel through the air and that is supported
30 either by its own lightness or by the action of the air against its surfaces. The term includes
31 hovercraft and both manned aircraft such as airplanes and helicopters and unmanned
32 aircraft such as drones.
33 (b) “Barrel length” means the length of a gun’s barrel as measured from the muzzle to
34 the firing pin with the action closed, or from the muzzle to the breech face.
35 (c) “Bodily harm” means physical pain or injury or any impairment of the physical
36 condition.
37 (d) “Daily bag limit” means the maximum number of a species of wildlife that a person
38 may take during a twenty-four (24) hour period measured from midnight to midnight.

- 39 (e) “Department” means the Oneida Conservation Department.
- 40 (f) “Dependent” means a person under the age of eighteen (18) who is the child or step-
- 41 child of a Tribal member or who lives with a Tribal member for more than half of the year.
- 42 (g) “Descendant” means a person who is registered with, and recognized by, the Oneida
- 43 Trust Enrollment Department as being the descendant of an enrolled member of the Nation.
- 44 (h) “Designated hunter” means the person named by a permittee as authorized to harvest
- 45 wildlife on behalf of the permittee pursuant to the permit held by the permittee.
- 46 (i) “Elder” means any person fifty-five (55) years of age or older.
- 47 (j) “Endangered or threatened” means any species of wildlife within the reservation in
- 48 danger of extinction or likely to become in danger of distinction as recognized by the
- 49 Department and under federal law.
- 50 (k) “Fine” means a monetary punishment issued to a person violating this law and/or the
- 51 rules created pursuant to this law.
- 52 (l) “Fishing” means the taking, capturing, harvesting, or attempting to take, capture or
- 53 harvest fish of any variety in any manner.
- 54 (m) “Great bodily harm” means bodily injury which creates a substantial risk of death, or
- 55 which causes serious permanent disfigurement, or which causes a permanent or protracted
- 56 loss or impairment of the function of any bodily member or organ or other serious bodily
- 57 injury.
- 58 (n) “Hunt” or “Hunting” means shooting, shooting at, pursuing, taking, attempting to
- 59 take, catch, harvest or attempting to harvest any wildlife.
- 60 (o) “License” means a written document issued by the Department granting authority to
- 61 engage in specific activities covered under this law and the rules created pursuant to this
- 62 law.
- 63 (p) “Loaded” means any firearm containing a cartridge in the chamber or any firearm
- 64 containing a cartridge or cartridges in the attached cylinder, magazine, or clip.
- 65 (1) Muzzleloading firearms may not be considered loaded if a percussion cap is not
- 66 covering the percussion nipple or .209 primers are not in the receiver.
- 67 (2) Flint lock muzzleloading firearms may not be considered loaded if the flash pan
- 68 is cleaned of powder.
- 69 (q) “Nation” means the Oneida Nation.
- 70 (r) “Non-Indian” means a person who is not a member of any federally recognized
- 71 Indian tribe, band, or community.
- 72 (s) “Non-Member Indian” means a person who is a member of a federally recognized
- 73 Indian tribe, band, or community other than this Nation.
- 74 (t) “Nuisance Animal” means any wildlife causing and one (1) or combination of the
- 75 following:
- 76 (1) Damage to property;
- 77 (2) Damage to or endangered or threatened species of wildlife and/or plants;
- 78 (3) Depredation of crops and/or livestock; or
- 79 (4) Health and/or safety risks posed to persons.
- 80 (u) “Penalty” means a punishment, other than a fine, imposed on a person violating this
- 81 law and/or the rules created pursuant to this law and may include, but is not limited to, the
- 82 confiscation of equipment and/or wildlife, the imposition of a wildlife protection
- 83 assessment (civil recovery value), revocation and/or ineligibility for licenses and/or
- 84 permits for a specified period of time, and restitution.
- 85 (v) “Permit” means a document, stamp or tag authorizing a specific activity which is

- 86 issued by the Department to the holder of a license.
- 87 (w) “Protected species” means any species of wildlife that is not endangered or
88 threatened, but for the Department has established seasons, daily bag limits, or otherwise
89 restricted the taking of.
- 90 (x) “Reservation” means all the property within the exterior boundaries of the reservation
91 of the Nation, as created pursuant to the 1838 Treaty with the Oneida 7 Stat. 566, and any
92 lands added thereto pursuant to federal law.
- 93 (y) “Rule” means a set of requirements, including citation fees and penalty schedules,
94 enacted by the Department in accordance with the Administrative Rulemaking law based
95 on authority delegated in this law in order to implement, interpret and/or enforce this law.
- 96 (z) “Take” or “Taking” means pursuing, shooting, hunting, fishing, netting (including
97 placing or setting any net or other capturing device), capturing, harvesting, snaring or
98 trapping any wildlife, or attempting any of the foregoing.
- 99 (aa) “Transport” means to bring or move from one place to another by means of carrying,
100 dragging, pushing, towing, or storing in or on a vehicle, aircraft or boat.
- 101 (bb) “Trapping” means the taking of, or attempting to take, any wildlife by means of
102 setting or operating any device or mechanism that is designed, built, or made to close upon,
103 hold fast, snare or otherwise capture wildlife.
- 104 (cc) “Tribal land” means any land within the reservation that is held in fee or in trust and
105 is owned by the Nation, a Tribal member, or a non-member Indian.
- 106 (dd) “Tribal member” means an enrolled member of the Nation.
- 107 (ee) “Vehicle” means any self-propelled conveyance that derives power from a motor
108 and is used to transport persons or objects over land, including but not limited to, an
109 automobile, truck, sport utility vehicle, snowmobile, motorcycle, all-terrain vehicle, moped
110 or similar conveyance.
- 111 (ff) “Warden” means an officer of the Oneida Police Department whose duties include the
112 protection of wildlife and natural resources.
- 113 (gg) “Wildlife” means any non-domesticated mammal, bird, fish, reptile, or amphibian, or
114 any part or carcass of the same.

115

116 406.4. Jurisdiction

117 406.4-1. This law applies to the following persons:

- 118 (a) All Tribal members,
119 (b) All non-member Indians,
120 (c) All non-Indians who:
121 (1) apply for and receive a license and/or permit, and/or
122 (2) enter Tribal land,
123 (d) All persons as otherwise permitted under federal law.

124 406.4-2. This law applies:

- 125 (a) within the boundaries of the Reservation, and
126 (b) on lands held in trust for the Nation outside the boundaries of the Reservation.

127 406.4-3. *Jurisdiction.* The Nation has jurisdiction over the management and regulation of the
128 Nation’s natural resources. However, this law shall not negate the jurisdiction of the State of
129 Wisconsin in certain instances involving non-member Indians and non-Indians. Thus, to hunt, fish,
130 or trap on tribal land, non-member Indians and non-Indians shall adhere to the Nation’s license,
131 permit, and tag requirements and may also be subject to the requirements of the State of
132 Wisconsin. License and permit holders may not exercise any hunting, fishing, or tapping privileges

133 within the Reservation boundaries using a State of Wisconsin license that would amount to greater
134 privileges than those afforded pursuant to this Law and associated rules.

135

136 **406.5. Administration and Supervision**

137 406.5-1. The Department shall protect, manage, supervise, conserve, and enhance all wildlife
138 within the reservation. The Department shall establish and maintain the rules in accordance with
139 the Administrative Rulemaking law that are required to implement this law. The Department shall
140 administer and enforce this law and the rules created pursuant to this law.

141 406.5-2. *Administrative Rulemaking Authority.* In addition to any other duties delegated to the
142 Department under this law, the Department is hereby delegated rulemaking authority in accordance
143 with the Administrative Rulemaking law to:

144 (a) Determine the types and number of licenses and permits that may be issued by the
145 Department, including how many licenses and permits that may be issued to non-Indian
146 hunters.

147 (b) Establish a fee schedule and application requirements and deadlines for obtaining
148 licenses and/or permits.

149 (c) Establish or amend daily bag limits and possession limits based on the supply of
150 wildlife, the needs of conservation, and the objective of achieving a fair allocation of the
151 harvest. Restrictions in such rules may include, but are not limited to, limits related to
152 gender, species, size, age, and maturity.

153 (d) Based on the monitoring and supervision of all wildlife, when necessary, declare any
154 species in need of protection a protected species or an endangered or threatened species,
155 and thereafter modify or revoke such declarations as may be appropriate.

156 (e) Fix, shorten, extend, or close seasons and hunting hours on any wildlife.

157 (1) The rules shall identify designated seasons and/or hunting hours for elder,
158 disabled, and youth hunts.

159 (f) Establish and/or modify areas' territorial limits, including bodies of water or parts
160 thereof, for any of the following, as may be necessary:

161 (1) the taking of wildlife;

162 (2) other specified areas, pursuant to the rules developed by the Department.

163 (g) Establish methods for checking persons into and out of areas territorial limits as
164 specified under subsection (f) above.

165 (h) Regulate the operation of boats upon reservation waters and the operation of vehicles
166 and aircraft used while hunting, fishing, or trapping.

167 (i) Regulate and prescribe the means and methods by which wildlife may be taken,
168 including, but not limited to, the use of:

169 (1) bait;

170 (2) decoys;

171 (3) hunting dogs;

172 (4) traps;

173 (5) firearms;

174 (6) ammunition;

175 (7) laser sights; and

176 (8) night vision.

177 (j) Regulate the transportation, registration, tagging, and storage of all wildlife within the
178 reservation and the shipment or transportation of wildlife off the reservation.

179 (k) Prescribe safety and fire control measures and other rules as may be necessary for

180 range, forest; or wildlife management, and/or for the safety and welfare of outdoor
181 recreationists, landowners, lessees, occupants, and the Nation.

182 (l) Establish a citation schedule that sets the monetary fines and penalties for violations of
183 this law and/or the rules established pursuant to this law.

184 (m) Regulate use of recovery and retrieval services and methods.

185 (n) Regulate the care and husbandry of animals used to hunt or animals used for private
186 game hunting.

187 (o) Create other rules as specifically directed throughout this law or as may be necessary
188 to implement this law.

189 406.5-3. *Oneida Police Department Officers and Wardens.* Oneida Police Department officers
190 and/or wardens shall enforce this law and corresponding rules on the reservation, and accordingly
191 shall:

192 (a) Observe persons engaged in hunting, fishing and/or trapping in order to ensure that the
193 methods and equipment utilized are lawful.

194 (b) Investigate reports of violations of wildlife and environmental laws, including, but not
195 limited to, this law and corresponding rules.

196 (c) Work to prevent persons from violating this law and/or the corresponding rules.

197 (d) Issue warnings and/or citations, which may include fines and/or penalties, for violations
198 of this law and/or the corresponding rules.

199

200 **406.6. Licenses and Permits**

201 406.6-1. *Sportsman License.*

202 (a) A sportsman license is required for all persons hunting, fishing, or trapping on Tribal
203 land, except:

204 (1) Fishing is permitted without a sportsman license for Tribal members,
205 dependents, and non-member Indians whom are sixteen (16) years of age or
206 younger.

207 (2) Landowners, lessees, and designees with the permission of the landowners or
208 lessees, may hunt and trap the following species on the property they own or lease,
209 year-round, without a sportsman license:

210 (A) coyote;

211 (B) fox;

212 (C) raccoon;

213 (D) woodchuck;

214 (E) rabbit;

215 (F) squirrel;

216 (G) beaver; and

217 (H) any nuisance animal that is not an endangered or threaten species and
218 is also not a regulated or protected species.

219 (b) Anyone born on or after January 1, 1973, shall successfully complete a certified hunter
220 safety course to be eligible for a sportsman license, except that:

221 (1) *Fishing Only Sportsman License.* A sportsman license may be issued which
222 permits fishing only. In such circumstances, successful completion of a certified
223 hunter safety course is not required and the Department shall internally record such
224 licenses as permitting fishing only.

225 (A) A person issued a “fishing only” sportsman license may not hunt or trap,
226 or be eligible to hunt or trap, until the licensee provides the Department with

- 227 proof of successful completion of a certified hunter safety course.
- 228 406.6-2. *Ceremonial and/or Feast Permit.* Tribal members may apply for a ceremonial and/or
- 229 feast permit to group hunt wildlife outside of the regular applicable seasons.
- 230 (a) When the ceremonial and/or feast permit is for deer hunting, it may only be issued for
- 231 antlerless deer.
- 232 (b) A ceremonial and/or feast permit may be issued to a group and/or organization meeting
- 233 each of the following requirements:
- 234 (1) The designee of the group/organization is a Tribal member;
- 235 (2) The occasion for the ceremonial and/or feast requiring the hunt out of season is
- 236 recognized by the Oneida community; and
- 237 (3) The hunt takes place on the reservation.
- 238 (c) All persons participating in the ceremonial and/or feast hunt shall be:
- 239 (1) Named hunters on the ceremonial and/or feast permit; and
- 240 (2) Tribal members, descendants, or a spouse to a Tribal member.
- 241 (d) The designee of the group ceremonial and/or feast hunt shall notify an Oneida Police
- 242 Department officer or warden of the time and place where the hunt will take place no later
- 243 than twenty-four (24) hours prior to the hunt. The Oneida Police Department officer or
- 244 warden may monitor any portion, or the entirety, of the group ceremonial and/or feast hunt.
- 245 406.6-3. *Other Permits, Tags and Stamps.* In accordance with this law and corresponding rules,
- 246 the Department may issue permits authorizing a person to engage in specific hunting, fishing
- 247 and/or trapping activities, including nuisance animal removal permits pursuant to section 406.8-2.
- 248 406.6-4. It is unlawful for any person to:
- 249 (a) Provide false information or fail to report relevant information as requested by the
- 250 Department, when applying for a license or permit; or
- 251 (b) Aid another in fraudulently securing a license or permit.
- 252 406.6-5. Except as provided under sections 406.9-4 and 406.9-6, licenses and/or permits are not
- 253 transferable and may not be altered, defaced, or lent to or from another person, any may not be
- 254 used by any person other than the person to whom the license and/or permit is issued.
- 255 406.6-6. *Disabled Hunter Permits.* The Department may issue a disabled hunter permit to any
- 256 person who is physically disabled, upon a showing of medical verification of a physical disability
- 257 that results in mobility issues that makes it necessary for the disabled hunter to hunt from a
- 258 stationary vehicle. Disabled hunters shall display the disabled hunter permit sticker in a manner
- 259 and location as required by the Department. A disabled hunter permit authorizes a person to hunt
- 260 from a stationary vehicle within fifty (50) feet on the center of a road as further detailed in the
- 261 rules developed pursuant to this law.
- 262 406.6-7. *Denial of a License or Permit.*
- 263 (a) The Department may decline to issue a license and/or permit to an applicant if:
- 264 (1) The applicant has unpaid fines, civil assessments, other fees, and/or restitution
- 265 owed because of a violation of this law and/or corresponding rules.
- 266 (2) At any time and for any reason, the Department determines that issuing the
- 267 license and/or permit poses a risk to the health, safety, and/or welfare of the Nation,
- 268 to natural resources on the reservation, or to any persons. There is a rebuttable
- 269 presumption that an applicant poses such a risk under the following circumstances:
- 270 (A) At the time of the request, the applicant's hunting, fishing, or trapping
- 271 license, permit, or related privileges are suspended or revoked in any
- 272 jurisdiction.

- 273 (B) Within three (3) years of the request, the applicant has repeatedly and/or
274 egregiously done any one (1) or more of the following:
- 275 (i) violated this law and/or corresponding rules and/or the hunting,
276 fishing, or trapping laws and regulations of other jurisdictions;
 - 277 (ii) violated other laws or rules of the Nation while engaged in
278 hunting, fishing, or trapping activities; or
 - 279 (iii) demonstrated poor judgment, disregard for safety or
280 unsportsmanlike behavior while hunting, fishing, or trapping;
281 including while interacting with other sportsmen or with wardens,
282 of this jurisdiction or any other.
- 283 (C) At any time, the applicant has been found guilty of imposing or
284 threatening to impose great bodily harm on another.
- 285 (b) Any person who has had a license or permit denied in accordance with section 406.6-
286 7(a) may appeal the Department's decision by requesting a hearing before the Trial Court
287 pursuant to section 406.10-4.
288

289 **406.7. General Requirements**

290 406.7-1. Persons may not:

- 291 (a) Enter onto private lands and/or waters to take or retrieve wildlife, without permission
292 from the landowner, lessee, or occupant.
- 293 (b) Leave, deposit, place or throw litter, debris, wildlife, or any other waste material, on
294 the reservation's lands and waters.
- 295 (c) Cause damage to land or property belonging to another, including but not limited to,
296 the Department's decoys placed for law enforcement purposes by Oneida Police
297 Department officers or wardens or other law enforcement officers, and signs that give
298 notice of a hunting and/or trespass restriction.
- 299 (d) Carelessly waste wildlife. Persons hunting, trapping, or fishing shall make every
300 reasonable effort to retrieve all wildlife killed or crippled, provided that all persons shall
301 comply with section 406.7-1(a).
- 302 (e) Knowingly disturb any den, nest, lodge, hut, dam, or house that wildlife may build to
303 shelter themselves and their young.
- 304 (f) No person may take, pursue, injure, or harass small game while on or in its nest or den,
305 or remove any eggs or young except as may be approved in advance by the Department for
306 activities which may include, but are not limited to, normal agricultural or horticultural
307 practices or wildlife research practices.
- 308 (g) Harvest wildlife with the aid of an explosive, poison, exploding point or tip, electrical
309 device, or stunning substance or agent.
- 310 (h) Take another person's wildlife or disturb another person's hunting, fishing, or trapping
311 equipment without permission; or otherwise interfere with the lawful hunting, fishing, or
312 trapping of another person.
- 313 (i) Stock or possess any live wildlife on the reservation without a permit.
- 314 (j) Introduce or release wildlife, fish eggs, or receptacles containing bait, on the
315 reservation or into reservation waters without a permit.
- 316 (k) Use in a reckless manner any device typically used for the harvesting of wildlife,
317 including but not limited to, firearms, bows, traps, and knives.
- 318 (l) Shoot firearms, or place or operate any traps, except live traps, within one hundred
319 (100) yards of any building structure, unless the owner-occupant, lessee, or tenant has

320 given permission.

321 (m) Use a gas-powered motorboat on the Nation's waters, except for the Department's
322 use for law enforcement and conservation purposes.

323 (n) Hunt, trap, or possess any hunting, or trapping equipment while on Tribal land where
324 hunting or trapping is expressly prohibited by the Nation's laws or rules.

325 (o) Sell or purchase wildlife that was harvested on the reservation, except as may be
326 expressly allowed by this law and corresponding rules.

327 (1) Under no circumstances may trading, gifting, or sharing of wildlife for
328 traditional or ceremonial purposes be considered a violation of this section.

329 (p) Refuse to obey an Oneida Police Department officer or warden's lawful order.

330 (q) Inflict or threaten to inflict bodily harm upon an Oneida Police Department officer or
331 warden.

332 406.7-2. *Possession, Registration, and Transportation of Carcasses.* No person may hunt, trap,
333 possess, or transport any wildlife unless they possess the appropriate license and any required
334 permit, including tags, for harvesting and/or possessing such wildlife.

335 406.7-3. Any person who accidentally collides with and kills a deer while operating a vehicle on
336 a roadway may retain possession of the said deer, provided that the person shall have the deer
337 tagged by the State of Wisconsin.

338 406.7-4. *Carcass Tags.* Except as otherwise provided in this law and corresponding rules, any
339 person hunting a species of wildlife which is required to be tagged, shall possess a valid carcass
340 tag, and, upon harvest, shall immediately validate and attach the tag to the carcass in such manner
341 as the Department shall establish in its rules. No person may possess or transport harvested wildlife
342 that is not properly tagged in accordance with this law and corresponding rules.

343

344 **406.8. Wildlife Damage and Nuisance Control**

345 406.8-1. Landowners and lessees may remove wildlife considered a nuisance animal from land
346 under their control and their associated structures, provided that landowners and lessees shall
347 satisfy all requirements of this law and corresponding rules, including, but not limited to the
348 permitted methods of taking and hunting hours. Further, live-captured nuisance animals may not
349 be relocated to Tribal lands without express written authorization from the Department, and,
350 similarly, may not be relocated to private property without express written authorization from the
351 landowner.

352 406.8-2. *Nuisance Animal Removal Permit.* A nuisance animal removal permit is required to
353 hunt, trap, or live-capture and relocate any endangered or threatened and protected species.

354 (a) In order to be eligible for a nuisance animal removal permit, the applicant shall
355 demonstrate that:

356 (1) They have the authority to control hunting and trapping access to the lands
357 subject to the nuisance or being damaged as well as any contiguous lands. In
358 circumstances where the contiguous lands are not owned or leased by the applicant,
359 the applicant shall demonstrate authority to control hunting and trapping access to
360 the contiguous lands by providing the Department with the property owner's or
361 lessor's written consent;

362 (2) They are either employing or agree to employ, reasonable alternative abatement
363 methods to removal;

364 (3) The wildlife sought to be removed is a nuisance animal and reasonable
365 alternative abatement methods either have been or are reasonably likely to be
366 unsuccessful;

367 (4) They have complied with this law and corresponding rules and the conditions
368 of any previously issued nuisance animal removal permit, at a minimum, for the
369 previous twelve (12) months from the date they apply for the permit;

370 (5) The nuisance animal removal permit applied for does not conflict with any
371 provisions of the Nation's agreement with the United States Fish and Wildlife
372 Service regarding the taking of birds classified as migratory under 50 CFR 10.13.

373 (b) Each permittee shall keep a record of all permit activities and shall provide the said
374 permit record to the Department within ten (10) days of the permit's expiration. At a
375 minimum, the permittee shall include in the record any designees assigned under section
376 406.8-4 and the total number of nuisance animals removed pursuant to the permit, provided
377 that, the Department may name additional items required to be included in the record. All
378 permit records may be inspected by the Department at any time.

379 (c) The permittee shall return all unused permits, including carcass tags, to the Department
380 within ten (10) days of the permit's expiration.

381 406.8-3. *Nuisance Animal Removal Permit Not Required.* A nuisance animal removal permit is
382 not required if the nuisance animal would otherwise be exempt from the license and permit
383 requirements under section 406.6-1(a)(2). Also, a nuisance animal removal permit is specifically
384 not required in following circumstances:

385 (a) *Emergencies.* Nuisance animals for which a nuisance animal removal permit is
386 otherwise required, may be removed without the required permit if such removal is
387 necessary to maintain a person's immediate health and safety.

388 (1) Persons taking a nuisance animal under emergency circumstances shall report
389 the emergency taking to the Department on the required form available with the
390 Department.

391 (2) The Department shall conduct an investigation into the validity of the alleged
392 emergency circumstance. If the investigation provides clear and convincing
393 evidence that the taking was not in fact required due to a legitimate threat to a
394 person's immediate health and safety, the Department shall classify the taking an
395 unlawful taking without a permit and shall take the appropriate corrective measures.

396 406.8-4. *Nuisance Animal Removal Designees.* A landowner may utilize as designee to remove
397 a nuisance animal pursuant to the provisions of this law. If the requirements of this law and
398 corresponding rules are satisfied, the landowner's nuisance animal removal permit and associated
399 carcass tags, if applicable, may be utilized by the landowner's assigned designee.

400 (a) In order for a designee to be assigned to remove a nuisance animal, the landowner shall
401 ensure that the following conditions are met:

402 (1) The designee shall have a valid license for hunting or trapping that nuisance
403 animal's species;

404 (2) The landowner shall grant written permission to the designee specifically
405 identifying the following:

406 (A) The location of the nuisance animal where the removal activities are
407 sought to occur;

408 (B) An authorized time period for the removal of the nuisance animal; and

409 (C) Any other information as may be required by the rules established
410 pursuant to this law.

411 (b) The Department may limit the number of persons permitted to assist in a removal.

412 (b) The landowner or lessee permittee may charge any assigned designee any form of fee.

413 406.8-5. *Annual Migratory Bird Report.* Persons killing crows, cowbirds, grackles, and red-

414 winged blackbirds shall provide an annual report to the U.S. Fish and Wildlife Service Region 3
415 Migratory Bird Permit Office by January 31st of each year for all such takings occurring within
416 the previous January to December.

417 406.8-6. *Officer or Warden's Access.* Any landowner or lessee pursuing the removal of a
418 nuisance animal shall grant the Oneida Police Department officers or wardens free and unrestricted
419 access to the premises on which the said removal is being conducted, is anticipated to be
420 conducted, or has been conducted. Further, the landowner or lessee, and the landowner's designee,
421 if applicable, shall promptly furnish any information requested by a Oneida Police Department
422 officer or warden relating to the said removal.

423 406.8-7. *Retaining Fur, Carcasses, and other Parts of Nuisance Animals.* The following applies
424 to nuisance animals removed in accordance with this section:

425 (a) The permittee and each designee assigned under section 406.8-4 may retain no more
426 than one (1) deer removed pursuant to a nuisance animal removal permit. The Department
427 shall distribute or dispose of any deer that are not so retained by offering them to Tribal
428 members in the following order:

- 429 (1) Elders;
430 (2) Disabled persons; and
431 (3) Any other interested persons.

432 (b) In order to keep, either for oneself or for sale, the furs of a nuisance animal taken
433 pursuant to a nuisance animal removal permit, the permittee shall be explicitly and
434 separately authorized by the permit to retain the wildlife and to sell the wildlife.

435 (c) Furs from nuisance animals which did not require a nuisance animal removal permit in
436 order to be removed, may be retained by a landowner, lessee, or assigned designee without
437 a permit. Provided that the landowner, lessee, or assigned designee shall have a valid
438 license and/or permit in order to commercialize in, sell, trade, ship, or transport any
439 wildlife, except that any squirrels' parts retained may be sold during the closed season.

440

441 **406.9. Hunting**

442 406.9-1. *General Firearm and Archer Restrictions.* Persons may not:

443 (a) Hunt using any weapon other than a firearm, air rifle, bow, or crossbow that is
444 authorized under this law and corresponding rules for the taking of a particular species.

445 (b) Discharge a firearm, air rifle, bow, or crossbow:

446 (1) Into reservation lakes, reservoirs, or any area designated for public use pursuant
447 to the Public Use of Tribal Land law, except for the purpose of hunting migratory
448 birds during established seasons, in accordance with the rules created pursuant to
449 this law;

450 (2) Across any roadway; or

451 (3) Within one hundred (100) yards of any structure, unless the owner-occupant,
452 lessee, or tenant has granted express permission.

453 (c) Transport any loaded firearm, air rifle, or cocked bow or crossbow in a vehicle.

454 406.9-2. *General Hunting Restrictions.* Persons may not, unless specifically authorized by a
455 permit, if applicable, do any of the following:

456 (a) Hunt with the use of aircraft;

457 (b) Hunt within fifty (50) feet of the center of a paved road;

458 (c) Hunt from a vehicle;

459 (d) Hunt while under the influence of alcohol or a controlled substance;

460 (e) Hunt with the aid of artificial light, provided that it is permissible to use artificial light

- 461 to find one's way and while hunting on foot, at the point of harvest of coyote, raccoon, fox,
 462 or any other authorized unprotected species;
 463 (f) Shine between the hours of 10:00 p.m. and sunrise during the months of September,
 464 October, November, and December; during all other months, shining is allowed at any
 465 hour;
 466 (g) Hunt in a party of more than fifteen (15) persons;
 467 (h) Hunt with, or possess while hunting:
 468 (1) Any firearm for which the possession is unlawful under Wisconsin or Federal
 469 law;
 470 (2) Slugs, except that a person may possess slugs during deer firearm season if they
 471 also possess the required associated permit;
 472 (3) A handgun with a barrel length of less than five (5) inches;
 473 (4) A concealed handgun without a valid permit from the State of Wisconsin;
 474 and/or
 475 (5) Any of the following without a valid federal permit:
 476 (A) A shotgun that has a barrel length of less than eighteen (18) inches or
 477 an overall length of less than twenty-six (26) inches;
 478 (B) A rifle that has a barrel length of less than sixteen (16) inches or an
 479 overall length of less than twenty-six (26) inches;
 480 (C) A fully-automatic firearm;
 481 (D) Any mechanism designed to muffle, silence, or minimize the report of
 482 any firearm.

483 406.9-3. *Injury Causing Incidents.* Any person, who discharges a firearm, bow, or crossbow
 484 while hunting and injures another person, shall render or attempt to obtain necessary medical
 485 assistance, provide the injured person with their name and contact information including address,
 486 and report the injury causing incident to either the Department or the Oneida Police Department
 487 as soon as possible.

488 406.9-4. *Designated Hunters.* A permittee may name a designated hunter to hunt, fish, or trap
 489 on behalf of the permittee in the event that the permittee is physically or legally unable to take
 490 pursuant to their own permit, provided that, the designated hunter shall provide their name and
 491 contact information to the Department along with a signed statement from the original permittee
 492 naming the designated hunter. The designated hunter shall receive the Department's approval of
 493 the designation before using the permits of the original permittee.

- 494 (a) To be eligible to be named a designated hunter, the named person shall:
 495 (1) Possess a valid hunting license;
 496 (2) Be eligible for the permits for which the person is named the designated hunter;
 497 and
 498 (3) Meet any other requirements of the rules created pursuant to this law.
 499 (b) Designated hunters may hunt for an unlimited number of permittees.
 500 (c) Any wildlife taken by a designated hunter remains the property of the original
 501 permittee; the designated hunter shall transfer any wildlife taken by designation to the
 502 original permittee's possession as soon as practicable following the taking.

503 406.9-5. *Youth Hunters.* Persons between the ages of ten (10) and fourteen (14) years old may
 504 hunt if they have obtained the required license and permits and are under the immediate
 505 supervision of a parent, legal guardian, or a responsible adult to which a parent or legal guardian
 506 has delegated their supervisory responsibilities.

- 507 (a) The parent, legal guardian, or responsible adult shall have a valid license and any

508 required permits.

509 (b) Adults accompanying youth hunters pursuant to this section shall remain within voice
510 and sight contact of the youth hunters at all times.

511 406.9-6. *Mentored Hunting*. Individuals may obtain a mentored-only hunting license and permit
512 and hunt without first completing a hunter education course as long as they accompany a mentor
513 while hunting.

514 (a) A mentee may be either a:

515 (1) Tribal member, descendant, non-member Indian, or dependent having less than
516 ten (10) years of age; or

517 (2) Tribal member, descendant, non-member Indian, or dependent who has not
518 completed a required hunter education course.

519 (b) In order to be eligible to be a mentor, the person shall:

520 (1) Be a Tribal member;

521 (2) Be at least eighteen (18) years old;

522 (3) Have a valid license and any required permits; and

523 (4) Be the mentee's parent or legal guardian or have permission from the mentee's
524 parent or legal guardian. This requirement does not apply if the mentee is age
525 eighteen (18) or older.

526 (c) Mentors may mentor a maximum of two (2) mentees at the same time;

527 (d) The mentor shall remain within an arm's grasp of each mentee at all times; \

528 (e) Only one (1) weapon may be possessed jointly between the mentor and their mentee(s);

529 (f) A mentee may not use a weapon during the hunt.

530 406.9-7. *Deer Hunting Parties*. A deer hunting party consists of a minimum of two (2) people
531 and a maximum of fifteen (15) people. Any member of a deer hunting party may harvest deer on
532 behalf of another member of the deer hunting party under the following circumstances:

533 (a) At the time and place of the harvest, the member of the hunting party who harvests the
534 deer shall be in contact with the member of the hunting party on whose behalf the deer was
535 harvested. For the purpose of this section, contact means visual or voice contact without
536 the aid of any mechanical or electronic amplifying device other than a hearing aid. Hand
537 radios are permitted, however may not be used as an acceptable means of contact as
538 required in this section.

539 (b) The member of the hunting party for whom the deer was harvested shall possess a valid,
540 license and carcass tag for the deer.

541 (c) The member of the hunting party who harvests the deer shall ensure that a valid carcass
542 tag is attached to the deer by a member of the hunting party prior to field dressing and
543 moving the deer; the member of the hunting party that harvests the deer may not leave said
544 deer unattended until it has been properly tagged.
545

546 **406.10. Enforcement and Penalties**

547 406.10-1. *Reporting Violations*. All persons shall report any violation(s) of this law and/or the
548 corresponding rules to the Department or the Oneida Police Department. The department receiving
549 information regarding violations shall keep the information confidential.

550 406.10-2. *Licenses/Permits Suspension, Revocation, and/or Ineligibility*. The Department may
551 suspend, revoke, or deem a party ineligible for a license or permit as a penalty for committing any
552 of the following acts or any combination thereof:

553 (a) Has committed an act causing any of their hunting, fishing, or trapping licenses, permits
554 or privileges to be suspended or revoked by any other jurisdiction, whether it be tribal,

555 state, or federal, where, for the purposes of this section, a person’s right to possess firearms
556 is considered a hunting privilege;

557 (b) Provides false information, or assists other in providing false information, when
558 applying for a license or permit;

559 (c) Fails to timely pay a fine or abide by a penalty assessed against them as a consequence
560 for violating the provisions of this law and/or the corresponding rules; and/or

561 (d) Violates this law and/or the corresponding rules and the violation is one for which the
562 citation schedule identifies suspension, revocation, or ineligibility of a license or permit as
563 an available penalty.

564 406.10-3. *Appeal of License and/or Permit Decision.* Any person wishing to contest a decision of
565 the Department related to a license and/or permit may appeal such action by filing a complaint
566 with the Judiciary Trial Court naming the Department.

567 406.10-4. *Issuance of a Citation.* An individual who violates a provision of this law or the
568 corresponding rules may be subject to the issuance of a citation by a warden or an Oneida Police
569 Department officer.

570 (a) A citation for a violation of this law, the corresponding rules, or any orders issued
571 pursuant to this law may include fines and other penalties, as well as conditional orders
572 made by the Trial Court.

573 (b) A citation for a violation of this law shall be processed in accordance with the procedure
574 contained in the Nation’s laws and policies governing citations.

575
576 *End.*

-
- 577 ~~578~~ Adopted - BC-08-31-94-C
 - Adopted - BC-04-24-96-A
 - Adopted - BC-07-22-98-A
 - Amended - BC-09-13-00-D
 - Amended - BC-06-04-03-A
 - Amended - BC-06-30-04-I
 - Amended - BC-07-13-05-E
 - Amended - BC-08-29-07-F
 - Amended - BC-06-24-09-E
 - Amended - BC-08-26-10-I
 - Emergency Amended - BC-06-22-11-H (Expired)
 - Amended – BC-12-14-11-E
 - Amended – BC-05-22-13-A
 - Amended – BC-01-25-17-D
 - Amended – BC-07-26-17-F
 - Amended – BC- _ - _ - _



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



Statement of Effect

Amendments to the Hunting, Fishing, and Trapping law

Summary

This resolution adopts amendments to the Hunting, Fishing, and Trapping law.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: September 20, 2024 December 17, 2025

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Hunting, Fishing, and Trapping law. The purpose of the Hunting, Fishing, and Trapping law is to protect and conserve wildlife on the reservation and to promote respect among sportsmen, for both the environment and fellow sportsmen. [4 O.C. 406.1-1]. Amendments to the Hunting, Fishing, and Trapping law are being sought to:

- Add a definition for descendant, great bodily harm, and warden. [4 O.C. 406.3-1(g), 406.3-14(m), 406.3-1(ff)];
- Eliminate the Environmental Resource Board (ERB) from the law and delegate all responsibilities of ERB provided in the law, except hearing authority, to the Conservation Department throughout the entire law.;
- Require the Conservation Department draft rules that identify designated seasons and/or hunting hours for elder, disabled, and youth hunts. [4 O.C. 406.5-2(e)(1)];
- Eliminate the requirement that the Conservation Department draft rules establishing a process for retention, storage and disposal of items confiscated or turned over to the Department in accordance with this law. [4 O.C. 406.5-2];
- Require the Conservation Department draft rules that regulate the use of recovery and retrieval services and methods. [4 O.C. 406.5-2(m)];
- Require the Conservation Department draft rules that regulate the care and husbandry of animals used to hunt or animals used for private game hunting. [4 O.C. 406.5-2(n)];
- Eliminate the requirement that a rule booklet be provided to each person receiving a license permit. [4 O.C. 406.5-2];
- Recognize that wardens fall within the organization of the Oneida Police Department and not the Conservation Department and therefore prescribe all responsibilities/duties of the wardens to the Oneida Police Department officers; and eliminate the requirement that an Oneida Police Department office who observes a violation of this law report it to a warden. [4 O.C. 406.5-3, eliminate 406.5-4];
- Adds beaver to list of animals a landowner, lessee, or designee is allowed to hunt or trap on property they own or lease year round without a sportsman license, removing beavers from the list of nuisance animals that a person is not required to get a nuisance animal removal permit to hunt or trap [4 O.C. 406.6-1(a)(2)(G), eliminated 406.8-3(a)];

- Eliminate the provision that allowed any licensee holding a fishing only sportsman license to name a designated hunter to fill the hunting or trapping permits that regularly accompany a sportsman license. *[Eliminated 4 O.C. 406.6-1(b)(1)(B)]*;
- Eliminate the requirement that at least eighty-five percent (85%) of the group and/or organization members be Tribal members for groups/organizations that seek a ceremonial and/or feast permit. *[4 O.C. 406.6-2(b)]*;
- Require that all persons participating in the ceremonial and/or feast hunt be tribal members, descendants, or a spouse of a tribal member in addition to the requirement that they be named hunters on the permit. *[4 O.C. 406.6-2(c)]*;
- Require that medical verification for a disabled hunter permit show that the physical disability results in mobility issues that makes it necessary for the disabled hunter to hunt from a stationary vehicle. *[4 O.C. 406.6-6]*;
- Provide that any person who has had a license or permit denied in accordance with section 406.6-7(a) may appeal the Department's decision by requesting a hearing before the Trial Court instead of ERB. *[4 O.C. 406.6-7(b)]*;
- Provide that any person who accidentally collides with and kills a deer while operating a vehicle on a roadway, may retain possession of the said deer, provided that the person shall have the deer tagged by the State of Wisconsin, instead of the Department. *[4 O.C. 406.7-3]*;
- Remove the requirement that the Department shall ensure that all hunting and fishing rule booklets contain a warning stating that fish caught in Duck Creek, as well as ducks, geese and other wildlife may contain Polychlorinated Biphenyl (PCBs) which may pose risks of health defects, that such risks are greatest for women and children, and that detailed information about PCBs is available from the Department upon request. *[eliminated 4 O.C. 406.7-5]*;
- Increase the allowable size of a hunting party from ten (10) to fifteen (15) persons. *[4 O.C. 406.9-2(g)]*;
- Allow designated hunters to hunt for an unlimited number of permittees, instead of being limited to the number authorized by the rules. *[4 O.C. 406.9-4(b)]*;
- Adjust the age restrictions for minors, now allowing all persons between the ages of ten (10) and fourteen (14) years old the ability to hunt if they have obtained the required license and permits and are under the immediate supervision of a parent, legal guardian, or a responsible adult to which a parent or legal guardian has delegated their supervisory responsibilities. *[4 O.C. 406.9-5]*;
- Allow individuals to obtain a mentored-only hunting license and permit and hunt without first completing a hunter education course as long as they accompany a mentor while hunting. *[4 O.C. 406.9-6]*;
- Remove much of the provisions regarding citations, and simply providing that an individual who violates a provision of this law or the corresponding rules may be subject

to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws and policies governing citations. [4 O.C. 406.10-4]; and

- Make other minor drafting revisions.

Adoption of any legislation is required to comply with the Legislative Procedures Act ("the LPA"), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. The Hunting, Fishing, and Trapping law amendments complied with all processes and procedures required by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Hunting, Fishing, and Trapping law on August 15, 2025. Two (2) individuals providing oral comments during the public meeting. The public comment period for the amendments to this Law was held open until August 22, 2025. No written comments were received during this public comment period. The Legislative Operating Committee reviewed and considered all public comments received on September 17, 2025.

The amendments to the Hunting, Fishing, and Trapping law will become effective on February 25, 2026.

This resolution also directs the Conservation Department to review the Hunting, Fishing, and Trapping Law Rule Handbook and make revisions to the Rule Handbook as deemed necessary to comply with these adopted amendments to the Hunting, Fishing, and Trapping law. The Administrative Rulemaking law provides a process for the adoption and amendment of administrative rules. [1 O.C. 106.1-1]. It is the policy of the Nation to ensure there is an efficient, effective and democratic process for enacting and revising administrative rules, and that authorized agencies act in a responsible and consistent manner when enacting and revising administrative rules. [1 O.C. 109.1-2]. Any rules developed or amended in accordance with this Hunting, Fishing, and Trapping law must comply with all processes and procedures of the Administrative Rulemaking law. In regard to Administration Rulemaking, this resolution further directs that the Conservation Department shall report to the Legislative Operating Committee on a quarterly basis regarding the progress of the Hunting, Fishing, and Trapping law Rule Handbook amendments until amendments are formally adopted by the Oneida Business Committee.

Additionally, this resolution directs the Legislative Reference Office shall conduct a one (1) year review of the Hunting, Fishing, and Trapping law and provide the Legislative Operating Committee a report on the use and implementation of the Law.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.

FINANCE ADMINISTRATION

Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer

FROM: Rae Skenandore, Sr. Analyst

DATE: November 18, 2025

RE: **Fiscal Impact Statement of the Hunting, Fishing, and Trapping Law Amendments**

I. Estimated Fiscal Impact Summary

Law: Hunting, Fishing, and Trapping Law Amendments		Draft 3
Implementing Agency	Conservation Department Oneida Police Department Oneida Judiciary	
Estimated time to comply	10 days	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	\$0	\$0

II. Background

This Law was adopted by the Oneida Business Committee by resolution BC-08-31-94-C, and amended by resolutions BC-04-24-96-A, BC-07-22-98-A, BC-09-13-00-D, BC-06-04-03-A, BC-06-30-04-I, BC-07-13-05-E, BC-08-29-07-F, BC-06-24-09-E, BC-08-26-10-I, BC-12-14-11-E, BC-05-22-13-A, BC-01-25-17-D, and BC-07-26-17-F.

In December of 2022 this law was added to the Active Files List to make amendments to address the dissolution of the Environmental Resources Board, and transition the Board's responsibilities to the Environmental, Land and Agriculture Division and/or the Oneida Land Commission.

The purpose of this law is to protect and conserve wildlife on the reservation and to promote respect among sportsmen for both the environment and fellow sportsmen. The amendments to the legislation include the following:

- Add a definition for descendant, great bodily harm, and warden.
- Eliminate the Environmental Resource Board (ERB) from the law and delegate all responsibilities of ERB provided in the law, except hearing authority, to the Conservation Department throughout the entire law.
- Require the Conservation Department draft rules that identify designated seasons and/or hunting hours for elder, disabled, and youth hunts.
- Eliminate the requirement that the Conservation Department draft rules establishing a process for retention, storage and disposal of items confiscated or turned over to the Department in accordance with this law.
- Require the Conservation Department draft rules that regulate the use of recovery and retrieval services and methods.
- Require the Conservation Department draft rules that regulate the care and husbandry of animals used to hunt or animals used for private game hunting.
- Eliminate the requirement that a rule booklet be provided to each person receiving a license permit.
- Recognize that wardens fall within the organization of the Oneida Police Department and not the Conservation Department and therefore prescribe all responsibilities/duties of the wardens to the Oneida Police Department officers; and eliminate the requirement that an Oneida Police Department office who observes a violation of this law report it to a warden.
- Add beaver to list of animals a landowner, lessee, or designee is allowed to hunt or trap on property they own or lease year-round without a sportsman license, removing beavers from the list of nuisance animals that a person is not required to get a nuisance animal removal permit to hunt or trap.
- Eliminate the provision that allowed any licensee holding a fishing only sportsman license to name a designated hunter to fill the hunting or trapping permits that regularly accompany a sportsman license.
- Eliminate the requirement that at least eighty-five percent (85%) of the group and/or organization members be Tribal members for groups/organizations that seek a ceremonial and/or feast permit.
- Require that all persons participating in the ceremonial and/or feast hunt be tribal members, descendants, or a spouse of a tribal member in addition to the requirement that they be named hunters on the permit.
- Require that medical verification for a disabled hunter permit show that the physical disability results in mobility issues that makes it necessary for the disabled hunter to hunt from a stationary vehicle.
- Provide that any person who has had a license or permit denied in accordance with section 406.6-7(a) may appeal the Department's decision by requesting a hearing before the Trial Court instead of ERB.
- Provide that any person who accidentally collides with and kills a deer while operating a vehicle on a roadway, may retain possession of the said deer, provided that the person shall have the deer tagged by the State of Wisconsin, instead of the Department.

- Remove the requirement that the Department shall ensure that all hunting and fishing rule booklets contain a warning stating that fish caught in Duck Creek, as well as ducks, geese and other wildlife may contain Polychlorinated Biphenyl (PCBs) which may pose risks of health defects, that such risks are greatest for women and children, and that detailed information about PCBs is available from the Department upon request.
- Increase the allowable size of a hunting party from ten (10) to fifteen (15) persons.
- Allow designated hunters to hunt for an unlimited number of permittees, instead of being limited to the number authorized by the rules.
- Adjust the age restrictions for minors, now allowing all persons between the ages of ten (10) and fourteen (14) years old the ability to hunt if they have obtained the required license and permits and are under the immediate supervision of a parent, legal guardian, or a responsible adult to which a parent or legal guardian has delegated their supervisory responsibilities.
- Allow individuals to obtain a mentored-only hunting license and permit and hunt without first completing a hunter education course as long as they accompany a mentor while hunting.
- Remove much of the provisions regarding citations, and simply providing that an individual who violates a provision of this law or the corresponding rules may be subject to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws and policies governing citations.
- Other minor drafting revisions.

III. Methodology and Assumptions

A "Fiscal Impact Statement" means an estimate of the total identifiable fiscal year financial effects associated with legislation and includes startup costs, personnel, office, documentation costs, as well as an estimate of the amount of time necessary for an agency to comply with the Law after implementation.

Finance does NOT identify the source of funding for the estimated cost or allocate any funds to the legislation.

The analysis was completed based on the information provided as of the date of this memo.

IV. Findings

There are no start-up costs, no increases in personnel are needed, and no increases in office or documentation costs.

V. Financial Impact

There is no fiscal impact of implementing this legislation.

VI. Recommendation

Finance does not make a recommendation about a course of action in this matter. Rather, the purpose of a fiscal impact statement is to disclose the potential fiscal impact of the action so that the Oneida Business Committee and General Tribal Council has the information with which to render a decision.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution

Amendments to the Hunting, Fishing, and Trapping Law

- 1
- 2
- 3
- 4 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 5 recognized by the laws of the United States of America; and
- 6
- 7 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 8
- 9 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 11
- 12 **WHEREAS,** the Hunting, Fishing, and Trapping law (“the Law”) was adopted by the Oneida Business
- 13 Committee through resolution BC-08-31-94-C, and then amended through resolutions BC-
- 14 04-24-96-A, BC-07-22-98-A, BC-09-13-00-D, BC-06-04-03-A, BC-06-30-04-I, BC-07-13-
- 15 05-E, BC-08-29-07-F, BC-06-24-09-E, BC-08-26-10-I, BC-12-14-11-E, BC-05-22-13-A,
- 16 BC-01-25-17-D, and BC-07-26-17-F; and
- 17
- 18 **WHEREAS,** the purpose of this Law is to protect and conserve wildlife on the reservation and to promote
- 19 respect among sportsmen, for both the environment and fellow sportsmen; and
- 20
- 21 **WHEREAS,** the amendments to the Law add a definition for descendant, great bodily harm, and
- 22 warden; and
- 23
- 24 **WHEREAS,** the amendments to the Law eliminate the Environmental Resource Board (ERB) from the
- 25 law and delegate all responsibilities of ERB provided in the law, except hearing authority,
- 26 to the Conservation Department throughout the entire law; and
- 27
- 28 **WHEREAS,** the amendments to the Law require the Conservation Department draft rules that identify
- 29 designated seasons and/or hunting hours for elder, disabled, and youth hunts; and
- 30
- 31 **WHEREAS,** the amendments to the Law eliminate the requirement that the Conservation Department
- 32 draft rules establishing a process for retention, storage and disposal of items confiscated
- 33 or turned over to the Department in accordance with this law; and
- 34
- 35 **WHEREAS,** the amendments to the Law require the Conservation Department draft rules that regulate
- 36 the use of recovery and retrieval services and methods; and
- 37
- 38 **WHEREAS,** the amendments to the Law require the Conservation Department draft rules that regulate
- 39 the care and husbandry of animals used to hunt or animals used for private game hunting;
- 40 and
- 41
- 42 **WHEREAS,** the amendments to the Law eliminate the requirement that a rule booklet be provided to
- 43 each person receiving a license permit; and

- 44
45 **WHEREAS,** the amendments to the Law recognize that wardens fall within the organization of the
46 Oneida Police Department and not the Conservation Department and therefore prescribe
47 all responsibilities/duties of the wardens to the Oneida Police Department officers; and
48 eliminate the requirement that an Oneida Police Department office who observes a
49 violation of this law report it to a warden; and
50
- 51 **WHEREAS,** the amendments to the Law adds beaver to list of animals a landowner, lessee, or designee
52 is allowed to hunt or trap on property they own or lease year round without a sportsman
53 license, removing beavers from the list of nuisance animals that a person is not required
54 to get a nuisance animal removal permit to hunt or trap; and
55
- 56 **WHEREAS,** the amendments to the Law eliminate the provision that allowed any licensee holding a
57 fishing only sportsman license to name a designated hunter to fill the hunting or trapping
58 permits that regularly accompany a sportsman license; and
59
- 60 **WHEREAS,** the amendments to the Law eliminate the requirement that at least eighty-five percent
61 (85%) of the group and/or organization members be Tribal members for
62 groups/organizations that seek a ceremonial and/or feast permit; and
63
- 64 **WHEREAS,** the amendments to the Law require that all persons participating in the ceremonial and/or
65 feast hunt be tribal members, descendants, or a spouse of a tribal member in addition to
66 the requirement that they be named hunters on the permit; and
67
- 68 **WHEREAS,** the amendments to the Law require that medical verification for a disabled hunter permit
69 show that the physical disability results in mobility issues that makes it necessary for the
70 disabled hunter to hunt from a stationary vehicle; and
71
- 72 **WHEREAS,** the amendments to the Law provide that any person who has had a license or permit
73 denied in accordance with section 406.6-7(a) may appeal the Department's decision by
74 requesting a hearing before the Trial Court instead of ERB; and
75
- 76 **WHEREAS,** the amendments to the Law provide that any person who accidentally collides with and kills
77 a deer while operating a vehicle on a roadway, may retain possession of the said deer,
78 provided that the person shall have the deer tagged by the State of Wisconsin, instead of
79 the Department; and
80
- 81 **WHEREAS,** the amendments to the Law increase the allowable size of a hunting party from ten (10) to
82 fifteen (15) persons; and
83
- 84 **WHEREAS,** the amendments to the Law allow designated hunters to hunt for an unlimited number of
85 permittees, instead of being limited to the number authorized by the rules; and
86
- 87 **WHEREAS,** the amendments to the Law adjust the age restrictions for minors, now allowing all persons
88 between the ages of ten (10) and fourteen (14) years old the ability to hunt if they have
89 obtained the required license and permits and are under the immediate supervision of a
90 parent, legal guardian, or a responsible adult to which a parent or legal guardian has
91 delegated their supervisory responsibilities; and
92
- 93 **WHEREAS,** the amendments to the Law allow individuals to obtain a mentored-only hunting license
94 and permit and hunt without first completing a hunter education course as long as they
95 accompany a mentor while hunting; and

96
97 **WHEREAS,** the amendments to the Law remove much of the provisions regarding citations, and simply
98 providing that an individual who violates a provision of this law or the corresponding rules
99 may be subject to the issuance of a citation by a warden or an Oneida Police Department
100 officer in accordance with the Nation's laws and policies governing citations; and
101
102 **WHEREAS,** the amendments to the Law make other minor drafting revisions; and
103
104 **WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law
105 through collaboration with representatives from the Oneida Police Department, Oneida
106 Law Office, Conservation Department, CEO of Nation Services, and the Environmental,
107 Land, Agriculture Division; and
108
109 **WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact
110 statement were completed for the proposed amendments to the Law; and
111
112 **WHEREAS,** the Legislative Operating Committee held a public meeting on the proposed amendments
113 to the Law on August 15, 2025, with two (2) individuals providing oral comments, and the
114 public comment period for the amendments to this Law was held open until August 22,
115 2025, with no submission of written comments received; and
116
117 **WHEREAS,** the Legislative Operating Committee reviewed and considered all public comments
118 received on September 17, 2025; and
119
120 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the amendments
121 to the Hunting, Fishing, and Trapping law, which shall become effective on February 25, 2026.
122
123 *Administrative Rulemaking*
124 **BE IT FURTHER RESOLVED,** the Conservation Department shall review the Hunting, Fishing, and
125 Trapping Law Rule Handbook and make revisions to the Rule Handbook as deemed necessary to comply
126 with these adopted amendments to the Hunting, Fishing, and Trapping law.
127
128 **BE IT FURTHER RESOLVED,** the Conservation Department shall report to the Legislative Operating
129 Committee on a quarterly basis regarding the progress of the Hunting, Fishing, and Trapping law Rule
130 Handbook amendments until amendments are formally adopted by the Oneida Business Committee.
131
132 *One Year Review of the Hunting, Fishing, and Trapping Law*
133 **BE IT FINALLY RESOLVED,** the Legislative Reference Office shall conduct a one (1) year review of the
134 Hunting, Fishing, and Trapping law and provide the Legislative Operating Committee a report on the use
135 and implementation of the Law.
136

Adopt resolution entitled Identifying Our Needs A Survey of Elders FY 2026-2029 Title VI Part A B and C.

Business Committee Agenda Request

1. Meeting Date Requested: 1/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Approve Resolution.

4. Areas potentially impacted or affected by this request:

- Finance
- Law Office
- Gaming/Retail
- Other:
- Programs/Services
- DTS
- Boards, Committees, or Commissions

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List



Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

6. 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: Describe

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: Describe

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2025.12.19 10:12:09 -06'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Anna Mendoza, Grants

A good mind. A good heart. A strong fire.



Date: December 17, 2025

To: Oneida Business Committee

From: Anna M. Mendoza, Grants Office

Re: Request: Resolution

Greetings,

The nature of this request is for a resolution authorizing the collection of data about Oneida Elders for the purpose of grant application Title VI Parts A & C.

The purpose of the grant is to support services of elders, such as food distribution, and protect from abuse, neglect, and fraud.

We respectfully request authorization to submit this resolution to the Business Committee for their consideration.

Thank you,

If there are further questions, please contact:

Anna M. Mendoza
Grants Office
920-496-7326
amendoza@oneidanation.org

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

**BC Resolution # Leave this line blank
Identifying Our Needs: A Survey of Elders
FY 2026-2029 Title VI Part A, B, and C Grant Application**

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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, the Oneida Business Committee is empowered to act in all matters that concern the health, safety, and wellbeing of the Nation and its members; and

WHEREAS, the Administration for Community Living endorses the National Resource Center on Native American Aging (NRCNAA) and its partnership with Tribal Nations to identify the needs of American Indian and Alaska Native elders nationwide via the needs assessment, in which the NRCNAA and the Nation assume the following responsibilities; and

WHEREAS, the NRCNAA will provide: needs assessment instruments, assistance in sampling, training of interviewers, consultation with interviewers via email or telephone, data entry and analysis, data storage on a secure server, production of tables and comparisons with national statistics;
the Nation will provide: a resolution documenting participation in the needs assessment, a count of elders, interviewers or volunteers to conduct the survey, interpretation of the results with local input, development of recommendations for actions, dissemination of the results to Oneida leaders and health officials; and

WHEREAS, summary information from the needs assessment along with a national comparison report will be returned to the Oneida Business Committee and the local contact person; and

WHEREAS, data sovereignty, confidentiality, and safeguarding is of utmost importance; therefore, the information is collected anonymously, data is stored on a secure server for the life of the NRCNAA, and physical copies of the needs assessments will be stored within a locked storage cabinet at the University of North Dakota (UND) School of Medicine & Health Sciences for a period of ten years as outlined in the UND's Records and Retention Schedule; and

BC Resolution # _____
Identifying Our Needs: A Survey of Elders
FY 2026-2029 Title VI Part A, B, and C Grant Application
Page 2 of 2

39 **NOW THEREFORE BE IT RESOLVED**, that the Oneida Nation respectfully requests funding from the
40 Administration for Community Living/Administration on Aging Older Americans Act Title VI grants (Parts
41 A/B and C) for the grant period of April 1, 2026, to March 31, 2029. Additionally, the Oneida Business
42 Committee authorizes participation in the “Identifying Our Needs: A Survey of Elders” needs assessment
43 and grants permission to the National Resource Center on Native American Aging to use all collected needs
44 assessment information in an aggregate format for disseminating state, regional, and national results from
45 analyses of the data.

46
47 **BE IT FINALLY RESOLVED**, that specific information collected within the boundaries of the Oneida Nation
48 belongs to the Oneida Nation and may not be released in any form to individuals, agencies, or organizations
49 without additional Oneida Business Committee authorization.
50

Adopt resolution entitled Amending Oneida Nation’s P.L. 102-477 Plan to Add Vocational Rehabilitation

Business Committee Agenda Request

1. Meeting Date Requested: 1/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Adopt resolution titled "Amending Oneida Nation's P.L. 477 Plan to add Vocatic



4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Jessica Vandekamp, Community Resource and Economic Support Director



Ernest Oberst, Vocational Rehabilitation Manager



Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

6. 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: 477Plan

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: Describe

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
 Date: 2026.01.06 12:46:25 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Brandon Wisneski, Self-Governance Manager

Memorandum

To: Oneida Nation Business Committee
From: Brandon Wisneski, Self-Governance Manager
CC: Jessica Vandekamp, Community Resource and Economic Support Director
Ernest Oberst, Vocational Rehabilitation Manager
Date: January 14, 2025
Re: Resolution titled “Amending the Nation’s P.L. 102-477 Plan to Add Vocational Rehabilitation”

Presented for the Business Committee’s consideration is a resolution titled “Amending the Nation’s P.L. 102-477 Plan to Add Vocational Rehabilitation.”

BACKGROUND

On July 23, 2025, the Oneida Business Committee adopted BC Resolution 07-23-25-N, approving the Nation’s 477 Plan and authorizing the submission of the Plan to the Department of the Interior. On October 6, 2025, the Plan was approved by the Department of the Interior.

The Nation’s approved 477 Plan integrated the following five (5) federal programs administered by the Oneida Nation Economic Support Department:

- *Workforce Innovation and Opportunity Act (WIOA)*
- *Child Care and Development Fund (CCDF)*
- *Native Employment Works (N.E.W.)*
- *Temporary Assistance for Needy Families (TANF)*
- *BIA General Assistance (GA)*

Since that time, the Oneida Vocational Rehabilitation Services (OVRS) Department joined the Oneida Nation Economic Support Services (ONESS) department with the intent to reorganize ONESS-477 Workforce Development programming. The Nation receives vocational rehabilitation funding through the Dept of Education American Indian Vocational Rehabilitation Services (AIVRS) program, and the AIVRS funding is eligible for inclusion in a tribal 477 Plan.

The Nation's ONESS Dept and Human Services Division wish to integrate the AIVRS program into the Nation's 477 Plan to improve services and programming for the Nation's members and improve efficiency and reduce administrative burden for staff.

The draft amended 477 Plan, proposed tribal resolution and statement of effect, are attached for the Business Committee's consideration. Submission of the amended 477 Plan to Department of the Interior requires approval by the Business Committee.

WHAT IS VOCATIONAL REHABILITATION?

Oneida's Vocational Rehabilitation (VR) program is dedicated to supporting Native Americans with disabilities in overcoming barriers to employment and achieving meaningful, sustainable careers. VR provides culturally grounded, individualized services that empower participants to pursue employment, education, and independent living goals.

Participants work one-on-one with a Vocational Rehabilitation Counselor to complete an intake, identify strengths and barriers, and develop an Individualized Success Plan (ISP) This plan outlines specific goals, services, and timelines, and is reviewed at least every six (6) months to ensure progress and adjust supports as needed.

VR offers a wide range of non-financial services to support participants in achieving economic self-sufficiency and reducing reliance on public assistance. These services are tailored to each individual's needs and may include:

- Career Counseling and Guidance
- Job Readiness Training, including:
 - Employer expectations and workplace behavior
 - Communication and interpersonal skills
 - Resume and job application preparation
 - Interviewing techniques
 - Employee rights and responsibilities
 - Labor market information
- Assistive Technology Assessments and Referrals
- Worksite Accommodation Planning
- Soft Skills and Life Skills Development
- Referrals to GED/HSED Programs and Adult Literacy Services
- Financial Literacy and Budgeting Support
- Job Retention and Follow-Up Services
- Referrals to Wisconsin DVR, Social Security Disability, or other support programs when appropriate

Participants who are not yet ready for employment due to the severity of their disability or multiple barriers may receive long-term planning, benefits counseling, and support to re-engage when they are ready.

WHAT IS 477?

Public Law 102-477, known as the Indian Employment, Training and Related Services Demonstration Act (25 U.S.C. 3401 et seq), was established to enhance the ability of federally recognized tribes to address their employment and training needs. The primary intent of the 477 Program is to streamline and consolidate various federal grant programs related to employment, training, and related services into a single, cohesive plan, budget, and reporting system. This integration is designed to align with tribal priorities, reduce administrative burdens, and enhance the efficiency and effectiveness of service delivery within tribal communities.

This permanent legislation, first adopted in 1992, has no expiration date and gives tribes the authority to integrate federal employment and training-related services into a single plan. Participation is voluntary, and the Bureau of Indian Affairs (BIA) is the lead federal agency for the inter-departmental project. As of 2024, BIA reports that it has approved 83 Tribal 477 Plans representing 303 federally-recognized tribes.

Benefits of Participation in 477 include:

- *Improved client services:* Increased number of clients served, and improved outcomes for clients
- *Better utilization of program staff:* Case Managers can now serve clients based on multiple client needs, not based on where the money for their salaries originates.
- *A single intake system:* With only one file for each client, it eliminates the need for multiple files for the same person. The amount of information maintained on each client is also reduced because the federal 477 report form is often simpler than those used for any of the individual programs.
- *Reduction in federal paperwork:* Statistics show that the number of reports that must be provided to federal funding agencies is reduced by over 90% from what was required of a tribe before 477 was introduced.
- *Tribal plans can follow tribal, rather than federal priorities:* Public Law 102-477 aims to empower each participating tribe to set their own goals for services.
- *A single budget:* The public law specifically states that a tribe will submit only one budget for all the funds included in their 477 plan.

A tribe wanting to take advantage of Public Law 102-477 must submit an integrated service plan and budget, or “477 Plan,” to the BIA. A review of their plan is coordinated with BIA’s federal partners who will also decide on its approval. Once approved, the agencies whose programs are included in the plan will transfer the Nation’s annual funding to the BIA. The BIA will then transfer the Nation’s annual 477 funding in lump sum via the Nation’s 638 Self-Governance compact and funding agreement.

The Nation then implements its integrated services under the approved 477 plan and budget. The Nation may request amendments to its approved 477 Plan at any time in order to add, remove, or modify programs within the plan.

RECOMMENDED ACTION:

Motion to adopt the Resolution titled “Amending the Nation’s P.L. 102-477 Plan to Add Vocational Rehabilitation.”

Oneida Nation Economic Support Services

PL 102-477 Plan

October 1, 2025, through September 30, 2030



Table of Contents

Contact Information.....	2
Tribal Information.....	3
Vision, Mission, History	
Agency Information.....	4
Oneida Nation Economic Support Services (ONESS)	
Section I – General Provisions ú Programs to Integrate... ..	5
Funding Source ú Program	
Statutory Authority for Integration	
Expansion Services	
Compliance with Federal Law	
Records of Confidentiality	
Data Collection and Reporting	
Fiscal Accountability	
Section II – Goals of the ONESS PL102-477 Program.....	7
Section III - Program Results and Outcomes.....	8
Section IV: Comprehensive Strategy.....	9
Governance	
Accountability	
Integration ú Networking	
Service Area Population	
Tribal Membership Data	
Outreach to Service Sites	
Economic Conditions	
Barriers to Risk Factors	
Section V – Service Eligibility ú Qualification for Services... ..	18
Services Provided ú Expected Results	
– Workforce Development Component	
– Education ú Training Component	
– Support Services Component	
Intake Procedures	
Eligibility	
Assessment	
Case Management ú Individual Success Plan (ISP)	
Challenges	
Work Experience	
Evaluation	
Childcare.....	28
Temporary Assistance for Needy Families (TANF)	45

- Cash Assistance
- Diversion
- Eligibility

General Assistance (GA)	47
Native Employment Works (NEW).....	49
Workforce Development: Workforce Innovation ú Opportunity Act (WIOA)	50
Vocational Rehabilitation (VR)	52
Section VI - Uniform Grievance ú Appeals Procedure	53
Section VII – Budget/ Revenues and Expenses.....	54
Section VIII – Program Management ú Financial Management... ..	54
Section IX - Emergency Disaster/ Public Health.....	56
Section X - Waiver Requests.....	56
Section XI – Attachments	
A. State of WI outlining Brown and Outagamie Counties.....	57
B. Oneida Nation County Map with Reservation Boundaries... ..	58
C. ONESS Organizational Chart.....	59
D. Indirect Cost	60
E. SF-424	61
F. Form: Tribal Signatory Officials.....	62
G. Appendix B - Assurances ú Certifications... ..	63
H. Assurances ú Certification – TANF	64
I. Certification Regarding Drugs	65
J. Certification Regarding Lobbying	66
K. Certification Regarding Environmental Tobacco Smoke... ..	67
L. Certification Regarding Debarment... ..	68
M. CCDF WI HPL and MI.....	69
N. Resolution – Approval of ONESS 477 Plan by Government... ..	70
O. SF-424B.....	71
P. Relative Care Rates.....	72
Q. Resolution – Approval of VR Amendment.....	73

CONTACT INFORMATION

Contact for the Oneida Nation - ONESS 477 Program/ PL 102 - 477:
 Jessica Vandekamp, Economic Support Director
 PO BOX 365
 Oneida WI 54155
 (920) 490-3939

Tribal Information – Oneida Nation

Vision Statement

A Nation of strong families built on Tsi? Niyukwaliho TÁ (Jeet- knee- oon- gwa- lee- ho- da; we are all family) and a strong economy.

Mission Statement

The mission of the Oneida Nation is to strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty.

Oneida Economic Support Program Mission Statement

With respect and encouragement, we will provide essential services and resources focusing on self-sufficiency in our community.

Oneida Nation's Core Values:

Kahletsyalúsla (Gahlay-ja-loo-sla): The heart felt encouragement of the best in each of us.

Kanolukhwasla (Gano-loo-gwa-sla): Compassion, caring, identity, and joy of being.

Ka?nikuhli yó (Ga-nee-goo-lee): The openness of the good spirit and mind.

Ka?tshatstásla (Ga-stat-stun-sla): The strength of belief and vision as a people.

Kalihwi-yó (Galee-wee): The use of the good words about ourselves, our Nation, and our future.

Twahwahtsilayá (Dwa-wah-jeel-eye): All of us are family.

Yukwatsistayá (You-gwa-jee-sty): Our fire, our spirit within each of us.

History

One of Five Nations of the Haudenosaunee, also called the Iroquois Confederacy, the Oneida people played a part in the powerful league of nations that was unified long before European contact, according to oral history. The other nations were the Seneca, Cayuga, Onondaga and Mohawks - later adding the Tuscarora in the 1720s to become the Six Nations Confederacy. Feeling pressure from white settlers, the Oneida, or "People of the Standing Stone," emigrated to Wisconsin from their ancestral home in New York between 1824 and 1838 in a few groups. Led by Eleazar Williams, the Oneida settled on Menominee land along the Fox River near Green Bay. In 1831 the Menominee negotiated a treaty with the United States that reduced Oneida land to 500,000 acres. The Oneida numbered around 654 people by 1838 and signed a treaty in the same year to establish reservation boundaries. For 200 years, Oneida people lived on the reservation, a place now called home. The Nation is a federally recognized tribe, the Oneida Nation. The tribe's reservation spans parts of two counties west of the Green Bay metropolitan area.

The Nation is governed by the Oneida Constitution, adopted in 1936 and amended by Secretarial Election in 2015. The Oneida-nsn.gov website educates readers on the Oneida government, which is comprised of the General Tribal Council, Oneida Business Committee, Oneida Judiciary, and appointed/elected Boards, Committees, and Commissions, and all their programs and services.

The Oneida values its members, culture, and land. The members are the catalyst for survival and progress. Their government is legendary by being known as the foundation of the United States Constitution; and the land is treasured by proof that best management practices are used on tribal farmland, waterways and in environmental planning.

Oneida Nation Economic Support Services (ONESS) Agency Information

The department is located within the reservation boundaries in the city limits of Green Bay, WI, existed since 1978, and initially provided Aid for Dependent Children (AFDC). This program included medical assistance, food stamps and state childcare assistance by contracting with the state's welfare reform program. Eventually, ONESS started the JOBS program to promote employment for families with children. In 1996 President Clinton enacted a welfare reform program to mandate welfare recipients to become employed. ONESS operated this program until 2003 when they changed to the tribal Temporary Assistance for Needy Families (TANF) program rather than the state's Wisconsin Works (W2) program, which provides additional economic support to families. Community Support started in the 1980's to provide financial assistance with medical and crisis needs that were not covered elsewhere. Today ONESS provides all these services plus workforce development; originally by the Job Training Partnership Act (JTPA) from the Department of Labor. This program eventually became Workforce Innovation and Opportunities Act (WIOA). In October 2025, the Oneida Vocational Rehabilitation Services (OVRS) department joined the ONESS department with the intent to reorganize into the ONESS-477 Workforce Development programming. With this reorganization, the title of OVRS changed to Vocational Rehabilitation (VR).

A separate building within three miles of ONESS is the Oneida Community Resource Center (CRC) which began in June 1993 as the Oneida Career Development and Technical Center through a federal Workplace Literacy Grant. The center began offering access to computers and other technology, a General Equivalency Degree/ High School Equivalency Degree (GED/HSED) program, and career counseling for tribal members. By 1998, the name changed to the Community Education Center with a goal to provide the community with educational and enrichment opportunities. Today, the Community Resource Center offers more diverse programming to include community classes, community events, tutoring, GED test preparation, an HSED program, a small business hub, and computer/internet/notary for free use to the public.

All ONESS department programs are centered on strengthening individuals by enhancing their employability to be self-sufficient. We want our tribal members and community to be able to have a living wage or higher without dependence on governmental assistance programs.

Section I – General Provisions and Programs to be Integrated

The Oneida Nation is including the following programs as authorized by the Indian Employment, Training, and Related Services Consolidation Act of 1992 as amended by P.L. 115-93 and P.L. 106-586 and P.L. 102-477 with no state of termination. The Oneida Nation acknowledges the requirement of a single annual report, comprised of separate statistical, program narrative, and financial reports.

Funding Source & Program

Special Notes

Department of Labor

Workforce Investment Act, (WIOA - Adult and Youth)

As permitted by law, any remaining funding that is unspent is integrated within the Plan. Funding for FY 2026 and beyond will be included as the program continues to be funded.

Health & Human Services Administration for Children & Families

Child Care & Development Fund (CCDF – Mandatory and Discretionary)

As permitted by law, any remaining funding that is unspent is integrated within the Plan. Funding for FY26 and beyond will be included as the program continues to be funded.

Native Employment Works (N.E.W)

As permitted by law, any remaining funding that is unspent is integrated within the Plan. Funding for FY 26 and beyond will be included as the program continues to be funded.

Temporary Assistance for Needy Families (T.A.N.F.)

As permitted by law, any remaining funding that is unspent is integrated within the Plan. Funding for FY 2026 and beyond will be included as the program continues to be funded.

Bureau of Indian Affairs (BIA) Financial Assistance & Social Services Welfare Assistance (General Assistance (GA))

As permitted by law, any remaining funding that is integrated within the Plan. Funding for FY 2026 and be included as the program continues to be funded.

United States Department of Education

American Indian Vocational Rehabilitation Services (AIVRS)

As permitted by law, any remaining funding that is unspent is integrated within the Plan. Funding for FY 2026 and beyond will be included as the program continues to be funded.

Statutory Authority for Integration into a P.L. 102-477 Plan for Expansion Services

Public Law 102-477 is the Indian Employment, Training, and Related Services Demonstration Act of 1992, as amended by Public Law 106-568, the Omnibus Indian Advancement Act of 2000. Public Law 102-477 is unique among Federal legislation, in that it allows Federally recognized Tribes and Alaska Native entities to combine formula-funded Federal grants funds, which are employment and training-related into a single plan with a single budget and a single reporting system.

The Oneida Nation Agency's five (5) year plan beginning FY 2026 is authorized by ONESS to implement an integrated program using a single plan, single budget and single report for six (6) Federal Programs with one (1) Federal Agency. The 5-year plan is approved by the Oneida Business Committee for submission and operation of the Oneida Economic Support Services 477 Plan.

The Oneida Nation is implementing the PL 102-477 plan under the name of the ONESS throughout this document. The plan references ONESS and this acronym will be used synonymously to describe the services under this plan.

This plan will be effective from October 1, 2025, through September 30, 2030.

Compliance with Federal Law

Oneida Nation will comply with P.L 102-477 and all regulations associated with the law.

Records of Confidentiality

Pursuant to the Federal Act, the Oneida Nation shall establish and enforce rules governing the custody, use, and preservation of all records, papers, files, and communications to restrict the use or disclosure of the information contained in those documents concerning participants.

Data Collection and Reporting Requirements

The Oneida Nation will meet all statutory and regulatory data collection and reporting requirements pertaining to the integrated P.L. 102-477 funding for the program.

Fiscal Accountability

The Oneida Nation recognizes and acknowledges the responsibility associated with the exercise of sovereignty. The fiscal accountability in which the tribe has an annual audit performed in accordance with generally accepted auditing standards and the standards applicable to financial audits contained in the Government Auditing standard and submission of a single-agency audit report.

The Oneida Nation continues to support fiscal accountability ensuring smooth program operations and cost effectiveness in its delivery of services. This includes ONESS and the Accounting Departments to be knowledgeable of the overall fiscal requirements of the PL 102-477 to meet the overall mission and vision of ONESS. The Oneida Nation will comply with PL 102-477 annual reporting

requirements of a single financial, statistical, and narrative report.

SECTION II - GOALS OF THE ONESS P.L. 102-477 PROGRAM

The Oneida Nation adopts the bulleted list of goals for its 477 Program. Each of these goals is consistent with the purposes of PL 102-477. Whenever possible, the Oneida Nation plan will strive to make all 477 programming culturally relevant.

- ▶ Aid needy families so that children can be cared for in their own homes.
- ▶ Provide continuous services to children while enabling parents and guardians to seek gainful employment, obtain education goals as well as provide them a comprehensive family support system.
- ▶ Provide access to resources and information to include but not limited to health, safety and consumer education for parents and childcare providers.
- ▶ Provide and expand childcare services that will allow for safe and healthy environments for children.
- ▶ Ensure childcare providers will have access to training and professional development opportunities to enhance their knowledge, skills and abilities to provide quality childcare.
- ▶ Implement age-appropriate activities related to family literacy, cultural, health to promote the social, emotional, and cognitive development of children.
- ▶ Support workforce development that leads to high demand/high pay with projected future growth to meet the local area needs, including employment.
- ▶ Increase self-sufficiency by addressing and reducing the dependency on public assistance programs and reducing the effects of poverty in the Tribal service area.
- ▶ Provide resources for education, counseling, and services to reduce and/or better manage basic needs including home energy consumption, health, and safety practices.
- ▶ Facilitate economic development ú job creation through support of tribal entrepreneurs, employment opportunities, economic development, and other community-building activities.
- ▶ Provide resources for tribally relevant services focused on the reduction and recidivism through re-entry and diversionary activities.
- ▶ Offer services while including goals of the Nation that are consistent with the policy of self-determination and self-governance
- ▶ **Disability-Focused Employment Planning**

Historically employment, training and related support services have been provided by the Oneida Nation within the same building but with separate program applications, budgets, and in some cases within different Divisions. There will now be a single intake system and staff collaboration as ONESS anticipates positive changes that accompany the 477 principles. The single intake system will alleviate participants sharing repetitive socio-economic and familial dynamics that can be intimidating and at times triggering past trauma.

The combination of employment, training, and other support services will be more cost effective and overall, more effective for those we serve. Case Managers that are currently separated by expertise

will now be joined as a whole unit with others with the same job duties and expertise. Case management practices will be consistent between all staff. ONESS will continue to offer Tribal, Federal, State and other resources to support individuals and provide access to services that will meet the basic needs while helping participants establish a stable environment in which families and individuals can strive towards a realistic long-lasting level of self-sufficiency. The combination of these programs into 477 will allow for creativity, flexibility, effectiveness, and success with proper and streamlined services offered.

SECTION III – PROGRAM RESULTS AND OUTCOMES

ONESS is committed to meet statutory requirements of all programs to be integrated as expected of a 477 program. ONESS will provide services to prepare individuals for the workforce leading to economic self-sufficiency. ONESS will focus on a participant's strengths, interests and transferable skills as a tool to explore career opportunities. Integration of employment, training, and related services enables ONESS to improve the effectiveness and efficiency of ONESS 477 services, in a self-determined, self-governed and culturally appropriate manner, while at the same time reducing joblessness within the communities we serve.

The potential benefits of achieving self-sufficiency through employment include increased income and economic options, enhanced self-worth, serving as a role model for children and families, and contributing to community and society through work.

ONESS will provide case management, informal counseling, training and employment and education services that are designed to help individuals:

- Identify and provide guidance in removing barriers.
- Pursue educational opportunities and attain credentials.
- Increase vocational training skills.
- Gain meaningful work experience or internship.
- Attain and retain paid employment/unsubsidized employment.
- Advance in their career.
- Increase access and availability of high-quality childcare services to serve all eligible families.
- Improve and enhance the readiness of culturally relevant services.

Non-Duplication of Services

To prevent participants from receiving duplicative assistance from more than one source, the ONESS program will determine if the participant is receiving assistance from either Brown or Outagamie County.

Programs directly administered within ONESS will be fully integrated at all stages. Standard Operating Policies & Procedures will be in place and can include limitations for supportive services. They will act as a guideline and provide for exceptions in some situations. Exceptions to these guidelines will be considered on a case-by-case basis by the management team. The ONESS Standard

Operating Policies & Procedures seeks to supplement but does not replace the Tribe's administrative policies or procedures or this Plan.

Services To Employers

The Tribe recognizes that job availability for Native Americans within the service area is scattered and, in some cases, may be limited. Therefore, the ONESS Plan will support economic development to the extent that opportunities permit.

In addition to services focused on qualified individuals, services to employers will focus on qualifying the employer. Qualifying an employer may include but may not be limited to, verifying the business is Native American owned or will have a workforce that is primarily Native American, reviewing the owner or manager's resume or work history for likelihood of success, requiring a five (5) year business plan, identifying the anticipated number of employees to be hired, anticipated rates of pay, and what types of jobs employees will do; specifying if these are new or retained employment positions.

Special services to stimulate such growth may be offered, as well as other community-building activities in support of strategic tribal planning and development. It is expected that program staff will handle these activities through the usual services offered to individuals.

Such activities are within the scope of existing components of this plan such ***Workforce Development, Education & Training, and Supportive Services***. Most of this assistance is expected to be in support of micro-enterprises or entrepreneurship opportunities.

- ▶ Services supporting economic development may include, but are not limited to the following:
 - Special labor force surveys to inform employers considering an investment of the workforce available.
 - Customized training to meet the employer's individual needs.
 - Pre-employment screening, skill enhancement training, on-the-job-training, and wage subsidies as an additional inducement to employ.
 - Managerial support training, which may include training of eligible participants for potential managerial positions as well as the training of current managers in enterprises located within the service area in how to utilize the available Native American workforce more effectively.

SECTION IV - COMPREHENSIVE STRATEGY

Governance

The Oneida Nation's center of operations is in the town of Oneida, Wisconsin and is one of the top five largest employers in Brown County. Oneida Nation is composed of 17,000+ members located in every state in the United States and throughout the globe. The mission of the Tribe is to serve Tribal members by providing services and promoting and preserving cultural and traditional heritage.

The Oneida Business Committee is comprised of nine (9) elected officials, governed by its own constitution and acts on behalf of the membership, known as General Tribal Council. Current priorities of the Nation are governed by the needs of the Nation's members. These include but are not limited to housing, health care, employment and training, economic development, health and wellness, education, and self-governance.

Accountability

The Oneida Nation is proud to highlight its ability to administer funds under applicable federal requirements. The ONESS and the Accounting Department accepts responsibility for financial reporting and accountability for the 477 Program. No criminal or fraudulent activity is tolerated and if found through annual audits, it is immediately rectified.

To ensure the Nation's ability to continue to safeguard federal funds and provide effective delivery of program services that support the many tribal programs (and specifically the purposes of P.L. 102-477 as amended) the Nation continues to increase the efficiency of Case Managers through additional training and by upgrading the existing data management system.

Integration & Networking

Oneida has a long history of using tribal, federal, and other available resources to support the development of Oneida people and their productivity in the workforce. To this end, the Tribe has established cooperative working agreements with neighboring tribes and governments. This allows the Nation to provide services for the purposes of job training; moving people from welfare to employment and tribal work experience; creating or enhancing employment opportunities; skill development; assisting indigenous youth and adults to succeed in the workforce; encouraging self-sufficiency; familiarizing individual participants with the world of work; facilitating the creation of job opportunities; economic development; and related services not currently provided by these neighboring Tribes individually.

The ONESS will integrate and enhance the current job training program, vocational training and employment assistance for Native American adult and youth. There will be combined and coordinated employment, training, and related services to improve the effectiveness of such services, reduce joblessness, and serve tribally determined goals that are consistent with the policy of Self-Governance.

Through these partnerships with neighboring tribes, public service organizations, employers, and state agencies, the Nation has maintained a positive working relationship within the service area that will serve as a strong foundation for the employment, training, and related services. The Nation remains dedicated to seeking ways to reduce or eliminate barriers to success with the individual or household goal of achieving economic self-sufficiency.

A holistic approach is used to benefit program participants in multiple ways. Case Managers will help

identify individual's barriers and needs by providing a "one stop shop" of resources within the department. Cross training among staff will prove to be the largest benefit to both the clients and the department.

Service Area Population

There are several sets of data that can be used to demonstrate the characteristics of the American Indian/Alaskan Natives (AI/AN) who reside in the service area. Studies have shown "undercounting of AI/AN people are a major issue in major federal efforts such as the American Community Survey. Undercounting AI/ANs disproportionately affects those living on or near reservations and AI/AN youth, who make up a large proportion of AI/AN people nationally and in certain states."

The Bureau of Labor Statistics report shows the labor force participation rate of AI/AN people are 59.26 which is slightly below the national average of 62.66.

State of Wisconsin DWD published the following statistics for the counties listed in their 2025 county workforce profiles which utilizes data from 2023.:

2023 WORKFORCE PARTICIPATION	Labor Force Participation Rate	State Participation Rate	Unemployment Rate	State Rank in population
BROWN	65.86	65.36	2.76	4 th
OUTAGAMIE	68.76	65.36	2.66	6 th

Source: [LMI Programs - WisConomy](#)

The service area for all programs includes Brown and Outagamie counties and federally recognized Tribal members residing within the exterior boundaries of the Oneida reservation, unless detailed in a specific section of the ONESS 477 plan.

Oneida Tribal Membership Data

The Oneida Nation Reservation is comprised of both rural and urban areas and located in northeastern Wisconsin near Green Bay on Lake Michigan.

The boundaries cover both Brown and Outagamie counties and encompasses approximately over 102.27 square miles or 65,453 acres. The third largest population of Oneida members reside in Milwaukee County approximately 100 miles south of the reservation. The local population on or near the Oneida reservation is approximately 8,000 members. To serve a majority of federally recognized tribal members, the agency service area will include those living in Brown or Outagamie counties.

Outreach To Service Sites

Provision of outreach services may include a satellite office within the city of Milwaukee as needed to reach off-reservation clients. The satellite office is known as the Southeastern Oneida Tribal Services (SEOTS) and is staffed to provide programs and services for Oneida members. Arrangements have been made for staff from ONESS to visit the SEOTS office on a regular basis for outreach and other

Oneida sponsored activities or events.

Recently the Oneida Nation has renamed the building and internal division that houses ONESS and other human services to a name in the Oneida language – Ka?nikuhliyo (A Good Mind) Family Center. The Economic Support Department provides outreach and regularly collaborates on projects due to having many of the same clients in our respective programs. For those in our community, the center is considered as a “one-stop shop” location and includes the Nation’s larger social services departments, such as Family Services, Tribal Child Support, Indian Child Welfare, Youth Services, Domestic Violence, Parenting, Foster Care/Kinship care, Culture and Heritage, Behavioral Health, and the Fitness Center. ONESS will continue collaborative relations with these departments on the same campus.

ONESS designs their programming to strengthen family units and coordinate services through collaborative efforts although they are managed by multiple operators. Our staff participate in local, state, and national meetings and conferences and serve as members of various task force groups and committee(s). Leveraging and maximizing resources has been made possible through established Memorandum of Agreements and/or contracts with county agencies including, Brown County Health and Human services for childcare home licensing, Bay Area Workforce Development Board and other tribal agencies and/or independent contractors to support education, employment, training opportunities and related services. The ONESS program will continue to build upon new and existing professional relationships to meet participant needs. We expect staff to prioritize their time with intensive case management, with more valuable time spent with participants to address all needs rather than a one-time instance of support. Empowerment is the key to ensuring that participants become firmly committed to improving themselves both individually and professionally to achieve self-sufficiency.

Economic Conditions

The location of the Oneida Nation reservation offers a diversified mixture of small businesses and entrepreneurs, manufacturing companies, and tribally owned retail outlets. The Nation operates the Oneida Casino & Hotel, which is a large gaming facility that is open 20 hours a day with over 390 guest rooms and more than 30,000 square feet of space for events and weddings. Directly across the road from the Oneida Hotel & Casino is the Austin Straubel International Airport, and a few miles down the road is the home of the infamous NFL team, the Green Bay Packers. Football season brings additional work opportunities to the area. Hospitality, retail, as well as gaming operations are the largest benefactors to the city during the Green Bay Packers active season.

The Native American population in the area face various barriers and challenges in their attempts to access and remain in the workforce. The reasons are being low-income, under-educated and those who lack the basic skills necessary to be successful in securing employment, and/or retaining stable employment over time. Likewise, these individuals are less likely to come from families with a developed work ethic including a consistent employment history. The most at-risk individuals who participate in this program are often facing many socio-economic barriers including family hardships, lack of education, limited work experience and/or skills, AODA issues, and other physical or mental health limitations.

The Oneida educational statistics provide evidence for the need of the ONESS program to improve graduation rates. The 2020 Census Bureau data shows:

- Green Bay has the 3rd highest proportion of adults in Wisconsin without a high school diploma.
- In Brown County, there was a 15% gap in High School completion between white students and native students.
- It costs our community about \$272,000 per dropout associated with incarceration, addiction, emergency room visits, and government assistance.

The Oneida Nation places higher education as a priority and offers exceptional educational benefits to its members. The financial support is available for certificate programs through doctoral programs. However, there is still a population that needs special attention, which includes those needing to complete their high school credentials and encourages others to move further than a high school diploma when applicable. The Oneida Nation's Youth Enrichment Services (Y.E.S.) Program statistics show the rate of graduation of native students in a five (5) year span from those attending the school districts within the reservation boundaries:

American Indian High School Senior Graduates				
Year	# Students Served	Graduated	Did not Graduate	No longer in district
2023	82	71	8	3
2022	79	69	8	2
2021	81	68	7	6
2020	46	44	2	0

Educational Attainment for population 25 years +	Oneida Reservation	
	All Residents	American Indians
Less than High School	4.6%	7.6%
High School Graduate	26.8%	33.8%
Some College or Associate's Degree	30.9%	41.0%
Bachelor's Degree or higher	37.6%	17.7%

The location of the reservation can present barriers for public transportation and available childcare services. Public transportation in the urban and rural areas have limited hours and locations are not always convenient, which does not always meet the needs of the core customer base. The Nation has done their best to remedy part of that concern by creating our own tribal transportation system but has limited hours and does not operate on weekends. Therefore, not all employable people have reliable choices for employment options, such as second or third shift workers.

Strategically, we can develop programming that will increase household income starting with the immediate needs and move forward progressively. Additional statistics from the 2020 Census show a clear disparity when comparing resident's household demographics and income of American Indians on the Reservation to the public. The American Indian households on the Oneida Reservation is very different than that of the public. Almost half of AI/AN families are having many households with only one income reduces the median annual income. The median household income of AI/AN households on the Oneida Reservation is \$17,875 compared to \$19,970 of all households. The lower income results in a higher poverty rate of 15.0% of AI/AN families on the Oneida Reservation compared to 3.8% of the public.

US Census 2020	Oneida Reservation	
	All Residents	Native
Individual Poverty Rate	7.3%	20.1%
Family Poverty Rate	3.8%	15.0%
SNAP Participation	6.8%	20.7%

Unemployment Rate	2.86	6.56
Median Household Income	198,970	171,875
% Married aged 15+	54.46	36.76
Home Ownership	71.96	70.76
Family Households	72.96	79.06
Single Parent Families	21.16	44.06

The ONESS is the largest provider of economic and human services within the Oneida community, therefore, the Tribal leadership continues to support ONESS programming and contributes accordingly to increase self-sufficiency, which is also dependent upon enterprise profits. Leadership recognizes the programs and services provide opportunities to eligible Oneida members and other federally recognized tribal enrolled members living in the service area. The integration of these programs will allow for more flexibility and effectiveness in assisting individuals to gain necessary work skills and educational credentials which will lead to reducing many barriers in becoming self-sufficient.

The Oneida Nation has a large workforce with 2,300+ employees, which includes gaming and non-gaming divisions combined. ONESS has recently joined forces with our Human Resources Department for internship opportunities for work placement sites and work experience. The goal is for participants to gain experience and eventually move into positions permanently. The internal Memorandum of Agreement for this plan is in the planning process with implementation planned in 2026.

The economy of the Oneida Nation and the State of Wisconsin continue to be in recovery from the workforce loss related to the COVID 19 pandemic when 2,900 employees had secure employment. The local unemployment rates have decreased in 2021 averaging 4.36 to 2.96, this increase in employed individuals indicates a growth in employment. However, several businesses including the Oneida Nation as an organization struggle with the ability to find and retain professional employees. There is a strategic plan by the Nation to increase wages and improve marketing by increasing the minimum wage to 15.00 per hour while the State's minimum wage remains at 7.25 per hour. The Nations' initiative has yet to close the disparity for professional positions, which is evident in the current list of open positions on the Oneida Nation website. All Oneida jobs promote Indian preference, however, many Tribal applicants are not qualified or experienced for the positions.

The unemployment rate locally averages 3.16 however, there is still a percentage of members seeking work or unemployed. In 2021, the Oneida Nation's Community Resource Center (CRC) merged with ONESS. This partnership has allowed all team members to easily bridge the gap for participants who may want to acquire their GED or HSED. The CRC was in the process of

applying for the Native American Career and Technical Education Program (NACTEP) grant, however, this has been put on hold. We are hopeful the NACTEP grant opportunity will arise for 2027. The CRC is approved by the Wisconsin Department of Instruction to operate and test students for the State HSED. The HSED program graduated eight (8) students in 2024. Upon intake for the ONESS program, a requirement is to refer the participant to the CRC for GED or HSED evaluation when applicable. The state's approved testing tool will be utilized to assess the participant's educational levels. Staff at the CRC are certified in multiple assessment tools and are available to tutor all students. Staff will counsel the individual in a positive manner by providing guidance in planning and setting obtainable goals and objectives to ensure successful completion. The partnership between internal programs support meets the needs of the community and overall success of an individual.

The data provided by the Job Center of Wisconsin in Brown County gives the largest local employers as of 2025 are 1) Bellin Health Care (3615); 2) Schneider National- Logistics/Shipping (3,494); 3) Humana- Health Care (3,098); 4) Aurora- Healthcare (2,370); Georgia Pacific- Paper Production/Manufacturing (2,400); 5) Oneida Nation- Government & Gaming (2,300). Currently the top employment centers in the region include 1. Education & health services, 2. Trade, transportation, utilities, 3. Manufacturing, 4. Professional and Business Services, 5. Leisure and Hospitality, 6. Financial Activities, and 7. Construction. Although the data does not suggest the top occupations align with the largest employers, there is unaccounted information in the data provided. *Source: Commission Labor Force Data 2025*

As an effort to support entrepreneurship, ONESS works collaboratively with the CRC's small business hub to provide various entrepreneurship training opportunities to include but not limited to financial management, digital literacy, marketing, networking, basic business writing skills, business law and taxes, etc. for all community members. With this flexibility to seek and implement innovative ways to strengthen the local economy, this entrepreneurship endeavor was created to revitalize economic growth and development.

Barriers And Risk Factors

ONESS programs and services work inter-dependently to promote self-sufficiency, health, and well-being of our AI/AN clients. Recent data pertaining to members in our service area indicate many AI/AN are at higher risk for poverty, obesity, and substance use/abuse. Studies have shown this is likely due to the historical trauma that continues to be passed down in each generation.

AI/AN face many barriers to obtain and maintain employment. Barriers reported with the greatest frequency are lack of transportation, education, and skill deficiencies.

Those we serve often describe themselves as the “working poor.” Clients are unable to accommodate such normal expenses as tire replacement, oil changes and basic car upkeep, drivers’ license fees, car insurance, certifications, and other licensing fees, among other things. According to the 2023 Census, 26% of the state’s population is Native American. The median income for Native Americans is \$15,418 versus \$17,631 as the state median income for all populations. Even when employed, there is a clear need to enhance the skills and earning potential for Native Americans to ensure that Native families escape the hardships of being part of the “working poor.”

SECTION V: SERVICE ELIGIBILITY / QUALIFICATION FOR SERVICES

Eligibility will be determined based upon a single, signed and completed application that attests the information on the application is true to the best of the applicant’s knowledge. The application also acknowledges that such information is subject to verification and that falsification of any information will be grounds for denial of services, participant termination, or may lead to a fraud investigation as outlined in the ONESS Program Policy and Procedures Manual.

There may be some programs utilizing income eligibility. In those cases, the household income shall not exceed the 85% State Median Income (SMI), or other income eligibility guidelines put in place, temporary changes in work, education or job training.

SERVICES TO BE PROVIDED AND EXPECTED RESULTS

The ONESS program consists of three components that provide employment, education and training, and support services. Eligibility for services varies for each component of the ONESS program. The three components provide the following services, but are not limited to:

1. **Workforce Development provides:**
 - Classroom Training
 - Adult and Youth Work Experience
 - Career Guidance/Advisement
 - Job Fair opportunities
 - Job Search Strategies
 - Employment Vacancy Postings/Information
 - Work Readiness
 - Career Exploration
 - Disability-Focused Employment Planning

2. **Education and Training provides:**
 - Adult Basic Education
 - Career/Education Fairs
 - GED Prep Course and Tutoring
 - HSED programming and testing

3. **Cash Assistance - Support Services may include, but no limited to:**
 - Child Care Assistance
 - Transportation
 - Relocation Assistance
 - Educational Opportunities
 - Testing fees
 - Transportation Assistance
 - Basic Work Tools
 - Minor Vehicle Repair
 - Licensure Fees/Background Clearance Fees
 - Work Attire/Uniforms
 - Job Retention Services
 - Education Incentives
 - Incentives for Milestones
 - Registration Fees
 - Outreach Services
 - Cash assistance
 - Rent and/or Security Deposit Assistance
 - Utility assistance

Intake Procedures

The intake process begins with collection of demographic information to identify the applicant's needs. The application must be signed and dated. The date that the application is complete is the day the intake will be entered into the data management system for calculation of appropriate services and benefits. Applicants have the right to apply for services if he or she believes they are eligible. Pre-eligibility screening is determined after the completion of an assessment interview.

The following is the list of the required documents needed to complete the intake file:

- Tribal Enrollment Verification
- Selective Service Card (for all males 18yrs or older) - A waiver may be requested
- Income verification
- Proof of residency

Eligibility Verification

Individuals must reside within the Oneida service delivery area; services for childcare as defined in childcare assistance section and other services identified, as applicable. Additional documentation may be required to receive some ONESS 477 services and as defined in Standard Operating Procedures.

Basic Eligibility Requirements:

- Complete an Intake Application – a completed application is an application that is signed, dated, and contains all the required verification.
- Residency verification within established service area.
- Proof of tribal enrollment
- Selected Service verification for males 18 and over
- Completed Individual Success Plan (ISP)
- Education Verification (not needed for all services)

Age requirements:

- Adults eighteen (18) years of age and older for adult support programs.
- Minors under the age of eighteen (18) years of age must be a head of household or emancipated to be eligible for support services and/or programs.
- The program will not count towards the time limit, months when assistance goes to a family without a pregnant minor head of household, a minor head of household, or the spouse of such a head of household.
- Fourteen (14) to twenty-four (24) years of age at the time of intake screening for youth programs.
- Childcare providers must be eighteen (18) years of age or older.

Other criteria:

- Be unemployed (not currently working)
- Be underemployed (has limited work experience or work history, works less than desired number of hours)
- Be economically disadvantaged
- Displaced worker (an individual that is employed but is determined they need additional employment/training or in need of specialized credential to retain employment)
- Youth
- At-Risk Youth
- Homelessness
- Veteran
- At Risk of homelessness
- Crisis Prevention
- Transition
- Disabled

- In need of childcare

Additional documentation and income guidelines may be required to receive certain ONESS program services (I.e. cash assistance, childcare, etc.)

ONESS will maintain files that will include information on eligibility requirements for all participants and will include at a minimum:

- Intake application.
- Verification of Tribal Enrollment
- Verification of Residency.
- Assessment.
- Individual Success Plan (ISP).

ONESS participant information is strictly confidential and includes all data that identifies the applicant, participant and/or service. ONESS will adhere to the organization confidentiality requirement and restrict the use and disclosure of information. ONESS will not release any participant information except as specifically authorized in writing or as required by law. Participants may sign an authorization of release, as applicable.

A participant's file or equivalent computer record will be initially created based on the information collected at intake. The participant's record will expand over time to include information that tracks the participant through their ISP from the initial determination of goals through and including the outcomes at the conclusion of the participant's time with the Program. The program will provide a written notice to the applicant of approval or denial within 14 days from the date of application. Services will be rendered based on the date of a completed application.

Participants and potential participants of ONESS services are afforded certain basic rights with respect to:

- Nondiscriminatory availability of services
- Confidentiality of participant records
- An opportunity to appeal decisions regarding their planned services or their eligibility for such services.

Assessment

Participants may be assessed to accurately determine their employment/training/education needs or their challenges to achieving self-sufficiency. Assessment tools, if needed, will be utilized to determine employment aptitude and career interests. The staff will refer participants to complete the World of Work Inventory (WOWI) assessment or other career assessment tools to the Community Resource Center.

Assessments concerning trauma, substance abuse, or mental health may also be utilized with the assistance of the Oneida Behavioral Health program. When a Case Manager makes a

recommendation for such assessments and the participant agrees they may look for local providers they agree to and more importantly where the participant feels safe. The Case Manager will work with the Counselor/Therapist to share information that would be conducive to developing an appropriate Individual Success Plan.

Based on the information gathered at intake, ONESS staff will assist in ensuring Support Services such as childcare are arranged to ensure participants make progress toward their goals.

Case Management And Individual Success Plans (ISP)

Before any services can be provided under the ONESS Program the ISP must be developed and be included in the participant's file. The ISP is reviewed and completed in a meeting between the Case Manager and the participant. It is used to record the participant's assessment, goals and desired outcomes. The information gathered is used to make decisions about appropriate program participation and services.

The information recorded on the ISP will be reviewed on a regular basis and mutually determined by the Case Manager and participant. Upon completion of the ISP form, the Program Manager may review, make recommendations and approve. The ISP serves as a guide for the participant and Case Manager to follow the progress of the participant's goal(s).

Case Management includes the planning, development, and coordination of support services to address barriers to prepare participants for employment. A Case Manager will be assigned to each participant and will meet with the participant to develop their ISP. The Case Manager will also guide the participant through the various stages of their ISP, including job retention and the post-employment services phase. Job retention and post-employment services consist of activities such as but not limited to, providing eligible participants with supportive services to maintain their current employment, obtaining an industry specific credential for advancement, and other training to support wage progression.

After the initial assessment of the participant's skills, the Case Manager will consult with the participant to complete the ISP, which includes but not limited to:

- Goals that are Specific, Measurable, Achievable, Realistic, Time bound (SMART):
- Prior Training
- Educational History
- Work History
- Employment Goals

- Knowledge, Skills, and Abilities
- Strengths/Interests
- Expectations of the participant which may include but not limited to: maintain school attendance, maintain satisfactory grades, and engage in community activities, including culturally relevant activities that will help the participant become self-sufficient.
- Additional skills development and/or Support Services necessary that lead toward a career pathway.
- Services offered by the Oneida Community Resource Center that may provide basic education that has yet to be achieved for the Wisconsin HSED/GED.
- Plans for the participant to utilize external services to include but not limited to substance abuse treatment, mental health services, domestic violence counseling, or other programs.

Progress meetings to review goals will be held on a regular basis as mutually agreed upon by the Case Manager and participant. Participants who do not fulfill their responsibilities or commitments will be carefully assessed prior to being approved for any additional assistance.

Participants who meet or exceed written ISP goals may receive an incentive, bonus or other type of recognition for their achievements. For those participants who are receiving cash assistance services, all allowable activities are intended to promote and support economic self-sufficiency, and they contribute towards meeting the four purposes of cash assistance. Allowable activities are also intended to increase and enhance useful soft- and hard-skills for job search, job acquisition, and job retention. Examples of skills gained through allowable activities could include adhering to attendance expectations and timeliness, following instructions, wearing appropriate work attire, exhibiting appropriate behavior and other soft- and hard-skill building enhancements.

Allowable Activities

The allowable activities for participants receiving cash assistance are intended to promote and support economic self-sufficiency and are aligned with the four purposes of cash assistance.

These allowable activities will enhance soft and hard skills related to job search, job acquisition and job retention, to include but not limited to time management, computer skills, money management, attendance/punctuality accountability, positive work ethics, and exhibiting appropriate behavior.

Allowable activities for employment, education, training and cash assistance related activities include but are not limited to the following:

- Oneida tribal culturally relevant activities that lead to becoming self-sufficient, productive,

and contributing members of society including but not limited to:

- Participation in Oneida Longhouse Ceremony duties and responsibilities during seasonal ceremonies
- Participation and preparation of Oneida cultural dances/ceremonies
- Learning diverse functions of seasonal cultural ceremonies
- Learning or teaching others to speak Oneida fluently
- Cultural Activities and Education Services
- Paid employment.
- High School Equivalency/ Adult Education
- High school and post-secondary education
- Vocational education training
- Volunteer work
- Work experience or On-the-job training
- Employment Job Retention
- Volunteer for Adult and Youth Work Experience, including but not limited to work associated with the refurbishing of publicly assisted housing if sufficient private sector employment is not available.
- On-the-job training.
- Job search and job readiness assistance.
- Community service programs (e.g. unpaid child/elderly care; agriculture; livestock management, beautification projects etc.)
- Job skills training activities directly related to employment.
- Substance and or drug abuse counseling and intervention, behavioral and mental health services, domestic violence intervention and counseling.
- Unsubsidized employment, including self-employment.
- Subsidized work in private sector.
- Internships.
- Self-Care activities.
- Training support for home-based childcare services.
- Family strengthening activities to ensure the health and safety of the children, including but not limited to attending medical and dental appointments, family or marriage counseling, participating in home visits and parent/teacher conferences with other agencies or schools, volunteering in children's classroom and with coaching of children's sport activities.

Youth Support Services

Support services are available year-round to youth ages from 14-18. Eligibility is based on availability of funds, regardless of income for support to youth leadership education endeavors. The length of participation for Youth Work Experience (middle/high school students/out of school youth) may include the summer months or year-round, as applicable.

Support to youth may include but are not limited to the following:

- Eyewear
- Footwear

- Uniforms/Work Attire
- Transportation Assistance
- Job-Related Tools
- Fees for middle/high school students participating in summer programs focused on leadership, education or job training (i.e. College Road trips, Youth Leadership, etc.)
- Job Retention
- Licensure fees
- Other services as deemed necessary to support an individual in attaining employment
- Student driver's education course fees

EDUCATION & TRAINING

The program can provide:

- Adult Basic Education – Referrals to the Oneida CRC for GED or High School Equivalency Program/Adult Basic Education (Remedial Classes)
- Career/Education Fairs
- Career Guidance/Advisement
- Referrals to Oneida Higher Education

ONESS recognizes the need to support and encourage educational activities and provide educational opportunities to Oneida community members who lack a high school diploma or seek to gain basic literacy skills to assist adults in securing, improving academic skills and literacy, gaining knowledge and skills necessary to gain employment and/or pursue a higher education, leading to self-sufficiency. The program serves individuals who are at least 16 years of age and do not have a high school diploma, or equivalent education, and are not currently enrolled in a public education institution.

Purpose and Scope

1. Enhance and improve educational opportunities for Oneida and federally recognized tribally enrolled members residing within the ONESS service delivery area.
2. Provide instruction through a holistic approach in preparation of securing a high school equivalency diploma/credential (HSED)
3. Provide access to career assessments to assist in the development of Career pathways and support services for higher education planning.
4. Empower and enable community members to:
 - Increase educational functional level gains in the areas of Math, Language Arts: Reading & Writing, Science and Social Studies.
 - Acquire the skills necessary to become employable as it relates to literacy, on-line job search skills, resume writing and interviewing.

Support Services Include but are not limited to:

- Instruction for the following academic subjects of writing, math, science, reading, and social studies in pursuit of a High School Equivalency Diploma/GED
- Life and transferable skills training
- Career assessment and/or advisement
- Basic computer literacy through NorthStar
- Financial literacy (budgeting, credit scores, etc.)
- One-to-one tutoring

Adult Basic Education (ABE) supports and encourages activities that assist adults in preparing to test for High School Competency, securing literacy, gaining knowledge and skills necessary for employment, self-sufficiency, and pursuing a higher education. ABE programs serve individuals who are at least 18 years of age and older who have a high school diploma/certificate.

Career/ Education Fairs – this component provides information and participation and/or hosting local Career/Education Fairs in collaboration with post-secondary institutions, vocational training programs, local schools, employers, and representatives.

Career Guidance/Advisement – Services are available for all participants including employees who are seeking information regarding: admission to post-secondary institutions, Financial Aid, Academic Advisement and Career Assessments.

Work Activities

To receive Support Services, a participant must be engaged in work and/or educational activities such as:

- High School Equivalency úAdult Basic Education
- High school and post-secondary education
- Vocational education training
- Volunteer work
- On-the-job training
- Employment Job Retention

SUPPORT SERVICES - GENERAL

Supportive services are available to participants 18 years of age and older and eligibility is determined by income guidelines. Participants will be assessed by the criteria and component expectations with each individual to set and achieve goals to become self-sufficient. Income verification and other resources are required to determine eligibility. (Based on current 85% of State Median Income). The participant may be required to contribute towards the cost of assistance based on circumstances and type of services requested.

Relocation Assistance

A housing rental payment is available for current participants that are relocating out of the service

area for the first time to pursue employment endeavors. Verification of employment is required. An application and a copy of the lease agreement(s) will be used to determine eligibility for assistance.

Eyewear Assistance

Services are approved for participants who are having vision difficulties that interfere with work/educational activities or employment. Individuals who have vision insurance or have State Medicaid will be requested to utilize those services first. Children listed on the participant application are not eligible for eyewear assistance.

Work Clothes/Footwear

Participants who are actively engaged in a work/educational activity that require specific clothing or footwear may be assisted.

Job Related Tools

The ONESS program may provide basic start up tools needed for an entry-level position or new position.

High School Equivalency Test/Admission Fees

Fees are paid to a testing institute or may be reimbursed to a program. Ideally, participants should apply two weeks prior to the scheduled exam.

College admission fees can be paid for a participant pursuing post-secondary education.

Licensure /Background Clearance/Pre-Employment Fees

Participants who are scheduled to take an exam for initial or renewal licensures for Certified/Commercial Driver License (CDL), State ID/Driver License, Nursing License, Cosmetology, Teaching, etc. may be assisted. All payments will be paid directly to the vendor.

Transportation Assistance

Transportation assistance may include public transportation services to help get to and from activities listed in their ISP's.

Oneida Transit Or Green Bay Transit:

- A monthly pass may be issued to ONESS participant when approved.
- Participant may be required to submit transportation log once pass has been exhausted.
- Participant may receive both an Oneida Transit pass and Green Bay Metro pass if they have documentation for the need for both.

Community Transportation Resources:

The ONESS Program may provide information on other transportation resources. Participants are

responsible in making their arrangements for transport with these services.

- Non-Emergency Medical Transportation Services
- Services through this program are for medical appointments and assessments only.
- Participant must be enrolled with Medicaid, Medicare, or qualified health insurance.
- Submit appointment and assessment statement for verification.

Additional Transportation Assistance

The ONESS program may assist eligible participants with fuel purchases. This policy applies to participants who have their own vehicle or other means of transportation to attend. Fuel can be used towards the following and are not limited to assessment appointments, orientations, meetings, trainings, etc. The assigned Case Manager will meet the participant at the local gas station to fuel up and charge the fuel to the program credit card and/or charge account when applicable. The charges for fuel will be counted towards the participant's maximum allotment of fuel service each year.

CHILDCARE SERVICES

The Oneida Nation Economic Support Office will be the designated agency to administer the Childcare and Development Fund (CCDF) program under the consolidation of Public Law 102-477 five (5) year renewal plan. The CCDF Plan will cover the designated cycles:

FY 2026 – 2030 Plan Period: October 1, 2025 – September 30, 2030

The Oneida Nation is a medium allocation grantee based on the FY 2016 funding. The purpose and goal of childcare services are to provide high quality childcare to all eligible families in need of childcare subsidy with consideration given to the family's individual circumstances.

CCDF LEADERSHIP AND COORDINATION WITH RELEVANT SYSTEMS

The CCDF program is uniquely partnered and housed with the Workforce Development program to accommodate the needs of the clientele requesting support services to improve/maintain family self-sufficiency. Workers/staff share program options and availability with clients.

The CCDF Program partners with the Tribal Community Resource Center that helps with GED preparation, HSED certification and workshops to improve or increase client knowledge.

The CCDF Program is currently housed under the department umbrella with TANF sharing similar goals/purposes. Case management meetings between CCDF and TANF are held monthly. Programs share applicant needs to optimize client services. In addition, TANF offers additional support services to include transportation costs, parent payment or registration fee if not otherwise allowed by other childcare resources.

The CCDF program continues to network and coordinate with the Oneida Childcare Center to ensure they are meeting the state's childcare license requirements and quality needs, the program also networks with local childcare centers to provide the same support.

The TLA contracts with Brown County Health and Human Services to assist in state licensing

tribal homes for family childcare.

The TLA will continue to meet, as needed, with the Oneida Tribal Head Start program to ensure networking and coordination of efforts are met.

The CCDF program is currently housed under the same department umbrella as the State Income Maintenance programs allowing families to apply for and receive services in one place.

The CCDF program can provide a referral to Oneida Behavioral Health, which is in the same building, for any mental health services.

The TLA keeps in contact with the area's childcare referral agency to assist families with a variety of childcare resources/services and teacher training/professional development opportunities.

The CCDF program also coordinates with Oneida Nation Family Services, Parenting, Foster care, and Indian Child Welfare (ICW) on homeless education and provides services for children experiencing homelessness. Recommendations can be made to county resources and local agencies.

The ONESS Program will provide childcare services to families for a parent/guardian who is eligible for services. Childcare services are for children through 12 years old. If a child is receiving care and turns 13, they can continue to be eligible until the end of the 12-month eligibility period.

Childcare services are available in the area, however, there are no centers offering care during untraditional hours (nights or weekends). ONESS operates the program to support the needs of the community and permits relative care for those seeking childcare using the federal definition of relative. This option alleviates the pressure for families working untraditional work hours and weekends.

PUBLIC HEARING

A notice of an in-person public hearing was posted on March 17, 2025, and removed on May 16, 2025 for the 477 plan which includes TANF and CCDF was posted/published throughout the community including ONESS' social media platforms, website, and through the communications department and was held on May 1, 2025. In addition, a brief survey was created and sent to current providers, parents and those using the on-site Children's Center. This data was considered in modifying our existing program to integrate into the ONESS 477 Plan.

CHILDCARE DEFINITIONS

Indian Child: A child up to their 13th birthday who has verification of tribal enrollment, eligible to be enrolled, or has a sibling, parent, legal caregiver and/or adult acting as "in Loco Parentis" in the household who is enrolled in a federally recognized tribe or an Alaskan Native.

Service Area: Brown or Outagamie County in the state of Wisconsin.

Residing with: Living in the same household; permanent/legal address

In loco parentis: A person who is living in the same household and acting as the case head of the household with decision-making responsibilities and authority and control of the child, formally or informally. A parent is a custodial parent, guardian, foster parent, legal custodian or person acting in place of a parent.

Working: Includes regular employment, self-employment, employer-sponsored training, apprenticeships, sheltered employment, and participation in programs such as AmeriCorps and internships. Working is also defined as being employed for a qualified employer, meaning the employer has a federal tax ID. Working may include approved work search up to 90 days when previous employment is lost and parent is in an inactivity search period, and may include travel time.

Job training: Includes participation in 477 program activities or the Food-Share Employment and Training Programs (FSET), workforce training. Job training may also include short term job skills training, i.e. forklift certification, OSHA training, etc., and may include travel time.

Education: Enrollment in classes to obtain HS diploma, HSED/GED. Also includes enrollment in an accredited college at least half time per educational institute policy (must provide policy) including, but not limited to, on-line courses, required internships or other program requirements for up to 24 months, which leads to gainful employment, such as participating in a program that leads to a certificate, degree, or license. Education may include travel time.

Protective services: For eligibility, protective services include children who are placed out of their home into foster care (state or tribal) or with relatives (kinship) through a court order placement or voluntary placement. Protective services also included but not limited to children in abusive or neglectful situations, who are homeless, at risk of out of home placement, a parent that is unable to provide adequate care due to a disability, physical, mental or medical condition, attending in-patient or out-patient drug or alcohol rehabilitation, unable to care for the child due to addiction of a controlled substance. Protective service may also include families that are experiencing a temporary hardship, on a case-by-case basis.

Income: Money, wages, or salary adjusted income from self-employment, social security, income from estate or trusts, net rental income. Supplemental Security Income (SSI), pensions and annuities, unemployment insurance, workers' compensation, alimony and other maintenance payments, child and family support payments, the employer paid portion of income earned through W-2 (Wisconsin's TANF program), private educational loans.

Children with special needs: A developmental, emotional, behavioral, physical or personal need of a child requiring more than the usual amount of care and supervision for the child's age, as documented by a physician, psychologist, special educator or other qualified licensed professional. Children who have been determined by a qualified professional as having a special need may have payment authorized at a higher level of reimbursement on a case-by-case basis. Special needs children may be eligible for having in-home care authorized.

Homeless: those who lack a fixed, regular, and adequate nighttime residence, and include but not

limited to:

- Sharing the housing of others due to a housing, economic hardship, or similar reason.
- Temporarily living in hotels, motels, trailer parks, or campgrounds due to the lack of alternative adequate accommodations.
- Living in emergency or transitional shelters
- Abandoned in hospitals
- Living in a primary nighttime residence that is public or not designed for human beings
- Living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings
- Migrant children

Essential Employees/Frontline workers: Designated as required to work when an office/business/healthcare facility or other entities are required to close or remain open to provide needs, goods and services to the public during situations to include but not limited to global pandemics, natural disasters, man-made disasters. Employees included but not limited to healthcare employees, grocery store employees, childcare providers, emergency workers and law enforcement.

Pandemic: a widespread occurrence of an infectious disease over a whole country or the world at a particular time.

Epidemic: a disease outbreak that is rapidly spreading in a limited region.

Center-based childcare: group care provided in a facility outside of the child's or provider's home. Licensed by the state and participates in the Young Star Rating System.

Family childcare: care provided in a private residence other than the child's home. Relative care falls under this definition.

In-home childcare: Care provided in the child's home.

TLA: Tribal Lead Agency

HEALTH AND SAFETY STANDARDS AND PRE-SERVICE/ORIENTATION TRAINING

Center-based care and family childcare providers are monitored by the state of Wisconsin; therefore, they follow the state health and safety requirements. This includes maintaining child/teacher ratios and required background checks.

In-home childcare is not provided by the state of Wisconsin.

Relative care is exempt from all health and safety requirements, monitoring and background checks, this also includes maintaining child/teacher ratios and pre-service training requirements.

The TLA has a disaster preparedness plans that ONESS programs will follow before, during and after a state of emergency declared by the Governor or Tribal chief Executive.

The TLA will support the Child Care subsidy payments during the recovery time frame for affected Child Care centers during short term closure/evacuation. If the affected families utilize another local Child Care center TLA will support the additional cost of the new provider. In the event of an overlap of childcare authorization charges the TLA will pay for both providers, given the special circumstances.

For post-disaster recovery, the TLA will contact families and providers to determine if the TLA would need to support Child Care subsidy payments during the post-disaster recovery time frame for affected Child Care centers during short term closure/evacuation. If the affected families utilize another local Child Care center TLA will support the additional costs of the new provider. In the event of an overlap of childcare authorization charges the TLA will pay for both providers, given the special circumstances.

Priority for

In the event of the Federal, State or Tribal government declare a state of emergency, the Oneida nation will respond as necessary and implement their internal contingency plan. Support will include, but not limited to:

- Maintaining services
- Maintaining provider payments
- Alternate facilities
- Maintain appropriate health and safety standards
- Emergency licensing/certification of alternate locations/sites
- Recovery phase – transition back to normal operations

SUPPORTING CONTINUOUS QUALITY IMPROVEMENT (QI)

Required Minimum for Quality Spending

	Tribal Lead Agencies with Small Allocations	Tribal Lead Agencies with Medium and Large Allocations
Quality Set-Aside*	96	96
Infant-Toddler*	NA	36
Total Quality*	96	126

QI goal is to serve, enhance and meet the needs of infants, toddlers and all children in a developmentally appropriate manner while enhancing the health, safety and wellbeing of the children, their families, childcare providers, and the overall community. The TLA has implemented the following strategies to improve the quality of childcare services for the following groups of children which include but not limited to:

Children in underserved areas - Strategies may include offering grants/contracts for quality improvement, grants/bonuses to support providers, education, training, technical support, and professional development opportunities for providers. Network with Head Start programs, local childcare providers, and the community stakeholders to analyze the needs.

Infants and toddlers - Infant and toddler slots may be more difficult to find and families may use multiple centers resulting in high rates. Many providers do not provide part-time infant/toddler slots; the TLA will pay the full-time rate for the part-time care.

Strategies may include offering grants/contracts for slots or for quality improvement grants/bonuses to support providers, offer education, training and professional development opportunities to providers.

Children with disabilities - The TLA may pay higher rates based on child's disability or additional responsibilities required by the provider. Will coordinate possible services with community programs. Strategies may include offering grants/contracts for provider slots or for quality improvement grants to support providers, offer education, training and professional development opportunities to providers.

Children who receive care during non-traditional hours - The TLA will consider relative care for families needing childcare during non-traditional hours, nights and/or weekends. Strategies may include offering educational, training, and professional development opportunities to providers.

PROVIDE STABLE CHILDCARE FINANCIAL ASSISTANCE TO FAMILIES

The ONESS program shares information with the public regarding childcare assistance through outreach events, social media platforms, the tribal newspaper and communications department.

ONESS childcare program permits the enrollment of children experiencing homelessness (as defined by the McKinney-Vento Act) while required documentation is obtained, provides training and technical assistance to childcare providers, and the appropriate Tribal Lead Agency (or designated entity) staff in identifying and serving children experiencing homelessness, and conducts specific outreach to families experiencing homelessness.

ENSURING EQUAL ACCESS TO QUALITY CHILDCARE FOR LOW-INCOME CHILDREN

All provider types establish their own payment rates for all age groups. ONESS does not have a tribally operated center.

To ensure timeliness of payments to the provider, provider payments are made prospectively prior to the delivery of service and payment is based on a child's enrollment rather than the paying based on attendance so occasional absences are still covered.

PROMOTE FAMILY ENGAGEMENT THROUGH OUTREACH AND CONSUMER EDUCATION

A record is maintained of all substantiated and unsubstantiated parental complaints in the licensing data system for the duration a provider is actively licensed and 6 years after the provider closes. This allows for an ongoing record of investigations and findings.

The TLA does not accept parental complaints. Each parent that uses relative care signs an agreement that they are fully responsible for all negligence, gross negligence or intentional misconduct while they are receiving assistance for their children. A parent can terminate care anytime and must notify the TLA of this within 5 business days of the termination.

A permanent record will be made in the case file if TLA receives a complaint, which will include the directions given to the complainant.

Monitoring and inspection reports about providers; information about the quality of each provider, if available, aggregate data on deaths, serious injuries and number of substantiated cases of child abuse that have occurred in childcare settings are all monitored by the state.

A copy of the childcare services consumer statement is posted on the Oneida Nation website.

ELIGIBILITY DETERMINATION

Minimum eligibility criteria include parent/guardian must be in an approved activity (work, education/training, etc.). The subsidy is based on income and household size, families are responsible for selecting their childcare provider, one member of the assistance group must be enrolled or eligible for enrollment in a federally recognized tribe and must live in Brown or Outagamie County in the state of Wisconsin.

The family requesting services will be required to fill out an application and submit tribal enrollment or eligible for enrollment verification, household income, residency verification, current referrals/medical documents (if applicable), legal/temporary custody verification (if applicable), social security numbers for all household members, and work/education schedule.

ONESS 477 Childcare Services plans to use 85% of the Wisconsin State Median Income (SMI) for a family of the same size, to determine income eligibility. Income eligibility may be adjusted according to funding availability or financial projections.

When eligibility is determined, children must:

1. Be under the age of 13.
2. Reside with a family whose assets do not exceed \$1,000,000 (as certified by such family member)
3. Reside with a parent/guardian who is in an approved activity (working, education/training, 477-program activity, etc.)
4. Receive or a need for protective services.

Approved applicants will receive services for a 12-month period as long as they live in the service area and are within the income eligibility. Household income for children in a protective service situation will not be counted.

SELF-EMPLOYMENT

During the first 24 months of new self-employment, the TLA can authorize childcare for the hours the parent/guardian is engaged in self-employment. The authorization may be up to full-time (50 hours per week, including travel time).

Self-employment is considered ongoing after it has been in operation for more than 24 months at authorization renewal or application.

The authorized hours for ongoing self-employment may be up to full-time (50 hours per week, including travel time). If the number of authorization hours requested by the parent/guardian is less than 50 hours per week, childcare services staff must make the authorization for the requested number of hours including travel time.

Self-Employment as an unregulated childcare provider is not allowable as an approved activity.

LOSS OF EMPLOYMENT

In the event of a loss of job is reported, childcare services may continue with 90 days granted for activity search. Childcare assistance may continue based on childcare need and income eligibility if the parent obtains an approved activity during the activity search. If a new activity is not obtained within the 90-day activity search period childcare assistance may end.

TEMPORARY BREAK

Employed parents/guardians may maintain current authorization status up to 90 days while taking a temporary absence from work to care for a family member or for an illness. If the parent/guardian reports they are no longer going back to work, eligibility will end as they are no longer in an approved activity. Verification of temporary absence is required, and parent payment may still be applicable.

ELIGIBILITY PERIOD

Seasonal worker may maintain current authorization status for 90 days. If seasonal work does not start within the 90 days, authorization will expire but eligibility will remain open until the 12-month eligibility ends. When parent goes back to work, income, work schedule and residency will be reevaluated, and a new authorization will be done based on work schedule until the end of the 12-month eligibility period if the family is still eligible for the program. If parent reports they are no longer going back to work, eligibility will end they are no longer in an approved activity. Verification may be requested, and parent payment may still be applicable.

If a parent/guardian is participating in a training or educational program, authorizations are done for each semester. When there is a break between semesters, there is no authorization in place. When a new authorization is needed, parent/guardian must submit award letter, school schedule for the semester and grade reports. A new authorization will be done based on childcare need and schedule. If parent reports they are dropping out of school or no longer participating in a program, eligibility will end as they are no longer in an approved activity.

When parent/guardian reports a reduction in work, training, or education hours, if the parent/guardian is still working or attending a training or an education program income and/or schedule will be reevaluated, and new authorization will be done based on income and hours in approved activity.

Foster and kinship families can apply for assistance for placement children, if placement children are moved to a different home, authorizations will end but eligibility will remain open for 12 months for any future placements. If families do not have any children in care at renewal, they would be ineligible and must reapply when they have children in their care.

Before services expire, the family must complete a renewal. To avoid an interruption of services, the family must apply and submit all required verification.

Assistance may be discontinued prior to the next 12-month renewal in the following circumstances

1. An approved activity is not obtained at the end of the activity search period.
2. There are excessive unexplained absences (after multiple attempts to contact the family).
3. A change in residency is outside the Tribal service area.
4. Substantiated fraud or internal program violations that invalidated prior determinations for eligibility. The following are intentional program violations and subject to eligibility termination prior to the 12-month redetermination period: misrepresentation of income, household composition, childcare need, residency, participation in an approved activity, providing false or fraudulent documentation, identification or SSN, collusion with a childcare provider. When substantiated fraud or intentional program violations are committed the TLA may deny subsidy funds and authorizations.

REPORTING CHANGES

Families can report changes by mail, phone, email, fax, in-person or by using the after-hours department drop box. Changes are preferred to be in writing in all circumstances.

Any changes in (but not limited to) income, persons living in the home, a change in job/education status, childcare provider, or childcare need must be reported within 10 business days of the change. Changes in a different childcare provider during the authorization period may result in parent/guardian being responsible for childcare costs and associated fees to the new provider.

RELATIVE CARE

Care that is provided by a grandparent, great-grandparent, aunt, uncle, or sibling at least 18 years of age and residing in a separate residence.

- Parent and provider must fill out applications and submit other required paperwork.
- Home visits may be completed.
- Provider must keep attendance records including the arrival and departure times for all the children daily. These must be submitted with the invoice for payment to be processed.
- Providers must always have a working phone, either cell phone or land line.
- Parent or caregiver may terminate care at any time. TLA must be notified of this decision within 5 calendar days.
- When a provider moves to a new residence, they must contact the TLA within 5 business days of the move and a new home inspection may be done.
- Parents and providers are responsible for reporting any child abuse/neglect they may witness. Each must sign and acknowledge the TLA's Parent Relative Care Agreement Form.
- The ONESS childcare services program can terminate subsidy for any of the following reasons:
 1. Fraudulent claims to the program
 2. Caregiver is incarcerated or absent from the home for any other reason
 3. When care is no longer being provided
 4. When parent/guardian is no longer in an approved activity
 5. When the childcare services program determines there is no longer a need for subsidy payment, including but not limited to, child is in school, child ages out of program, no childcare need, etc.
- At annual renewal, the relative care provider is also required to fill out a new application and a home visit may be scheduled.
- The childcare services program may decide that some or all the requirements be waived for relatives in the event of a public health crisis, as determined by federal, state, or tribal government.

The Oneida Nation's Child Abuse and Reporting Policy is required for all ONESS Staff and are considered a mandated reporters and are expected to report all allegations.

Relative care providers and parents/guardians are responsible for reporting any child abuse or neglect they witness or are aware of to the proper authorities. The resource folder the providers receive includes the non-emergency numbers for their local police department and the contact number to the county and tribal protective service departments.

Relative care providers are exempt from all health and safety standards. Relative care providers are exempt from the following: SIDS training, Shaken Baby Syndrome Prevention training, first aid and cardiopulmonary resuscitation (CPR) training, etc. Therefore, the same standards applied to the state requirements are not required for Relative care providers.

CHILDCARE PROVIDER PAYMENT

The TLA will pay all co-payments and the weekly tuition rate for each child in full. Additional fees may be included in the weekly tuition such as field trip or activity fees, past due payments and payments for outside services dependent upon funding. (See Relative Provider Rates attachment)

MONTHLY TIERED PROVIDER PAYMENTS

Eligible providers may receive a monthly tiered payment that can be used as they see fit to enhance the care and safety of the children enrolled in their program.

When a childcare provider submits their regular monthly childcare invoice, the Case Manager will also process an additional subsidy tier payment.

REGISTRATION FEE

The childcare services program may assist eligible families in paying a registration fee at time of enrollment with a provider and/or annually after that.

SUMMER ACTIVITY FEE

Relative care providers may receive a summer activity fee to help cover the cost of activities done with the children while they are in care. This payment may be paid during the months of June, July, and August.

Parent/Guardian Rights

Parents and guardians of children seeking services and/or receiving childcare services have the following rights:

- To have unlimited access to their children whenever the children are in the childcare.
- To receive information pertaining to parent or guardian options, policies, practices, and concerns which relate to childcare services.
- To be assured that the health and safety of their children are protected.
- To appeal decisions related to denial or termination from the program.

- to choose from the following types of care: center -based childcare, family childcare (relative care falls under this type of care) or in-home childcare.

Fiscal Accountability

ONESS staff runs monthly reports, shares data with other internal programs, and meets regularly with accountants to ensure sound fiscal management.

Prevention of Fraud

ONESS has implemented prevention of fraud by conducting reviews of childcare services policies and regulations, reviewing provider invoices for accuracy, running system reports that flag errors, review enrollment documentation and inform families and providers on allowable uses of childcare services funds.

CASH ASSISTANCE

General Assistance (GA), Temporary Assistance to Needy Families (TANF), and Native Employment Works (NEW) will be referred to ONESS Cash Assistance program. The ONESS program will provide cash assistance, education, job preparation, work experience and supportive services, as needed to individuals and/or families who are deemed eligible. Additional information may need to be submitted to the Case Manager to receive assistance.

Categories of Cash Assistance are:

1. Cash Assistance – Families (TANF)
2. Cash Assistance – No Dependents (GA)
3. Cash Assistance - Support Services (TANF ú NEW)

Oneida tribal members living in Brown or Outagamie County or other Federally recognized tribal members living on the Oneida Reservation experiencing a risk of becoming homeless or have a need to prevent hunger may receive services through this program. The program offers support for shelter assistance, utilities, and food assistance to stabilize the family and contribute towards self-sufficiency for a family in need.

Data for this program is collected through a comprehensive data management system. The outcomes of this program are to measure a decrease in homeless clients needing shelter assistance.

FAMILIES (TANF):

[Review and Comment on Oneida Nation TANF Plan](#)

The Oneida Nation Economic Support Services administers the TANF Program under Oneida Nation's tribal Resolution é 02-14-24-D which supports implementation of the Oneida Tribal

TANF Plan. Opportunity for public comment has been provided through two (2) community meetings held February 22, 2024, at 10:00 a.m. and at 4:30 p.m. The proposed plan was available to the public for 45 days prior to the submission of the plan to Administration for Children & Families.

Basic Eligibility Criteria

Eligibility for TANF assistance and services is determined by income-eligible individuals with a total income equal to or less than 85% SMI. (Including Non-recurring Short-Term benefits). The program may serve TANF-eligible families that include an enrolled member of the Oneida Nation residing in Brown or Outagamie Counties, or TANF-eligible families that include an enrolled member of a federally recognized Indian Tribe residing within the Oneida Nation reservation boundaries.

Only needy families, as defined in the TANF Plan, may receive: (a) any form of Federally funded “assistance” or (b) any benefits or services. The Nation may use segregated Federal TANF funds to provide services (and related activities) that do not constitute “assistance” to individuals and family members who are not financially deprived but who benefit from services. Objective criteria will be established for participation in these programs

Family assistance units may not include more than two adult members, unless another family member 18 years’ age is a child attending school and is considered a high school senior. Children 18 years of age attending school may continue to be on the grant until they turn 19. The spouse or person living as a spouse will be required to submit their information to the ONESS program regardless of membership or parental status. If they are members, they will also be required to comply with all work participation requirements. Non-US-citizens will not be added to the award, but their income will be counted towards the assistance unit.

Definitions

- Family: Social group consisting of parent/caretakers and their minor dependent children which includes at least one household member to be enrolled in a federally recognized tribe.
- Needy Family: those that have a total family income equal to or less 85% SMI.

Child Support Enforcement

The TANF program will work collaboratively with the Oneida Nation Child Support Enforcement Program whose purpose is to establish paternity, locate, and enforce child support orders and work with the absent parent(s) in financially providing support for their child/ren. Non-cooperation with a child support agency will result in the denial of cash assistance eligibility until compliance is verified. The TANF program will require cooperation with child support agencies, except when good cause is verified and approved. Any child support collections will be passed through to the family or caretaker of the dependent(s).

Employment Opportunities

Employment opportunities are accessible by private vehicle, Oneida Public Transit, Green Bay Metro and Fox Valley Transit systems. The Oneida Nation is one of the largest employers/organizations in Northeast Wisconsin. The location of the reservation and the close

vicinity to Green Bay (Brown County) and Appleton (Outagamie County) provides employment opportunities in the areas of; manufacturing, retail, hospitality/restaurants, gaming, health care, social services, education, recreation, agriculture, etc. Many seasonal employment opportunities are also available such as the- NFL, local shipyards, and agricultural harvesting. The TANF program also provides funding for employment by offering Youth Work Experience annually for youth between the ages of 14-19 if the student is still attending high school.

The program's goal is to offer youth employment with local employers. The Case Managers will work with the youth to establish the best placement to gain work experience and develop their work ethic and habits. Previous placements include: The Nations' Department of Public Works, Buffalo Farm, Cannery, Aging and Disability Resource Center, Physical Therapy, Recreation, Oneida Veterans Office, and the Community libraries. Outside of the Nation we have used the local Salvation Army, Habitat for Humanity, YMCA, Green Bay Children's Museum, Brown County Aging and Disability Center, and the Oneida Hotel and Wingate Hotel.

Non-Duplication of Services

All customers are required to sign the ONESS application certifying that family members are not receiving assistance from any other Tribal TANF or State TANF (W-2) program. Case eligibility information may be exchanged with other Tribal TANF and State agencies to ensure non-duplication of TANF/W-2 benefits and/or services.

Time Limits

The ONESS establishes a sixty (60) month cumulative (whether consecutive or not) lifetime limit for TANF recipients to receive cash payment assistance. The employment opportunities in our service area does not constitute justification for exemptions or extensions of the time limits. The Nation complies with the federal guidance that on-going cash assistance or services for more than four (4) months will be considered as part of the total sixty (60) month time limit. The Nation will count prior months of assistance from any State or tribal TANF program except for any approved exemptions by statute, regulations, under any experimental pilot, or demonstration project approved under Section 1115 of the Social Security Act. If a family reaches the sixty (60) month time limit, cash assistance will end. ONESS will not count benefits received by another Tribal/State TANF program if the applicant lived on an Indian reservation that had 50% unemployment rate or higher. Child only grants are exempt from the 60-month time limit.

Work Participation Rates and Hours

Population: All families (except non-needy caretaker)

Minimum participation rate for FY 2026 · 35%

Minimum participation rate for FY 2027 · 35%

Minimum participation rate for FY 2028 · 35%

Minimum participation rate for FY 2029 · 35%

Minimum participation rate for FY 2030 · 35%

Population: All families (except TANF Child Only) will be required to participate in the following work hours to maintain eligibility for TANF assistance unless medically exempt as verified by a physician statement:

FY 2026- minimum 32 hours

FY 2027- minimum 32 hours

FY 2028- minimum 32 hours

FY 2029- minimum 32 hours

FY 2030- minimum 32 hours

The Case Manager reserves the right to determine if one or both parents are required to participate in activities to meet the minimum work hour requirements. This determination will be dependent on the employability of the adults with consideration to any incapacitation limits. When both parents can work it is expected that parents share the required work participation hours. The employability plan that determines the success of work participation is developed by the circumstances and needs of the family. The economic conditions and lower poverty limits within the service area which is less than 56 indicates that there is viable employment and training opportunities exist to meet the Work Participation Rates. However, Native American's living on reservations specifically those in rural areas experience more incidents of social inequities or barriers. Our community has been significantly affected with the recent health pandemic and safeguarding in place. The frequency of suicide, the high rate of drug/alcohol related deaths, as well as the unexpected Covid related deaths in our community increased the need for additional support and mental health services. Consequently, the request for diversion, employment related services has decreased, while the Crisis Services increased.

Work Activities

The following is a list of acceptable work related or work activities:

- Subsidized employment
- Work experience (paid or unpaid)
- Work search/job readiness
- Education/Vocational training
- Job skills, life-skills classes/training
- Individual or group counseling
- Other- barrier related appointments, medical, physical therapy, counseling, groups such as domestic violence classes, children IEP meetings, parent-teacher conferences and home visits, children's medical and/or counseling, physical therapy appointments and other therapeutic appointments, providing constant care of severely ill child/handicapped or other immediate family member and self-care when medical limitations exist due to illness or injury and trauma. These all factor into meeting the needs of the family as a whole, well-balanced family. Physical and mental health are necessary before one can maintain self-sufficiency.
- Small business, entrepreneurial training
- Culturally relevant work activities are very important in the development of who you are as a member of the Nation, it brings a sense of belonging, helps to build self-worth/self-esteem, identifies your role as part of the clan, teaches responsibility and respect in many aspects of life including our spiritual beliefs. Knowing our cultural values and practices helps cultivate healthy, balanced lifestyles which then promotes the ability to maintain self-sufficiency. The skills learned may lead to a lifetime of self-sufficiency as an entrepreneur.
- Financial Literacy classes

Work Limitations, Special Rules and Exemptions

An individual shall be considered engaged in a work activity by participating in any work-related activity specified in this plan. If placing a customer in job search and job readiness assistance, as the sole work activity, this can only count for six (6) weeks in any fiscal year. If job search/job

readiness is an ancillary part of other activities, there is no limitation for time (weeks) spent in job search/readiness.

If the Oneida Nation's unemployment rate in the service delivery area is at least 50 percent greater than the United States' total unemployment rate for that fiscal year, then an individual's participation in job search or job readiness assistance activities only can be counted for up to twelve (12) weeks in that fiscal year.

Caretaker of Newborn (CNB) cash payment assistance may be available for a single or two parent family until the child reaches the age of twelve (12) weeks. No penalty will be assessed for a parent caring for a child under the age of six (6) years that cannot complete their work activities for the following verified reasons:

- Unavailability of "appropriate childcare", within a reasonable distance from the participant's home or work site; or unavailability of appropriate and affordable childcare in certain circumstances such as third shift employment. "Appropriate childcare" is defined as a formal or informal childcare arrangement. Formal childcare means at least one licensed or certified childcare facility. If formal childcare is unavailable within a reasonable distance from the parent(s) home or worksite no penalty will be assessed. "Informal childcare" is defined as an arrangement in which the childcare provider is neither licensed nor certified (family or relative care). Participants who use this type of arrangement are not eligible for TANF childcare assistance. Other resources will be recommended to assist a family.
- "Reasonable distance" is defined as childcare within one hour (one-way), commuting, using available transportation, from parent(s) home to the childcare provider's location to the parent(s) work activity site. Travel time may be extended on a case-by-case basis.
- "Unsuitability of informal childcare", because a TANF participant cannot be required to use informal childcare, the participant will be allowed to determine whether informal childcare is unsuitable. The Childcare Services section of this plan guides the participant in selecting childcare.
- "Affordable childcare" is childcare that is not above the State of Wisconsin's Shares Child Care Subsidy program rates for licensed and certified childcare. A TANF participant who has formal (i.e., licensed or certified) care available within a reasonable distance (as defined in policy) is deemed to have access to affordable childcare arrangements.

A teen parent (age 18) who has not graduated high school or obtained their GED/HSED may be considered for a TANF grant, they must have satisfactory attendance as their only required activity, attending school for a minimum of four (4) hours per day to meet the minimum work requirements. When school is not in session for summer months, the teen parent(s) must fully engage in work participation activities. Sanctions may be imposed for failure to participate. Upon verification from a certified/licensed counselor/caseworker, or cultural advisor(s) that a customer is actively and successfully participating in an AODA/Mental Health inpatient treatment, the hours will count toward work participation. Outpatient customers will be required to complete the required thirty-two (32) hours of work participation per week which includes the scheduled outpatient hours. Failure to participate in these activities may result in sanction or suspension from the TANF cash assistance portion of the program.

Hardship exemptions are defined as a verified condition that causes difficult or suffering physically, mentally, or financially that inhibits program participation. The program may consider the following categories as exemptions from the mandatory work requirements on a case-by-case joint consultation between the Case Manager and other qualified health care professionals:

- Individual unable to maintain gainful employment as verified by physician and/or other qualified health care professional.
- A participant caring for an immediate family member aged fifty-five (55) and older, a disabled immediate family member, or dependent child in need of medical care.
- A second parent or caretaker that is temporarily absent from the family assistance group, i.e., absent due to mental health or medical care up to 90 days.
- Victims of domestic violence may be exempt from full work participation, not to exceed three (3) months, with verification from a current police report and/or a certified/licensed counselor or cultural/spiritual advisor. NOTE: The ONESS TANF program affirms it will not exempt more than 20% of total caseload without an ACF-approved plan amendment.

Penalties/Sanctions

If a participant in a family receiving Family Cash Assistance refuses to comply with the employability plan, without good cause, the program can reduce or terminate the TANF grant. Work participation hours missed may be sanctioned by either reduction and/or termination of the TANF grant.

Those in non-compliance with Child Support will not be eligible for Family Cash Assistance until the program has been notified by the Child Support Agency that compliance has been met.

The level of sanction is supported by the low unemployment rates, availability of employment opportunities and educational attainment. These sanction levels allow families multiple opportunities to make corrective action to avoid final grant termination. The local unemployment rate for the service area combined is 2.3%.

(<https://www.jobcenterofwisconsin.com/wisconomy/query>)

Additionally, there is access to employment opportunities in all career levels and fields. The Oneida tribal community educational statistics provide evidence that there is a need for continued remedial educational needs however, our college attainment exceeds that of the public achievement. The 2020 Census Bureau and a recent Oneida community survey reflect a difference in local educational attainment. The chart on Page 14 shares the current population of educational statistics for the residents living on the reservation in comparison to the Native American residents on the reservation. The Oneida Nation places higher education as a top priority and offers exceptional educational benefits to their members.

Good Cause for Exemption

The program may exempt a participant from work requirement penalties (sanctions) for good cause, defined as but not limited to the following:

- Serious illness or injury limiting participation.
- Extreme weather conditions
- Family crisis

- In the event of a National Health Crisis/Pandemic, participants may be limited to participation activities and will be given good cause as determined by the ONESS Case Manager assessing activities that are available to be completed.

Data Collection and Reporting

The Oneida Nation will comply with all the regulatory and statutory TANF reporting requirements.

Retrocession

Should the Oneida Nation of Indians of Wisconsin ever need to retrocede back to the State of Wisconsin, the Nation shall adhere to all required regulations and related laws.

Domestic Violence Option (DVO)

The program elects to support the Domestic Violence Resolution as certified by the Oneida Business Committee 6-27-01-H. The ONESS program will align their DVO services closely with the Oneida Nation's Domestic Violence programming. To allow a hardship exemption, verification of participation is required from a domestic violence program. Program services can include lodging, food, clothing/footwear, school supplies, transportation, storage costs, shelter costs. Collaboration between the ONESS and DVO programs will occur prior to the above services being rendered to avoid duplication. If in an approved exemption, the program will allow individual and group counseling sessions to count towards meeting the work participation requirements according to the approved Oneida TANF plan.

Fiscal Accountability

The Oneida Nation will comply with the Fiscal Accountability provisions relating to the submission of a single-agency report required by Public Law 102-477.

SUPPORT SERVICES (TANF):

The program may assist TANF cash payment, caretaker relative, and non-custodial parent(s) of TANF eligible child/ren. All TANF cash assistance families will meet with their case manager and review the internal program rights and responsibilities.

A copy of all signed agreements will remain in the client file. The following supportive services to obtain or maintain employment.

- Short-term vocational education to promote job training and employability.
- Required work activity expenses not covered by any other resource.
- Childcare transportation costs, a portion of parent payment, or registration fee unable to be met by the parent(s) not otherwise allowed by other childcare resources
- Half of the rent payment as a support service for cash payment CNB or CSJ households for each month they remain eligible for cash payment (CNB and CSJ).
- Crisis assistance for short term help with a payment(s) toward rent, security deposit or utility disconnects where no other resources exist. Shared custody must exist for NCP's to receive Crisis assistance.
- Caretaker Relative households may be eligible for the following support services upon placement of children:

- a. Clothing allowance per child with documentation of placement
- b. Support services for a caretaker or like kin relative may include purchase of bedding, clothing, diapers, wipes, formula, school supplies, etc.
- G. Employment related or educational supportive expenses required for TANF work participation or employment/training including but not limited to:
 - a. Uniforms/work clothing, shoes, safety shoes
 - b. Safety glasses, work tools
 - c. Books and tuition (not covered by any other resource)
 - d. Professional license or certification fees
- H. Transportation assistance to include:
 - a. Fuel assistance, transit, or bus pass, and/or cab fare (where no other resources are available)
 - b. Auto repair
 - c. Drivers' license exam, reinstatement, Auto registration, Driver's safety course (Group Dynamics classes) and/or Driving Instruction Course for adults.
 - d. Auto insurance
 - e. AODA assessment fee
 - f. Interlock Ignition device installation fees
 - g. Occupational driver's license fees (SR22 ú license)
 - h. Traffic fines needed to get driver license for adult member in the family group.
 - i. Vehicle Registration Fee
- I. Incentives for customers who are on cash payment:
 - a. Education achievements for adults achieving GED, HSED, Associates Degree, Bachelor's Degree
 - b. Student in grades K-12 for good grades for each semester of school year
 - c. Successful completion of Employability plan requirements for agency established benchmarks.
 - d. Employment retention meeting agency established benchmarks.
 - e. Savings account match
 - f. Marriage - Healthy relationships or other denominational groups, upon completion certificate
- J. School preparation assistance (supplies) co-sponsoring with an event
- K. Life skills training, i.e., computer classes, parenting, financial budgeting
- L. Cultural and educational individual and/or family activities
- M. Household supplies/personal hygiene, etc.
- N. Assist family group with purchase of birth certificates and/or tribal enrollment for children/parents.
- O. AODA or Mental Health Treatment Services where no other resources exist.

Support services otherwise considered non-recurring short-term benefits, will be provided support services to a family as an alternative from them having to apply for TANF cash payment assistance. The ONESS TANF Plan's internal policy includes financial limitations per incident and lifetime occurrences for all non-recurring support services. Services available may include

but are not limited to:

- A. Domestic Violence counseling and support services through referral to Oneida Domestic Violence program including court ordered participants.
- B. Assist family group with the purchase of birth certificates and/or tribal enrollment for child/ren or parents
- C. Culturally relevant support services that promote wellness
- D. Childcare transportation costs, a portion of parent payment, or registration fee unable to be met by the parent(s) not otherwise allowed by other childcare resources.
- E. Household supplies/personal hygiene, etc.
- F. Interlock ignition device installation
- G. Occupational license fees (SR22 ú license fee)
- H. Medical related needs for member/s of family group that is hospitalized, where family group member needs to stay at medical facility.
- I. AODA/ Mental Health Counseling/Treatment services where no other resources exist.
- J. Relocation expenses (rent/security deposit and/or U-Haul) related to secured employment out of area.
- K. Short-term accredited education for job advancement
- L. Transportation assistance when starting new employment.
- M. Minor student Drivers Education course fee for or minors under 19 years of age still in high school
- N. Employment expenses
- O. Vehicle repair
- P. Outpatient Services for AODA and/or Mental Health where no resources exist.

NO DEPENDENTS (GA):

The General Assistance from the Department of Interior, Bureau of Indian Affairs, Social Services Program was the beginning of the tribe's plan to meet welfare reform initiatives. By becoming participants under General Assistance, participants may become eligible for an array of services/referrals for complete skills assessment and job preparation, education and employment as well as support services.

Participation for General Assistance shall be given to single/couples without dependents who have no other resources to meet their basic and household needs and who may have an application pending for other types of public assistance or are not otherwise eligible for other public assistance services.

Standard on Need

All eligible cash assistance payments will be based on the Cash Assistance Payment of Standard.

Eligibility

An applicant must meet all following basic criteria:

- Be an enrolled member of a federally recognized Indian Tribe.
- Not have sufficient resources to meet their essential needs.
- Reside in Brown or Outagamie counties

Eligibility Review

Eligibility review takes place every three (3) months for all recipients who are able-bodied and employable will be evaluated on work/educational compliance. Recipients eligible for services due to health reasons and are exempt from seeking or accepting employment and eligibility reviews will take place every six (6) months. Whenever there is a change in status that can affect a recipient's eligibility or amount of assistance, recipient must immediately inform the Case Manager or ONESS 477 office of any such changes. A Monthly Report Form is submitted to inform Case Manager of household changes.

Re-determination Process

Personal contact with the recipient, preferably a home visit will be conducted not less than once a year to evaluate changes in living circumstances and household composition and to assess the need for continued assistance. Yearly Intake updates are required for recertification of benefits and are the responsibility of the recipient to schedule an appointment.

Employment Requirements

A recipient must:

- Actively seek employment.
- Make satisfactory progress in an ISP and become responsible for carrying out personal goals in reference to becoming self-sufficient.
- Accept local and seasonable employment when it is available. Although, it is a goal for recipients to have an employment outcome, majority of individuals applying for cash assistance do not have a high school diploma; therefore, recipients are required to obtain a High School Equivalency since most business/programs require a high school diploma for employment.

A head of household who does not comply with the employment requirements may not be eligible for financial assistance for a specific period of at least 60 days but not more than 90 days. The action must be documented in the case file.

The policy in employment requirements does not apply to any person meeting the criteria as follows:

- If she/he is attending an elementary or secondary school, vocational or technical school equivalent to a secondary school, post-secondary school, and making satisfactory progress.
- A person suffering from a temporary medical injury or illness. If it is documented in the case plan that the illness or injury is serious enough to temporarily prevent employment and must be referred to SSI if the disability status exceeds there three (3) months.
- An incapacitated person who has not yet received Supplemental Security Income (SSI) assistance. If a physician, psychologist or caseworker certifies that a physical or mental impairment (either by itself or in conjunction with age) prevents the individual from being

employed, and the assessment is documented in the case plan.

SUPPORT SERVICES (NEW)

The NEW program may serve eligible individuals defined as enrolled members of the Oneida Nation residing within Brown or Outagamie counties of Wisconsin. The reservation's boundaries are located in both counties. This program will assist other income-eligible individuals that are enrolled members of other federally recognized Indian Tribes residing within the Oneida Nation reservation boundaries. Eligibility is determined as those that have a total income equal to or less than 85% SMI.

The NEW program focuses on providing employment and training opportunities and aims to support job readiness, skills development, and job placement services to promote economic self-sufficiency. The following supportive and job retention services offered may be provided and are based upon individual need:

- Budgeting
- On-line job search assistance
- Appropriate job etiquette
- Personal hygiene
- Time management
- On-going case management

The program will assist with the following but not limited to:

- Locating employment opportunities.
- Job search/readiness assistance and will be successful in obtaining part-time (less than 32 hours per week) to full time employment.
- Support services to obtain and/or maintain gainful employment.

The Case Managers are actively involved in State and Tribal Committees to keep abreast of changes and opportunities for program enhancement.

The program will collaborate with other service providers to avoid duplication of services through inter-departmental case management meetings, joint staff meetings and/or exchange of information as authorized by application(s). The program will provide referrals to other service providers as necessary. If a customer is currently connected with another employment related provider, the program will collaborate to provide comprehensive services. Collaboration includes but not limited to phone calls, team planning, exchange of information, and services, etc.

The agency directly collaborates with the following programs:

- a) Oneida Tribal Food Distribution
- b) Oneida Community Health Center
- c) Oneida Community Education Center
- d) Oneida Behavioral Health Services

- e) Post-Secondary Education Institutions
- f) Oneida Higher Education
- g) Brown/Outagamie County Job Center(s)
- h) Bay Area Workforce Development Board
- i) Local Work Experience Sites
- j) Oneida Nation Human Resource Department
- k) Local Food Pantries
- l) Domestic Violence Program
- m) Wise Women Gathering Place (Community Resource)

WORKFORCE DEVELOPMENT

Workforce Development services are dedicated to addressing barriers and removing obstacles that hinder clients from obtaining and maintaining employment throughout the 12-month program.

Common challenges faced by clients include, but are not limited to:

- Addiction
- Mental illness
- Homelessness

To address these barriers, the Case Manager conducts an intake for each participant to introduce the program, set goals, provide access to both internal and external resources, and create an Individualized Success Plan (ISP). This plan assists clients in achieving their objectives while overcoming challenges and will be reviewed at a minimum of six (6) months apart. Clients who actively engage in educational programs, such as soft skills training and the HSED program offered by the Community Resource Center often find that they can enhance their resumes and boost their confidence.

Eligibility

- Enrolled with a federally recognized tribe, native Alaskan or native Hawaiian
- Unemployed, underemployed, or low income, which are those that have a total family income equal to or less 85% SMI.
- Employed and in need of services to obtain/retain employment that achieves self-sufficiency

This program will support federally recognized Native Americans residing both on and off the Oneida reservation. Participants must demonstrate a genuine interest in advancing their careers and show a willingness to enhance their skills and secure employment. Currently, staff has

developed a strong partnership with the Bay Area Workforce Development Board, covering counties such as Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Outagamie, Shawano, and Sheboygan. This plan will continue to serve these counties in WI.

To effectively support the next generation of clients, it is essential to introduce employment opportunities. Such initiatives can significantly aid in preventing addiction and the emergence of criminal records. Currently, one of the major challenges faced by clients is their difficulty in securing employment, compounded by a lack of skills to enhance their resumes.

Program Goals and Outcomes

1. The program will assist customers in locating employment opportunities by ensuring 100% of clients who need workforce development activities annually.
2. The program will provide support services/resources to 100% of individuals who progress on their ISP by reaching pre-determined milestones.

NON-FINANCIAL SERVICES

A variety of non-financial services may be provided to all youth and adults to help participants achieve economic self-sufficiency to not rely on public assistance. These services do not have income guidelines but may have other requirements depending on the service provided.

These non-financial services may include but are not limited to:

- Basic Literacy
- Financial Literacy
- GED/HSED Preparation
- Job Readiness Training will include but is not limited to employer expectations, acceptable work behavior, personal motivation, life skills, communication skills, resume and job application preparation, interviewing techniques, employee rights and responsibilities, salary and fringe benefits awareness, consumer education (budgeting, credit, banking, etc.), and labor market information
- Resume building
- Interviewing Techniques
- Job Boards/Labor market information
- Application Assistance
- Job Retention assistance

ONESS Case Managers may conduct the following activities to assist participants with access to unsubsidized job openings:

- Maintain an organized listing of available jobs
- Communicate with employers to locate new job openings
- Promote program services to employers
- Refer job ready participants to job openings

- Refer participants for financial literacy services, if eligible

For participants who are unable to participate in the programs offered under the ONESS due to a learning disability or other disability, a referral will be made to Oneida Vocational Rehabilitation Program and/or the county Wisconsin Division of Vocational Rehabilitation (DVR) Programs.

- a. The services described in the above sections covering the development of an ISP and non-financial services are intended primarily for participants for whom an employment and/or educational goal is established during the assessment process.

Some applicants to the ONESS Program may be considered “unemployable individuals” due to multiple barriers that have impacted their ability to maintain employment or complete a training program.

If the participant is unlikely to return to work or complete a training program, assistance and referrals to the Social Security Disability Program may be done. The ONESS Program is dedicated to helping participants access the services that fit their needs.

ONEIDA VOCATIONAL REHABILITATION (VR)

Oneida’s Vocational Rehabilitation (VR) program is dedicated to supporting Native Americans with disabilities in overcoming barriers to employment and achieving meaningful, sustainable careers. VR provides culturally grounded, individualized services that empower participants to pursue employment, education, and independent living goals.

Participants work one-on-one with a Vocational Rehabilitation Counselor to complete an intake, identify strengths and barriers, and develop an Individualized Success Plan (ISP) This plan outlines specific goals, services, and timelines, and is reviewed at least every six (6) months to ensure progress and adjust supports as needed.

Common barriers addressed by VR include:

- Physical, mental, cognitive, or emotional disabilities
- Substance use recovery
- Mental health conditions
- Learning disabilities
- Long-term unemployment due to functional limitations

ELIGIBILITY

To qualify for VR, participants must:

1. Be enrolled in a federally recognized tribe (including Native Alaskan or Native Hawaiian)
2. Have a documented physical or mental disability that creates a substantial barrier to employment.
3. Demonstrate a desire to prepare for, obtain, retain, or advance in employment.
4. Services are available to eligible individuals residing in Brown and Outagamie Counties in Wisconsin.

NON-FINANCIAL SERVICES

VR offers a wide range of non-financial services to support participants in achieving economic self-sufficiency and reducing reliance on public assistance. These services are tailored to each individual's needs and may include:

- Career Counseling and Guidance
- Job Readiness Training, including:
 - Employer expectations and workplace behavior
 - Communication and interpersonal skills
 - Resume and job application preparation
 - Interviewing techniques
 - Employee rights and responsibilities
 - Labor market information
 - Assistive Technology Assessments and Referrals
 - Worksite Accommodation Planning
 - Soft Skills and Life Skills Development
 - Referrals to GED/HSED Programs and Adult Literacy Services
 - Financial Literacy and Budgeting Support
 - Job Retention and Follow-Up Services
 - Referrals to Wisconsin DVR, Social Security Disability, or other support programs when appropriate

Participants who are not yet ready for employment due to the severity of their disability or multiple barriers may receive long-term planning, benefits counseling, and support to re-engage when they are ready.

SECTION VI: UNIFORM GRIEVANCE AND APPEALS PROCESS

The ONESS has a Complaint and Appeals process. All participants receive this information at intake. Appeals must be written and include date, time, location and their statement of issues giving rise to the appeal and must be submitted to the ONESS 477 Program Manager.

A participant has the right to file a request for an appeal on a decision made by the ONESS 477 Program Manager to the Department Director. The decision of the Director is final. The participant may request to continue receiving other non-appeal related services until the final determination is made.

The participant will be notified in writing within a specific number of days of the date of appeal of the decision.

If the appeal review does not find in the favor of the participant, they may request a second appeal with the ONESS Director for a final determination.

SECTION VII: BUDGET & ANTICIPATED REVENUE AND EXPENDITURES

The anticipated budget for the ONESS477 Program is illustrated in the following table(s) for the Fiscal Year 2026 period based on funding amounts for FY 2025. These tables are based upon the assumption the congressional appropriated dollars will remain constant from year to year for Federal Programs consolidated within this plan.

GRANT	TOTAL GRANT BUDGET
CCDF (Mandatory)	\$241,246
CCDF (Discretionary)	\$1,195,808
GA	\$105,504
NEW	\$19,320
TANF	\$835,924
WIOA (Adult)	\$205,394
WIOA (Youth)	\$25,952
VR	\$475,000
	\$3,104,148

Anticipated Annual Revenue for FY2026 Beginning October 1, 2025

Administrative (15%)	\$465,622
Non-Administrative	\$2,638,525
	\$3,104,148

SECTION VIII: PROGRAM MANAGEMENT - FINANCIAL MANAGEMENT

Program Management

The Economic Support Director (Director) and Program Managers will be responsible for program administration and will ensure program guidelines are followed. Management and staff will be integrated to assure that all applicants are receiving services to their fullest advantage. The staff will also be responsible for also following applicable standard operating policies and procedures that support the ONESS 477 plan. A software program will be utilized to assist in the

data collection, as well as an electronic version of a participant file. The software program is secure and has individual passwords for all users.

The Economic Support Director oversees the program managers and some supportive staff. The Director will be responsible for all employment, training, and youth services, child-care and cash assistance described in the ONESS 477 Plan. The Director will be responsible for reporting to Federal agency staff involved with PL 102-477 Programs. Additionally, will be responsible for grant management functions, such as 477 Plan modifications, budget amendments and all required 477 Program reports. Additionally, the Director will coordinate with outside partner agencies on 477 Program operations.

ONESS staff are responsible for the eligibility determination and payment processes for the Program, under the leadership of the Director and program Managers. Additionally, ONESS established cooperative working relationships with local agencies and organizations will be maintained.

To ensure proper coordination, the Director will convene periodic meetings to review developments in the ONESS 477 Program. This will involve Program staff and other appropriate staff from collaborations, Finance, and other departments and programs as necessary.

The organizational chart of the ONESS is included as an attachment at the end of this document.

Financial Management

The Oneida Accounting Department provides financial management for ONESS. The Accounting Department is responsible for all traditional financial services through formal accounting practices, internal control procedures and reporting of financial status. This system provides a structure for financial organization and management of all grants and contracts. Through this system, ONESS will safeguard federal funds and provide effective delivery of program services. Annual single audits are on file with the Chief Financial Officer.

All financial activities of ONESS are conducted in accordance with the provisions of applicable OMB Circulars, Federal Regulations, and the ONESS Accounting System Policies and Procedures. Oneida will comply with the PL 102-477 annual reporting requirements of a single

financial, statistical and narrative report as well as current Federal and State cash assistance reporting requirements unless no longer required under the law.

The Oneida Nation will not use PL 102-477 funds for the purposes of tribal government projects.

SECTION IX: EMERGENCY/DISASTER/PUBLIC HEALTH CRISIS RESPONSE

In the event the Tribal, Federal or State government should declare a state of emergency, ONESS will respond as required by the Division's Emergency Action Plan and Safety Plan. The welfare and safety of tribal and community members and ONESS participants is a priority during an emergency/disaster/public health crisis. The ONESS Emergency Action Plan includes partnering with a national charity to aid its participants to restore continuity of services and a sense of normalcy in the event of an emergency/disaster/public health crisis.

SECTION X: WAIVERS

SECTION XI: ATTACHMENTS

Please review the following:

1. State of WI with Outagamie and Brown Counties (Service Area)
2. Map of Oneida Reservation with Boundaries
3. Organizational Chart
4. Indirect Cost
5. SF-424
6. Form: Tribal Signatory Officials
7. Appendix B - Assurances & Certifications
8. Assurances & Certification – TANF
9. Certification Regarding Drugs
10. Certification Regarding Lobbying
11. Certification Regarding Environmental Tobacco Smoke
12. Certification Regarding Debarment
13. CCDF WI FPL and SMI
14. Resolution – Approval of ONESS 477 Plan by Government
15. SF 424B
16. Relative Care Provider Rates
17. Resolution – VR Amendment



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



Statement of Effect

Amending Oneida Nation's P.L. 102-477 Plan to Add Vocational Rehabilitation

Through the adoption of this resolution the Oneida Business Committee approves the amended Oneida Nation 477 Plan, which will govern the Nation's administration of its 477 Program, and authorizes the Community Resource and Economic Support Director to submit the amended Plan to the U.S. Department of the Interior.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: December 15, 2025

Analysis by the Legislative Reference Office

The Public Law 102-477, the Indian Employment, Training and Related Services Demonstration Act (25 U.S.C. 3401 et seq), facilitates the ability of Indian tribes to integrate the employment, training and related services they provide from diverse Federal sources in order to improve the effectiveness of those services, reduce joblessness in Indian communities, and serve tribally determined goals consistent with the policy of self-determination, while reducing administrative, reporting, and accounting costs. P.L. 102-477 permits the consolidation of federal funding received for employment, training, and related programs to allow greater flexibility in the development, operation, and coordination of such programs, and reduces administrative burden by streamlining program, statistical, and financial reporting requirements, by allowing tribes operating under P.L. 477 to complete a single narrative, statistical, and financial report based on their approved "477 Plan" rather than completing multiple reports for individual programs. As of 2024, the Department of Interior reported that it has approved eighty-three (83) Tribal 477 Plans that represent three hundred and three (303) Federally Recognized Tribes. Federal funding received by Oneida Nation for employment, training, and related programs is eligible for inclusion in a 477 Plan.

The Nation desired to pursue such consolidation under P.L. 102-477 because such flexibility will allow the Nation to better serve its members and improve the efficiency of its own operation. In order to participate in the 477 program, the Nation was required to submit a 477 Plan to the Secretary of Interior identifying the programs to be integrated, and this plan was required to be approved by the governing body of the Nation. On July 23, 2025, the Oneida Business Committee adopted resolution BC-07-23-25-N, *Submission of Oneida Nation P.L. 102-477 Plan to the U.S. Department of the Interior*, which approved the Nation's 477 Plan and authorized the submission of the Plan to the Department of the Interior. The Department of the Interior approved the Nation's 477 Plan on October 6, 2025.

Then in October 2025, the Oneida Vocational Rehabilitation Services (OVRS) department joined the Oneida Nation Economic Support Services (ONESS) department with the intent to reorganize ONESS-477 Workforce Development programming. Vocational rehabilitation funding received by the Nation through the United States Department of Education American Indian Vocational Rehabilitation Services (AIVRS) program is eligible for inclusion in a 477 Plan. The Nation's

ONESS Department and Human Services Division wish to integrate the AIVRS program into the Nation's 477 Plan, to improve services and programming for the Nation's members and improve efficiency of its operations.

The adoption of this resolution demonstrates that the Nation desires to amend its approved 477 Plan under Public Law 102-477 to add the U.S. Dept of Education American Indian Vocational Rehabilitation Services (AIVRS) program. Through this resolution the Oneida Business Committee approves the amended Oneida Nation 477 Plan, which will govern the Nation's administration of its 477 Program, and authorizes the Community Resource and Economic Support Director to submit the amended Plan to the U.S. Department of the Interior. This resolution also provides that the Oneida Business Committee confirms that this resolution will remain in effect until it is rescinded or amended by the Oneida Business Committee.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank
Amending Oneida Nation’s P.L. 102-477 Plan to Add Vocational Rehabilitation

- 1
- 2
- 3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 4 recognized by the laws of the United States of America; and
- 5
- 6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 7
- 8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 10
- 11 **WHEREAS,** Public Law 102-477, the Indian Employment, Training and Related Services
- 12 Demonstration Act (25 U.S.C. 3401 et seq), was passed in 1992 and amended in 2000
- 13 and 2017; and
- 14
- 15 **WHEREAS,** the purpose of P.L.102-477 is to facilitate the ability of Indian tribes to integrate the
- 16 employment, training and related services they provide from diverse Federal sources in
- 17 order to improve the effectiveness of those services, reduce joblessness
- 18 in Indian communities, and serve tribally determined goals consistent with the policy of self-
- 19 determination, while reducing administrative, reporting, and accounting costs; and
- 20
- 21 **WHEREAS,** P.L. 102-477 permits the consolidation of federal funding received for employment,
- 22 training, and related programs to allow greater flexibility in the development, operation, and
- 23 coordination of such programs; and
- 24
- 25 **WHEREAS,** P.L. 102-477 reduces administrative burden by streamlining program, statistical, and
- 26 financial reporting requirements, by allowing tribes operating under P.L. 477 to complete a
- 27 single narrative, statistical, and financial report based on their approved “477 Plan” rather
- 28 than completing multiple reports for individual programs; and
- 29
- 30 **WHEREAS,** federal funding received by Oneida Nation (“the Nation”) for employment, training, and
- 31 related programs is eligible for inclusion in a 477 Plan; and
- 32
- 33 **WHEREAS,** the Nation desires to pursue such consolidation under P.L. 102-477 because such flexibility
- 34 will allow the Nation to better serve its members and improve the efficiency of its own
- 35 operation; and
- 36
- 37 **WHEREAS,** in order to participate in the 477 program, the Nation must submit a 477 Plan to the
- 38 Secretary of the Interior identifying the programs to be integrated, and this plan must be
- 39 approved by the governing body of the Nation; and
- 40
- 41 **WHEREAS,** on July 23, 2025, the Oneida Business Committee adopted BC Resolution 07-23-25-N,
- 42 approving the Nation’s 477 Plan and authorizing the submission of the Plan to the
- 43 Department of the Interior; and

BC Resolution # _____
Amending Oneida Nation's P.L. 102-477 Plan to Add Vocational Rehabilitation
Page 2 of 2

44
45 **WHEREAS,** the Department of the Interior approved the Nation's 477 Plan on October 6, 2025; and
46
47 **WHEREAS,** in October 2025, the Oneida Vocational Rehabilitation Services (OVRS) department joined
48 the Oneida Nation Economic Support Services (ONESS) department with the intent to
49 reorganize ONESS-477 Workforce Development programming; and
50
51 **WHEREAS,** Vocational rehabilitation funding received by the Nation through the United States
52 Department of Education American Indian Vocational Rehabilitation Services (AIVRS)
53 program is eligible for inclusion in a 477 Plan; and
54
55 **WHEREAS,** the Nation's ONESS Department and Human Services Division wish to integrate the AIVRS
56 program into the Nation's 477 Plan, to improve services and programming for the Nation's
57 members and improve efficiency of its operations;
58
59 **NOW THEREFORE BE IT RESOLVED,** the Oneida Nation desires to amend its approved 477 Plan under
60 Public Law 102-477 to add the U.S. Dept of Education American Indian Vocational Rehabilitation Services
61 (AIVRS) program; and
62
63 **NOW THEREFORE BE IT FURTHER RESOLVED,** the Oneida Business Committee approves the
64 amended Oneida Nation 477 Plan, which will govern the Nation's administration of its 477 Program, and
65 authorizes the Community Resource and Economic Support Director to submit the amended Plan to the
66 U.S. Department of the Interior; and
67
68 **BE IT FURTHER AND FINALLY RESOLVED,** the Oneida Business Committee confirms that this resolution
69 will remain in effect until it is rescinded or amended by the Oneida Business Committee.
70
71

Enter the e-poll results into the record regarding the adopted BC Resolution # 12-30-25-A Oneida Nation.

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

From: [Secretary](#)
To: [Secretary](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Kirby W. Metoxen](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Marlon G. Skenandore](#); [Tehassi Tasi Hill](#)
Cc: [Danelle A. Wilson](#); [David P. Jordan](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Janice M. Decorah](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [BC Agenda Requests](#); [Lisa M. Summers](#); [Jo A. House](#)
Subject: E-POLL RESULTS: Adopt the resolution entitled Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities and approve the correspondence to the Oneida ESC, LLC Board of Managers
Date: Wednesday, December 31, 2025 9:09:22 AM
Attachments: [BCAR Adopt the resolution entitled Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities and approve the correspondence to the Oneida ESC, LLC Board of Managers.pdf](#)
[12-30-25-A Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities.pdf](#)

E-POLL RESULTS

The e-poll to adopt resolution 12-30-25-A Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities and to approve the correspondence to the Oneida ESC, LLC Board of Managers, **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson

Per Section 5.1 of the OBC SOP “[Conducting Electronic Voting \(E-polls\)](#)”, five (5) affirmative responses in support of the question in order to be approved.

Lisa Liggins
Secretary
Oneida Business Committee



A good mind. A good heart. A strong fire.

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Tuesday, December 30, 2025 9:42 PM
To: Lawrence E. Barton <lbarton2@oneidanation.org>
Cc: Janice M. Decorah <jdecora2@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>
Subject: FW: E-POLL REQUEST: Adopt the resolution entitled Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities and approve the correspondence to the Oneida ESC, LLC Board of Managers

Hi Larry,

I haven't issued the final e-poll results. At the time the e-poll was issued, having the resolution

adopted immediately was a priority, so I made the decision to hold the e-poll open for two hours only.

That approach has shifted so there is additional time. **If you'd like to cast your vote, please do so by 10:00 a.m. on Wednesday, December 31, 2025.** I will then publish the final e-poll results and certify the resolution.

Thank you for your time and understanding.

Lisa Liggins
Secretary
Oneida Business Committee



A good mind. A good heart. A strong fire.

From: Secretary <TribalSecretary@oneidanation.org>

Sent: Tuesday, December 30, 2025 5:46 PM

To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>

Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Lisa M. Summers <summer2@oneidanation.org>; Jo A. House <JHOUSE1@oneidanation.org>

Subject: E-POLL REQUEST: Adopt the resolution entitled Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities and approve the correspondence to the Oneida ESC, LLC Board of Managers

E-POLL REQUEST

Summary:

Attached you will find a resolution entitled "Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities" as well as draft correspondence for the Chairman's signature

directed toward Oneida ESC Group, LLC. These documents have been drafted following today's discussion.

The resolution is a proclamation therefore a statement of effect is not required per BC Resolution # 09-25-19-B, *Updated Statement of Effect Requirement for Resolutions*.

Justification for E-Poll:

This is a time sensitive matter and cannot wait until the next regular meeting nor an emergency meeting.

Requested Action:

Adopt the resolution entitled *Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities* and approve the correspondence to the Oneida ESC, LLC Board of Managers

Deadline for response:

Please note, I'm making an exception to the Conducting Electronic Voting SOP due to the urgency of this action.

Responses are due no later than **7:45 p.m., Tuesday, December 30, 2025**

Voting:

Use the voting button above, if available; OR
Reply with "Support" or "Oppose".

Lisa Liggins
Secretary
Oneida Business Committee



Business Committee Agenda Request

1. Meeting Date Requested:

2. General Information:

Session: Open Executive – must qualify under §107.4-1.

Justification:

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: _____

Additional Requestor: _____

Submitted By: _____

A good mind. A good heart. A strong fire.



Business Committee Agenda Request – Cover Memo

From: Lisa Liggins, Secretary
Date: December 30, 2025
RE: Adopt resolution and approve the correspondence.

Attached you will find a resolution entitled “Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities” as well as draft correspondence for the Chairman’s signature directed toward Oneida ESC Group, LLC.

The resolution is a proclamation therefore a statement of effect is not required per BC Resolution # 09-25-19-B, *Updated Statement of Effect Requirement for Resolutions*.

REQUESTED ACTION

Adopt the resolution entitled *Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities* and approve the correspondence to the Oneida ESC, LLC Board of Managers.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities

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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, the Oneida Business Committee has watched how the United States government has implemented federal policies regarding immigration and deportation; and

WHEREAS, as Indigenous peoples, we are very much aware of how “immigration” affects individuals, communities and nations; and

WHEREAS, we believe that the Nation, our businesses and our corporations, should set an example in engaging in contracts and grants that adhere to our Nation’s policies and Tsi?niyukwalihota (Our Ways); and

WHEREAS, we believe that in these heightened times awareness of all activities of the Nation cannot be expected at the Oneida Business Committee level and that every employee and representative should keep these goals in mind as they move forward with their actions on behalf of the Oneida Nation;

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee requires all employees and representatives of the Oneida Nation and its tribal corporations to utilize in all their decisions the policies and Tsi?niyukwalihota (Our Ways) to guide them.

NOW THEREFORE BE IT FINALLY RESOLVED, the Oneida Business Committee specifically directs that any employee or representative of the Oneida Nation and its tribal corporations disengage with all grant agreements and contracts that involve Immigration and Customs Enforcement.



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



1 December 30, 2025

2

3 Oneida ESC Group, LLC Board of Managers

4 Jeff House, OESC President

5

6

7 *RE: Oneida Business Committee Policy Position*

8

9

10 Dear Board Members:

11

12 The Oneida Business Committee was made aware of a contract entered into Oneida-Stantec JV LLC and
13 the Department of Homeland Security regarding Immigration and Customs Enforcement (ICE) facilities.
14 We requested that Jeff House, President OESC meet with us today to discuss this activity.

15

16 This issue was first brought to our attention on December 29th when an Instagram™ post was forwarded
17 to Melinda J. Danforth, Intergovernmental Affairs Director. This led to discussion about the propriety of
18 this action considering the actions of ICE Agents enforcing the new federal policies regarding
19 immigration and deportation. To be clear, the Oneida Business Committee opposes these new federal
20 policies and how they are being implemented.

21

22 We met with Mr. House on December 30th and expressed our concerns regarding this contract. He
23 explained that his intention was to utilize this opportunity as an inspector of completed work by others to
24 ensure that building codes and humanitarian designs are implemented in ICE facilities. We appreciated
25 this position but feel that this is not an issue that can be addressed in this manner, as we believe it is the
26 implementation of the policies within those facilities that is problematic.

27

28 To make our position clear, we have adopted the attached resolution. This clearly identifies the Nation's
29 opposition to the immigration and deportation policies and contracts that in any way assist in
30 implementation of those policies.

31

32 This is brought to your attention to assist in directing the future actions of Oneida ESC Group LLC, its
33 subsidiaries and joint ventures. We hope that this provides sufficient guidance. As always, we have
34 assigned Oneida Business Committee members as liaisons to discuss these types of concerns and
35 questions.

36

37 If you have further questions, please contact me.

38

39

40

41

42 Tehassi tasi Hill, Chairman

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 12-30-25-A

Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities

- 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 watched how the United States government has implemented federal policies regarding immigration and deportation; and
- WHEREAS,** as Indigenous peoples, we are very much aware of how “immigration” affects individuals, communities and nations; and
- WHEREAS,** we believe that the Nation, our businesses and our corporations, should set an example in engaging in contracts and grants that adhere to our Nation’s policies and Tsi?niyukwalihota (Our Ways); and
- WHEREAS,** we believe that in these heightened times, awareness of all activities of the Nation cannot be expected at the Oneida Business Committee level and that every employee and representative should keep these goals in mind as they move forward with their actions on behalf of the Oneida Nation;

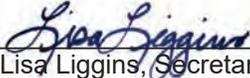
NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee requires all employees and representatives of the Oneida Nation and its tribal corporations to utilize in all their decisions the policies and Tsi?niyukwalihota (Our Ways) to guide them.

BC Resolution # 12-30-25-A
Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities
Page 2 of 2

NOW THEREFORE BE IT FINALLY RESOLVED, the Oneida Business Committee specifically directs that any employee or representative of the Oneida Nation and its tribal corporations disengage with all grant agreements and contracts that involve Immigration and Customs Enforcement.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members participated in an electronic vote (e-poll) which closed on the 30th day of December, 2025; that the forgoing resolution was duly adopted by a vote of 7 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way. The results of the e-poll will be entered into the record at the next Oneida Business Committee scheduled on January 14, 2025.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

Determine next steps regarding one (1) vacancy - Oneida Election Board

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/2026

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: January 5, 2026

RE: Appointment(s) – Oneida Election Board

Background

One (1) vacancy was posted for the Oneida Election Board. The vacancy is to complete a term ending July 31, 2028.

The vacancy has been posted since November 7, 2025. The latest application deadline was December 5, 2025, and one (1) application was received for the following applicant(s):

- Patricia Moore

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending July 31, 2028.
- 2) reject the selected applicant(s) and oppose the vote**, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding one (1) vacancy - Oneida Land Commission

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/2026

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: January 5, 2026

RE: Appointment(s) – Oneida Land Commission

Background

One (1) vacancy was posted for the Oneida Land Commission The vacancy is to complete term ending July 31, 2027.

The vacancy has been posted since November 7, 2025. The latest application deadline was December 5, 2025, and one (1) application(s) was received for the following applicant(s):

- Sherrole Benton

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending July 31, 2027, OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding three (3) vacancies - Oneida Nation Veteran Affairs Committee

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/2026

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: January 5, 2026

RE: Appointment(s) – Oneida Nation Veteran Affairs Committee

Background

Three (3) vacancies are posted for the Oneida Nation Veterans Affairs Committee. The vacancies are to complete a term ending December 31, 2028.

The vacancies have been posted since November 7, 2025. The latest application deadline was December 5, 2025, and one (1) application(s) was received for the following applicant(s):

- Gerald Cornelius

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending December 31, 2029,
OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Post twelve (12) vacancies - Oneida Election Board Alternates

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Vicki Cornelius, Chair/Oneida Election Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



MEMORANDUM

To: Business Committee
From: Vicki Cornelius, Election Board Chair VC
Date: December 23, 2025
Re: Request to Post Twelve (12) Vacancies – Oneida Election Board Alternates

Purpose:

Requires BC action per Boards, Committees and Commissions Law.

Background:

Due to recusal and the increase of staff needed for the polls, the Election Board is requesting to post for twelve (12) alternates to help with the 2026 General Election.

Action Requested:

Approve request to post twelve (12) vacancies for Alternates on the Oneida Election Board for the 2026 General Election.

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: ASHLEY BLAKER, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF DECEMBER 11, 2025
DATE: 12/12/25

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of December 11, 2025. The E-Poll and minutes were sent out 12/11/25 and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 5 FC members voting to approve the December 11, 2025, Finance Committee Meeting Minutes. FC Members voting included: *Sarah White, RaLinda Ninham-Lamberies, Jonas Hill, Sarah Miller, and Chad Fuss.*

These Finance Committee Minutes of December 11, 2025, will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



FINANCE COMMITTEE

FC REGULAR MEETING

DECEMBER 11, 2025 ▪ Time: 8:30 A.M

Business Committee Conference Room / Microsoft Teams

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair

RaLinda Ninham-Lamberies CFO/FC Vice-Chair

Sarah White, Purchasing Director

Jonas Hill, BC Council Member

Chad Fuss, Asst. GGM-Finance Casino Hotel

FC MEMBERS EXCUSED: Jennifer Webster, BC Council Member and Lisa Liggins, BC Secretary

OTHERS PRESENT: Lloyd Ninham, Garrett Miler, Paul Truttman, Kyle C. Skenandore, Heather Ohuafi, Luke Schwab, Shad Webster, Eric McLester, Laura Laitinen-Warren, Jason Doxtator, Briggs Noble, Dana McLester, Kyle A. Skenandore, Jason Wheelock, Mark Powless, Whitney Wheelock, Eric Bristol, David Jordan, Sarah Miller, and Ashley Blaker taking notes.

I. CALL TO ORDER:

The FC Regular Meeting was called to order by the FC Chair at 8:29 A.M.

II. APPROVAL OF AGENDA: DECEMBER 11, 2025

Motion by RaLinda Ninham-Lamberies to approve the December 11, 2025, Finance Committee Meeting Agenda. Seconded by Chad Fuss. Motion carried unanimously.

III. FC MINUTES: November 20, 2025 (Approved via E-Poll on 11/20/25)

Motion by Jonas Hill to acknowledge the FC E-Poll action taken on November 20, 2025, approving the November 20, 2025, Finance Committee Meeting Minutes. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

IV. CAPITAL EXPENDITURES:

- | | |
|--|----------------------------|
| <ol style="list-style-type: none"> 1. Oneida Construction Services – Siding Replacement DPW
Jason Wheelock, Engineering | <p>Amount: \$54,420.00</p> |
|--|----------------------------|

Motion by RaLinda Ninham-Lamberies to approve Oneida Construction Services – Siding Replacement DPW in the amount of \$54,420.00. Seconded by Sarah White. Motion carried unanimously.

- | | |
|---|---|
| 2. FY25 PO Increase – Packer City International Trucks Inc.
Lloyd Ninham, DPW-Groundskeeping | Amount: \$12,516.00
Total PO: \$312,516.00 |
|---|---|

Motion by Sarah White to approve FY25 PO Increase – Packer City International Trucks Inc. in the amount of \$12,516.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

- | | |
|--|---|
| 3. Creative Sign Company Inc. – Signage – Change Order #1
Paul Truttmann, Engineering | Amount: \$12,885.00
Total PO: \$500,285.00 |
|--|---|

Motion by RaLinda Ninham-Lamberies to approve Creative Sign Company Inc. – Signage – Change Order #1 in the amount of \$12,885.00. Seconded by Jonas Hill. Motion carried unanimously.

- | | |
|---|----------------------|
| 4. Kain Energy – Replace Inet Controls AJRCCC
Craig Clausen – DPW-Facilities | Amount: \$709,624.00 |
|---|----------------------|

Motion by Jonas Hill to approve Kain Energy – Replace Inet Controls AJRCCC in the amount of \$709,624.00. Seconded by Sarah White. Motion carried unanimously.

V. NEW BUSINESS:

- | | |
|---|----------------------|
| 1. Cornerstone Community Center Arena Agreement – Year 3
Heather Ohuafi – Gaming – Marketing | Amount: \$250,000.00 |
|---|----------------------|

Motion by RaLinda Ninham-Lamberies to approve Cornerstone Community Center Arena Agreement – Year 3 in the amount of \$250,000.00. Seconded by Sarah White. Opposed by Jonas Hill. Motion carried.

For the record the reason Jonas Hill opposed was he would like to see the money go towards a new recreation center.

- | | |
|--|--|
| 2. FY25 PO Increase – Steiro Appraisal Services
Shad Webster, Land Management | Amount: \$100,000.00
Total PO: \$148,000.00 |
|--|--|

Motion by RaLinda Ninham-Lamberies to approve FY25 PO Increase – Steiro Appraisal Services in the amount of \$100,000.00. Seconded by Sarah White. Motion carried unanimously.

3. Culture Amp – Services Amount: \$108,000.00
Laura Laitinen-Warren, HRD

Motion by RaLinda Ninham-Lamberies to approve Culture Amp – Services in the amount of \$108,000.00. Seconded by Sarah White. Motion carried unanimously.

4. Info-Tech – IT Research & Advisory Membership Amount: \$372,468.83
Jason Doxtator, DTS

Motion by Sarah White to approve Info-Tech – IT Research & Advisory Membership in the amount of \$372,468.83. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

5. FY24 PO Increase – Oneida Engineering Solutions LLC Amount: \$28,532.00
Briggs Noble, Engineering – ACCP Total PO: \$112,976.00

Motion by RaLinda Ninham-Lamberies to approve FY24 PO Increase – Oneida Engineering Solutions LLC in the amount of \$28,532.00. Seconded by Chad Fuss. Motion carried unanimously.

6. Amerind Risk Mgmt Corp – Insurance Coverage Amount: \$579,625.00
Dana McLester, CHD

Motion by Jonas Hill to approve Amerind Risk Mgmt Corp – Insurance Coverage in the amount of \$579,625.00. Seconded by Sarah White. Motion carried unanimously.

7. Oneida Engineering Solutions, LLC – Task Order #2 Amount: \$252,726.00
Kyle A. Skenandore, Tribal Transportation Program

Motion by RaLinda Ninham-Lamberies to approve Oneida Engineering Solutions, LLC – Task Order #2 in the amount of \$252,726.00 contingent upon receiving documentation from the funding source approving the sole-source. Seconded by Sarah White. Motion carried unanimously.

8. Infinium – Change Order Services for WFM & GHR Amount: \$1,217,624.00
Eric Bristol, DTS

Motion by Jonas Hill to approve Infinium – Change Order Services for WFM & GHR in the amount of \$1,217,624.00. Seconded by Chad Fuss. Abstained by RaLinda Ninham-Lamberies. Motion carried.

For the record RaLinda Ninham-Lamberies abstained because she honestly doesn't know what the correct answer is. She is not comfortable with investing additional millions of dollars in a system that is not yet implemented and doesn't know if it will ever be. It's a constant roller coaster of being up and down, up and down. Right now, we are at the crest but what is going to be the event that plummets us.

RaLinda Ninham-Lamberies excused 9:52 AM.

VI. ONEIDA FINANCE FUND:

REPORT:

1. Oneida Finance Fund Report – December 2025
Ashley Blaker, Office Manager

Motion by Jonas Hill to accept the Oneida Finance Fund Report for December 2025. Seconded by Chad Fuss. Motion carried unanimously.

REQUEST(S):

1. Piano Lessons Amount: \$500.00
Requester: Quanah Vasquez

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for Piano Lessons in the amount of \$500.00. Seconded by Jonas Hill. Motion carried unanimously.

2. Sewing Lessons Amount: \$500.00
Requester: Cherie Elm

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for Sewing Lessons in the amount of \$500.00. Seconded by Chad Fuss. Motion carried unanimously.

3. YMCA Membership Fees Amount: \$500.00
Requester: Rosa King

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for YMCA Membership Fees in the amount of \$500.00. Seconded by Jonas Hill. Motion carried unanimously.

4. Bode Central Gym Membership Amount: \$500.00
Requester: Kayla Gossen

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for Bode Central Gym Membership in the amount of \$500.00. Seconded by Chad Fuss. Motion carried unanimously.

5. NW Medicine Health & Wellness Center Amount: \$500.00
Requester: Nicole Holland

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for NW Medicine Health & Wellness Center in the amount of \$500.00. Seconded by Chad Fuss. Motion carried unanimously.

6. Gymnastics Class Fees Amount: \$750.00
Requester: Jessica Danforth for Arielle

Motion by Jonas Hill to approve from the Oneida Finance Fund the requests for #6 and #7 in the amounts requested. Seconded by Chad Fuss. Motion carried unanimously.

7. Gymnastics Class Fees Amount: \$750.00
Requester: Jessica Danforth for Jayla

- See Action in Oneida Finance Fund Request #6.

8. YMCA Membership Fees Amount: \$270.00
Requester: Amber Van Kirk for Greyson

Motion by Jonas Hill to approve from the Oneida Finance Fund the requests for #8 and #9 in the amounts requested. Seconded by Chad Fuss. Motion carried unanimously.

9. YMCA Membership Fees Amount: \$500.00
Requester: Amber Van Kirk

- See Action in Oneida Finance Fund Request #8.

10. YMCA Membership Fees Amount: \$500.00
Requester: Paige Skenandore

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for YMCA Membership Fees in the amount of \$500.00. Seconded by Jonas Hill. Motion carried

unanimously.

11. YMCA Summer Camp Fees Amount: \$750.00
Requester: Crystal Metoxen for Kyrie

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for YMCA Summer Camp Fees for the son of the requester in the amount of \$750.00. Seconded by Jonas Hill. Motion carried unanimously.

12. Summer Lacrosse Fees Amount: \$750.00
Requester: Rosa Laster for Mason

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for Summer Lacrosse Fees for the son of the requester in the amount of \$750.00. Seconded by Chad Fuss. Motion carried unanimously.

13. Hotworx Gym Membership Amount: \$500.00
Requester: Stacy Prevost

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for Hotworx Gym Membership in the amount of \$500.00. Seconded by Chad Fuss. Motion carried unanimously.

14. ONE WI Volleyball Club Fees Amount: \$750.00
Requester: Amber VanDen Heuvel for Kennedy

Motion by Jonas Hill to approve from the Oneida Finance Fund the requests for #14 and #15 in the amounts requested. Seconded by Chad Fuss. Motion carried unanimously.

15. ONE WI Volleyball Club Fees Amount: \$750.00
Requester: Amber VanDen Heuvel for Reese

- See Action in Oneida Finance Fund Request #14.

16. Dance Team Fees Amount: \$750.00
Requester: Nicole Van Den Heuvel for Bella

Motion by Jonas Hill to approve from the Oneida Finance Fund the requests for #16, #17, and #18 in the amounts requested. Seconded by Chad Fuss. Motion carried unanimously.

17. Gymnastics & Horse Back Riding Fees Amount: \$750.00
Requester: Nicole Van Den Heuvel for Mikayla
- See Action in Oneida Finance Fund Request #16.
18. Soccer Team Fees Amount: \$689.85
Requester: Nicole Van Den Heuvel for Logan
- See Action in Oneida Finance Fund Request #16.
19. HonorBound Fitness Membership Amount: \$500.00
Requester: Jolene Billie

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for HonorBound Fitness Membership Fees in the amount of \$500.00. Seconded by Jonas Hill. Motion carried unanimously.

20. FIRE Fitness Membership Amount: \$500.00
Requester: Kelly Skenandore-Holtz

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for FIRE Fitness Membership in the amount of \$500.00. Seconded by Jonas Hill. Motion carried unanimously.

VII. EXECUTIVE SESSION:

Motion by Jonas Hill to go into Executive Session. Seconded by Chad Fuss. Motion carried unanimously. Time: 10:03 A.M.

Motion by Chad Fuss to come out of Executive Session. Seconded by Jonas Hill. Motion carried unanimously. Time: 10:18 A.M.

1. Procurement Sign-Off Authority SOP
Sarah White, Purchasing

Motion by Sarah White to submit the Procurement Sign-Off Authority SOP for the next BC Work Session for FYI. Seconded by Chad Fuss. Motion carried unanimously.

2. Football Team & Camp Fees
Requester: Nicole Van Den Heuvel for Maddox

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for Football Team & Camp Fees in the updated amount of \$626.83. Seconded by Jonas Hill. Motion carried unanimously.

VIII. ADMINISTRATIVE /INTERNAL: None

IX. FOLLOW UP: None

X. FOR INFORMATION ONLY: None

XI. ADJOURN Motion by Jonas Hill to adjourn. Seconded by Chad Fuss. Motion carried unanimously. Time: 10:20 A.M.

Minutes submitted by:
Ashley Blaker, Office Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: December 11, 2025

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: ASHLEY BLAKER, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF DECEMBER 19, 2025
DATE: 12/19/25

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of December 19, 2025. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 4 FC members voting to approve the December 19, 2025, Finance Committee Meeting Minutes. FC Members voting included: *Jennifer Webster, Lisa Liggins, Jonas Hill, and Sarah White.*

These Finance Committee Minutes of December 19, 2025, will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



ONEIDA
FINANCE COMMITTEE
FC REGULAR MEETING
DECEMBER 19, 2025 • Time: 8:30 A.M
Business Committee Conference Room

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair	RaLinda Ninham-Lamberies CFO/FC Vice-Chair
Jonas Hill, BC Council Member	Sarah White, Purchasing Director
Jennifer Webster, BC Council Member	Chad Fuss, Asst. GGM-Finance Casino Hotel
Lisa Liggins, BC Secretary	

OTHERS PRESENT: Nathan Maufort, Ryan Raduechel, Andrew Doxtater, Barbara Metoxen, Ernest Oberst, Randy Griswold, Emily Jacobson, Candi Cornelius, Tanya Martin, Deke Suri, and Ashley Blaker taking notes.

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Chair at 8:32 A.M.

II. APPROVAL OF AGENDA: DECEMBER 19, 2025

Motion by Jennifer Webster to approve the December 19, 2025, Finance Committee Meeting Agenda noting the change in order. Seconded by Jonas Hill. Motion carried unanimously.

III. FC MINUTES: DECEMBER 11, 2025 (Approved via E-Poll on 12/12/25)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on December 11, 2025, approving the December 11, 2025, Finance Committee Meeting Minutes. Seconded by Jonas Hill. Motion carried unanimously.

IV. CAPITAL EXPENDITURES:

- | | |
|--|------------------------|
| 1. Tweet Garot – Main Casino HRU Replacement | Amount: \$2,868,264.00 |
| Nathan Maufort, Gaming-Facilities | |

Motion by Lisa Liggins to approve Tweet Garot – Main Casino HRU Replacement in the amount of \$2,868,264.00. Seconded by Jennifer Webster. Motion carried

unanimously.

V. NEW BUSINESS:

1. Everi Payments Inc. – Service Contract Amount: \$151,840.71
Andrew Doxtater – Gaming – Accounting

Motion by Jonas Hill to approve Everi Payments Inc. – Service Contract in the amount of \$151,840.71. Seconded by Jennifer Webster. Motion carried unanimously.

2. EagleSun Systems Products, Inc. – Software Support Agreement Amount: \$128,610.00
Jessica Vandekamp, Economic Support

Motion by Jennifer Webster to approve EagleSun Systems Products, Inc. – Software Support Agreement in the amount of \$128,610.00. Seconded by Jonas Hill. Motion carried unanimously.

VI. DONATION:

REPORT:

1. FC Donation Report – December 2025
Ashley Blaker, Office Manager

Motion by Chad Fuss to accept the FC Donation Report for December 2025. Seconded by Jennifer Webster. Motion carried unanimously.

REQUEST(S):

1. WI Doulas Association Inc. – Donation Amount: \$3,000.00
Requester: Emily Jacobson, Executive Director

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from WI Doulas Association Inc. – Donation in the amount of \$3,000. Seconded by Jonas Hill. Motion carried unanimously.

2. Fritsch Park Neighborhood Association – Special Event Amount: \$3,000.00
Requester: Randy Griswold, President

Motion by Lisa Liggins to approve from the Finance Committee Donations the request from Fritsch Park Neighborhood Association – Special Event in the amount of \$3,000. Seconded by Jonas Hill. Motion carried unanimously.

3. Oneida VFW Post #7784 – Donation Amount: \$3,000.00

Requester: Deke Suri, Commander

Motion by Lisa Liggins to approve from the Finance Committee Donations the request from Oneida VFW Post #7784 – Donation in the amount of \$3,000. Seconded by Jennifer Webster. Motion carried unanimously.

4. Brown County Blackjacks – Donation Amount: \$3,000.00
Requester: Deke Suri, General Manager

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Brown County Blackjacks – Donation in the amount of \$3,000. Seconded by Lisa Liggins. Motion carried unanimously.

VII. EXECUTIVE SESSION: None

VIII. ADMINISTRATIVE /INTERNAL: None

IX. FOLLOW UP: None

X. FOR INFORMATION ONLY: None

XI. ADJOURN: Motion by Jennifer Webster to adjourn. Seconded by Lisa Liggins.

Motion carried unanimously. Time: 8:45 A.M.

Minutes submitted by:
Ashley Blaker, Office Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: December 19, 2025

Accept the December 3, 2025, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Accept the December 3, 2025 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
 December 03, 2025
 9:00 a.m.

Present: Jameson Wilson, Jonas Hill, Kirby Metoxen [*Microsoft Teams*]

Excused: Jennifer Webster

Unexcused: Marlon Skenandore

Others Present: Grace Elliott, Carolyn Salutz,

Others Present on Microsoft Teams: Clorissa Leeman, Debra Powless, Erik Boulanger, Fawn Billie, Diane Wilson, Fawn Cottrell, Grace Koehler, Janice Decorah, Jason Martinez, Jessalyn Harvath, Joshua Cornelius, Kaylynn Biely, Krystal John, Mary Graves, Melissa Alvarado, Rae Skenandore, Jo Ann Huse, Ronald Van Schyndel

I. Call to Order and Approval of the Agenda

Jameson Wilson called the December 03, 2025, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jonas Hill to adopt the agenda; seconded Kirby Metoxen. Motion carried unanimously.

II. Minutes to be Approved

1. November 5, 2025 LOC Meeting Minutes

Motion by Kirby Metoxen to approve the November 5, 2025 LOC meeting minutes and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

III. Current Business

1. Solid Waste Disposal Law Amendments

Motion by Jonas Hill to accept the draft and legislative analysis; and direct the Legislative Reference Office to schedule a public meeting; seconded by Kirby Metoxen. Motion carried unanimously.

2. Workplace Violence Law

Motion by Kirby Metoxen to accept the public comment memorandum with LOC consideration, updated draft, legislative analysis, and fiscal impact statement request memorandum; and direct the fiscal impact request memo signed by Chairman Wilson and submitted to Finance directing the fiscal be submitted by December 17, 2025, seconded by

A good mind. A good heart. A strong fire.



Jonas Hill Motion carried unanimously.

IV. New Submissions

1. Petition: K. Schultz- General Welfare Assistance Payment to Membership #2025-03

Motion by Kirby Metoxen to add the Petition: K. Schultz General Welfare Assistance Payment to Membership #2025-03 to the Active Files List with Jameson Wilson as sponsor; seconded by Jonas Hill Motion carried unanimously.

2. Plastic Free Law

Motion by Kirby Metoxen to add the Plastic Free Law to the Active Files List with Jameson Wilson as sponsor; seconded by Jonas Hill Motion carried unanimously.

3. Oneida Language Law

Motion by Jonas Hill to accept the referendum directive as information, noting that the Oneida Language Law is already on the Active Files List; seconded by Kirby Metoxen. Motion carried unanimously.

4. Time and Attendance Law for Elected Officials

Motion by Kirby Metoxen to add the Time and Attendance Law for Elected Officials to the Active Files List with Jonas Hill as sponsor; seconded by Jonas Hill Motion carried unanimously.

V. Additions

VI. Administrative Updates

VII. Executive Session

VIII. Adjourn

Motion by Kirby Metoxen to adjourn at 9:17 a.m.; seconded by Jonas Hill. Motion carried unanimously.

Accept the December 17, 2025, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Accept the December 17, 2025 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
 December 17, 2025
 9:00 a.m.

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

Excused: Jennifer Webster

Others Present: Grace Elliott, Carolyn Salutz

Others Present on Microsoft Teams: Clorissa Leeman, Melissa Alvarado, Diane Wilson, Kaylynn Biely, Laura Laitinen-Warren, Peggy Helm-Quest, Debra Powless, Rae Skenandore, Rhiannon Metoxen, Fawn Billie, Fawn Cottrell, Jesse Kujawa, Tavia James-Charles, Sarah Miller, Michelle Tipple, Katsitsiyo Danforth

I. Call to Order and Approval of the Agenda

Jameson Wilson called the December 17, 2025, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jonas Hill to adopt the agenda; seconded Marlon Skenandore. Motion carried unanimously.

II. Minutes to be Approved

1. December 3, 2025 LOC Meeting Minutes

Motion by Jonas Hill to approve the December 3, 2025, LOC meeting minutes and forward to the Oneida Business Committee; seconded by Kirby Metoxen. Motion carried unanimously.

III. Current Business

1. Higher Education Scholarship Law

Motion by Jonas Hill to accept the public comments and public comment memorandum and defer to a work meeting for further consideration; seconded by Marlon Skenandore. Motion carried unanimously.

2. Real Property Law Amendments

Motion by Kirby Metoxen to accept the public comments and public comment memorandum and defer to work meeting for further consideration; seconded by Jonas Hill. Motion carried unanimously.



3. Hunting, Fishing, and Trapping Law Amendments

Motion by Jonas Hill to approve the adoption packet for the proposed amendment to the Hunting, Fishing, and Trapping Law and forward to the Oneida Business Committee for consideration; seconded by Marlon Skenandore. Motion carried unanimously.

4. Public Use of Tribal Land Law Amendments

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

Motion by Jonas Hill to approve the Fiscal Impact Statement request memorandum and forward to the Finance Department to be completed and submitted to the Legislative Operating Committee by January 15, 2026; seconded by Marlon Skenandore. Motion carried unanimously.

5. Recycling and Solid Waste Disposal Law Amendments

Motion by Marlon Skenandore to approve the public meeting packet and schedule a public meeting for the proposed Recycling and Solid Waste Disposal Law Amendments to be held on February 12, 2026; seconded by Jonas Hill. Motion carried unanimously.

6. Independent Contractors Policy Amendments

Motion by Jonas Hill to accept the updated public comment review memorandum, draft, legislative analysis and 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 January 5, 2026; seconded by Marlon Skenandore. Motion carried unanimously.

7. Workplace Violence Law Amendments

Motion by Jonas Hill to approve the adoption packet for the proposed amendment to the Hunting, Fishing, and Trapping Law and forward to the Oneida Business Committee for consideration; seconded by Marlon Skenandore. Motion carried unanimously.

8. Budget and Finances Law Amendments

Motion by Jonas Hill to approve the public meeting packet and schedule a public meeting for the proposed Budget and Finances Law Amendments to be held on February 12, 2026; seconded by Marlon Skenandore. Motion carried unanimously.

IV. New Submissions**V. Additions****VI. Administrative Updates****VII. Executive Session**

VIII. Adjourn

Motion by Marlon Skenandore to adjourn at 9:50 a.m.; seconded by Kirby Metoxen.
Motion carried unanimously.

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: NATOW agenda | | |

7. Budget Information:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
- Other: partial reimbursement from

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen

Travel Event: NATOW & GLITC Meeting

Travel Location: Bad River, WI

Departure Date: 12/02/2025 Return Date: 12/04/2025

Projected Cost: 800 Actual Cost: 651.25

Date Travel was Approved by OBC: 11/12/2025

Narrative/Background:

Councilman Metoxen attended the Native American Tourism of Wisconsin, NATOW's December meeting. Councilman Metoxen is NATOW's Vice President and Oneida Nation's representative. NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity, and cultural dynamism of the 11 federally recognized tribes of Wisconsin. The Great Lakes Inter-Tribal Council, Inc. (GLITC) is a consortium of federally recognized Indian tribes in Wisconsin and the Upper Peninsula of Michigan. GLITC supports member tribes in expanding self-determination efforts by providing services and assistance. GLITC uses a broad range of knowledge and experience to advocate for the improvement and unity of tribal governments, communities and individuals.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel report - Councilman Kirby Metoxen - NATOW & GLITC Meeting - Bad River, WI - December 02-04, 2025.



NATOW

Native American Tourism of Wisconsin

NATOW Board Meeting

December 3, 2025

1:00 - 4:00

Bad River Lodge & Casino 73370 US- 2 Ashland, Wisconsin 54806 Madigan Room

1. Call the meeting to order at 1:00

2. Roll Call:
- Red Cliff-
 - Oneida Nation-
 - St Croix-
 - Ho Chunk Nation-
 - Sokaogon Chippewa-
 - Bad River-
 - Forest Count Potawatomi-
 - Lac Du Flambeau-
 - Menominee Nation-
 - Stockbridge Munsee-
 - Lac Courte Oreilles-

3. Chairwoman (Elizabeth Arbuckle) welcomes everyone to the meeting today.

4. Motion by (tribe) to approve the Agenda with changes, 2nd by (tribe) . All in favor, Motion carried.

5. Meeting Minutes-Secretary

Motion by (tribe) to accept the Secretary's minutes, 2nd by (tribe). All in Favor, Motion carried.

6. Executive Director's Report

Motion by (tribe) to accept the Executive Director's report, 2nd by (tribe) . All in favor, Motion carried.

7. Financial Report

Motion by (tribe) to accept the Financial Report, 2nd by (tribe). All in favor, Motion carried.

8. Old Business-Reimbursements

9. New Business

- a. Winter Gala 2026
- b. Yearly Conference 2026 Theme Ideas, sponsors, gifts.
- c. Kim Swisher/marketing
- d. Website updates, Head shots, website links for the “things to do”
- e. USA Today AD
- f. Wal-Mart Foundation
- g. RES Conference 2026
- h. 4K application

10. Other Business

- a. WEDC partnership
- b. Lac Du Flambeau Ice fishing event

11. Announcements

12. Adjournment

Motion by(tribe) to Adjourn (Month) NATOW Board Meeting at (Time) pm, 2nd by (tribe). All in favor, Motion carried.

[Redacted]

Minutes respectfully submitted by:

(Name), NATOW Board Secretary

Approve the travel request - Chairman Tehassi Hill - National Republications Senate Committee (NRSC).

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel request-Chairman Tehassi Hill-NRSC Winter Meeting,February 6-8, 2026, Palm Beach, FL.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Tehassi Hill, Chairman

Primary Requestor: Danelle Wilson, Executive Assistant to Chairman Hill

Oneida Business Committee Travel Request

1. **OBC Meeting Date Requested:** 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: NRSC Winter Meeting

Event Location: Palm Beach, FL Attendee(s): Tehassi Hill

Departure Date: 02/06/2026 Attendee(s):

Return Date: 02/08/2026 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
 Unbudgeted
 Grant Funded or Reimbursed

Cost Estimate: \$2,000

4. Justification:

Describe the justification of this Travel Request:

Purpose: The Nation has contributed to the NRSC and we are able to send one person with one hotel room (secured but not paid for). This is an opportunity to develop and/or strengthen Oneida Nation's relationship with Republican Senators and is recommended by Intergovernmental Affairs, that Oneida has representation present.

Requested Action: Approve travel request-Chairman Tehassi Hill-NRSC Winter Meeting, February 6-8, 2026, Palm Beach, FL.

5. Submission

Sponsor: Tehassi Hill, Chairman

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org

Oneida Business Committee Travel Request

Approve the travel request - Additional OBC Members - 2026 Indian Gaming Tradeshow & Convention - ..

1. OBC Meeting Date Requested: 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: 2026 Indian Gaming Tradeshow & Convention

Event Location: San Diego, CA

Attendee(s):

Departure Date:

Attendee(s):

Return Date:

Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: \$5,600

4. Justification:

Describe the justification of this Travel Request:

The Indian Gaming Tradeshow & Convention is the largest gathering of tribal leaders and casino executives in the country; it is both the meeting place where the community gathers to learn, network and exchange industry-specific ideas and a cultural celebration of success, strength and self-reliance.

Elections for Vice-Chairman and Treasurer positions of Indian Gaming Association will also take place at 2026 Indian Gaming Tradeshow & Convention, where the delegate for the Nation will have a vote.

Chairman Hill's travel request for this event was approved via e-poll on December 17, 2025. The Business Committee will need to discuss and determine if additional attendees should also attend. The official agenda has not yet been released, but a tentative schedule is attached.

Requested Action: Approve travel request - Additional OBC Members - 2026 Indian Gaming Tradeshow & Convention - San Diego, CA - March 29-April 3, 2026

5. Submission

Sponsor:

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler			
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	San Diego		
Departure date	03/29/2026	Return date	04/03/2026
Purpose of travel	2026 Indian Gaming Tradeshow & Convention		
Charged GL Account			

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	4	\$ 344.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 473.00
Lodging including room, taxes, fees, and hotel parking	\$ 300.00		5	\$ 1,500.00
Airfare				\$ 1,500.00
Luggage Fees				\$ 70.00
Car Rental				\$ 0.00
Registration				\$ 1,549.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 5,119.00
Total Cost Estimate				\$ 5,592.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		
Supervisor		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

SAVE THE DATE



2026 INDIAN GAMING

TRADESHOW & CONVENTION

MARCH 30 - APRIL 2, 2026
SAN DIEGO CONVENTION CENTER



THE PREMIER EVENT FOR INDIAN GAMING
INDIANGAMINGTRADESHOW.COM



Mar 30, 2026 Mar 31, 2026 Apr 01, 2026 Apr 02, 2026

09:00 AM	Golf Classic to Advance Tribal Education 9:00 AM
11:00 AM	Registration 11:00 AM - 6:00 PM
12:50 PM	Monday Conference Sessions 12:50 PM - 5:00 PM <i>Boxed lunch is included</i>



Mar 30, 2026 Mar 31, 2026 Apr 01, 2026 Apr 02, 2026

07:30 AM	Registration 7:30 AM - 5:00 PM	
08:00 AM	Seminar Institute Training: Commissioner Certification Training III 8:00 AM - 5:00 PM	Seminar Institute Training: Commissioner Certification Master Training 8:00 AM - 5:00 PM
08:30 AM	Tribal Membership Meeting 8:30 AM - 5:00 PM	
09:00 AM	Native American Arts & Crafts Booth Open 9:00 AM - 5:00 PM	Conference Sessions 9:00 AM - 5:30 PM
12:30 PM	Chairman's Award Luncheon (Previously named: Sovereign Warrior Awards Luncheon Featuring Special Honorees) 12:30 PM - 2:00 PM	
06:30 PM	Welcome Reception 6:30 PM	



HOME EVENT INFO EXHIBIT & SPONSOR MORE

[Register Now](#) [Book A Booth](#)

Mar 30, 2026 Mar 31, 2026 Apr 01, 2026 Apr 02, 2026

08:00 AM	Registration Open 8:00 AM - 5:00 PM	Seminar Institute Training: Commissioner Certification Training III 8:00 AM - 5:00 PM	Seminar Institute Training: Commissioner Certification Master Training 8:00 AM - 5:00 PM
09:00 AM	Native American Arts & Crafts Booths Open 9:00 AM - 5:00 PM		
09:45 AM	Tradeshow Ribbon Cutting Lobby		
10:00 AM	Tribal Energy Summit: Policy and Strategies for Indian Country The Indian Gaming Association is excited to announce the addition of the Tribal Energy Summit at this year's Indian Gaming Tradeshow & Convention. Taking place April 1, there will be a full day of sessions targeted towards Tribal Government and Tribal Enterprise showcasing economic innovation and empowerment, sustainability, sovereignty in action, and partnership building. All attendees at this year's	Tradeshow Floor Open 10:00 AM - 5:00 PM	DigitalPlay Summit Opens Tradeshow Floor  10:00 AM - 5:00 PM



HOME EVENT INFO EXHIBIT & SPONSOR MORE

Register Now

Book A Booth

11:00 AM

Chairman's Lounge Presentations & Showcase Education Sessions

11:00 AM - 4:00 PM

Tribal Leader's Lounge Presentations & Showcase Education Sessions

11:00 AM - 4:00 PM

01:00 PM

Networking Mixer

Mix and mingle with your colleagues! Taking place in the DigitalPlay Summit area of the show floor.

Tribal Membership Meeting

1:00 PM - 4:00 PM

03:30 PM

AGEM VIP Show Floor Reception

Food, beer, and wine are to be served.

Sponsored by: Sponsored by:



Veterans in Gaming (ViG) Happy Hour at Digital Play

Veterans in Gaming Happy Hour is in honor of those that served in the military and are in the gaming industry.

Enjoy this happy hour, hosted by Chalkline Sports, located within the DigitalPlay Summit area from 3:30 PM - 5:30 PM.

05:00 PM

Tradeshow Floor Closes

DigitalPlay Summit Closes



5:00 PM

06:00 PM

Native Forward's 56th Anniversary Gala: Empowering Native Futures

Native Forward's 56th Anniversary Gala is a momentous celebration of the achievements of Native scholars and the bright futures they are shaping.

Coming Soon!

Mar 30, 2026 Mar 31, 2026 Apr 01, 2026 Apr 02, 2026

08:00 AM	Seminar Institute Training: Commissioner Certification Training III 8:00 AM - 12:15 PM	Seminar Institute Training: Commissioner Certification Master Training 8:00 AM - 12:15 PM	Registration 8:00 AM - 3:00 PM
09:00 AM	Native American Arts & Crafts Booths Open 9:00 AM - 3:00 PM		
10:00 AM	Tradeshow Floor Open 10:00 AM - 3:00 PM	DigitalPlay Summit Opens <small>↳ Tradeshow Floor</small>  10:00 AM - 3:00 PM	
11:00 AM	Free Lunch Thursday, courtesy of AGEM Pick up your lunch voucher from the DigitalPlay Summit stage. <i>Voucher is valid at show floor concessions</i>	Chairman's Lounge Presentations & Showcase Education Sessions 11:00 AM - 3:00 PM	Tribal Leader's Lounge Presentations & Showcase Education Sessions 11:00 AM - 3:00 PM
03:00 PM	Tradeshow Floor Closes	DigitalPlay Summit Closes  5:00 PM	

Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self...

Business Committee Agenda Request

1. **Meeting Date Requested:** 01/14/26

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve Travel Request Jennifer Webster- Indian Health Services (IHS) Tribal Self Governance Advisory Committee (TSGAC) February 23-26, 2026 Washington D.C.

4. **Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Oneida Business Committee

5. **Additional attendees needed for this request:**

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|---|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input checked="" type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |

8. Other:

9. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 1 / 14 / 26 e-poll requested

2. General Information:

Event Name: Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC)

Event Location: Washington DC Attendee(s):

Departure Date: Attendee(s):

Return Date: Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: \$ 2538.00 (Reimbursed)

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster - Represents for the Bemidji Area on the Indian Health Service's Tribal Self Governance Advisory Committee Meeting.
The Indian Health Services (IHS) Tribal Self Governance Advisory Committee (TSGAC) provides a forum for Tribal and Federal officials for discussions related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions intended to improve Self Governance and enhance Tribal- Federal partnership.

All travel expenses are reimbursed.

5. Submission

Sponsor:

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Washington D.C.		
Departure date	02/23/2026	Return date	02/26/2026
Purpose of travel	Indian Health Services (IHS) Tribal Self Governance Advisory Committee (TSGAC)		
Charged GL Account	001-427200-009-701000-000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 92.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 92.00	1.00	3	\$ 276.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				414.00
Lodging including room, taxes, fees, and hotel parking	\$ 196.00		3	\$ 588.00
Airfare				\$ 1,036.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 2,124.00
Total Cost Estimate				\$ 2,538.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

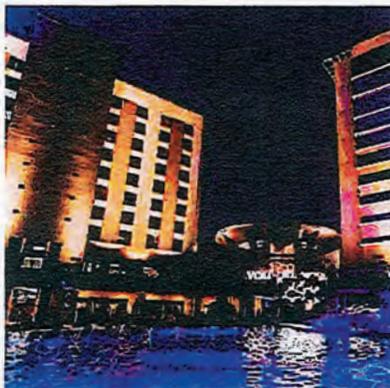
Send all travel related items to: CentralAccounting_Travel@oneidanation.org

2026 Tribal Self-Governance Annual Conference

Register today for the 2026 Tribal Self-Governance Conference!

The annual Tribal Self-Governance Conference will be held April 7-9, 2026 at Gila River Wild Horse Pass Resort & Casino in Chandler, AZ.

CONFERENCE INFORMATION



TSGAC/SGAC Advisory Committee Meeting

February 24, 2026 @ 8:00 am – February 26, 2026 @ 5:00 pm EST

[Book Room Here](#)

TSGAC/SGAC Advisory Committee Meeting

July 28, 2026 @ 8:00 am – July 30, 2026 @ 5:00 pm EDT

TSGAC/SGAC Advisory Committee Meeting

November 3, 2026 @ 8:00 am – November 5, 2026 @ 5:00 pm EST

TSGAC/SGAC Advisory Committee Meetings

The Department of the Interior (DOI) Self-Governance Advisory Committee (SGAC) and the Indian Health Service (IHS) Tribal Self-Governance Advisory Committee (TSGAC) provide a forum for Tribal and Federal officials to discuss issues related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions intended to improve the Tribal-Federal partnership.



Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self...

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve-Travel Request for Jennifer Webster- Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) July 27-31, 2026 Washington D.C.

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office DTS
- Gaming/Retail Boards, Committees, or Commissions
- Other: Oneida Business Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|---|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input checked="" type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 1 / 14 / 26 e-poll requested

2. General Information:

Event Name: Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC)

Event Location: Washington DC Attendee(s): Jennifer Webster

Departure Date: Jul 27, 2026 Attendee(s):

Return Date: Jul 31, 2026 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$ 1790.00 (Reimbursed)

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster - Represents for the Bemidji Area on the Indian Health Service's Tribal Self Governance Advisory Committee Meeting.

The Indian Health Services (IHS) Tribal Self Governance Advisory Committee (TSGAC) provides a forum for Tribal and Federal officials for discussions related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions intended to improve Self Governance and enhance Tribal- Federal partnership.

All travel expenses are reimbursed.

5. Submission

Sponsor: Jennifer Webster, Councilmember

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Washington, D.C.		
Departure date	07/27/2026	Return date	07/31/2026
Purpose of travel	Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC)		
Charged GLAccount	001-427200-009-701000-000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 92.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 110.00	1.00	4	\$ 368.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 506.00
Lodging including room, taxes, fees, and hotel parking	\$ 196.00		4	\$ 784.00
Airfare				\$ 1,036.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,284.00
Total Cost Estimate				\$ 1,790.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

Public Packet

2026 Tribal Self-Governance Annual Conference

Register today for the 2026 Tribal Self-Governance Conference!

The annual Tribal Self-Governance Conference will be held April 7-9, 2026 at Gila River Wild Horse Pass Resort & Casino in Chandler, AZ.

TSGAC/SGAC Advisory Committee Meeting

February 24, 2026 @ 8:00 am – February 26, 2026 @ 5:00 pm EST

[Book Room Here](#)

TSGAC/SGAC Advisory Committee Meeting

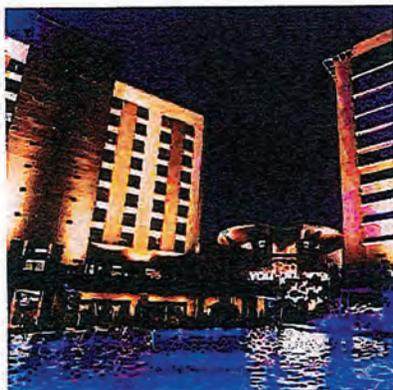
July 28, 2026 @ 8:00 am – July 30, 2026 @ 5:00 pm EDT

TSGAC/SGAC Advisory Committee Meeting

November 3, 2026 @ 8:00 am – November 5, 2026 @ 5:00 pm EST



CONFERENCE INFORMATION



TSGAC/SGAC Advisory Committee Meetings

The Department of the Interior (DOI) Self-Governance Advisory Committee (SGAC) and the Indian Health Service (IHS) Tribal Self-Governance Advisory Committee (TSGAC) provide a forum for Tribal and Federal officials to discuss issues related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions intended to improve the Tribal-Federal partnership.



Approve the travel request - Councilman Jonas Hill - National Congress of American Indians (NCAI)...

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Request for Councilman Jonas Hill to attend the NCAI Executive Council Winter Session being held in Washington D.C.
- February 8th – 12th, 2026 -

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jonas Hill, Councilman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. **OBC Meeting Date Requested:** 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: NCAI Executive Council Winter Session

Event Location: Washington D.C. Attendee(s): Jonas Hill

Departure Date: 02/08/2026 Attendee(s):

Return Date: 02/12/2026 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
 Unbudgeted
 Grant Funded or Reimbursed

Cost Estimate: \$3,100

4. Justification:

Describe the justification of this Travel Request:

I am requesting to attend the NCAI Executive Council Winter Session this meeting presents an opportunity for Tribal delegates to hear from members of Congress and the Administration, furthering the government-to-government relationship between Tribal Nations and the federal government. I would like to attend to ensure the Oneida Nations best interests are represented, and to stay abrupt of any issues and opportunities impacting Indian country.

5. Submission

Sponsor: Jonas Hill, Councilman

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org



National Congress of American Indians | 1516 P St NW, Washington, DC 20005 | (202) 466-7767 | www.ncai.org

NCAI Executive Council Winter Session 2026

Agenda-at-a-Glance

(Updated: 12/11/2025)

All Times EST subject to change

Sunday, February 8, 2026

9:00 a.m. – 3:00 p.m. NCAI Fund / Executive Committee Meeting
 – *Closed Meeting*
 10:00 a.m. – 5:00 p.m. Registration / Rules & Credentials Open

Monday, February 9, 2026

8:00 a.m. – 5:00 p.m. Registration / Rules & Credentials Open
 10:00 a.m. – 11:30 a.m. State of Indian Nations Address
 11:30 a.m. – 1:00 p.m. Lunch (on your own)
 1:00 p.m. – 2:30 p.m. First General Assembly
 Task Force / Working Group Meetings
 2:45 p.m. – 4:15 p.m.
 4:30 p.m. – 5:30 p.m. Working w/ Congress 101

Tuesday, February 10, 2026

8:00 a.m. – 5:00 p.m. Registration / Rules & Credentials Open
 8:30 a.m. – 12:00 p.m. Second General Assembly
 12:00 p.m. – 2:00 p.m. Lunch (on your own)
 30th Annual National Indian Women's Honor Lunch
 12:00 p.m. – 1:45 p.m. NCAI Youth Track
 1:00 p.m. – 5:00 p.m. Task Force / Working Group Meetings
 2:00 p.m. – 3:30 p.m.
 4:00 p.m. – 5:30 p.m. Task Force / Working Group Meetings
 Youth Reception
 6:30 p.m. – 8:30 p.m.

Wednesday, February 11, 2026

8:00 a.m. – 1:00 p.m. Registration / Rules & Credentials Open
 8:30 a.m. – 12:00 p.m. Third General Assembly
 12:00 p.m. – 2:00 p.m. Lunch (on your own)

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jonas Hill		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Washington D.C.		
Departure date	02/08/2026	Return date	02/12/2026
Purpose of travel	NCAI Executive Council Winter Session		
Charged GL Account	001.4272000.008.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 92.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 92.00	1.00	3	\$ 276.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 414.00
Lodging including room, taxes, fees, and hotel parking	\$ 250.00		4	\$ 1,000.00
Airfare				\$ 550.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 450.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 2,500.00
Total Cost Estimate				\$ 2,914.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		01/06/2026
Department Sign-off		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: NATOW Flyer, travel request | | |

7. Budget Information:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: partial reimbursement from NATOW | |

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: Native American Tourism of Wisconsin Annual 2026 GALA

Event Location: Lac du Flambeau, WI Attendee(s): Kirby Metoxen

Departure Date: 01/30/26 Attendee(s):

Return Date: 01/31/26 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$210

4. Justification:

Describe the justification of this Travel Request:

Approve travel request - Councilmen Kirby Metoxen - Native American Tourism of Wisconsin (NATOW) Annual 2026 GALA-Milwaukee, WI-Jan. 30-31, 2026 noting NATOW will provide partial reimbursement.

NATOW will be hosting its annual conference. NATOW s mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity and cultural dynamism of the 11 federally recognized tribes of Wisconsin. Tourism is the leading industry in tribal economies and plays a critical role in generating employment and revenues for essential governmental services for tribes and their members, including healthcare, housing, education, elder services, pre-K and more. NATOW is comprised of representatives from each tribe who meet to discuss and implement its strategic initiatives.

5. Submission

Sponsor: Kirby Metoxen, Councilmember

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org

From Our Woods and Waters to Your Plate

Native American Tourism of Wisconsin Winter Gala

January 30 | 6–10 PM

Potawatomi Casino & Hotel, Milw.

Enjoy:

- Authentic Indigenous Dishes
- Networking Opportunities

RSVP Today:

Email PSmith@glitc.org
or call 414-416-5393

\$130 per person: Buy a table for 10 and get \$130 off (10 spots for the cost of 9)!

Approve the travel request - Councilman Kirby Metoxen - Wisconsin Governor's Conference on Tourism -

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel request - Councilmen Kirby Metoxen - Wisconsin Governor's Conference On Tourism-Milwaukee,WI-March 15-17 2026

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office DTS
- Gaming/Retail Boards, Committees, or Commissions
- Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Flyer, travel request | | |

7. Budget Information:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
- Other:

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: Wisconsin Governor's Conference on Toursims

Event Location: Milwaukee, WI Attendee(s): Kirby Metoxen

Departure Date: 3/15/26 Attendee(s):

Return Date: 3/17/26 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$900

4. Justification:

Describe the justification of this Travel Request:

Approve travel request - Councilmen Kirby Metoxen - Wisconsin Governor's Conference on Tourism-Milwaukee, WI-March 15-17, 2026

The mission of the Wisconsin Department of Tourism is to inspire travelers to visit Wisconsin. As Wisconsin's smallest cabinet-level state agency, in terms of budget and staff, the Department plays a significant role in generating greater economic impact for Wisconsin through tourism.

Councilman Metoxen has been nominated for 2026 Governor's Tourism Award in the Legacy Category.

5. Submission

Sponsor: Kirby Metoxen, Councilmember

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

You Are Nominated for a Wisconsin Governor's Tourism Award

Schultz, Heidi S - TOURISM <HSchultz@travelwisconsin.com>
To: Kirby W. Melgren

This sender (HSchultz@travelwisconsin.com) is from outside your organization.
You forwarded this message on 12/15/2025 2:47 PM.

Reply Reply All Forward More
Mon 12/15/2025 2:55 PM

Hello Kirby,

I'm pleased to share the message below from Secretary Sayers. If you have any questions, please don't hesitate to contact me.

Thank you,

Heidi



Heidi Schultz
Grant and Database Manager
Phone: (608) 261-6272
Travel Wisconsin
3319 West Beltline Highway | PO Box 9660
Madison, WI 53709-9690
Direct: (608) 261-6272
TravelWisconsin.com

Congratulations!

You have been nominated for a 2026 [Governor's Tourism Award](#) in the Legacy category.

We look forward to celebrating this achievement with you at the Wisconsin Governor's Conference on Tourism (WIGCOT) in Milwaukee for our awards programming and celebration. All nominees will be recognized on Tuesday, March 17, 2026, at the Governor's Tourism Award Nominee Recognition Breakfast, and winners will be announced during the Governor's Tourism Awards Celebration Dinner that same evening.

If you haven't already registered for the Wisconsin Governor's Conference on Tourism, you may register [here](#). Early bird registration ends January 11. Lodging information can be found [here](#).

Thank you for your commitment and inspiring work to uplift and grow Wisconsin tourism.

See you in March!



MARCH 15-17, 2026

*Baird Center
400 W. Wisconsin Ave.
Milwaukee, WI 53203*

Wisconsin tourism is rising. We invite you to build something special with us at the Wisconsin Governor's Conference on Tourism 2026.

Every visitor, welcomed by our neighborly spirit, strengthens the foundation of Wisconsin tourism. Each community, from the hues of the Cream City to the blues of Lake Superior and all points in between, paints a coat of refreshing originality. Yet, untapped potential brews across the state. Tourism's economic engine revs for more.

Wisconsin possesses the skills to buck the ordinary and craft the extraordinary. Our tourism professionals are expert tradespeople in marketing, hospitality and community building. Together, Wisconsin tourism will build on our shared success - meeting by meeting, ticket by ticket, trail by trail - and deliver more for our travelers, our neighbors and our economy.

We'll save a seat for you in Milwaukee at WIGCOT 2026 - a gathering place of ideas, innovation and inspiration to build Wisconsin tourism **Brick by Brick**.

Approve the travel request in accordance with § 219.16-1. Oneida Gaming Commission – for four (4)...

Business Committee Agenda Request

1. Meeting Date Requested: 1/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Requesting OBC approval for a Travel Request for 4 people to attend the India



4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input checked="" type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Agenda for the Indian Gami | | |

7. Budget Information:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: Describe | |

8. Submission:

Authorized Sponsor: Mark A. Powless Sr., OGC Chairman

Primary Requestor: Crystal Metoxen, OGC Executive Assistant



OGC Travel Request

Oneida
Gaming
Commission

To: Oneida Business Committee

From: Mark A. Powless Sr, Oneida Gaming Commission Chairman

Date: 01/06/26

We are seeking approval due to the number of attendees we would like to send and to comply with the Nation's Travel Policy. The Gaming Commission allocates funds within its travel budget to support the Gaming Commission and staff attendance at these conferences. All travel expenses are managed within one business unit.

This conference will be held March 30 - April 2, 2026, at the San Diego Convention Center in San Diego, CA. At this conference, Indian Gaming Association (IGA.) established itself not only as the premier event for the Indian Gaming Industry standing as the driving force behind Native American success. The largest gathering of tribal leaders and casino executives in the country, the Indian Gaming Tradeshow & Convention is both the meeting place where the community gathers to learn, network and exchange industry-specific ideas and a cultural celebration of success, strength and self-reliance. We will promote communication, share knowledge, and provide support to one another and our gaming operations.

It also serves as a means of professional learning and development for varying staff levels that cannot be obtained by only a select few attending and bringing back information. We will be cost-effective when booking staff travel. Cost per person estimate \$5,300 to attend.

The Gaming Commission is respectfully requesting for four (4) employees to attend.

OGC - 3

ED - 1

Should you have any questions please feel free to contact me at 497-5850 ext. 5654 or via email at mpowles5@oneidanation.org.

Sincerely,

Mark A. Powless, Sr. Chairman
Oneida Gaming Commission

Cc: OGC
Taryn Webster, OGC Executive Director

Mar 30, 2026 [Mar 31, 2026](#) [Apr 01, 2026](#) [Apr 02, 2026](#)

09:00 AM	Golf Classic to Advance Tribal Education 9:00 AM
11:00 AM	Registration 11:00 AM - 6:00 PM
12:50 PM	Monday Conference Sessions 12:50 PM - 5:00 PM <i>Boxed lunch is included</i>

[Mar 30, 2026](#) Mar 31, 2026 [Apr 01, 2026](#) [Apr 02, 2026](#)

07:30 AM	Registration 7:30 AM - 5:00 PM	
08:00 AM	Seminar Institute Training: Commissioner Certification Training III 8:00 AM - 5:00 PM	Seminar Institute Training: Commissioner Certification Master Training 8:00 AM - 5:00 PM
08:30 AM	Tribal Membership Meeting 8:30 AM - 5:00 PM	
09:00 AM	Native American Arts & Crafts Booth Open 9:00 AM - 5:00 PM	Conference Sessions 9:00 AM - 5:30 PM
12:30 PM	Chairman's Award Luncheon (Previously named: Sovereign Warrior Awards Luncheon Featuring Special Honorees) 12:30 PM - 2:00 PM	
06:30 PM	Welcome Reception 6:30 PM	



HOME EVENT INFO EXHIBIT & SPONSOR MORE

[Register Now](#) [Book A Booth](#)

Mar 30, 2026 Mar 31, 2026 **Apr 01, 2026** Apr 02, 2026

08:00 AM	Registration Open 8:00 AM - 5:00 PM	Seminar Institute Training: Commissioner Certification Training III 8:00 AM - 5:00 PM	Seminar Institute Training: Commissioner Certification Master Training 8:00 AM - 5:00 PM
09:00 AM	Native American Arts & Crafts Booths Open 9:00 AM - 5:00 PM		
09:45 AM	Tradeshow Ribbon Cutting Lobby		
10:00 AM	Tribal Energy Summit: Policy and Strategies for Indian Country The Indian Gaming Association is excited to announce the addition of the Tribal Energy Summit at this year's Indian Gaming Tradeshow & Convention. Taking place April 1, there will be a full day of sessions targeted towards Tribal Government and Tribal Enterprise showcasing economic innovation and empowerment, sustainability, sovereignty in action, and partnership building. All attendees at this year's	Tradeshow Floor Open 10:00 AM - 5:00 PM	DigitalPlay Summit Opens Tradeshow Floor  10:00 AM - 5:00 PM



HOME EVENT INFO EXHIBIT & SPONSOR MORE

[Register Now](#)

[Book A Booth](#)

11:00 AM

Chairman's Lounge Presentations & Showcase Education Sessions

11:00 AM - 4:00 PM

Tribal Leader's Lounge Presentations & Showcase Education Sessions

11:00 AM - 4:00 PM

01:00 PM

Networking Mixer

Mix and mingle with your colleagues! Taking place in the DigitalPlay Summit area of the show floor.

Tribal Membership Meeting

1:00 PM - 4:00 PM

03:30 PM

AGEM VIP Show Floor Reception

Food, beer, and wine are to be served.

Sponsored by:

Sponsored by:



Veterans in Gaming (ViG) Happy Hour at Digital Play

Veterans in Gaming Happy Hour is in honor of those that served in the military and are in the gaming industry.

Enjoy this happy hour, hosted by Chalkline Sports, located within the DigitalPlay Summit area from 3:30 PM - 5:30 PM.

05:00 PM

Tradeshow Floor Closes

DigitalPlay Summit Closes



5:00 PM

06:00 PM

Native Forward's 56th Anniversary Gala: Empowering Native Futures

Native Forward's 56th Anniversary Gala is a momentous celebration of the achievements of Native scholars and the bright futures they are shaping.

Coming Soon!

Mar 30, 2026 Mar 31, 2026 Apr 01, 2026 Apr 02, 2026

<p>08:00 AM</p>	<p>Seminar Institute Training: Commissioner Certification Training III 8:00 AM - 12:15 PM</p>	<p>Seminar Institute Training: Commissioner Certification Master Training 8:00 AM - 12:15 PM</p>	<p>Registration 8:00 AM - 3:00 PM</p>
<p>09:00 AM</p>	<p>Native American Arts & Crafts Booths Open 9:00 AM - 3:00 PM</p>		
<p>10:00 AM</p>	<p>Tradeshow Floor Open 10:00 AM - 3:00 PM</p>	<p>DigitalPlay Summit Opens Tradeshow Floor DPS DigitalPlay Summit 10:00 AM - 3:00 PM</p>	
<p>11:00 AM</p>	<p>Free Lunch Thursday, courtesy of AGEM Pick up your lunch voucher from the DigitalPlay Summit stage. <i>Voucher is valid at show floor concessions</i></p>	<p>Chairman's Lounge Presentations & Showcase Education Sessions 11:00 AM - 3:00 PM</p>	<p>Tribal Leader's Lounge Presentations & Showcase Education Sessions 11:00 AM - 3:00 PM</p>
<p>03:00 PM</p>	<p>Tradeshow Floor Closes</p>	<p>DigitalPlay Summit Closes DPS DigitalPlay Summit 3:00 PM</p>	

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Michelle Braaten		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	San Diego, CA		
Departure date	03/30/2026	Return date	04/03/2026
Purpose of travel	Indian Gaming Association Conference		
Charged GL Account	001.4273003.000.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

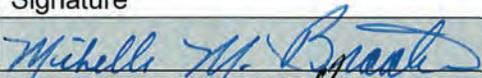
Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	3	\$ 258.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total			2- Lunches	\$ 46.00
Miscellaneous expenses: taxi, parking, fees, etc.	Luggage & Taxi			\$ 170.00
Sub-Total = Travel Advance				\$ 511.00
Lodging including room, taxes, fees, and hotel parking	\$ 396.62		4	\$ 1,586.46
Airfare	self paying flight- will submit for reimbursement upon return			
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 1,249.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 3,335.46
Total Cost Estimate				\$ 3,846.46

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		1-6-2026
Department Sign-off		1.6.26

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Thurston Denny		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	San Diego, CA		
Departure date	03/29/2026	Return date	04/03/2026
Purpose of travel	Indian Gaming Association Conference		
Charged GL Account	001.4273003.000.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

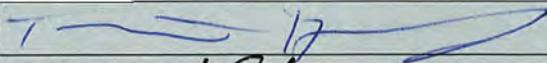
Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	4	\$ 344.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total			3- Lunches	\$ 69.00
Miscellaneous expenses: taxi, parking, fees, etc.	Luggage & Taxi			\$ 170.00
Sub-Total = Travel Advance				\$ 574.00
Lodging including room, taxes, fees, and hotel parking	\$ 262.49		5	\$ 1,312.45
Airfare				\$ 1,757.37
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 1,649.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 5,218.82
Total Cost Estimate				\$ 5,792.82

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		1-6-26
Department Sign-off		1-6-26

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

**ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST**

General Travel Information

Name of Traveler	Taryn Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	San Diego, CA		
Departure date	03/30/2026	Return date	04/03/2026
Purpose of travel	Indian Gaming Association Conference		
Charged GL Account	001.4273003.000.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

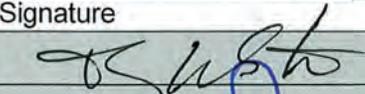
Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	3	\$ 258.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total			2- Lunches	\$ 46.00
Miscellaneous expenses: taxi, parking, fees, etc.	Luggage & Taxi			\$ 170.00
Sub-Total = Travel Advance				\$ 511.00
Lodging including room, taxes, fees, and hotel parking	\$ 396.62		4	\$ 1,586.46
Airfare				\$ 1,468.60
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 1,249.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 4,804.06
Total Cost Estimate				\$ 5,315.06

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		1-6-28
Department Sign-off		1/6/26

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Mark A. Powless Sr.		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	San Diego, CA		
Departure date	03/29/2026	Return date	04/03/2026
Purpose of travel	Indian Gaming Association Conference		
Charged GL Account	001.4273003.000.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

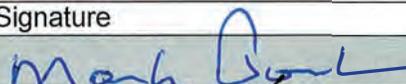
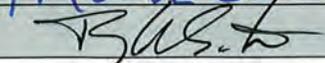
Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	4	\$ 344.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total			3- Lunches	\$ 69.00
Miscellaneous expenses: taxi, parking, fees, etc.	Luggage & Taxi			\$ 170.00
Sub-Total = Travel Advance				\$ 574.00
Lodging including room, taxes, fees, and hotel parking	\$ 396.62		5	\$ 1,983.08
Airfare				\$ 1,718.60
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 1,649.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 5,850.68
Total Cost Estimate				\$ 6,424.68

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		1/16/26
Department Sign-off		1-16-26

Send all travel related items to: CentralAccounting_Travel@oneidation.org

Enter the e-poll results into the record regarding the approved travel request - Chairman Tehassi Hill -...

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

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: BPIGMAN

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Kirby W. Metoxen](#); [Marlon G. Skenandore](#)
Cc: [BC Agenda Requests](#); [Danelle A. Wilson](#); [David P. Jordan](#); [Fawn L. Cottrell](#); [Janice M. Decorah](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Fawn J. Billie](#)
Subject: E-POLL RESULTS: Approve the travel request – Chairman Tehassi Hill – Indian Gaming Tradeshow & Convention – San Diego, CA – March 29-April 3, 2026.
Date: Wednesday, December 17, 2025 4:41:23 PM
Attachments: [image001.png](#)
[EPOLL REQUEST - Approve the travel request - Chairman Tehassi Hill - Indian Gaming Tradeshow and Convention - San Diego, CA - March 29-April 3, 2026.pdf](#)

E-POLL RESULTS

The e-poll to Approve the travel request – Chairman Tehassi Hill – Indian Gaming Tradeshow & Convention – San Diego, CA – March 29-April 3, 2026, **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson

Yawa?kó

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
 Government Administrative Office (GAO)

office 920.869.4452

From: Secretary
Sent: Tuesday, December 16, 2025 2:41 PM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Jameson J. Wilson <jjwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jjhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Marlon G. Skenandore <mmskenan1@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request – Chairman Tehassi Hill – Indian Gaming Tradeshow & Convention – San Diego, CA – March 29-April 3, 2026.

E-POLL REQUEST

Summary:

The Indian Gaming Tradeshow & Convention is the largest gathering of tribal leaders and casino executives in the country, the Indian Gaming Tradeshow & Convention is both the meeting place where the community gathers to learn, network and exchange industry-specific

ideas and a cultural celebration of success, strength and self-reliance. Elections for Vice-Chairman and Treasurer positions of Indian Gaming Association will also take place at 2026 Indian Gaming Tradeshow & Convention, where the delegate for the nation will have a vote.

Justification for E-Poll:

Chairman Hill would like to confirm travel arrangements as soon as possible to ensure availability and timely booking. The next Business Committee meeting is scheduled for January 14, 2026.

Requested Action:

Approve the travel request – Chairman Tehassi Hill – Indian Gaming Tradeshow & Convention – San Diego, CA – March 29-April 3, 2026.

Deadline for response:

Responses are due no later than **4:30 p.m., Wednesday, December 17, 2025.**

Voting:

Use the voting button above, if available; OR
Reply with “Support” or “Oppose”.

Yawáko,

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
Government Administrative Office (GAO)

office 920.869.4452



CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: Indian Gaming Tradeshow & Convention

Event Location: San Diego, CA

Attendee(s): Tehassi Hill

Departure Date: 03/29/2026

Attendee(s):

Return Date: 04/03/2026

Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
 Unbudgeted
 Grant Funded or Reimbursed

Cost Estimate: \$4,862

4. Justification:

Describe the justification of this Travel Request:

The Indian Gaming Tradeshow & Convention is the largest gathering of tribal leaders and casino executives in the country, the Indian Gaming Tradeshow & Convention is both the meeting place where the community gathers to learn, network and exchange industry-specific ideas and a cultural celebration of success, strength and self-reliance.

Elections for Vice-Chairman and Treasurer positions of Indian Gaming Association will also take place at 2026 Indian Gaming Tradeshow & Convention, where the delegate for the nation will have a vote.

Requested Action: Approve travel request-Chairman Hill-Indian Gaming & Tradeshow Convention-San Diego, CA-March 29-April 3, 2026.

5. Submission

Sponsor: Tehassi Hill, Chairman

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Tehassi tasi Hill		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	San Diego, CA		
Departure date	03/29/2026	Return date	04/03/2026
Purpose of travel	Indian Gaming Tradeshow & Convention		
Charged GL Account	001.4272000.001.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	3	\$ 258.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 387.00
Lodging including room, taxes, fees, and hotel parking	\$ 275.00		5	\$ 1,375.00
Airfare				\$ 1,100.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 1,500.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 4,475.00
Total Cost Estimate				\$ 4,862.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler	<i>Tehassi tasi Hill</i>	12/16/2025
Department Sign-off		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

SAVE THE DATE



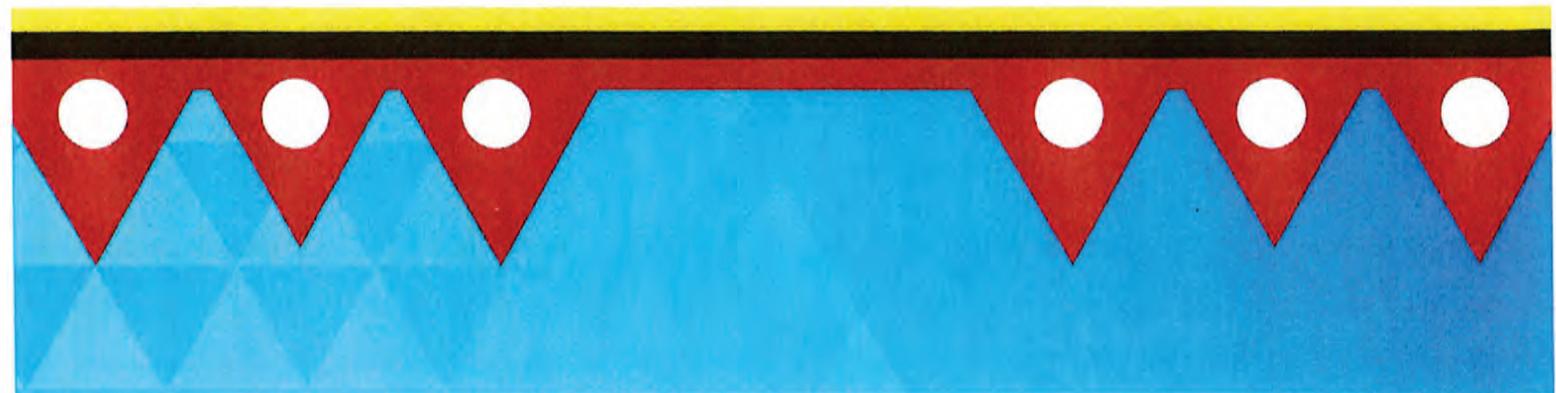
2026 INDIAN GAMING

TRADESHOW & CONVENTION

MARCH 30 - APRIL 2, 2026
SAN DIEGO CONVENTION CENTER



THE PREMIER EVENT FOR INDIAN GAMING
INDIANGAMINGTRADESHOW.COM



Enter the e-poll results into the record regarding the approved travel request - Councilman Jonas Hill -...

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

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: BPIGMAN

Bonnie M. Pigman

From: Secretary
Sent: Friday, December 12, 2025 9:53 AM
To: Tehassi Tasi Hill; Lawrence E. Barton; Lisa A. Liggins; Jonas G. Hill; Jameson J. Wilson; Jennifer A. Webster; Kirby W. Metoxen; Marlon G. Skenandore; Secretary
Cc: Danelle A. Wilson; Janice M. Decorah; David P. Jordan; Rhiannon R. Metoxen; Fawn L. Cottrell; Kristal E. Hill; Fawn J. Billie; BC_Agenda_Requests
Subject: E-POLL RESULTS: Approve the travel request for Councilman Jonas Hill to attend the State-Tribal Consultations - Depts of Corrections, Military Affairs, Administration & Revenue in Carter, WI – December 9-10, 2025
Attachments: EPOLL REQUEST Approve the travel request - JH - State Consultations - Depts of Corrections, Military Affairs, Administration & Revenue - Carter, WI - Dec 9-10, 25.pdf

E-POLL RESULTS

The e-poll to Approve the travel request for Councilman Jonas Hill to attend the State-Tribal Consultations - Depts of Corrections, Military Affairs, Administration & Revenue in Carter, WI – December 9-10, 2025, **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson

Yawʌʔkó

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
 Government Administrative Office (GAO)

office 920.869.4452

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Tuesday, December 9, 2025 12:42 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mmskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request for Councilman Jonas Hill to attend the State-Tribal Consultations - Depts of Corrections, Military Affairs, Administration & Revenue in Carter, WI – December 9-10, 2025

EPOLL REQUEST**Executive Summary:**

As part Intergovernmental Affairs and Self-Governance September report for the October 10, 2025, regular Business Committee meeting, Councilman Jonas Hill agreed to attend the following State-Tribal consultation meetings:

Tuesday, December 9 at Potawatomi Casino, Carter, WI

- Dept. of Military Affairs (DMA)
- Dept. of Corrections (DOC)

Wednesday, December 10 at Potawatomi Casino, Carter, WI

- Departments of Revenue (DOR)
- Department of Administration

Originally, Councilman Hill had planned to commute each day, but due to the impending weather conditions, he is now requesting approval of a travel request so he may book accommodations for one night.

Justification for E-poll:

Accommodations are being requested immediately due to weather.

Requested Action:

Approve the travel request for Councilman Jonas Hill to attend the State-Tribal Consultations - Depts of Corrections, Military Affairs, Administration & Revenue in Carter, WI – December 9-10, 2025.

Deadline for response:

Responses are due no later than **4:30 p.m., Wednesday, December 10, 2025.**

Voting:

Use the voting button above, if available; OR
Reply with “Support” or “Oppose”.

Lisa Liggins

Secretary

Oneida Business Committee

A good mind. A good heart. A strong Fire.

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: ___ / ___ / ___

e-poll requested

2. General Information:

Event Name: State Consultations - Departments of Corrections, Military Affairs, Administration & Revenue

Event Location: Carter, WI

Attendee(s): Jonas Hill

Departure Date: 12/09/2025

Attendee(s):

Return Date: 12/10/2025

Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$ 334.50

GSA Hotel Rate:	\$	110.00
Per Diem: \$51x2 travel days	\$	102.00
Mileage Est: \$0.70x150 miles	\$	122.50

4. Justification:

Describe the justification of this Travel Request:

As part Intergovernmental Affairs and Self-Governance September report for the October 10, 2025, regular Business Committee meeting, Councilman Jonas Hill agreed to attend the following State-Tribal consultation meetings:

Tuesday, December 9 at Potawatomi Casino, Carter, WI

- Dept. of Military Affairs (DMA)
- Dept. of Corrections (DOC)

Wednesday, December 10 at Potawatomi Casino, Carter, WI

- Departments of Revenue (DOR)
- Department of Administration

Originally, Councilman Hill had planned to commute each day, but due to the impending weather conditions, he is now requesting approval of a travel request so he may book accommodations for one night.

5. Submission

Sponsor: Jonas Hill, Councilman

- 1) Save a copy of this form for your records. Save a Copy...
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

[REDACTED]

State Consultations

DATCP & DNR: Keshena, WI
October 14 – 15 Council Member Kirby Metoxen will be attending.

- October 14 Dept. of Ag., Trade, and Consumer Protection (DATCP) Tourism
- October 15 Dept. of Natural Resources (DNR)

DOC, DMA, DOA & DOR: Carter, WI
December 9-10, 2025 We need a BC Member willing to attend the meeting in Carter.

- December 9 Dept. of Corrections (DOC) Dept. of Military Affairs (DMA)
- December 10 Departments of Administration (DOA) & Revenue (DOR)

Local Issues

[REDACTED]



Forecast Snowfall Amounts

December 9, 2025
10:13 AM CST

This Afternoon - Wednesday Morning



Snow Details:

- **Winter Storm Warning area:** 4 to 7 inches of wet heavy snow.
- **Winter Weather Advisory area:** 2 to 5 inches of wet snow.
- **Winds:** Increasing northerly winds with gusts 25-35 mph Wednesday morning. Wet snow should limit blowing snow impacts.



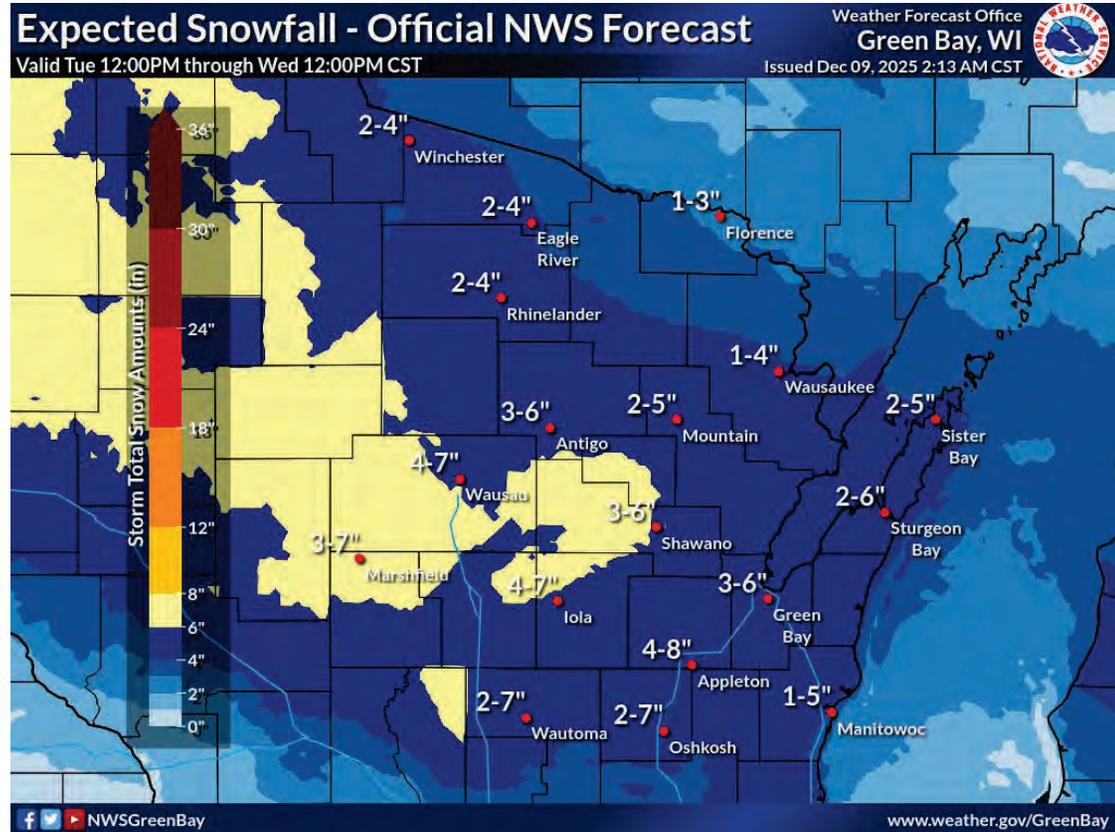
Timing:

- **Peak Impacts/Snowfall:** 7 PM today - 3 AM Wednesday.
 - Snowfall rates around 1" per hour, locally higher rates across central WI this evening.



Impacts:

- Snow-covered/slippery roads & periodic reductions in visibility as low as 1/2 mile will lead to hazardous & very difficult travel. Wet snow may cause sporadic tree damage and power outages.



Enter the e-poll results into the record regarding the approved travel request - Councilman Kirby Metoxen

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

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: *Describe*

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: BPIGMAN

From: [Secretary](#)
To: [Tehassi Tasi Hill](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Kirby W. Metoxen](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Marlon G. Skenandore](#); [Secretary](#)
Cc: [Danelle A. Wilson](#); [Kristal E. Hill](#); [Janice M. Decorah](#); [David P. Jordan](#); [Fawn L. Cottrell](#); [Fawn J. Billie](#); [Rhiannon R. Metoxen](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the travel request – Councilman Kirby Metoxen – Inspecting New York Properties for Economic Development – Syracuse, NY – January 6-9, 2026
Date: Tuesday, December 16, 2025 9:45:43 AM
Attachments: [image001.png](#)
[BCTR Approve the travel request - Councilman Kirby Metoxen - Inspecting New York Properties for Economic Development - Syracuse, NY - Jan 6-9, 2026.pdf](#)

E-POLL RESULTS

The e-poll to Approve the travel request – Councilman Kirby Metoxen – Inspecting New York Properties for Economic Development – Syracuse, NY – January 6-9, 2026, **has carried**.

Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson

Yawa?kó

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
 Government Administrative Office (GAO)

office 920.869.4452

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Friday, December 12, 2025 9:41 AM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Marlon G. Skenandore <mmskenan1@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Janice M. Decorah <jdecora2@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request – Councilman Kirby Metoxen – Inspecting New York Properties for Economic Development – Syracuse, NY – January 6-9, 2026

E-POLL REQUEST

Summary:

Traveling to inspect Oneida Nation properties in Syracuse, NY is a critical step in identifying economic development opportunities. On-site evaluations provide firsthand insight into property conditions, potential uses, and surrounding market dynamics. This visit ensures informed decision-making, supports responsible investment planning, and strengthens the ability to maximize the value of these assets for the benefit of the Nation. Councilman Kirby Metoxen has received notice that Economic Strategy Coordinator Justin Nishimoto will be traveling to Syracuse from January 6–9, 2026, for this purpose. The New York property visit has been approved as part of the FY26 OBC Special Projects list.

Justification for E-Poll:

Councilman Metoxen received notice that the Economic Strategy Coordinator, Justin Nishimoto will be traveling to Syracuse, NY to inspect Oneida’s NY properties for economic development from January 6-9, 2026. The New York Property visit has been approved on the FY26 OBC Special Projects list. Councilman Metoxen would like to confirm travel arrangements as soon as possible to ensure availability and timely booking. The next Business Committee meeting is scheduled for January 14, 2026, which takes place after the travel.

Requested Action:

Approve the travel request – Councilman Kirby Metoxen – Inspecting New York Properties for Economic Development – Syracuse, NY – January 6-9, 2026

Deadline for response:

Responses are due no later than **4:30 p.m. Monday, December 15, 2025.**

Voting:

Use the voting button above, if available; OR
Reply with “Support” or “Oppose”.

Yawáko,

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
Government Administrative Office (GAO)

office 920.869.4452



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Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 14 / 26 e-poll requested

2. General Information:

Event Name: Inspecting NY Properties fro Economic Dev.

Event Location: Syracuse, NY Attendee(s): Kirby Metoxen

Departure Date: 01/06/2026 Attendee(s): Justin Nishimoto

Return Date: 01/09/2026 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$2241

4. Justification:

Describe the justification of this Travel Request:

Summary:
 Traveling to inspect Oneida Nation properties in Syracuse, NY is a critical step in identifying economic development opportunities. On-site evaluations provide firsthand insight into property conditions, potential uses, and surrounding market dynamics. This visit ensures informed decision-making, supports responsible investment planning, and strengthens the ability to maximize the value of these assets for the benefit of the Nation. Councilman Kirby Metoxen has received notice that Economic Strategy Coordinator Justin Nishimoto will be traveling to Syracuse from January 6 – 9, 2026, for this purpose. The New York property visit has been approved as part of the FY26 OBC Special Projects list.

Justification for E-Poll:
 Councilman Metoxen received notice that the Economic Strategy Coordinator, Justin Nishimoto will be traveling to Syracuse, NY to inspect Oneida’s NY properties for economic development from January 6-9, 2026. The New York Property visit has been approved on the FY26 OBC Special Projects list. Councilman Metoxen would like to confirm travel arrangements as soon as possible to ensure availability and timely booking. The next Business Committee meeting is scheduled for January 14, 2026, which takes place after the travel.

5. Submission

Sponsor: Kirby Metoxen, Councilmember

- 1) Save a copy of this form for your records. [Save a Copy...](#)
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Kirby Metoxen		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Syracuse, NY		
Departure date	01/06/2026	Return date	01/09/2026
Purpose of travel	Inspecting NY Properties for Economic Dev.		
Charged GL Account			

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 80.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 80.00	0.75	1	\$ 60.00
Per Diem full day at destination	\$ 80.00	1.00	2	\$ 160.00
Per Diem for return travel date	\$ 80.00	0.75	1	\$ 60.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 280.00
Lodging including room, taxes, fees, and hotel parking	\$ 177.00		3	\$ 531.00
Airfare				\$ 600.00
Luggage Fees				\$ 80.00
Car Rental				\$ 250.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,961.00
Total Cost Estimate				\$ 2,241.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		12/10/2025
Department Sign-off		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

Enter the e-poll into the record regarding the travel request - Councilman Jonas Hill - Great Lakes...

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. General Information:

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

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

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: BPIGMAN

From: [Secretary](#)
To: [Secretary](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Kirby W. Metoxen](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Marlon G. Skenandore](#); [Tehassi Tasi Hill](#)
Cc: [BC Agenda Requests](#); [Danelle A. Wilson](#); [David P. Jordan](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Janice M. Decorah](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#)
Subject: E-POLL RESULTS: Approve the travel request – Councilman Jonas Hill – Great Lakes Intertribal Food Coalition – Carter, WI – January 20-22, 2026.
Date: Thursday, January 8, 2026 4:38:25 PM
Attachments: [image001.png](#)
[BCTR Approve the travel request - Councilman Jonas Hill - Great Lake Intertribal Food Coalition - Carter, WI - January 20-22, 2026.pdf](#)

E-POLL RESULTS

The e-poll to Approve the travel request – Councilman Jonas Hill – Great Lakes Intertribal Food Coalition – Carter, WI – January 20-22, 2026., **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Yawa?kó

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
 Government Administrative Office (GAO)

office 920.869.4452

From: Secretary
Sent: Wednesday, January 7, 2026 9:51 AM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Jameson J. Wilson <jjwilson@oneidanation.org>; Jennifer A. Webster <jwebste1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request – Councilman Jonas Hill – Great Lakes Intertribal Food Coalition – Carter, WI – January 20-22, 2026.

E-POLL REQUEST

Summary:

In November 2025 I was appointed by the Oneida Business Committee as the Representative of the Nation on the Great Lakes Intertribal Food Coalition Board via resolution. This request is

for travel to Carter, WI January 20th - 22nd, 2026 to attend the Great Lakes Intertribal Food Coalition (GLIFC) Quarterly meeting. The Hotel will be paid for by GLIFC.

Justification for E-Poll:

Councilman Hill would like to confirm travel arrangements as soon as possible. The next Business Committee meeting is scheduled for January 14, 2026, our office received the appointment on Monday 1/5/2025. E-Poll requested due to short notice of meeting date and time.

Requested Action:

Approve the travel request – Councilman Jonas Hill – Great Lakes Intertribal Food Coalition – Carter, WI – January 20-22, 2026.

Deadline for response:

Responses are due no later than **4:30 p.m. Thursday, January 8, 2026.**

Voting:

Use the voting button above, if available; OR
Reply with “Support” or “Oppose”.

Yawáko,

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
Government Administrative Office (GAO)

office 920.869.4452



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Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 14 / 26

e-poll requested

2. General Information:

Event Name: Great Lakes Intertribal Food Coalition (GLIFC) Quarterly mtg

Event Location: Carter, WI

Attendee(s): Jonas Hill

Departure Date: 01/20/2026

Attendee(s):

Return Date: 01/22/2026

Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: \$300

4. Justification:

Describe the justification of this Travel Request:

In November 2025 I was appointed by the Oneida Business Committee as the Representative of the Nation on the Great Lakes Intertribal Food Coalition Board via resolution. This request is for travel to Carter, WI - January 20th - 22nd, 2026 - to attend the Great Lakes Intertribal Food Coalition (GLIFC) Quarterly meeting. The Hotel will be paid for by GLIFC. E-Poll requested due to short notice of meeting.

5. Submission

Sponsor: Jonas Hill, Councilman

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jonas Hill		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Carter, WI		
Departure date	01/20/2026	Return date	01/22/2026
Purpose of travel	GLIFC Quarterly meeting		
Charged GL Account	001.4272000.008.701000.000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day (meals)	\$ 68.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles	170	Multiply by the Mileage rate	\$0.70	\$ 119.00
Description		Rate	Factor	Days
Per Diem for initial travel date		\$ 68.00	0.75	1
Per Diem full day at destination		\$ 68.00	1.00	1
Per Diem for return travel date		\$ 68.00	0.75	1
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 289.00
Lodging including room, taxes, fees, and hotel parking				\$ 0.00
Airfare				
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 500.00
Total Cost Estimate				\$ 789.00

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		01/06/2026
Department Sign-off		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-12-25-F

Oneida Nation to establish membership in the Great Lakes Intertribal Food Coalition

- 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 Nation recognizes and supports the Great Lakes Intertribal Food Coalition (GLIFC), a tribal organization that empowers tribes to achieve their food sovereignty goals; and
- WHEREAS,** the Oneida Nation recognizes and supports GLIFC's bylaws, strategic plans and member tribe commitments; and
- WHEREAS,** the Oneida Nation shall retain its sovereign immunity; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee hereby authorizes and supports the Nations Membership in the Great Lakes Intertribal Food Coalition and appoints Councilman Jonas Gunnar Hill N7210 Seminary Road, Oneida, WI 54155 as the Nations representative to the Great Lakes Food Coalition Board.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 12th day of November, 2025; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.


 Lisa Liggins, Secretary
 Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

Rhiannon R. Metoxen

Subject: FW: GLIFC Quarterly Meeting - FCP
Location: Potawatomi Casino Hotel | Carter, 618 WI-32, Wabeno, WI 54566, USA

Start: Wed 1/21/2026 12:00 AM
End: Fri 1/23/2026 12:00 AM
Show Time As: Free

Recurrence: (none)

Organizer: Great Lakes Intertribal Food

From: Great Lakes Intertribal Food <admin@greatlakesintertribalfood.org>
Sent: Tuesday, December 2, 2025 3:03:35 PM (UTC-06:00) Central Time (US & Canada)
To: Great Lakes Intertribal Food <admin@greatlakesintertribalfood.org>; allissa.stutte@redcliff-nsn.gov <allissa.stutte@redcliff-nsn.gov>; amainen@wisc.edu <amainen@wisc.edu>; butch.bresette@redcliff-nsn.gov <butch.bresette@redcliff-nsn.gov>; conrads@stcroixojibwe-nsn.gov <conrads@stcroixojibwe-nsn.gov>; daniel.cornelius@wisc.edu <daniel.cornelius@wisc.edu>; dodgefrancis@wisc.edu <dodgefrancis@wisc.edu>; eblowe@wisc.edu <eblowe@wisc.edu>; esennett@ldftribe.com <esennett@ldftribe.com>; foodsov@badriver-nsn.gov <foodsov@badriver-nsn.gov>; gbesaw@mitw.org <gbesaw@mitw.org>; harbuckle@wisc.edu <harbuckle@wisc.edu>; hinusmith@ho-chunk.com <hinusmith@ho-chunk.com>; hrncintosh@wisc.edu <hrncintosh@wisc.edu>; icartwright@feedingamericawi.org <icartwright@feedingamericawi.org>; james.polar.sr@scc-nsn.gov <james.polar.sr@scc-nsn.gov>; jdjean@wisc.edu <jdjean@wisc.edu>; jfalck@mitw.org <jfalck@mitw.org>; Jonas G. Hill <jhill1@oneidanation.org>; joe.miller@mohican-nsn.gov <joe.miller@mohican-nsn.gov>; joeybillyboy1@gmail.com <joeybillyboy1@gmail.com>; joseph.schaar@lvd-nsn.gov <joseph.schaar@lvd-nsn.gov>; kayne.williams@lvd-nsn.gov <kayne.williams@lvd-nsn.gov>; kblack@feedingamericawi.org <kblack@feedingamericawi.org>; lfpd@badriver-nsn.gov <lfpd@badriver-nsn.gov>; magrignon@mitw.org <magrignon@mitw.org>; maria.duits@mohican-nsn.gov <maria.duits@mohican-nsn.gov>; melindam.carroll@fcp-nsn.gov <melindam.carroll@fcp-nsn.gov>; mmmille6@wisc.edu <mmmille6@wisc.edu>; rkgenger@wisc.edu <rkgenger@wisc.edu>; slloyd@wifoodhub.com <slloyd@wifoodhub.com>; tina.vanzile@scc-nsn.gov <tina.vanzile@scc-nsn.gov>
Subject: GLIFC Quarterly Meeting - FCP
When: Tuesday, January 20, 2026, 6:00 PM to Thursday, January 22, 2026, 6:00 PM.
Where: Potawatomi Casino Hotel | Carter, 618 WI-32, Wabeno, WI 54566, USA

This event has been updated

Changed: description

Description **CHANGED**

Greetings Coordinating Committee Members and Partners,

Our 1st 2026 GLIFC Quarterly Meeting will take place on Jan 20th – 22nd.

Agenda:

-Tuesday, January 20th – Travel Day

-Wednesday, January 21st – Meeting Day at the Potawatomi Carter Casino & Hotel Convention Center (breakfast & lunch provided)

-Thursday, January 22nd – Any remaining meeting agenda items not covered on Tuesday and GLIFC activity. (breakfast provided)

A more detailed agenda will be coming soon!

Reserve room with Isabelle Cartwright icartwright@feedingamericawi.org and let her know what day you are checking in and checking out and if you have any dietary restrictions.

Let me know what questions you may have.

Thank you,

Stephanie Dodge

Intertribal Food Systems Coordinator

Menominee Tribal Department of Agriculture and Food Systems

715.799.5173

When

Wednesday Jan 21 – Thursday Jan 22, 2026

Location

Potawatomi Casino Hotel | Carter, 618 WI-32, Wabeno, WI 54566, USA

[View map](#)

Guests

Great Lakes Intertribal Food - organizer

allissa.stutte@redcliff-nsn.gov

ameinen@wisc.edu

butch.bresette@redcliff-nsn.gov

6. Supporting Documents:

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

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe Medicare - medicare - Private*

8. Submission:

Authorized Sponsor: Name, Title/Entity OR Choose from List

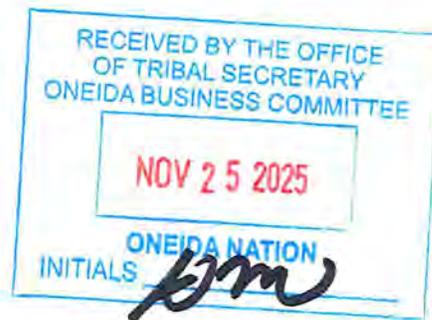
Primary Requestor: (Name, Title/Entity) Paul Webster

MEMORANDUM

DATE: November 25, 2025
TO: Oneida Business Committee
FROM: Pearl Webster
SUBJECT: Elder Declinations to Anna John Nursing Home

This subject matter is being brought to your attention due to many of our Oneida elders being declined admittance to the Anna John Nursing Home over the course of six months that I'm aware of, including our veterans.

The outcome I'm looking for is requesting a report from the Business Committee liaison to the Oneida Health Center be reported back to the Business Committee on a quarterly basis.



Approve the Workplace Health Education Program Participation Agreement

Business Committee Agenda Request

1. Meeting Date Requested: 1/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Motion to approve the Workplace Health Education Program Participation Agreement



4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Nation Employees

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

6. Supporting Documents:

- Bylaws
- Contract Document(s)
- Correspondence
- Draft GTC Notice
- Draft GTC Packet
- E-poll results/back-up
- Other: Describe
- Fiscal Impact Statement
- Law
- Legal Review
- Minutes
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- Resolution
- Rule (adoption packet)
- Statement of Effect
- Travel Documents

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: Describe

Mark W. Powless Digitally signed by Mark W. Powless
 Date: 2025.12.04 17:32:37 -06'00'

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: Debra J. Danforth, RN, BSN, Division Director



MEMORANDUM

To: Oneida Nation Business Committee

From: Dr. Rodney Haring, Department of Indigenous Cancer Health, Roswell Park Comprehensive Cancer Center

Subject: Workplace Health Education Program Participation Agreement

Date: December 15, 2025

About the Department of Indigenous Cancer Health

The Department of Indigenous Cancer Health (ICH) at Roswell Park Comprehensive Cancer Center is dedicated to reducing cancer disparities among Indigenous communities through culturally relevant education, prevention, and outreach. Our team collaborates with Tribal Nations to provide evidence-based health programs that respect cultural values and promote wellness.

Workplace Health Education Program Overview

- Focuses on lung cancer screening and cancer prevention education for employees.
- Empowers individuals with knowledge about early detection, risk reduction, and healthy lifestyle choices.
- Offered at no cost to the Oneida Nation.
- Includes a community honorarium to support program implementation.

Benefits to Oneida Nation Employees

- **Improved Health Outcomes**
Education on cancer prevention and screening can lead to early detection, reducing mortality and treatment costs.
- **Healthy Workforce, Productive Community**
A healthier workforce contributes to stronger families and communities, reducing absenteeism and improving productivity.
- **Culturally Tailored Approach**
Incorporates Indigenous perspectives and values, ensuring relevance and respect for traditions.



- **Trained and Supported Health Educators**

Health Educators are professionally trained and compensated by ICH, ensuring high-quality, culturally informed education and consistent program delivery.

Benefits to the Workforce and Community

- **No-Cost Workplace Health Education Program**

Focused on lung cancer health, cancer screening, and improving workplace performance.

- **Dedicated Program Support Staff**

Collaborates directly with your Human Resources team to ensure smooth implementation.

- **Free Resources for Employees**

Includes access to a “Virtual Patient Navigation” call center for personalized guidance.

- **Employee Incentives**

Program enrollees will be eligible for a quarterly **blanket raffle** to encourage participation.

- **Community Honorarium**

Roswell Park will provide an honorarium to the HR Department to offset time, effort, and collaboration:

\$1,000 per quarter for a total of **\$4,000 annually**.

Implementation Requirements

To successfully implement this program, the Oneida Nation would need to:

- **Designate a Point of Contact**

For coordination between Roswell Park and Oneida Nation departments.

- **Provide Employee Access**

Allow program sessions during work hours or through scheduled events.

(Paid admin time is recommended, though not required, to ensure participation and retention.)

- **Promote Participation**

Share program details with employees via internal communication channels.

(ICH provides customized recruitment marketing materials.)

- **Collaborate on Logistics**

Identify suitable venues, assist with scheduling, and facilitate any incentives.

From: [Laura E. Laitinen-Warren](#)
To: [David P. Jordan](#); [Jennifer A. Webster](#); [Debra J. Danforth](#); [Jamie L. Willis](#)
Cc: [Kelly J. Skenandore-Holtz](#); [Renee A. Smith](#); [Danforth, Apache](#)
Subject: FW: Roswell Contract and Info
Date: Wednesday, October 1, 2025 1:23:30 PM
Attachments: [2025-0616 Final Approval \(003\).pdf](#)
[FW Oneida Nation - Site Visit David Jordan.pdf](#)
[image001.png](#)
[image002.png](#)

Good afternoon,

Marie Cornelius has accepted an opportunity outside of the Oneida Nation and will no longer be the HR contact for this initiative.

HR will make every attempt to support this initiative. If there is additional information needed from us, please let me know. My last update is below, and we have been awaiting further direction.

Please include Kelly Skenandore-Holtz, Learning & Development Director, Renee Smith, Executive Assistant, and myself in communication related to HR's role in this project.

Laura

Yawa?kó (Thank you)

Laura Laitinen-Warren

Executive Human Resources Director

Office: 920.490.3625

Cell: 920.676.6202



A good mind. A good heart. A strong fire.

The information contained in this e-mail is confidential and privileged. If you are not the intended recipient, please be advised that any use, copying, or dissemination of this information is prohibited. Please destroy this e-mail and immediately notify me of the erroneous transmission.

From: Ethel M. Cornelius <ecornel2@oneidanation.org>
Sent: Monday, August 18, 2025 11:51 AM
To: Laura E. Laitinen-Warren <LLAITINE@oneidanation.org>
Subject: RE: Roswell Contract and Info

Shekoli Laura,

Following up on the below and providing an update from the meeting I attended.

I met with Apache Danforth, and she confirmed that the attached agreement still must go through the process of approval from OBC. This training program would be down the road and is in beginning

stages of discussions, there are a number of other things that would need to happen, such as OBC support to allow employees off to attend the Lung Cancer training and they would need HRD to coordinate the employee training.

Debbie Danforth also requested to include EHN since the proposed program is employee health related. This program is all preliminary and talks are still in the works, employee training coordination for a (5) session series will be needed at some point and that's why HRD is named in the proposed document. I recommend HRD Training get involved when the time comes, if they need HRD representation.

**Yaw^ko,
Marie Cornelius
Total Rewards Director
(920) 490-3629**

From: Laura E. Laitinen-Warren <LLAITINE@oneidanation.org>
Sent: Tuesday, August 12, 2025 11:09 AM
To: Apache.Danforth@RoswellPark.org; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>
Cc: Ethel M. Cornelius <ecornel2@oneidanation.org>
Subject: Roswell Contract and Info
Importance: High

Good morning,

Marie Cornelius, Total Rewards Director, will be the contact and taking the lead on this to learn more about what this is and how HR is involved, etc. I have attached the information I have received thus far.

Have a great week.

Laura

From: Laura E. Laitinen-Warren <LLAITINE@oneidanation.org>
Sent: Tuesday, August 12, 2025 8:59 AM
To: Ethel M. Cornelius <ecornel2@oneidanation.org>
Subject: FW: Please review - 2025-0616 Final Approval
Importance: High

Hi Marie,

I am delegating this to you as it is related to employee benefits and wellness. I am forwarding all the information I have which is this thread of emails from David Jordan (attached) and the contract from Jamie Willis.

I am heading into training now.

Yaw^ko!

Laura

From: Jamie L. Willis <jwillis@oneidanation.org>
Sent: Thursday, August 7, 2025 10:33 AM
To: Laura E. Laitinen-Warren <LLAITINE@oneidanation.org>
Subject: Please review - 2025-0616 Final Approval
Importance: High

Hi Larua,

I had just received this agreement from the law office today. The comments in this review says it needs HR review.

The requestor of this agreement spoke with Councilwoman Jennifer Webster, and she will be reaching out to you about this contract. It's very short notice, and I just found that part out a few minutes ago.

Please see the attached agreement for review.

Thank you,

Jamie Willis, BSBA
Comprehensive Health Administration Manager

Oneida Comprehensive Health Division
Administration



A good mind. A good heart. A strong Fire.

office: 920.869.4861

cell: 920.639.8742

fax: 920.869.4872

PO Box 365

525 Airport Dr

Oneida, WI 54155

<https://oneida-nsn.gov/resources/health/>

MISSION STATEMENT: We provide the highest quality, holistic health care to improve the health and wellness of OUR Oneida Community.

ONEIDA LAW OFFICE***CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT***

TO: Clarice E. Powers
Health Center Department

Use this number on future correspondence:

2025-0616

FROM: Kelly M. McAndrews, Deputy Chief Counsel

Kelly M. McAndrews
Digitally signed by Kelly M. McAndrews
Date: 2025.07.03 10:30:45 -05'00'

Law Office use only

- ✓ Purchasing review not required
- ✓ HRD approval needed

DATE: July 3, 2025

RE: Roswell Park Comprehensive Cancer Center

If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please review for compliance with the current budget resolution prior to entering said contract. Please note the following:

This agreement is focused on employee health programs. Attachment A even indicates, “These program staff will work with Roswell Park’s program manager who will coordinate with your HR.” Thus, my review is limited to OCHD’s perspective. There is no issue implementing this program from that perspective, but HRD should also review and approve. [I have checked the above box to route for HRD approval]

- ✓ Approved. Implementation is discretionary to management.

**WORKPLACE HEALTH EDUCATION PROGRAM
PARTICIPATION AGREEMENT**

THIS WORKPLACE HEALTH EDUCATION PROGRAM PARTICIPATION AGREEMENT (“Agreement”) is effective as of [Date] (“Effective Date”), by and between [NATION ENTERPRISE NAME], a [type of entity, including state of formation or supporting legislation, as applicable] (“Nation”), and **ROSWELL PARK CANCER INSTITUTE CORPORATION d/b/a ROSWELL PARK COMPREHENSIVE CANCER CENTER**, a New York public benefit corporation located at Elm and Carlton Streets, Buffalo, New York 14263 (“Roswell Park”).

RECITALS

WHEREAS, Roswell Park is a National Cancer Institute-designated Comprehensive Cancer Center, a statewide research institute, and a national resource for cancer and screening education, basic science, clinical research, and interdisciplinary approaches to research and patient treatment; and

WHEREAS, in furtherance of the foregoing, Roswell Park received a private grant (“Grant”) from Lilly USA, LLC (“Lilly”) to fund a quality improvement initiative with the goal of increasing cancer education within Indigenous and rural communities throughout the United States by reaching individuals through collaborations with employee assistance programs within, and human resources departments of, Native Nation enterprises (the “Program”); and

WHEREAS, Nation is a Tribal enterprise that employs individuals from Indigenous and rural communities and maintains workplace health initiatives led by its human resources department that offers a variety of services to its employees, including those related to wellness and disease management; and

WHEREAS, Nation desires to participate in the Program to offer Roswell Park’s comprehensive high-quality cancer and screening education to Nation’s employees, and Roswell Park desires to be so engaged; and

WHEREAS, the purpose of this Agreement is to define the responsibilities and expectations of Nation and Roswell Park with respect to the Program.

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual promises herein made and exchanged, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Guiding Principles.

All activities under this Agreement will be performed consistent with the following overarching principles:

(a) Nation’s responsibilities to its employees include planning, providing for, and protecting the health, safety, and welfare of its employees and community members. In connection with these sacred responsibilities, Nation has an obligation to ensure that access to Nation’s employees and their personal information is controlled in a manner that is respectful to cultural values, community priorities, and Tribal sovereignty (and its extension to its enterprises).

(b) Roswell Park recognizes and respects the paramount interests of Nation with respect to its employees and communities. Roswell Park commits to a transparent process that ensures respect of, and the protections and security for, Nation and its employees and their personal information.

(c) The Program is not a research project. Both the Lilly and Roswell Park's Institutional Review Board – a committee that oversees Roswell Park's research efforts to ensure compliance with regulations, ethical standards, and institutional policy – qualified the Program as a quality improvement initiative and not “Research” as defined by federal regulations and institutional policy. That is, the primary purpose is not to generate scientific knowledge but to improve the provision and quality of workplace health, cancer services, and healthcare to a specific population. Should a question arise about use or disclosure of information not specifically provided for under this Agreement, the parties recognize and agree that such use or disclosure shall not occur in the absence of a written agreement signed by both parties expressly identifying and authorizing such use or disclosure. The parties further commit to working with one another to quickly resolve such questions.

(d) Open lines of communication throughout the Term (hereinafter defined) are paramount to ensuring that the rights, interests, and expectation of the parties are being protected and met.

2. **Program Purpose and Scope.** A description of the Program and its offerings is set forth at Exhibit A (“Program Overview”). The Program will be provided in accordance with the terms of this Agreement and the Grant and applicable: (i) Roswell Park policies and procedures; (ii) professional standards; (iii) federal and state laws, rules, and regulations; and (iv) Tribal law. This includes establishing and maintaining an environment free from disruption, intimidation, coercion, and harassment (including, without limitation, sexual harassment).
3. **Financial Information.** The Program is funded by Lilly USA, LLC. There is no cost for Nation to participate. Community honoraria may be provided to Nation as allowable under and in accordance with the Grant. Each party acknowledges that it is solely responsible for any costs that it incurs in connection with this Agreement, and that each party will hold the other party harmless from any such costs incurred. No party or its personnel shall have or bring any claim against the other party for employee compensation, vacation pay, sick leave, retirement benefits, Social Security, worker's compensation, disability, or unemployment insurance benefits or other employee benefits of any kind.
4. **Obligations of Nation.** Throughout the Term, Nation agrees to: (i) maintain its workplace health program partnered with Roswell Park; and (ii) work collaboratively with Roswell Park timely deliver the Program and all reporting measures required by the Grant as set forth in the Program Overview. Additionally, Nation agrees to work with Roswell Park to provide any information and support as may be necessary to preserve Grant funding necessary to support the Program, consistent with the priorities of Nation and Roswell Park.
5. **Personal Information.** As stated above, the Program is not a research initiative. While Nation is obligated to provide the reportable data described in the Program Overview, these data shall be aggregated and in no event shall Roswell Park request or receive from Nation any personally identifying information of its employees without express permission from the applicable individuals. The obligation to obtain such permission shall be on Nation.
6. **Confidential Information.** Roswell Park and Nation may choose, from time to time, in connection with work contemplated under this Agreement, to disclose confidential information to each other (“**Confidential Information**”), which shall be information marked as “confidential” or of the nature that a reasonable person knowledgeable in the field would recognize it to be confidential or proprietary. The parties will use reasonable efforts to prevent the disclosure to unauthorized third parties of any Confidential Information of the other Party and will use such information only for the purposes of this Agreement, and for five (5) years after the termination of this Agreement; provided that the receiving Party's obligations hereunder shall not apply to information that: (a) is already in the receiving Party's

possession at the time of disclosure; or (b) is or later becomes part of the public domain through no fault of the receiving Party; or (c) is received from a third party with no duty of confidentiality to the disclosing party; or (d) was developed independently by the receiving party prior to disclosure; or (e) is required to be disclosed by law or regulation.

It is understood by Nation and Roswell Park that the exceptions a., b., c., and d. above do not apply to personal information of Nation's employees developed or acquired during the performance of this Agreement. It is also understood by Nation and Roswell Park that the exceptions a., b., c., and d. above do not apply to cultural information identified by Nation as confidential cultural property and information.

7. Term; Termination.

(a) The term of this Agreement shall commence on the Effective Date and shall expire on December 31, 2028 or completion of the Program, whichever comes first, unless sooner terminated as provided for in Section 11.2 (the "**Term**").

(b) This Agreement may be terminated by either party at any time before its expiration without cause and without penalty upon written notice to the other party. Under no circumstances is Roswell Park obligated by Nation to maintain the Program.

(c) Upon expiration or termination of this Agreement, Nation shall work in good faith to promptly provide Roswell Park will all remaining data necessary to meet the Grant reporting obligations. Additionally, The parties shall also promptly return or destroy the other party's Confidential Information, at the disclosing party's discretion. Notwithstanding the foregoing, to the extent that it is not feasible for Roswell Park to return or destroy Nation's Confidential Information due to its outstanding obligations to Lilly, Roswell Park shall continue to extend the protections of this Agreement to such Confidential Information and limit further use and disclosure of such to those purposes that make the return or destruction of such Confidential Information infeasible.

(d) Nothing herein shall be construed as a release of either party from any obligation that matured prior to the termination or expiration of this Agreement. Any provisions that remain to be performed, or by their nature are intended to be applicable, following any expiration or termination of this Agreement, shall remain in full force and effect after such expiration/termination.

8. No Joint Venture. This Agreement shall not be interpreted or construed to independently create an association, joint venture, or partnership between the parties or to impose any partnership obligation or liability upon any party. No party shall have any right, power, or authority to enter into any agreement or undertaking for, or act on behalf of, or to act as or be an agent of representative of, or to otherwise bind, any other party.

9. No Inducement to Refer. Nothing contained in this Agreement shall require Nation to admit or refer any employee or community member to Roswell Park or any other entity. The parties enter into this Agreement with the intent of conducting their relationship in full compliance with applicable federal, state, and local law, including the federal Anti-Kickback Statute, 42 U.S.C. § 1320a-7b(b). Notwithstanding any unanticipated effect of any of the provisions herein, neither party will intentionally conduct itself under the terms of this Agreement in a manner to constitute a violation of these provisions.

damages or for any delay or failure in performance due to any cause beyond its reasonable control.

- 17. Waiver of Breach; Severability.** The waiver by any party of any breach by any other party of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach by the nonbreaching party or parties. In the event any provision of this Agreement shall be found invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired.
- 18. Headings.** The headings preceding the text of each section of this Agreement are for convenience only and shall not be construed to define, modify, expand, limit, or otherwise interpret the substance of this Agreement.
- 19. Publicity.** Unless otherwise required by law, neither party shall use the name, brand, logo, or trademarks of the other party in any form or adaptation thereof in any advertising, promotion, sales literature, or otherwise hold itself out as affiliated with the other party, without the prior written approval of the other party.
- 20. Execution.** This Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, and all of which together shall constitute one and the same agreement. A facsimile, PDF, or other electronic signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) and shall be deemed an original signature for all purposes under this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the Effective Date.

[NATION]

By: [name], [title]

**ROSWELL PARK CANCER INSTITUTE CORPORATION
d/b/a ROSWELL PARK COMPREHENSIVE CANCER CENTER**

By: [name], [title]

EXHIBIT A

PROGRAM OVERVIEW

[ATTACHED SEPARATELY]



Workplace Health Education Program

Healthy Workforce, Productive Community: Cancer Prevention/Lung Wellness

Administrative Office:
Roswell Park Comprehensive Cancer Center
Department of Indigenous Cancer Health
Elm & Calton Streets
Buffalo, New York

Lead Contact: Dr. Rodney Haring, (716) 845-4920

Shannon MacCallum, MBA (Tuscarora Nation) Department Administrator (716) 845-1658
Linda Thompson (Mohawk Nation) Department, Executive Secretary (716) 845-8130

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History of Roswell Park Comprehensive Cancer Center to Native Americans and Indigenous Populations

In 2019, Roswell initiated the first northeast-based, center for Indigenous cancer research. The center was housed within Roswell Park's Department of Cancer Prevention, Control, Populations Sciences and parallels Roswell's Office of Community Outreach and Engagement. After three years of successful community engagement, project implementation, and additional leadership support from Roswell Park, the center was established as a permanent Department of Indigenous Cancer Health in 2023 – the first of its kind in any NCI-designated cancer center in the country. Our department has Indigenous staff members from the Allegany Territory (Seneca Nation), Cattaraugus Territory (Seneca Nation), Tuscarora Indian Nation, Saint Regis Mohawk Tribe, and the Diné (Navajo Nation). The department was created to continue the efforts of Roswell Park's work with Native Americans, American Indians, Alaska Natives, Native Hawaiians, First Nations, Inuit, and the Metis collectively known as Indigenous populations. Roswell Park, the oldest comprehensive cancer center in the country situates in the homelands of the Haudenosaunee or the Iroquois Confederacy—a league of Indigenous Nations who have the first treaties with the United States. A basis of the department focuses on Haudenosaunee principals of strength, peace, and the “Good Mind.” Dr. Rodney Haring is the Chair of this Department. The department also receives guidance and support from an inter-tribal community advisory board.

Workplace Health Core Team

We have assembled a team with combined expertise in workplace health, community-based quality improvement and education participatory methods, culturally based learning, outreach, recruitment, Indigenous health education and program evaluation, expert biostatisticians, and qualitative evaluation members. Team members also include medical and community experts. Collaborators also include an inter-tribal community advisory board.

Rodney Haring, PhD, MSW (Seneca Nation), Dr. Haring, the Chair of the Roswell Park Department of Indigenous Cancer Health is the program director. He has an established program of co-leadership in NIH-funded research focused on health disparities, cancer health disparities interventions, qualitative research, ethics, and methodologies in Native American and Indigenous societies. He also has over 15 years of direct service care experience with Native American Nations nationally in areas of social work and workplace health. Dr. Haring holds an adjunct faculty at the Native American Research and Training Center, University of Arizona, adjunct appointment at Stephenson Cancer Center, Oklahoma University, and adjunct appointment at the University of North Dakota School of Medicine. His service to the profession also includes the US Health and Human Services, American Indian Health Research Advisory Council, At-Large, Community Delegate (Seneca Nation of Indians, President's Office, 2017-2018), and he was also a technical expert panel member convened by the Substance Abuse and Mental Health Services Administration to discuss the research on selected treatment and recovery services for youth (to age 26) with substance use disorders (2011). He provided technical assistance for a mid-west tribal drug court for SAMHSA in the same year. In the program evaluation field, he has conducted a Human Services Department Performance Evaluation: A Community Perspective for a northeastern tribal nation, a secondary evaluation for a northeastern tribal drug rehabilitation data analysis project. He currently

holds an NIH R56 grant that implements sugar sweetened reduction intervention for Indigenous athletes. For more than 15 years, Dr. Haring held a joint venture company, that focused on disease management, substance abuse, mental health and employee wellness. The company provided Employee Assistance Program (EAP) and wellness services with tribes and Native urban centers across North America. His clinical service, research, and evaluation interests intersect service, program evaluation and research with Indigenous populations focusing on co-occurring health disparities and resiliency. Dr. Haring serves as a Principal Investigator for a tobacco treatment specialist curriculum adaptation project that helps meet the needs of Indigenous populations in Western New York. He oversees all aspects of this project including communications with the Community Advisory Board and key community leaders. He approves all the adapted content and oversee the development and implementation of the dissemination plan. He meets regularly with Co-I and the project team members throughout the project period. Dr. Haring also serves as the Project Lead for an NIH grant to develop films for Indigenous Cancer Health. He works with all project personnel, Indigenous community partners and consultants, and overall project recruitment, retention, dissemination, and continuance. He co-led script development, actor engagement, film editing and production. Dr. Haring also co-led plans for film screenings with key partners at conferences and Indigenous film festivals. Also, Dr. Haring serves as the Co-Principal Investigator for a project called, "Translation-Based Model of Indigenous Cancer Care: Patient Navigation Service, Lung Cancer Screening, Environmental Health, and Health Policy" with tribal partners in the Southwest. He works with all project personnel, Indigenous community partners and consultants, and overall project recruitment, retention, dissemination, and continuance. He co-leads project planning, implementation, evaluation, and dissemination.

Christine Sheffer, PhD, is a Professor of Oncology in the Department of Health Behavior at Roswell Park Comprehensive Cancer Center and a licensed clinical psychologist. She is the Director of Research and Evaluation for the Roswell Park Clinical Services (RPCS) call center and a member of the RPCS call center leadership team. She is also the Director of the Roswell Park hospital Tobacco Treatment Service and leads the Bio-behavioral Health and Recovery Laboratory. Dr. Sheffer is a senior behavioral health investigator with expertise in health disparities and a strong history of adapting and implementing health behavior interventions for wide dissemination and bridging clinical and public health approaches for applications in real-world settings. She developed and implemented a statewide integrated remote telephone and in-person treatment for tobacco dependence in Arkansas that treated over 10,000 individuals from 2003-2008. This project also trained health care providers and worked with faith-based organizations and worksites to adapt and implement referral and treatment approaches. This adapted evidence-based approach maintained a high level of effectiveness, while gaining acceptance in many rural minority communities in Arkansas. In a more recent project (R01MD007054), she adapted the evidence-based treatment for tobacco dependence to meet the needs of lower socioeconomic and African American smokers more broadly. Dr. Sheffer has had a productive, collaborative relationship with Dr Haring for several years. She worked with Dr. Haring to develop and implement a Virtual Navigator program at the RPCS call center focused on serving the needs of Indigenous and rural populations in New York. She and Dr. Haring are currently adapting the accredited Tobacco Treatment Specialist training program for the Haudenosaunee communities. She is well-versed in the conceptual frameworks, models, processes, and challenges of culturally adapting evidence-based treatments. Dr. Sheffer is uniquely qualified to contribute to this project and co-lead the implementation of the remote delivery, intake, and collaboration with multiple tribal sites using call center technology. She will be responsible for the integration of intake and

navigation activities, training call center and external staff related to the transfer to counseling and the interpretation of the data analyses and the program outcomes and manuscript development.

Tricia Numan, MD (Tuscarora Nation) is a consulting medical advisor to our programs. She will support any clinical, medical, or community health questions. She also has focus on women's health and early screening. Dr. Numan will work closely with Dr. Haring, staff, and team to engage Indigenous community partners and consultants, and overall implementation and evaluation. She will also provide clinical guidance and expertise on health messaging and cancer screening guidelines. She will support health messaging development, including cancer health prevention and screening discussions built into educational modules and resource sharing with EAP educators.

Sarah Mullin, PhD will lead the project as part of Roswell Park's biostatistics core and shared resources. Dr. Mullin is a Biostatistician in the Roswell Park Department of Biostatistics & Bioinformatics. In this role, she provides ongoing support for a wide range of collaborators (clinical, behavioral and administrative), composing grant proposals and manuscripts, designing Phase I and Phase II trials, drafting protocols, and providing statistical support throughout. In addition to standard statistical methods, Dr. Mullin's research focus is on modeling information contained in the electronic health record and health data repositories. She has a special interest using multiple sources of data and heterogenous data formats to improve outcomes and modeling. Dr. Mullin will lead the project as part of this shared resource and will provide statistical support on this project.

Paul Hage, BS, MFA is a documentary filmmaker, writer, and producer who uses video and other media to effect social policy, health interventions and community involvement through dissemination and outreach. Mr. Hage and Dr. Haring were awarded a translational science award for film and health promotions. Mr. Hage is also an adjunct professor in media and film at the State University of New York at Buffalo. Mr. Hage will contribute to the proposed study by using participatory videography techniques to teach participants as filmmakers how to use video to tell their stories and he will also be on-site for additional footage. Mr. Hage and Dr. Haring serve together as Co-Directors to Roswell Park's Shared Resource, Health Communications.

Josie Raphaelito, MPH (Navajo Nation), Assistant Director for the Department of Indigenous Cancer Health, will serve as the program administrator by supporting coordination and communication with Project Management and working collaboratively to ensure project timelines and deliverables are met. She will co-develop grant related policies, procedures and ensure grant reporting compliance.

William Maybee, BS (Seneca Nation) serves as the Community Relations Coordinator and Community Health Educator on grants including a focused colorectal cancer screening education program, as well as coordinating and implementing the Indigenizing Screen to Save curricula. He also leads and supports the Community Based Participatory Research (CBPR) project on a sugar sweetened beverage/cancer prevention project. He is also listed as first author on the manuscript, Indigenizing and Ruralizing NCI's Screen to Save Program: Resources, Optimizing Outreach, Teaching, Science (ROOTS) and has experience in educating Indigenous community members about cancer research clinical trials.

Corinne Porter, MPH (Tuscarora Nation) has experience in recruitment in tribal settings, screening, and enrollment of participants, administration of informed consent, study assessments, and retention activities, such as phone calls to participants to remind participants of intervention meetings and activities, and assessment appointments. She has been working with Dr. Haring and among multiple sovereign Indian Nations in Roswell Park's catchment area for the past three years.

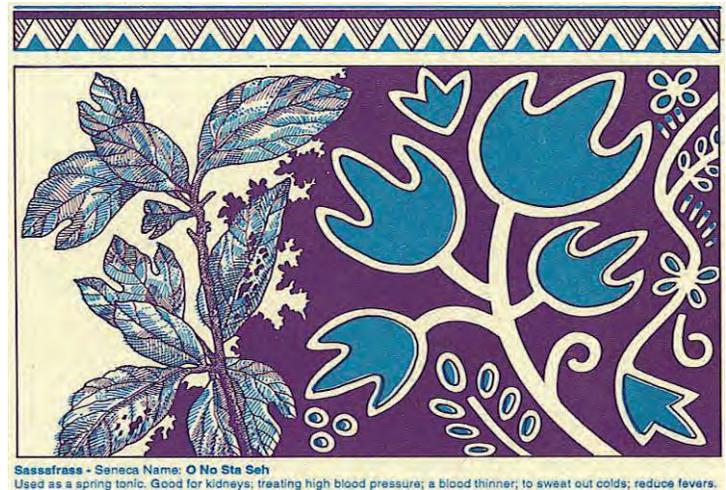
Whitney Ann Henry (Tuscarora Nation) serves as the Indigenous Patient Navigation Coordinator with the Department of Indigenous Cancer Health at Roswell Park. She will coordinate with Dr. Haring and Project Manager on workflow development, engagement, and general tracking for participating patient navigators in this project. She will help coordinate metrics and reporting needs as it relates to EAP project participants accessing patient navigator services.

Hugh Burnam, PhD (Mohawk Nation) is an educator by training and will support this project in the areas of qualitative analysis and reporting alongside Dr. Haring.

Shannon MacCallum, MBA (Tuscarora Nation) has substantial Human Resource and EAP experience and will serve as the fiscal administrator working with project leads and staff, Roswell Park grant coordinators, legal department, and contract and procurement offices. She will co-develop related policies, procedures and ensure reporting compliance.

Mission Statement and Workplace Health Philosophy:

The Department of Indigenous Cancer Health has national to global capabilities that is offering a specialized workplace health program around lung health wellness, cancer screening, and healthy lifestyles. The program offers culturally sensitive approaches to support workplace health initiatives. The education program was created for Indigenous workforces and intended for the diversity of tribal workforces. Our work collectively, with tribal Human Resource partnership works towards making a difference in improving the quality of life through excellence in service to employees, dependents, and communities served. Our mission when working with the Nation, tribe and community will include honesty, respect, and open communication for our collaborative team members and all employees, families, and communities that we will work with. Our focus will be based on community and cultural resiliency for the improvement of individual, workforce, and societal health and wellbeing.



Professional/Workplace Concerns Addressed:

Roswell Park's program was designed as an education program to discuss cancer prevention and wellness. The program works with your employer and compliments the EAP program.

Workplace Health Education Group Talk:

The Workplace Health Cancer Prevention Education Program consists of (6) six, (1) one-hour meetings. Completion certificates will be provided after the last group education meeting. Employees are encouraged to attend all sessions as part of the educational program. An overview of the program is noted below and can be adapted for cultural considerations in your respective tribal workforce or region:

Employee Education Group Meeting 1 (1 hour): Introduction to program, overview on Indigenous and rural cancer health, importance of employee health, cancer prevention, and healthy lifestyles.

Employee Education Group Meeting 2 (1 hour): Introduction to lung health, lung cancer biology, and continued education on healthy lifestyles, lung cancer screening, and lung cancer prevention.

Employee Education Group Meeting 3 (1 hour): Introduction to Indigenous Knowledge and how it translates to employee health, workplace productivity, and community wellness for Indigenous, rural, and non-Indigenous populations.

Employee Education Group Meeting 4 (1 hour): Lifestyle factors including discussions of traditional tobacco versus commercial tobacco, importance of smoking cessation, and connection to cultural activities including physical activity as it relates to lung health and overall health.

Employee Education Group Meeting 5 (1 hour): Stress Management (work/life balances, historical stress)

Employee Education Group Meeting 6 (1 hour): Setting Goals & Screening Goals. Importance of lung cancer screening, cancer screening overall (for self, family, community), types of lung cancer screening available and the benefits of each, sharing of Indigenous screening perspectives video, introduction to digital cancer resource library, continued introduction to virtual patient navigation resources which can support navigation to local resources. Last group meeting will also provide introduction to health messaging boosters which include monthly texts with video lesson recap (1x per month for 6 months). Health boosting messages are created with Roswell's Health Communication Resources and are short content reminder/content videos for employees based on original lessons.

Support Staff to your HR:

Roswell will provide a remote/virtual program manager to support and lead programming to alleviate time commitment of your staff and organization. The program manager will serve as your liaison to ensure continuity and seamlessness of program delivery.

Who delivers the program?

The program will be delivered by Roswell Park staff or consultants that will be collaborating with your human resources department. They are trained by Roswell Park in the education program and delivery. They will be health care professionals in the social work or allied fields. These program staff will work with Roswell Park's program manager who will coordinate with your HR.

Workplace survey & Program evaluation:

The most essential element of our performance to evaluate is to measure the workplace effects of the workplace health education program. Roswell Park offers a survey tool that helps us validate the effectiveness of our workplace health services by measuring and quantifying outcomes. Quality improvement and program evaluation measures will include number of employees reached monthly (e.g., total outreach, recruitment efforts, and those attending group participation); number of learners attending the group education sessions and how many completed; satisfaction questions, knowledge gained questions, and overall questions on improved workplace health. We will also be offering a virtual QI talking circle to discuss areas of sustainability, thoughts on resource shared, and discussion of overall program.

Engaging employees to attend workplace health program:

Informational materials will continually be provided by Roswell Park. These materials can be shared virtually to employees about the program. They will consist of an electronic brochure and/or a short introduction video. We are also available to attend orientations, supervisor meetings, and leadership forums to share about the cancer health education program. We will also work with HRs towards referrals into the program and discussion of administrative time for attendance, if applicable.

Resources:

Local resources for cancer prevention, screening, service, treatment, survivorship, and palliative care will be provided. In some areas, where mobile screening units are available, the project will coordinate to provide screening in the community with workplaces, HRs, and tribal leadership.

Reports:

Quarterly reports will be provided.

Pricing Structure:

There is no cost to your organization. This is a no cost program offered by Roswell Park Comprehensive Cancer Center's Department of Indigenous Cancer Health. The project was funded by Lilly, LLC.

Benefits to the workforce and community:

No cost workplace health education program focusing lung cancer health, cancer screening, and workplace performance.

Program support staff to support and collaborate with your human resources team.

Free resources including a "virtual patient navigation" call center for employees.

Program enrollees will be eligible for a quarterly "blanket raffle" as incentive to participate.

Community honorarium: Roswell Park will also provide a community honorarium to the HR Department to offset time, effort, and collaboration. This will amount will be in the amount of \$1,000 per quarter for a \$4,000 annual honorarium.

Review the Three Card Poker Rules of Play and determine next steps

Business Committee Agenda Request

1. Meeting Date Requested: 1/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Rules of Play Three Card P ₊ | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: Describe | |

8. Submission:

Authorized Sponsor: Mark A. Powless Se., OGC Chairman

Primary Requestor: Crystal Metoxen, Executive Assistant, OGC



Memorandum

TO: Oneida Business Committee

FROM: Mark Powless Sr., Chairman Oneida Gaming Commission

DATE: December 11, 2025

RE: Rules of Play – Three Card Poker

Background

The ROP Three Card Poker revised:

1. Rules of Play (ROP) Three Card Poker was revised by the Oneida Gaming Commission on December 8, 2025. The Gaming Operation went live with Three Card Poker on December 8, 2025.

The OGC has prepared this document to set forth the Nation's Tribal Minimum Internal Controls and Rules of Play that will guide Gaming Operations and assist Internal Audit to ensure and maintain the integrity and security of Gaming Operations.

Action Requested:

Accept the ROP Three Card Poker with requested revisions.

Please note (OBC Action Options) per the Chief Counsel memo dated February 27, 2019, regarding appropriate OBC action for OGMICS/ROP revisions, the motion for this request would be as follow: "Accept the notice of the ROP Three Card Poker approved by the Oneida Gaming Commission on (December 8, 2025) and

- (a) Directs notice to the Gaming Commission there are requested revisions under Section 501.6-14(d)
- (b) Directs notice to the Gaming Commission that the Oneida Business Committee will be recommending amendments to the ROP Three Card Poker in accordance with sections 510.-14(d)(3)(c); or
- (c) Directs notice to the Gaming Commission that the Oneida Business Committee repeals the ROP Three Card Poker in accordance with section 501.6-14(d)(3)(A) and subsections (i).

Crystal V. Metoxen

From: Sarah D. Capelle
Sent: Tuesday, December 9, 2025 9:30 AM
To: Lambert M. Metoxen; Chad M. Fuss; Brenda J. Mendolla-Buckley; Tonia H. Skenandore; Jason R. King; Derrick R. King; Shoshana P. King; Kayukwaliyo J. Danforth; Marina S. Martirosyan; Rebecca J. Schommer
Cc: GamingCommission_Compliance; Taryn E. Webster; Crystal V. Metoxen; Jeremy R. King; Mark A. Powless Sr; Michelle M. Braaten; Thurston G. Denny; Sarah D. Capelle
Subject: Notification: Three Card Poker Rules of Play
Attachments: Three Card Poker Rules of Play 12.8.25.pdf

DATE: 12/09/25
FROM: Mark A. Powless Sr.
SUBJECT: Three Card Poker Rules of Play

Good morning,

The Gaming Commission has reviewed the following item(s) and is approved. This will be placed on the next Regular OGC Meeting agenda for retro approval.

1. Three Card Poker Rules of Play

If you have any further questions, please feel free to contact the OGC Chair Mark Powless Sr. via email mpowles5@oneidanation.org or at 497-5654.



Sarah D. Capelle
Office Manager
Oneida Gaming Commission
 Oneida Nation
 ☎ 920.496.5850 – OGC Main
 OGC Fax: 920.469-2009
 Backgrounds Fax: 920.490.8048



Oneida Gaming Minimum Internal Control Standards/Rules of Play
Three Card Poker Rules of Play /Gaming Management Review

Per ONGO 21.6-14. (d), the OGC is to draft and approve the OGMICS, subject to review and adoption by the OBC, provided that Gaming Operations has the opportunity to review and comment prior to OGC approval. Gaming Operations comments are to be included in submissions to the OBC.

GAMING OPERATIONS MANAGEMENT

Reviewed and Input Provided By:

Name and Title	Signature	Date
AGM	 Digitally signed by Chad Fuss #3607 Date: 2025.12.03 16:25:23 -06'00'	
Director/Manager	 11434	12/03/25
Gaming Compliance	 Digitally signed by Derrick R. King Date: 2025.12.04 08:56:09 -06'00'	

Table Games Management reviewed the proposed changes for Three Card Poker ROP, and all appropriate parties have signed off on the Signature Packet document agreeing to the changes with no questions or concerns.



Oneida Gaming Minimum Internal Control Standards/Rules of Play

THREE CARD POKER**A. Definitions**

1. "Ante Wager" means the wager that a player is required to make prior to any cards being dealt in order to compete against the dealer's hand in a round of play.
2. "Hand" means the Three Card Poker hand that is held by each player and the dealer after the cards are dealt.
3. "Pair Plus Wager" means the wager that a player is required to make prior to any cards being dealt in order to compete against a posted scale of payouts, regardless of the outcome of the player's hand against the dealer.
4. "Play Wager" means an additional wager, equal in value to his or her Ante Wager, that a player must make if the player opts to remain in competition against the dealer after the player reviews his or her hand.
5. "Push" means a tie as described in these rules of play.
6. "Rank" or "Ranking" means the relative position of a card or group of cards as set forth in Subsection C (Three Card Poker Rankings).
7. "Round of Play" means one complete cycle of play during which all wagers have been placed, all cards have been dealt and all remaining wagers have been paid off or collected.
8. "Stub" means the remaining portion of the deck after all cards in the round of play have been dealt or delivered.
9. "Suit" means one of the four categories of cards: club, diamond, heart or spade, with no suit being higher in rank than another.
10. "Washing" or "Chemmy Shuffle" means mixing cards face down on the table with a circular motion of the hands.

B. Equipment

1. Three Card Poker shall be played on a table having up to seven (7) places on one side for the players, and a place for the dealer on the opposite side.
2. The cloth covering a Three Card Poker table (the layout) shall have betting areas for up to seven players. Within each betting area there shall be a place

for an Ante Wager, a Play Wager, and a Pair Plus Wager.

3. Each Three Card Poker table shall have a table inventory container on or attached to the table.
4. Except as provided in (5) below, Three Card Poker shall be played with one deck of cards with backs of the same color and design and one additional cover card to be used in accordance with the procedures set forth in Subsection E (Shuffle and Cut of the Cards).
 - a. If an automated dealing shoe is used, a cover and cut card are not required.
5. If an automated card shuffling device is used, a casino shall be permitted to use a second deck of cards to play the game, provided that:
 - a. The backs of the cards in the two decks are of different color;
 - b. One deck is being shuffled by the automated card shuffling device while the other deck is being dealt or used to play the game;
 - c. Both decks are continuously alternated in and out of play, with each deck being used for every other round of play; and
 - d. The cards from only one deck shall be placed in the discard rack at any given time.

C. Three Card Poker Rankings

1. The rank of the cards used in Three Card Poker, in order of highest to lowest rank, shall be: ace, king, queen, jack, 10, nine, eight, seven, six, five, four, three and two. All suits shall be considered equal in rank. Notwithstanding the foregoing, an ace may be used to complete either a straight flush with a two and a three or a straight with a two and three.
2. The permissible poker hands in the game of Three Card Poker, in order of highest to lowest rank, shall be:
 - a. "Straight flush" is a hand consisting of three cards of the same suit in consecutive ranking, with ace, king and queen being the highest straight flush and three, two and ace being the lowest ranking straight flush.
 - b. "Three-of-a-kind" is a hand consisting of three cards of the same rank, regardless of suit, with three aces being the highest ranking three-of-a-kind and three twos being the lowest ranking three-of-a-kind.
 - c. "Straight" is a hand consisting of three cards of consecutive rank,

regardless of suit, with ace, king and queen being the highest ranking straight and three, two, and ace being the lowest ranking straight; provided, however, that an ace may not be combined with any other sequence of cards for purposes of determining a winning hand (for example, king, ace, two).

- d. "Flush" is a hand consisting of three cards of the same suit, regardless of rank.
 - e. "Pair" is a hand consisting of two cards of the same rank, regardless of suit, with two aces being the highest-ranking pair and two twos being the lowest ranking pair.
3. When comparing two hands that are of identical poker_hand rank pursuant to the provisions of (2) above, or that contain none of the hands authorized in (2) above, the hand that contains the highest-ranking card as provided in (1) above that is not contained in the other hand shall be considered the higher-ranking hand. If the hands are of identical rank after the application of this Subsection, the hands shall be considered a push. In the event of a push, the dealer shall not collect or pay the wagers, but shall immediately collect the cards of that player after all losing wagers and hands have been collected.

D. Opening the Table for Gaming

- 1. After receiving a deck of cards at the table, the dealer shall sort and inspect the cards. The dealer shall_ensure the decks are complete, and that no cards are flawed, scratched, or marked in any way. A floor person shall verify the inspection.
 - a. If, after the inspection of the cards, the dealer finds that a card is unsuitable for use, a floor person or above shall bring a replacement card from the replacement deck or replace the entire deck.
- 2. The dealer must spread the cards, face up on the table, by deck, according to the suit, and in sequence, in such a manner that each individual card can be identified. The casino surveillance system shall video record this process.
- 3. Following the inspection of the cards by the dealer and verification, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked and shuffled in accordance with Subsection E (Shuffle and Cut of the Cards).
- 4. Electronic verification may satisfy the floor person verification requirement.
- 5. All cards opened for use on a table and dealt from a manual or automated

dealing shoe shall be changed at least once every eight hours. All cards opened for use on a table and dealt from the hand shall be changed at least every four hours.

E. Shuffle and Cut of the Cards.

1. Immediately prior to the commencement of play and after each round of play has been completed, the dealer shall shuffle the cards, either manually or by use of an automated card shuffling device, so that the cards are randomly intermixed. Upon completion of the shuffle, the dealer or device shall place the deck of cards in a single stack; provided, however, that nothing in this Subsection shall be deemed to prohibit the use of an automated card shuffling device which, upon completion of the shuffling of the cards, inserts the stack of cards directly into a dealing shoe.
2. After the cards have been shuffled and stacked, the dealer shall:
 - a. If the cards were shuffled using an automated card shuffling device, dealer deliver the cards in accordance with the procedures set forth in Subsections (G), (H) or (I); or
 - b. If the cards were shuffled manually, cut the cards in accordance with the procedures set forth in (3) below.
3. If a cut of the cards is required, the dealer shall:
 - a. Cut the deck, using one hand, by:
 - i. Placing the cover card on the table in front of the deck of cards;
 - ii. Placing a stack of at least 10 cards from the top of the deck and placing them on top of the cover card;
 - iii. Placing the cards remaining in the deck on top of the stack of cards that were cut and placed on the cover card pursuant to (3)(a)(ii) above;
 - iv. Removing the cover card and placing it in the discard rack; and
 - b. Deal the cards in accordance with the procedures set forth in Subsections (G), (H), or (I).
4. Notwithstanding (3) above, after the cards have been cut and before any cards

have been dealt, a casino supervisor may require the cards to be recut if he or she determines that the cut was performed improperly or in any way that might affect the integrity or fairness of the game.

5. Whenever there is no gaming activity at a Three Card Poker table which is open for gaming, the cards shall remain in the dealing shoe if a manual shoe is used or if an automated shuffling device/dealing shoe is used, one deck is to remain in the automated shoe while the remaining stub is placed in the discard rack, until a player arrives at the table. Play will then commence in conformance with the procedures outlined in Subsection (E).

F. Wagers

1. The following wagers may be placed in the game of Three Card Poker:
 - a. A player may compete solely against the dealer by placing an Ante Wager in an amount within the posted minimum and maximum wagers and then placing a Play Wager in an equal amount;
 - b. A player may compete solely against a posted payout ledger by placing a Pair Plus Wager, which wager may be in any amount within the posted minimum and maximum wagers; or
 - c. A player may compete against both the dealer and the posted payout ledger by placing wagers in accordance with the requirements of (l)(a) and (b) above.
2. All wagers at Three Card Poker shall be made by placing gaming chips or tokens and, if applicable, a match play coupon on the appropriate holes of the table layout. A verbal wager accompanied by cash shall not be accepted.
3. All Ante Wagers and Pair Plus Wagers shall be placed prior to the dealer indicate "No More Bets" in accordance with the dealing procedures in Subsections (G), (H), or (I). Except as otherwise provided in these Rules, no wager shall be made, increased, or withdrawn after the dealer has indicated "No More Bets." All Play Wagers shall be placed in accordance with Subsection (J)(2).
4. A casino may, in its discretion, permit a player to place wagers at two betting positions during a round of play provided that the two betting positions are adjacent to each other. In the event that the casino permits a player to place wagers at two betting positions, all procedures outlined in these Rules of Play shall be utilized for a position at which such a wager has been placed in the same manner as if the position were occupied by a player.

5. Notwithstanding (I) above, a casino may offer a version of the game of Three Card Poker requiring:

Three Card Poker 08/26/10

- a. As a precondition to the placement of a Pair Plus Wager, the placement of an Ante Wager in an amount at least equal to the Pair Plus Wager;
- b. As a precondition to the placement of a Pair Plus Wager, the placement of an Ante Wager in an amount at least equal to one-half the Pair Plus Wager; or
- c. The compulsory placement of an Ante Wager and a Pair Plus Wager, provided that one wager may be placed in an amount up to a maximum of five times the amount of the other wager without regard to which wager is the greater of the two.

G. Procedures for Dealing from a Manual Shoe

1. If a casino chooses to have the cards dealt from a manual dealing shoe, the dealing shoe shall meet the requirements of applicable standards for dealing shoes and shall be located on the table. Once the procedures required by Subsection E (Shuffle and Cut of the Cards) have been completed, the stacked deck of cards shall be placed in the dealing shoe either by the dealer or by an automated card shuffling device.
2. The dealer shall indicate "No More Bets" prior to dealing any cards. Each card shall be removed from the dealing shoe with the hand of the dealer that is closest to the dealing shoe and placed on the appropriate area of the layout with the opposite hand.
3. The dealer shall, starting with the player farthest to his or her left and continuing around the table in a clockwise manner, deal one card at a time, in order, to each player who has placed an Ante Wager or Pair Plus Wager and to the dealer until each player who placed a wager and the dealer each has three cards. All cards shall be dealt face down.
4. After three cards have been dealt to each player and the dealer, the dealer shall remove the stub from the manual dealing shoe and, except as provided in (5) below; place the stub in the discard rack without exposing the cards.
5. The dealer shall be required to count the stub at least once every five rounds of play in order to determine that the correct numbers of cards are still present in the deck. The dealer shall determine the number of cards in the stub by

counting the cards face down on the layout.

- a. If the count of the stub indicates that 52 cards are in the deck, the dealer shall place the stub in the discard rack without exposing the cards.
 - b. If the count of the stub indicates that the number of cards in the deck is incorrect, the dealer shall determine if the cards were misdealt. If the cards have been misdealt (a player or the dealer has more or less than three cards) but 52 cards remain in the deck, all hands shall be void pursuant to Subsection L (Irregularities). If the cards have not been misdealt, all hands shall be considered void, and the entire deck of cards shall be removed from the table.
6. Notwithstanding the provisions of (5) above, the counting of the stub shall not be required if an automated card shuffling device is used that counts the number of cards in the deck after the completion of each shuffle and indicates whether 52 cards are still present. If the automated card shuffling device reveals that an incorrect number of cards are present, the deck shall be removed from the table in accordance with applicable minimum internal control procedures for the receipt and removal of cards.

H. Procedures for Dealing from the Hand.

1. If a casino chooses to have the cards dealt from the dealer's hand, the following requirements shall be observed:
 - a. The casino shall use an automated shuffling device to shuffle the cards.
 - b. Once the procedures required by Subsection E (Shuffle and Cut of the Cards) have been completed, the dealer shall place the stacked deck of cards in either hand.
 - i. Once the dealer has chosen the hand in which he or she will hold the cards, the dealer shall use that hand whenever holding the cards during that round of play.
 - ii. The cards held by the dealer shall, at all times, be kept in front of the dealer and over the table inventory container.
 - c. The dealer shall then indicate "No More Bets" prior to dealing any cards. The dealer shall deal each card by holding the deck of cards in the chosen hand and using the other hand to remove the top card of the deck and place it face down on the appropriate area of the layout.

2. The dealer shall, starting with the player farthest to his or her left and continuing round the table in a clockwise manner, deal one card at a time, in order, to each player who has placed an Ante Wager or Pair Plus Wager and to the dealer until each player who placed a wager and the dealer each have three cards. All cards shall be dealt face down.
3. After three cards have been dealt to each player and the dealer, the dealer shall, except as provided in (4) below, place the stub in the discard rack without exposing the cards.
4. The dealer shall count the stub in accordance with the provisions of Subsections (G)(5) and (6).

I. Procedures for Dealing from an Automated Shuffling Device/Dealing Shoe

1. If a casino chooses to have the cards dealt from an automated shuffling device/dealing shoe, the following requirements shall be observed:
 - a. Once the procedures required by Subsection E (Shuffle and Cut of the Cards) have been completed, the cards shall be placed in the automated shuffling device/dealing shoe.
 - b. The dealer shall then indicate "No More Bets" prior to the shoe dispensing any stacks of cards.
2. The dealer shall deliver the first stack of cards dispensed by the automated shuffling device/dealing shoe face down to the player farthest to his or her left who has placed a wager in accordance with Subsection F (Wagers). As the remaining stacks are dispensed to the dealer by the automated shuffling device/dealing shoe, the dealer shall, moving clockwise around the table, deliver a stack face down to each of the other players who has placed a wager in accordance with Subsection F (Wagers).
3. After each stack of three cards has been dispensed and delivered in accordance with this Subsection, the dealer shall remove the stub from the automated dealing shoe and, except as provided in (4) below, place the cards in the discard rack without exposing the cards.
4. The dealer shall count the stub in accordance with the provisions of Subsections (G) (5) and (6).

J. The Play

1. Prior to procedures required by Subsection (G), (H), (I), each player shall make

- one or both of the following wagers:
- a. Ante Wager, means player elects to play against the dealer;
 - b. Pairs Plus Wager, means player elects to play the hand value against the payable.
2. After dealing procedures required by Subsection (G), (H), or (I) have been completed, each player shall be responsible for their own hand. No other person other than the dealer may touch the cards of said player. Each player shall be required to keep the three cards in full view of the dealer at all times. After examination:
- a. If the player has placed an Ante Wager, the player may elect to make the Play Wager equal to the amount of the Ante Wager, or fold.
 - b. If the player has only placed a Pairs Plus Wager, the player will place the hand face down on the appropriate area on the layout, or fold.
3. The player will place three cards face down on the appropriate area of the layout. The player shall not touch the cards again. If a player is unsure of the hand once placed on the layout, the dealer may check the player's cards.
4. If a player folds, the wager(s) shall be collected by the dealer and placed in the table inventory container. A folded hand shall then be collected by the dealer and placed in the discard rack.
5. If no players have placed a Play Wager, the dealer will not turn over the cards to show the dealer's hand.
- a. The dealer will turn over the player's hand with a Pairs Plus Wager and determine if the wager is won.
 - b. Pairs Plus Wager will be reconciled in accordance with Subsection K.
 - c. Losing Pairs Plus Wager will be placed in the table inventory container and cards shall be placed in the discard rack.
6. If at least one player has placed a Play Wager, the dealer shall turn over the dealer's cards and arrange the cards to form the highest possible ranking hand.

7. After the dealer has announced the dealer's best hand, the dealer shall, starting with the player farthest to the right, reveal the player's cards. The dealer will reconcile each hand individually working counterclockwise in accordance with Subsection K (Payout Odds) for the following wagers;
 - a. Play Wager;
 - b. Ante Wager;
 - c. Bonus Wager, if the player has an Ante and Play Wager; and
 - d. Pairs Plus Wager.
8. After each wager is settled, the dealer will collect the cards of each player and place them in the discard rack in accordance J.9 below.
9. If the hand of the player ties with that of the dealer's hand, and Ante and Play Wagers of the player shall push.

K. Payout Odds

1. There are three payout types as follows:
 - a. A player in competition against the dealer shall be paid 1 to 1 on both the Ante Wager and the Play Wager if the player's hand is ranked higher than the dealer's hand. Notwithstanding the foregoing, if the dealer does not hold a hand with a "queen high or better" rank, the Ante Wager shall automatically be paid 1 to 1 and the Play Wager shall be returned to the player.
 - b. A player placing a Pair Plus Wager shall be paid in accordance with the following payout ledger:

Pair	Pays	1 to 1
Flush	Pays	4 to 1
Straight	Pays	5 to 1
Three-of-a-kind	Pays	30 to 1
Straight flush	Pays	40 to 1

- c. In the alternative, a casino shall have the discretion to pay a Pair Plus Wager in accordance with the following payout ledger:

Pair	Pays	1 to 1
Flush	Pays	4 to 1

Straight	Pays	6 to 1
Three-of-a-kind	Pays	33 to 1
Straight flush	Pays	45 to 1

- d. A player placing an Ante Wager and a Play Wager shall be paid a bonus if the player's hand consists of the following:

Straight	Pays	1 to 1
Three-of-a-kind	Pays	4 to 1
Straight flush	Pays	5 to 1

L. Irregularities

1. A card that is found face up in the shoe or the deck while the cards are being dealt shall cause a misdeal and all hands shall be void and the cards shall be reshuffled.
2. If dealt manually, a card drawn in error without its face being exposed shall be used as though it was the next card from the shoe or the deck.
3. If any player or the dealer is dealt an incorrect number of cards, all hands shall be void and the cards shall be reshuffled.
4. If one or more of the dealer's cards is inadvertently exposed prior to the dealer revealing his or her cards as prescribed in Subsection (J)(2) all hands shall be void and the cards shall be reshuffled.
5. If an automated card shuffling device is being used and the device jams, stops shuffling during a shuffle, or fails to complete a shuffle cycle, the cards shall be reshuffled in accordance with Subsection E (Shuffle and Cut of the Cards).
6. If an automated dealing shoe is being used and the device jams, stops dealing cards, or fails to deal all cards during a round of play, the round of play shall be void. The cards shall then be reshuffled in accordance with Subsection E (Shuffle and Cut of the Cards).

THREE CARD POKER**A. Definitions**

1. "Ante Wager" means the wager that a player is required to make prior to any cards being dealt in order to compete against the dealer's hand in a round of play.
2. "Hand" means the Three Card Poker hand that is held by each player and the dealer after the cards are dealt.
3. "Pair Plus Wager" means the wager that a player is required to make prior to any cards being dealt in order to compete against a posted scale of payouts, regardless of the outcome of the player's hand against the dealer.
4. "Play Wager" means an additional wager, equal in value to his or her Ante Wager, that a player must make if the player opts to remain in competition against the dealer after the player reviews his or her hand.
5. "Push" means a tie as described in these rules of play.
6. "Rank" or "Ranking" means the relative position of a card or group of cards as set forth in Subsection C (Three Card Poker Rankings).
7. "Round of Play" means one complete cycle of play during which all wagers have been placed, all cards have been dealt and all remaining wagers have been paid off or collected.
8. "Stub" means the remaining portion of the deck after all cards in the round of play have been dealt or delivered.
9. "Suit" means one of the four categories of cards: club, diamond, heart or spade, with no suit being higher in rank than another.
10. "Washing" or "Chemmy Shuffle" means mixing cards face down on the table with a circular motion of the hands.

B. Equipment

1. Three Card Poker shall be played on a table having up to seven (7) places on one side for the players, and a place for the dealer on the opposite side.
2. The cloth covering a Three Card Poker table (the layout) shall have betting areas for up to seven players. Within each betting area there shall be a place

for an Ante Wager, a Play Wager, and a Pair Plus Wager.

3. Each Three Card Poker table shall have a table inventory container on or attached to the table.
4. Except as provided in (5) below, Three Card Poker shall be played with one deck of cards with backs of the same color and design and one additional cover card to be used in accordance with the procedures set forth in Subsection E (Shuffle and Cut of the Cards).
 - a. If an automated dealing shoe is used, a cover and cut card are not required.
5. If an automated card shuffling device is used, a casino shall be permitted to use a second deck of cards to play the game, provided that:
 - a. The backs of the cards in the two decks are of different color;
 - b. One deck is being shuffled by the automated card shuffling device while the other deck is being dealt or used to play the game;
 - c. Both decks are continuously alternated in and out of play, with each deck being used for every other round of play; and
 - d. The cards from only one deck shall be placed in the discard rack at any given time.

C. Three Card Poker Rankings

1. The rank of the cards used in Three Card Poker, in order of highest to lowest rank, shall be: ace, king, queen, jack, 10, nine, eight, seven, six, five, four, three and two. All suits shall be considered equal in rank. Notwithstanding the foregoing, an ace may be used to complete either a straight flush with a two and a three or a straight with a two and three.
2. The permissible poker hands in the game of Three Card Poker, in order of highest to lowest rank, shall be:
 - a. "Straight flush" is a hand consisting of three cards of the same suit in consecutive ranking, with ace, king and queen being the highest straight flush and three, two and ace being the lowest ranking straight flush.
 - b. "Three-of-a-kind" is a hand consisting of three cards of the same rank, regardless of suit, with three aces being the highest ranking three-of-a-kind and three twos being the lowest ranking three-of-a-kind.
 - c. "Straight" is a hand consisting of three cards of consecutive rank,

regardless of suit, with ace, king and queen being the highest ranking straight and three, two, and ace being the lowest ranking straight; provided, however, that an ace may not be combined with any other sequence of cards for purposes of determining a winning hand (for example, king, ace, two).

- d. "Flush" is a hand consisting of three cards of the same suit, regardless of rank.
 - e. "Pair" is a hand consisting of two cards of the same rank, regardless of suit, with two aces being the highest-ranking pair and two twos being the lowest ranking pair.
3. When comparing two hands that are of identical pokerhand rank pursuant to the provisions of (2) above, or that contain none of the hands authorized in (2) above, the hand that contains the highest-ranking card as provided in (1) above that is not contained in the other hand shall be considered the higher-ranking hand. If the hands are of identical rank after the application of this Subsection, the hands shall be considered a push. In the event of a push, the dealer shall not collect or pay the wagers, but shall immediately collect the cards of that player after all losing wagers and hands have been collected.

D. Opening the Table for Gaming

- 1. After receiving a deck of cards at the table, the dealer shall sort and inspect the cards. The dealer ~~shall~~shall ensure the decks are complete, and that no cards are flawed, ~~scratched~~scratched, or marked in any way. A floor person shall verify the inspection.
 - a. If, after the inspection of the cards, the dealer finds that a card is ~~unsuitable~~unsuitable for use, a floor person or above shall bring a replacement card from the replacement deck or replace the entire deck.
- 2. The dealer must spread the cards, face up on the table, by deck, according to the suit, and in sequence, in such a manner that each individual card can be identified. The casino surveillance system shall video record this process.
- 3. Following the inspection of the cards by the dealer and verification, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked and shuffled in accordance with Subsection E (Shuffle and Cut of the Cards).
- 4. Electronic verification may satisfy the floor person verification requirement. -
- 5. All cards opened for use on a table and dealt from a manual or automated

dealing shoe shall be changed at least once every eight hours. All cards opened for use on a table and dealt from the hand shall be changed at least every four hours.

E. Shuffle and Cut of the Cards.

1. Immediately prior to the commencement of play and after each round of play has been completed, the dealer shall shuffle the cards, either manually or by use of an automated card shuffling device, so that the cards are randomly intermixed. Upon completion of the shuffle, the dealer or device shall place the deck of cards in a single stack; provided, however, that nothing in this Subsection shall be deemed to prohibit the use of an automated card shuffling device which, upon completion of the shuffling of the cards, inserts the stack of cards directly into a dealing shoe.
2. After the cards have been shuffled and stacked, the dealer shall:
 - a. If the cards were shuffled using an automated card shuffling device, dealer deliver the cards in accordance with the procedures set forth in Subsections (G), (H) or (I); or
 - b. If the cards were shuffled manually, cut the cards in accordance with the procedures set forth in (3) below.
3. If a cut of the cards is required, the dealer shall:
 - a. Cut the deck, using one hand, by:
 1. Placing the cover card on the table in front of the deck of cards;
 11. Placing a stack of at least 10 cards from the top of the deck and placing them on top of the cover card;
 111. Placing the cards remaining in the deck on top of the stack of cards that were cut and placed on the cover card pursuant to (3)(a)(ii) above;
 - 1v. Removing the cover card and placing it in the discard rack; and
 - b. Deal the cards in accordance with the procedures set forth in Subsections (G),(H), or (I).
4. Notwithstanding (3) above, after the cards have been cut and before any cards

have been dealt, a casino supervisor may require the cards to be recut if he or she determines that the cut was performed improperly or in any way that might affect the integrity or fairness of the game.

5. Whenever there is no gaming activity at a Three Card Poker table which is open for gaming, the cards shall remain in the dealing shoe if a manual shoe is used or if an automated shuffling device/dealing shoe is used, one deck is to remain in the automated shoe while the remaining stub is placed in the discard rack, until a player arrives at the table. Play will then commence in conformance with the procedures outlined in Subsection (E).

F. Wagers

1. The following wagers may be placed in the game of Three Card Poker:
 - a. A player may compete solely against the dealer by placing an Ante Wager in an amount within the posted minimum and maximum wagers and then placing a Play Wager in an equal amount;
 - b. A player may compete solely against a posted payout ledger by placing a Pair Plus Wager, which wager may be in any amount within the posted minimum and maximum wagers; or
 - c. A player may compete against both the dealer and the posted payout ledger by placing wagers in accordance with the requirements of (1)(a) and (b) above.
2. All wagers at Three Card Poker shall be made by placing gaming chips or tokens and, if applicable, a match play coupon on the appropriate holes of the table layout. A verbal wager accompanied by cash shall not be accepted.
3. All Ante Wagers and Pair Plus Wagers shall be placed prior to the dealer indicate "No More Bets" in accordance with the dealing procedures in Subsections (G), (H), or (I). Except as otherwise provided in these Rules, no wager shall be made, increased, or withdrawn after the dealer has indicated "No More Bets." All Play Wagers shall be placed in accordance with Subsection (J)(2).
4. A casino may, in its discretion, permit a player to place wagers at two betting positions during a round of play provided that the two betting positions are adjacent to each other. In the event that the casino permits a player to place wagers at two betting positions, all procedures outlined in these Rules of Play shall be utilized for a position at which such a wager has been placed in the same manner as if the position were occupied by a player.

5. Notwithstanding (1) above, a casino may offer a version of the game of Three Card Poker requiring:

Three Card Poker 08/26/10

- a. As a precondition to the placement of a Pair Plus Wager, the placement of an Ante Wager in an amount at least equal to the Pair Plus Wager;
- b. As a precondition to the placement of a Pair Plus Wager, the placement of an Ante Wager in an amount at least equal to one-half the Pair Plus Wager; or
- c. The compulsory placement of an Ante Wager and a Pair Plus Wager, provided that one wager may be placed in an amount up to a maximum of five times the amount of the other wager without regard to which wager is the greater of the two.

G. Procedures for Dealing from a Manual Shoe

1. If a casino chooses to have the cards dealt from a manual dealing shoe, the dealing shoe shall meet the requirements of applicable standards for dealing shoes and shall be located on the table. Once the procedures required by Subsection E (Shuffle and Cut of the Cards) have been completed, the stacked deck of cards shall be placed in the dealing shoe either by the dealer or by an automated card shuffling device.
2. The dealer shall indicate "No More Bets" prior to dealing any cards. Each card shall be removed from the dealing shoe with the hand of the dealer that is closest to the dealing shoe and placed on the appropriate area of the layout with the opposite hand.
3. The dealer shall, starting with the player farthest to his or her left and continuing around the table in a clockwise manner, deal one card at a time, in order, to each player who has placed an Ante Wager or Pair Plus Wager and to the dealer until each player who placed a wager and the dealer each has three cards. All cards shall be dealt face down.
4. After three cards have been dealt to each player and the dealer, the dealer shall remove the stub from the manual dealing shoe and, except as provided in (5) below; place the stub in the discard rack without exposing the cards.
5. The dealer shall be required to count the stub at least once every five rounds of play in order to determine that the correct numbers of cards are still present in the deck. The dealer shall determine the number of cards in the stub by

counting the cards face down on the layout.

- a. If the count of the stub indicates that 52 cards are in the deck, the dealer shall place the stub in the discard rack without exposing the cards.
- b. If the count of the stub indicates that the number of cards in the deck is incorrect, the dealer shall determine if the cards were misdealt. If the cards have been misdealt (a player or the dealer has more or less than three cards) but 52 cards remain in the deck, all hands shall be void pursuant to Subsection L (Irregularities). If the cards have not been misdealt, all hands shall be considered ~~void~~void, and the entire deck of cards shall be removed from the table.

6. Notwithstanding the provisions of (5) above, the counting of the stub shall not be required if an automated card shuffling device is used that counts the number of cards in the deck after the completion of each shuffle and indicates whether 52 cards are still present. If the automated card shuffling device reveals that an incorrect number of cards are present, the deck shall be removed from the table in accordance with applicable minimum internal control procedures for the receipt and removal of cards.

H. Procedures for Dealing from the Hand.

1. If a casino chooses to have the cards dealt from the dealer's hand, the following requirements shall be observed:
 - a. The casino shall use an automated shuffling device to shuffle the cards.
 - b. Once the procedures required by Subsection E (Shuffle and Cut of the Cards) have been completed, the dealer shall place the stacked deck of cards in either hand.
 1. Once the dealer has chosen the hand in which he or she will hold the cards, the dealer shall use that hand whenever holding the cards during that round of play.
 11. The cards held by the dealer shall, at all times, be kept in front of the dealer and over the table inventory container.
 - c. The dealer shall then indicate "No More Bets" prior to dealing any cards. The dealer shall deal each card by holding the deck of cards in the chosen hand and using the other hand to remove the top card of the deck and place it face down on the appropriate area of the layout.

2. The dealer shall, starting with the player farthest to his or her left and continuing round the table in a clockwise manner, deal one card at a time, in order, to each player who has placed an Ante Wager or Pair Plus Wager and to the dealer until each player who placed a wager and the dealer each have three cards. All cards shall be dealt face down.
3. After three cards have been dealt to each player and the dealer, the dealer shall, except as provided in (4) below, place the stub in the discard rack without exposing the cards.
4. The dealer shall count the stub in accordance with the provisions of Subsections (G)(5) and (6).

I. Procedures for Dealing from an Automated Shuffling Device/Dealing Shoe

1. If a casino chooses to have the cards dealt from an automated shuffling device/dealing shoe, the following requirements shall be observed:
 - a. Once the procedures required by Subsection E (Shuffle and Cut of the Cards) have been completed, the cards shall be placed in the automated shuffling device/dealing shoe.
 - b. The dealer shall then indicate "No More Bets" prior to the shoe dispensing any stacks of cards.
2. The dealer shall deliver the first stack of cards dispensed by the automated shuffling device/dealing shoe face down to the player farthest to his or her left who has placed a wager in accordance with Subsection F (Wagers). As the remaining stacks are dispensed to the dealer by the automated shuffling device/dealing shoe, the dealer shall, moving clockwise around the table, deliver a stack face down to each of the other players who has placed a wager in accordance with Subsection F (Wagers).
3. After each stack of three cards has been dispensed and delivered in accordance with this Subsection, the dealer shall remove the stub from the automated dealing shoe and, except as provided in (4) below, place the cards in the discard rack without exposing the cards.
4. The dealer shall count the stub in accordance with the provisions of Subsections (G) (5) and (6).

J. The Play

1. Prior to procedures required by Subsection (G), (H), (I), each player shall make

one or both of the following wagers:

- a. Ante Wager, means player elects to play against the dealer;
 - b. Pairs Plus Wager, means player elects to play the hand value against the payable.
2. After dealing procedures required by Subsection (G), (H), or (I) have been completed, each player shall be responsible for their own hand. No other person other than the dealer may touch the cards of said player. Each player shall be required to keep the three cards in full view of the dealer at all times. After examination:
- a. If the player has placed an Ante Wager, the player may elect to make the Play Wager equal to the amount of the Ante Wager, or fold.
 - b. If the player has only placed a Pairs Plus Wager, the player will place the hand face down on the appropriate area on the layout, or fold.
3. The player will place three cards face down on the appropriate area of the layout. The player shall not touch the cards again. If a player is unsure of the hand once placed on the layout, the dealer may check the player's cards.
4. If a player folds, the wager(s) shall be collected by the dealer and placed in the table inventory container. A folded hand shall then be collected by the dealer and placed in the discard rack.
5. If no players have placed a Play Wager, the dealer will not turn over the cards to show the dealer's hand.
- a. The dealer will turn over the player's hand with a Pairs Plus Wager and determine if the wager is won.
 - b. Pairs Plus Wager will be reconciled in accordance with Subsection K.
 - c. Losing Pairs Plus Wager will be placed in the table inventory container and cards shall be placed in the discard rack.
6. If at least one player has placed a Play Wager, the dealer shall turn over the dealer's cards and arrange the cards to form the highest possible ranking hand.

7. After the dealer has announced the dealer’s best hand, the dealer shall, starting with the player farthest to the right, reveal the player’s cards. The dealer will reconcile each hand individually working counterclockwise in accordance with Subsection K (Payout Odds) for the following wagers;
 - a. Play Wager;
 - b. Ante Wager;
 - c. Bonus Wager, if the player has an Ante and Play Wager; and
 - d. Pairs Plus Wager.
8. After each wager is settled, the dealer will collect the cards of each player and place them in the discard rack in accordance J.9 below.
9. If the hand of the player ties with that of the dealer’s hand, and Ante and Play Wagers of the player shall push.

K. Payout Odds

1. There are three payout types as follows:
 - a. A player in competition against the dealer shall be paid 1 to 1 on both the Ante Wager and the Play Wager if the player's hand is ranked higher than the dealer's hand. Notwithstanding the foregoing, if the dealer does not hold a hand with a "queen high or better" rank, the Ante Wager shall automatically be paid 1 to 1 and the Play Wager shall be returned to the player.
 - b. A player placing a Pair Plus Wager shall be paid in accordance with the following payout ledger:

Pair	Pays	1 to 1
Flush	Pays	4 to 1
Straight	Pays	5 to 1
Three-of-a-kind	Pays	30 to 1
Straight flush	Pays	40 to 1

- c. In the alternative, a casino shall have the discretion to pay a Pair Plus Wager in accordance with the following payout ledger:

Pair	Pays	1 to 1
Flush	Pays	4 to 1

Straight	Pays	6 to 1
Three-of-a-kind	Pays	33 to 1
Straight flush	Pays	45 to 1

- d. A player placing an Ante Wager and a Play Wager shall be paid a bonus if the player's hand consists of the following:

Straight	Pays	1 to 1
Three-of-a-kind	Pays	4 to 1
Straight flush	Pays	5 to 1

L. Irregularities

1. A card that is found face up in the shoe or the deck while the cards are being dealt shall cause a misdeal and all hands shall be void and the cards shall be reshuffled.
2. If dealt manually, a card drawn in error without its face being exposed shall be used as though it was the next card from the shoe or the deck.
3. If any player or the dealer is dealt an incorrect number of cards, all hands shall be void and the cards shall be reshuffled.
4. If one or more of the dealer's cards is inadvertently exposed prior to the dealer revealing his or her cards as prescribed in Subsection (J)(2) all hands shall be void and the cards shall be reshuffled.
5. If an automated card shuffling device is being used and the device jams, stops shuffling during a shuffle, or fails to complete a shuffle cycle, the cards shall be reshuffled in accordance with Subsection E (Shuffle and Cut of the Cards).
6. If an automated dealing shoe is being used and the device jams, stops dealing cards, or fails to deal all cards during a round of play, the round of play shall be void. The cards shall then be reshuffled in accordance with Subsection E (Shuffle and Cut of the Cards).

Accept the memorandum regarding the withholding of pay for Councilman Marlon Skenandore

Business Committee Agenda Request

1. Meeting Date Requested: 01/5/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Handout for last week or withhold W.E. 1/3/26

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Memo | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Tehassi Hill, Chairman

Primary Requestor: Kristine Hill



Memorandum

To: Oneida Business Committee

Georgianna Mielke, Time and Attendance Manager

From: Kristine Hill, Government Personnel Services Manager

Date: January 5, 2026

Re: Withholding of pay for Marlon Skenandore

Please be advised that in accordance with **BC Resolution # 10-22-25-B Withholding Pay – Oneida Business Committee Council Member** payment for **Marlon Skenandore** is to be withheld for the following pay periods:

- **Period Ending:** January 3, 2026

If you have any questions or require additional information, please contact me directly.

Thank you for your attention to this matter.

Kristine M. Hill

Government Personnel Services Manager

Approve research request - Lee Dayberry - Capella University - Preparedness in Practice: Risk Perception

Business Committee Agenda Request

1. Meeting Date Requested: *Click or tap to enter a date.*

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve research request for doctoral study.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jo Anne House, Chief Counsel

Primary Requestor: (Name, Title/Entity)

Jo Anne House, PhD | Chief Counsel
James R. Bittorf | Deputy Chief Counsel
Kelly M. McAndrews | Deputy Chief Counsel

Krystal L. John, Senior Attorney
Carl J. Artman
Peggy A. Van Gheem
Basil J. Buchko, Jr.

Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: January 6, 2026

SUBJECT: Research Request – Lee Dayberry – Capella University – Preparedness in Practice: Risk Perception and Disaster Preparedness in a Tribal Nation

Lee Dayberry is a doctoral student at Capella University. His dissertation is a qualitative study of Oneida Nation’s employees and leaders regarding perceptions of emergency preparedness. The Oneida Nation adopted the Emergency Management law, 3 O.C. 302, in 1998. This law has been amended and updated since that time and was last amended by resolution # BC-03-08-23-C, *Amendments to the Emergency Management Law*. Whereas #5 of the resolution identifies that,

“the purpose of the Law is to provide for the development and execution of plans for the protection of residents, property, and the environment in an emergency or disaster; provide for the direction of emergency management, response, and recovery on the Reservation, as well as coordination with other agencies, victims, businesses, and organizations; establish the use of the National Incident Management System; and designate authority and responsibilities for public health preparedness[.]”

The Nation has employed a Director of Emergency Management since adoption of the law in 1998. The Director is responsible for “coordinating and planning the operational response to an emergency” and is granted the powers and authority to guide the Nation and the community in the event of a declared emergency. 3 O.C. 302.4. Since adoption of the law, the Nation has been affected by several local, statewide, and national emergencies all of which have been guided by the Nation’s *Emergency Response Plan*. This plan identifies personnel and responsibilities during different types of emergencies and available resources.

Mr. Dayberry will be conducting semi-structured interviews lasting approximately 30 minutes through Microsoft Teams or Zoom. He will be interviewing up to seven Nation leaders and seven Nation employees to “explore the perception of individual [disaster] preparedness.”

I have reviewed the proposed doctoral study and believe that the results can provide insight and assistance to the Director of Emergency Management. I am recommending approval of the research request.

Page 2

Recommended Action:

Motion to approve research request, consistent with resolution # BC-05-08-19-A, *Research Requests: Review and Approval to Conduct*, and, in accordance with:

- a. Resolve #2(3), Lee Dayberry is required to submit the final draft research paper for review;
- b. Resolve #2(4), Lee Dayberry is required to submit a copy of the published work and can request to present the research findings to the Oneida Business Committee; and
- c. Resolve #5, any further use of this research information is subject to authorization by the Oneida Business Committee.

After action by the Oneida Business Committee, I will notify Lee Dayberry of your decision. If you have further questions, please contact me.

File: 2023-0649

Approve the amended bylaws for the Oneida Personnel Commission

Business Committee Agenda Request

1. **Meeting Date Requested:** *Click or tap to enter a date.*

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Motion to approve the amended bylaws for the Personnel Commission.

4. **Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. **Additional attendees needed for this request:**

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input checked="" type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jo Anne House, Chief Counsel

Primary Requestor: (Name, Title/Entity)

Jo Anne House, PhD | Chief Counsel
James R. Bittorf | Deputy Chief Counsel
Kelly M. McAndrews | Deputy Chief Counsel

Krystal L. John, Senior Attorney
Carl J. Artman
Peggy A. Van Gheem
Basil J. Buchko, Jr.

Law Office



M E M O R A N D U M

TO: Oneida Business Committee
FROM: Jo Anne House, Chief Counsel
DATE: January 6, 2026
SUBJECT: Personnel Commission Bylaws – Elected Positions

General Tribal Council Motion

Motion to direct the Business Committee to amend the Oneida Personnel Commission Bylaws to make the Oneida Personnel Commission positions elected and to make this effective for the Oneida triannual election to be held in 2026. *General Tribal Council meeting June 1, 2025*

Legal Review

I have reviewed the attached amended Personnel Commission Bylaws and find they meet the requirements of the Boards, Committees and Commissions Law and the General Tribal Council motion.

Background

The Oneida Business Committee has assigned review of bylaws to the Oneida Law Office. The current Oneida Personnel Commission Bylaws were revised to reflect an elected body. A strike-out and clean version are included. There were several meetings with the Oneida Business Committee to review these proposed amendments and revisions were made as a result of those meetings. The amendments to the bylaws clarify the qualifications and identify how an elected member meets the training requirements after being elected.

I have met with Judicare regarding the proposed training requirements, and I am waiting for the proposed training plan. This is tentatively scheduled to be a single training opportunity presented within 30 days after the Final Report is accepted and the oath of office is taken. Candidates will be placed on notice of this requirement. I am also working with the Human Resources Department to identify specific training for the new elected Commissioners to ensure awareness and knowledge of the Nation’s personnel processes. Both training opportunities would be offered every year as follow-up continuing education program and meet the eight-hour training requirements.

Page 2

The Judiciary has indicated that it can manage the hearing schedule and spaces. However, this will not include meeting space for the Personnel Commission, that would still be the responsibility of the GAO Boards, Committees and Commissions Support Office. Finally, I am finalizing discussions with the Human Resources Department to establish a schedule for screenings and interviews to avoid conflicts with hearing schedules. This would eventually be passed to the Support Office for management.

With the General Election being presented for scheduling by the General Tribal Council, it would be appropriate to have these by-laws approved before the Election Board begins sending notice of Caucus meetings and application deadlines.

If you have further questions, please contact me.

Requested Action: Motion to approve the amended bylaws for the Personnel Commission.

Oneida Personnel Commission Bylaws

Article I. Authority

1-1. *Name.* The name of this entity shall be the Oneida Personnel Commission, and may be referred to as the OPC.

1-2. *Establishment.* The OPC was created by the Oneida General Tribal Council as the Personnel Selection Committee and renamed the Oneida Personnel Commission by the Oneida Business Committee through resolution BC-04-13-90-A. The Oneida Business Committee dissolved the Oneida Personnel Commission on April 11, 2018, through resolution BC-04-11-18-A. On August 27, 2018, the Oneida General Tribal Council rescinded the dissolution of the Oneida Personnel Commission and the OPC was recreated by the Oneida Business Committee through resolution BC-09-26-18-F.¹

1-3. *Authority.*

(a) The OPC was created by the General Tribal Council to represent the Oneida community-at-large in the selection of the Nation's employees and to shield those employees from inconsistent and unfair treatment by:

- (1) Protecting against issues of nepotism;
- (2) Enforcing Oneida and Indian preference;
- (3) Hearing and deciding appeals of disciplinary action filed by employees of the Nation; and
- (4) Carrying out all other powers and duties delegated by the laws of the Nation, including, but not limited to, the Oneida Personnel Policies and Procedures.

(b) The OPC does not have authority to:

- (1) Enter into contracts;
- (2) Create policy or legislative rules; or
- (3) Evaluate or rate a candidate on criteria or qualifications unrelated to the following subject matter during candidate interviews:
 - (A) Oneida/Indian preference;
 - (B) Nepotism;
 - (C) Conflicts of interests;
 - (D) Veteran status; and
 - (E) Physical capacity requirements.

1-4. *Office.* The official mailing address of the OPC shall be:

Oneida Personnel Commission
P.O. Box 365
Oneida, Wisconsin 54155

1-5. *Membership.*

(a) *Number of Members.* The OPC shall be made up of five (5) members.

¹ General Tribal Council, June 1, 2025 - Motion to direct the Business Committee to amend the Oneida Personnel Commission Bylaws to make the Oneida Personnel Commission positions elected and to make this effective for the Oneida tri-annual election to be held in 2026.

44 (1) Each member shall hold office until his or her term expires, until his or
 45 her resignation, ~~or~~ until his or her *elected position is terminated in*
 46 *accordance with the Removal law, or his or her* appointment is terminated
 47 in accordance with the Boards, Committees and Commissions law.

48 *(2) Resignation. A member may resign at any time verbally at a meeting or*
 49 *by delivering written notice to the Oneida Business Committee Support*
 50 *Office and the OPC Chairperson or Chairperson's designee. A resignation*
 51 *is effective upon acceptance by motion of a member's verbal resignation*
 52 *or upon delivery of the written notices.²*

53 (3) *Pro Tem Members.* The Oneida Business Committee may appoint up
 54 to five (5) Pro Tem members in accordance with the appointment process
 55 contained in the Boards, Committees and Commissions law.

56 (A) Pro Tem members shall serve the limited purpose of assisting
 57 with the hiring selection process and grievance hearing process in
 58 the event of an incumbent member's recusal based on a conflict of
 59 interest.

60 (B) The Pro Tem members shall meet the same qualification and
 61 training requirements as members of the Oneida Personnel
 62 Commission.

63 (b) ~~Appointment Election.~~ Each member shall be ~~appointed by the Oneida~~
 64 ~~Business Committee in accordance with the Boards, Committees and~~
 65 ~~Commissions law~~ *elected* to serve a five (5) year term. ~~The first term shall be~~
 66 ~~staggered with one (1) member receiving a one (1) year term; one (1) member~~
 67 ~~receiving a two (2) year term; one (1) member receiving a three (3) year term;~~
 68 ~~one (1) member receiving a four (4) year term; and one (1) member receiving a~~
 69 ~~five (5) year term. Each appointment after the initial staggered terms shall~~
 70 ~~receive a five (5) year term. The elected member with the highest number of~~
 71 ~~votes shall receive a five (5) year term, the second highest number of votes a~~
 72 ~~four (4) year term, the third highest number of votes a three (3) year term, the~~
 73 ~~fourth highest number of votes a two (2) year term, and the fifth highest number~~
 74 ~~of votes a one (1) year term. Thereafter, all positions shall be filled for a five (5)~~
 75 ~~year term.~~

76 (c) *Vacancies.³ Vacancies on the OPC shall be filled as follows:*

² This section is relocated from subsection (c) below.

³ This is amended to reflect the length of time left in any vacancy. See elected entity bylaws.

Election Board

1-5(c) Vacancies. Vacancies on the Board shall be filled as follows:

(2) Unexpired Terms. Vacancies in unexpired terms shall be filled by appointment by the Oneida Business Committee, pursuant to the Boards, Committees and Commissions law, for the balance of the unexpired term.

(A) The Board's Chairperson shall provide the Oneida Business Committee recommendations on all applications for appointment to fill a vacancy by the executive session in which the appointment is intended to be made.

(B) The filling of a vacancy may be timed to correspond with the pre-election activities and the needs of the Board.

Gaming Commission

1-5(c) Vacancies. Vacancies on the Commission shall be filled as follows:

(2) Unexpired Terms. Vacancies in unexpired terms of office, however caused, shall be filled by appointment by the Oneida Business Committee of a person, who qualifies under ONGO and these bylaws, in accordance with the Boards, Committees and Commissions law for the remainder of the unexpired term.

(A) The Chairperson of the OGC shall provide the Oneida Business Committee recommendations on all applications for appointment by the executive session in which the appointment is intended to be made.

Land Claims Commission

1-5(c) Vacancies. Vacancies on the OLCC shall be filled as follows:

(2) Unexpired Terms. Vacancies in unexpired terms shall be filled by appointment by the Oneida Business Committee, pursuant to the Boards, Committees and Commissions law, for the remainder of the unexpired term.

(A) The Board's Chairperson shall provide the Oneida Business Committee with recommendations on all applications for appointment to fill a vacancy by the executive session in which the appointment is intended to be made.

Land Commission

1-5(c) Vacancies. Vacancies on the Commission shall be filled as follows:

(2) Unexpired Terms. Vacancies in unexpired terms shall be filled by appointment by the Oneida Business Committee pursuant to the Boards, Committees and Commissions law for the remainder of the unexpired term.

(A) The Chairperson of the Commission may provide the Oneida Business Committee with recommendations, approved by a majority vote of no less than a quorum of Commissioners, on applications for appointment by the executive session in which the appointment is intended to be made.

ONCOA

1-5(c) Vacancies. Vacancies on ONCOA shall be filled as follows:

(2) Unexpired Terms. Any vacancy in an unexpired term shall be filled by appointment by the Oneida Business Committee, in accordance with the Boards, Committees and Commissions law, for the balance of the unexpired term.

(A) The ONCOA Chairperson shall provide the Oneida Business Committee recommendations on all applications for appointment to fill a vacancy by the executive session in which the appointment is intended to be made.

School Board

1-5(c) Vacancies. Vacancies of the Board shall be filled as follows:

(2) Unexpired Terms. Vacancies that occur before the end of a term shall be filled by appointment of the Oneida Business Committee pursuant to the Boards, Committees and Commissions law.

(A) The Board Chairperson shall provide the Oneida Business Committee with recommendations on all applications for appointment to fill a vacancy of an unexpired term in accordance with the submission deadline for the Oneida Business Committee in which the appointment is intended to be made.

Trust Enrollment Committee

4(C) Vacancies, Appointments, Resignations, Suspensions, and Removals

1) Vacancies and Appointments

a) If any member dies, resigns, is removed, is incapacitated, or is otherwise unable to serve, the Chairperson of the Oneida Trust/Enrollment Committee shall select a candidate who, upon approval of the Oneida Trust/Enrollment Committee and the Oneida Business Committee, shall serve the remainder of the former member's term.

b) If, after the annual election, a position on the Oneida Trust/Enrollment Committee remains vacant due to the lack of a sufficient number of qualified candidates in the election, the Chairperson of the Oneida Trust/Enrollment Committee shall select a candidate who, upon

77 ~~(1) Filling of Vacancies. Vacancies shall be filled in accordance with the~~
 78 ~~Boards, Committees and Commissions law.~~

79 ~~(2) Resignation. A member may resign at any time verbally at a meeting or~~
 80 ~~by delivering written notice to the Oneida Business Committee Support~~
 81 ~~Office and the OPC Chairperson or Chairperson's designee.~~

82 ~~(A) Effective Date of Resignation. A resignation is effective upon~~
 83 ~~acceptance by motion of a member's verbal resignation or upon~~
 84 ~~delivery of the written notices.~~

85 ~~(3) Terms of Replacement Member. A replacement member shall hold~~
 86 ~~office through the unexpired portion of the term of the member whom he or~~
 87 ~~she has replaced.~~

88 ~~(A) A replacement member is defined as a member who fills a~~
 89 ~~vacancy caused by resignation, removal or termination.~~

90 ~~(1) Expired Terms. Vacancies caused by the expiration of an OPC~~
 91 ~~member's term shall be filled by election in accordance with the laws~~
 92 ~~and/or policies of the Nation governing elections.~~

93 ~~(2) Vacant Expired Terms. Vacancies remaining after an election to fill an~~
 94 ~~expired term may be filled by the Oneida Business Committee in~~
 95 ~~accordance with subsection (3).~~

96 ~~(3) Unexpired Terms. Vacancies in unexpired terms shall be filled by~~
 97 ~~appointment by the Oneida Business Committee pursuant to the Boards,~~
 98 ~~Committees and Commissions law for the remainder of the unexpired~~
 99 ~~term.~~

100 ~~(A) The Chairperson of the OPC may provide the Oneida Business~~
 101 ~~Committee with written recommendations, approved by a majority~~
 102 ~~vote of no less than a quorum of the OPC, on applications for~~
 103 ~~appointment.~~

104 (d) *Qualifications.* OPC members shall meet the following qualifications:

105 (1) Be an enrolled member of the Oneida Nation;

106 (2) Be at least twenty-one (21) years of age;

107 (3) Shall not be an employee of the Nation;

108 (4) Be free of any and all direct conflicts of interest or appearances of
 109 conflict as defined under various laws and policies of the Nation, including,
 110 but not limited to, the oath of office, the Oneida Rules of Civil Procedure,
 111 the Oneida Personnel Policies and Procedures, and other laws/policies
 112 regarding employment, the Code of Ethics, and the Boards, Committees
 113 and Commissions law; ~~and~~

114 (5) Have a minimum of two (2) years supervisory experience along with
 115 hiring experience; ~~and~~

116 (6) an Associate Degree, or equivalent experience or education.

117 (e) *Duties and Responsibilities.* OPC members shall abide by the following:

118 (1) Both formal and informal communications to any entity on behalf of the
 119 OPC must come from a member of the OPC through OPC directive.
 120 Specific policy governing all communications of the OPC may be set forth

approval by the Oneida Trust/Enrollment Committee and the Oneida Business Committee, shall serve as if elected in the annual election.

- 121 in an OPC Communications SOP to provide procedural guidance,
122 consistent herewith, on determining when, how, and by which OPC
123 member(s) communications are made;
- 124 (2) Uphold all laws and policies of the Nation, including, but not limited to,
125 the Boards, Committees and Commissions law.
- 126 (3) Participate in the hiring selection process, including job description pre-
127 screens and interviews, in accordance with the Oneida Personnel Policies
128 and Procedures;
- 129 (4) Conduct grievance hearings in accordance with the Oneida Personnel
130 Policies and Procedures ~~and Oneida Business Committee resolution BC-~~
131 ~~03-13-19-C;~~
- 132 ~~(A) The Oneida Judiciary Rules of Civil Procedure apply to~~
133 ~~proceedings conducted by the OPC, except where the Oneida~~
134 ~~Personnel Policies and Procedures are more specific, then those~~
135 ~~shall supersede.~~
- 136 ~~(B) Appeals from OPC decisions to the Judiciary as authorized by~~
137 ~~the Nation's Judiciary law shall be governed by the Rules of~~
138 ~~Appellate Procedure.⁴~~
- 139 (5) Be available for meetings, trainings, interviews, prescreening,
140 reassignments, grievance hearings and other duties as needed;
- 141 ~~(A) Three (3) unexcused absences to attend to such duties may be~~
142 ~~cause for the OPC to make a recommendation for termination to~~
143 ~~the Oneida Business Committee per section 1-6 of these bylaws.~~
- 144 ~~(i) A member who fails to notify an OPC Officer, in writing of~~
145 ~~his or her pending absence at least thirty (30) minutes before~~
146 ~~the start of the missed meeting shall be deemed unexcused.~~
- 147 (6) Exclusively use the official Oneida email address provided by the
148 Nation upon appointment to the OPC ("Official Email") to conduct business
149 electronically on behalf of the OPC; and
- 150 (7) *Dress Code*. Members are expected to be clean, well-groomed and
151 dressed in business casual attire when conducting activities on behalf of
152 the OPC, including, but not limited to, employee interviews and grievance
153 hearings.
- 154 ~~(A) By way of example, business casual attire does not include:~~
- 155 ~~(i) Tattered jeans or shorts;~~
- 156 ~~(ii) Shirts with language or graphics that are vulgar, sexually~~
157 ~~explicit, or otherwise offensive;~~
- 158 ~~(iii) Attire that is revealing or provocative;~~
- 159 ~~(iv) Flip-flops or any type of loose footwear;~~
- 160 ~~(v) Seat suits;~~
- 161 ~~(vi) see-through blouses or shirts;~~
- 162 ~~(vii) Sports bras, halter tops, or similar attire;~~
- 163 ~~(viii) Tank tops;~~
- 164 ~~(ix) Clothing that allows bare midriffs; and/or~~
- 165 ~~(x) Clothing that is ripped or stained.~~

⁴ This is not something that would be in the bylaws, it is more of a law or rule. I have deleted this from the bylaws.

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~~1-6. Termination.⁵ An OPC member who violates these bylaws, or any other governing laws of the Nation, may have his or her appointment terminated in accordance with the Boards, Committees and Commissions law.~~

~~(a) Any member whose appointment is terminated by the Oneida Business Committee after the adoption of these bylaws, as may be amended from time-to-time hereafter, shall not be eligible for re-appointment to the OPC for a minimum of five (5) years following his or her termination.~~

~~(b) Recommendations to the Oneida Business Committee for termination of a member's appointment shall be determined by a majority vote of the members in attendance at an OPC meeting of an established quorum.~~

1-6. Termination or Removal. An OPC member found to be in violation of these bylaws, or any other governing laws of the Nation, may be subject to the following:

(a) If the OPC member was elected, the OPC's filing of a petition for his or her removal pursuant to the Removal law and/or any other law of the Nation governing the removal of elected officials.

(b) If the OPC member was appointed, the OPC's recommendation to the Oneida Business Committee for the termination of his or her appointment pursuant to the Boards, Committees and Commissions law and/or any other law of the Nation governing the termination of appointed officials.

(c) The filing of a petition for removal or submission of a recommendation for termination shall be decided by a majority vote of the OPC in attendance at an OPC meeting of an established quorum.

1-7. Trainings.

(a) OPC members must complete the following training prior to participating in any screenings, interviews and/or grievance hearings on behalf of the OPC:⁶

(1) Four (4) hours of e-Learning on interview certification and four (4) hours of orientation through the Oneida Human Resources Department, which shall include:

(A) EEO training;

(B) Training on laws, rules and regulations of the Nation; and

(C) Training on the Oneida Personnel Policies and Procedures.

(2) Training on the grievance process, which shall include:

(A) A presentation developed by the Oneida Judicial System on the Oneida Judiciary Rules of Civil Procedure, an estimated three (3) hours in length;⁷

(B) Up to three (3) hours of training in formal opinion writing and the basics of evidence; and

(c) Two (2) hours of training in professional ethics, including issues of confidentiality.

⁵ I have used section 106 from the Land Commission bylaws for this section as it best reflects the elected/appointment membership basis of the OPC.

⁶ Add in reference to BC-03-13-19-A, Resolve 8.

⁷ BC-03-13-19-A, Resolve 7.

208 ~~(3) Any other training deemed necessary by the Oneida Business~~
209 ~~Committee.~~

210 (b) After serving on the OPC for one (1) year, all OPC members shall either
211 accumulate a minimum of eight (8) hours of training annually in the above subject
212 matter or shall review annually the lessons and materials connected with the
213 above subjects.

214 (c) Completion of all training, including training under section 1-7(b), shall be
215 confirmed by receipt of a certificate or some other written documentation and
216 kept on file with the OPC.

217 (d) Regardless of the number of trainings/conferences that he or she is required
218 to attend, no member of the OPC shall be eligible to receive stipends for
219 attending more than five (5) full days of mandatory training/conferences per year.

220

221 **Article II. Officers**

222 2-1. *Officers.* The Officer positions for the OPC shall consist of a Chairperson, a Vice-
223 Chairperson and a Secretary.

224

225 2-2. *Responsibilities of the Chairperson.* The duties, responsibilities and limitations of
226 the Chairperson are as follows:

227 (a) Shall preside over all meetings of the OPC;

228 (b) Shall be a member of all subcommittees of the OPC may call emergency
229 meetings, and shall keep the OPC informed as to the business of the OPC;

230 (c) Shall, with the assistance of the Secretary, submit annual and semi-annual
231 reports to the Oneida General Tribal Council as required by the Boards,
232 Committees and Commissions law;

233 (d) Shall, with the assistance of the Secretary, submit quarterly reports to the
234 Oneida Business Committee as required by the Boards, Committees and
235 Commissions law;

236 (e) Shall attend or designate another OPC member to attend the Oneida
237 Business Committee meeting where the OPC's quarterly report appears on the
238 agenda; and

239 (f) Shall, with the assistance of the Secretary, forward notice of the meeting
240 location, agenda and materials in the manner prescribed herein.

241

242 2-3. *Responsibilities of the Vice-Chairperson.* The duties, responsibilities and limitations
243 of the Vice-Chairperson are as follows:

244 (a) In the absence of the Chairperson, shall conduct meetings of the OPC and
245 appoint a temporary Vice-Chairperson for those meetings; and

246 (b) Shall work with the Chairperson in all matters that concern the OPC.

247

248 2-4. *Responsibilities of the Secretary.* The duties, responsibilities and limitations of the
249 Secretary are as follows:

250 (a) Shall keep accurate minutes and/or assure that accurate minutes are kept of
251 all OPC meetings as required by the Boards, Committees and Commissions law
252 and as further prescribed herein;

- 253 (b) Along with the Chairperson, shall provide notice of regular, joint and
254 emergency meetings, as well as agendas and materials, in the manner
255 prescribed herein and as required under the Nation's Open Records and Open
256 Meetings law;
- 257 (c) Shall act as custodian of the records;
- 258 (d) Shall attend to, or ensure proper attendance to, all correspondence and
259 present to the OPC all official communications received by the OPC;
- 260 (e) Shall, along with the Chairperson, submit annual and semi-annual reports to
261 the Oneida General Tribal Council, as well as quarterly reports to the Oneida
262 Business Committee, as required by the Boards, Committees and Commissions
263 law;
- 264 (f) In the event that both the Chairperson and the Vice-Chairperson positions
265 become vacant before the end of their terms, shall call meetings of the OPC to fill
266 the vacancies and preside over those meetings for the sole purpose of
267 conducting an election of new Officers, at which point the Chairperson, or Vice-
268 Chairperson in the absence of the Chairperson, shall preside; and
- 269 (g) Shall work with the Oneida Business Committee Support Office to administer
270 the
271 budget.

272

273 2-5. *Subcommittees.* Subcommittees of the OPC may be created and dissolved by the
274 OPC when deemed necessary so long as in accordance with the Boards, Committees
275 and Commissions law.

- 276 (a) Members of a subcommittee created by the OPC shall not be eligible to
277 receive stipends unless a specific exception is made by the Oneida Business
278 Committee or the Oneida General Tribal Council.

279

280 2-6. *Selection of Officers.*

- 281 (a) Officers of the OPC shall be elected to serve a one (1) year term by majority
282 vote of the members in attendance at the next regular or emergency OPC
283 meeting of an established quorum following a vacancy of an Officer position.

- 284 (b) A member may hold only one (1) Officer position per Officer term.

- 285 (c) Each Officer shall hold his or her office until:

286 (1) The member resigns;

287 (2) The member has his or her appointment terminated in the manner set
288 forth in the Boards, Committees and Commissions law; or

289 (3) The member has been dismissed from his or her Officer position by a
290 majority vote of the members in attendance at an OPC meeting of an
291 established quorum.

292

293 2-7. *Budgetary Sign-Off Authority and Travel.* The OPC shall follow the Nation's policies
294 and procedures regarding purchasing, travel, and sign-off authority.

- 295 (a) Levels of budgetary authority shall be as set forth in the manual titled, *Oneida*
296 *Tribe of Indians of Wisconsin Purchasing Policies and Procedures*, fir Area
297 Managers/Enterprise Directors.

- 298 (1) All OPC Officers have sign-off authority and two (2) Officers shall be
 299 required to sign-off on all budgetary requests, except as follows:
 300 (A) The Oneida Business Committee Support Office shall have
 301 sign-off authority over requests for stipends, travel per diem and
 302 business expense reimbursement.
 303 (b) The OPC shall approve a member's request to travel on behalf of the OPC by
 304 a majority vote of the members in attendance at a regular or emergency OPC
 305 meeting of an established quorum.
 306 (c) The OPC must review its budget on a monthly basis and have one or more
 307 members in attendance at all budget meetings.
 308

309 2-8. *No Authorized Personnel.* The OPC shall not be authorized to hire personnel. The
 310 Oneida Business Committee Support Office⁸ ~~and the Oneida Human Resources~~
 311 ~~Department~~ shall assist the OPC with administrative duties *except as identified below.*

- 312 ~~(a) The Oneida Human Resources Department shall provide administrative~~
 313 ~~assistance to the OPC in regards to hiring and selection of employees, which~~
 314 ~~shall include, but shall not be limited to, scheduling pre-screens and interviews,~~
 315 ~~and coordinating OPC members to conduct hiring and selection activities. The~~
 316 ~~grievance process shall be managed through the Judiciary – Trial Court.~~
 317 ~~(b) The Oneida Human Resources Department shall provide administrative~~
 318 ~~support to the OPC in regard to employee grievance hearings, including, but not~~
 319 ~~limited to, accepting filings on behalf of the OPC, scheduling hearings,~~
 320 ~~coordinating OPC members to serve as the hearing body and providing a hearing~~
 321 ~~room. The Human Resources Department shall schedule OPC members for pre-~~
 322 ~~screens and interviews and shall designate specific days and times for this~~
 323 ~~purpose notifying the OPC member and the Business Committee Support Office~~
 324 ~~of the time and place for the pre-screening through interviews and selection~~
 325 ~~appointments.~~
 326

⁸ I have an e-mail request to discuss the Judiciary managing the OPC grievance hearing scheduling and hearing rooms. (Sent July 15, 2025) This separates HRD from the grievance process and the Judiciary already has the experience with the number of hearings and the process. I would suggest the Business Committee Support Office continue to manage OPC meetings and work jointly with HRD to manage the interview scheduling. This would possibly require discussion of how to manage the OPC's calendar and selection of OPC members that would sit on hearing panels and in interviews.

Trial Court response –

Thank you for reaching out. I have discussed this with my team and do not see a problem with the Trial Court Clerk continuing to manage filings and scheduling hearings.

Our thoughts were that we would continue to process any filings the same way by entering all filings into our ritetrack data base and send notice of hearings out. However, we do not think access to the data base is necessary for the OPC members. There would be an additional cost to add user access. Our suggestion is that the Clerk would email all filings to the OPC members and/or available for pick up.

So from our perspective, not much would change, except that the OPC would be coming in to do the hearings rather than one of us. Please let me know if you have any questions or would like to schedule a call to discuss further or continue by email.

327 **Article III. Meetings**

328 3-1. *Regular Meetings.* ~~At least one r~~Regular meetings shall ~~occur on a monthly basis~~
329 ~~be scheduled each month.~~ The regular meeting time, place and agenda shall be
330 determined by the OPC at a regular meeting. If no alternative designation is made by
331 the OPC, the regular meeting shall be the last Tuesday of every month.

332 (a) Notice of meeting location, agenda and materials shall be provided by the
333 Chairperson, with the assistance of the Secretary, to all members of the OPC ~~in~~
334 ~~writing utilizing the Official E-mail.~~

335 (1) Notice of meetings shall further be provided in accordance with the
336 Nation's Open Records and Open Meetings law.

337 (b) Meetings shall run in accordance with Robert's Rules of Order, or another
338 method approved by the ~~Oneida Business Committee~~ OPC.
339

340 3-2. *Emergency Meetings.* Emergency meetings shall only be called when time
341 sensitive issues require immediate action. Emergency meetings of the OPC may be
342 called by the Chairperson or upon written request of any two (2) members. Notice of the
343 meeting location, agenda and materials shall be forwarded to the Chairperson, with the
344 assistance of the Secretary, to all members of the OPC ~~in writing by Official E-mail~~ and
345 via telephone call at least twenty-four (24) hours in advance of the emergency meeting.

346 (a) Notice of emergency meetings shall further be provided in accordance with
347 the Nation's Open Records and Open Meetings law.

348 (b) Within seventy-two (72) hours after an emergency meeting, the OPC shall
349 provide the Nation's Secretary with notice of the meeting, the reason for the
350 emergency meeting, and an explanation of why the matter could not wait for a
351 regular meeting.
352

353 3-3. *Joint Meetings.* Joint meetings with the Oneida Business Committee ~~shall be held~~
354 ~~in March and September of each year in the Oneida Business Committee Conference~~
355 ~~Room of the Norbert Hill Center upon approval of the Oneida Business Committee may~~
356 ~~be scheduled upon request of the OPC and the Oneida Business Committee liaison.~~
357 ~~Joint meetings shall not be used to discuss any hearing, job screening or interview.~~

358 (a) Notice of the joint meeting agenda, documents, and minutes shall be
359 provided, and the joint meeting conducted, in accordance with resolution BC-03-
360 27-19-D titled, *Oneida Business Committee Joint Meetings with Boards,*
361 *Committees and Commissions – Definitions and Impact,* as may be amended
362 from time-to-time hereafter.
363

364 3-4. *Quorum.* A majority of the OPC members shall constitute a quorum for the
365 transaction of business, one of which shall include the Chairperson, Vice-Chairperson
366 or Secretary, provided the Secretary is presiding over the meeting in accordance with 2-
367 4(f) of these bylaws.
368

369 3-5. *Order of Business.* The regular meetings of the OPC shall follow the order of
370 business as set out herein:

371 (a) Call to Order

372 (b) Roll Call

- 373 (c) Approving of Previous Meeting Minutes
- 374 (d) Reports
- 375 (e) Old Business
- 376 (f) New Business
- 377 (g) Adjournment

378

379 3-6. *Voting.* Voting shall be in accordance with the simple majority vote of the members
 380 in attendance at an OPC meeting of an established quorum.

381 (a) The Chairperson or presiding Officer shall vote only in the case of a tie.

382 (b) The OPC is permitted to e-poll; ~~provided, it does so~~ in accordance with the

383 procedures set forth in the Boards, Committees and Commissions law. *No e-poll*

384 *may be conducted regarding hearing matters, job screenings, or interviews.*

385

386 **Article IV. Expectations**

387 4-1. *Behavior of Members.* Members are expected to treat each other in accordance
 388 with the Nation's core values of The Good Mind as expressed by OnAyote?a-ka, which
 389 includes:

390 (a) Kahletsyalusla. The heartfelt encouragement of the best in each of us.

391 (b) Kanolukhwasa. Compassion, caring, identity, and joy of being.

392 (c) Ka?nikuhli-y6. The openness of the good spirit and mind.

393 (d) Ka?tshatstAsla. The strength of belief and vision as a people.

394 (e) Kalihwi-y6. The use of the good words about ourselves, our nation and our
 395 future.

396 (f) TwahwahtsilayA. All of us are family.

397 (g) YukwatsfstayA. Our fire, our spirit within each of us.

398 (h) *Enforcement.* A member who fails to treat other members in accordance with
 399 this section of the bylaws; fails to follow any other section of these bylaws and/or
 400 fails to adhere to any other governing laws of the Nation, may be subject to
 401 *removal under the Removal law for elected positions or* a recommendation for
 402 *termination of his or her appointment from the OPC for appointed positions.*

403 ~~(1) Appointed members of the OPC serve at the discretion of the Oneida
 404 Business Committee.~~

405 ~~(2) Appointed Positions – Restriction for Re-Appointment.~~ Upon the
 406 recommendation of a member of the Oneida Business Committee or a
 407 recommendation from the OPC, by majority vote of the members in
 408 attendance at an OPC meeting of an established quorum, a member may
 409 have his or her appointment terminated by the Oneida Business
 410 Committee in accordance with the Boards, Committees and Commissions
 411 law.

412

413 4-2. *Prohibition of Violence.* Intentionally violent acts committed by a member of the
 414 OPC that inflict, attempt to inflict, or threaten to inflict emotional or bodily harm on
 415 another person, or damage to property during a meeting or when acting in an official
 416 capacity are strictly prohibited and grounds for *removal in accordance with the Removal*
 417 *law or* an immediate recommendation for termination of appointment from the OPC.

418 ~~and/or~~ *An OPC member may also be subject to* the imposition of sanctions and/or
 419 penalties according to laws and policies of the Nation.

420
 421 4-3. *Drug and Alcohol Use.* Use of alcohol and prohibited drugs by a member of the
 422 OPC when acting in his or her official capacity is strictly prohibited. Prohibited drugs are
 423 defined as marijuana cocaine, amphetamines, phencyclidine (PCP), hallucinogens,
 424 methaqualone, barbiturates, narcotics, and any other substance included in Schedules I
 425 through V, as defined by section 812 of Title 21 of the United States Code This also
 426 includes prescription medication or over-the-counter medicine used in an unauthorized
 427 or unlawful manner.

428
 429 4-4. *Social Media.* OPC members shall abide by the Nation's Social Media Policy and
 430 their oath of office when using social media while acting on behalf of or as a
 431 representative of the OPC.

432 (a) OPC members shall further refrain from posting, attaching or writing anything
 433 related to OPC business or activities on any social media outlet except for
 434 notices of meetings and notices of meeting cancellations.

435
 436 4-5. *Conflict of Interest.* OPC members shall abide by all laws of the Nation governing
 437 conflicts of interest. Members must submit a Conflict of Interest Disclosure form upon
 438 their oath of office and annually thereafter.

439
 440 **Article V. Stipends and Compensation**

441 5-1. *Stipends.* OPC members shall be eligible for the following stipends as set forth in
 442 and subject to these bylaws; the Boards, Committees and Commissions law; and
 443 resolution BC-07-09-25-A titled, *Further Amendments to the Boards Committees and*
 444 *Commissions Law Stipends*, as may be further amended from time-to-time hereafter.

445 (a) ~~One (1)~~ *Two (2)* monthly meeting stipends.⁹

446 (b) ~~One (1)~~ *Two (2)* stipends per day for participating in interviews and/or job
 447 description pre-screens conducted by the Human Resources Department.¹⁰

448 (c) Stipends for holding grievance hearings.¹¹

449 (d) Stipends for Judiciary hearings.¹²

450 (1) A member of the OPC may receive a stipend for attending an Oneida
 451 Judiciary hearing if that member is required to attend by official subpoena.

452 (e) Stipends for each full day of trainings/conferences that a member is required
 453 to attend by law, bylaws or resolution.¹³

454 (f) A members shall receive a stipend for his or her attendance at a duly called
 455 joint meeting as defined under the Boards, Committees and Commissions law.¹⁴

456 5-2. *Compensation.* Besides travel, per diem and business expense reimbursement
 457 authorized by the Boards, Committees and Commissions law, OPC members are not

⁹ See Boards, Committees and Commissions law, s. 105.13-3(b).

¹⁰ See BC-07-09-25-A, Resolve 1(5)(d).

¹¹ See BC-07-09-25-A, Resolve 1(4).

¹² See BC-07-09-25-A, Resolve 1(3).

¹³ See BC-07-09-25-A, Resolve 1(6).

¹⁴ See BC-07-09-25-A, Resolve 1(2).

458 eligible for any other type of compensation for duties/activities they perform as members
459 of the OPC.

460 (a) OPC members shall not act in any other official or personal business capacity
461 or on behalf of any other entity or individual while acting in the capacity of an
462 OPC member or on behalf of the OPC.

463

464 **Article VI. Records and Reporting**

465 6-1. *Agenda Items.* Agendas shall be maintained in a consistent format as identified in
466 Article III, section 3-5 of these bylaws.

467

468 6-2. *Motions.* All minutes shall be typed in a consistent format created by the Oneida
469 Business Committee Support Office and shall be submitted to the Oneida Business
470 Committee Support Office within thirty (30) days after approval by the OPC.

471

472 6-3. *Attachments.* Handouts, attachments, memoranda and the like shall be attached to
473 the corresponding minutes and the agenda and maintained electronically by the Oneida
474 Business Committee Support Office.

475

476 6-4. *Oneida Business Committee Liaison.* The OPC shall regularly communicate with
477 the Oneida Business Committee member who is its designated liaison. The frequency
478 and method of communication shall be as agreed upon by the OPC and the liaison, but
479 not less than required in any law or policy on reporting developed by the Oneida
480 Business Committee or the Oneida General Tribal Council.

481

482 6-5. *Audio Recordings.* The OPC shall audio record all meetings of the OPC on a
483 device supplied or approved by the Oneida Business Committee Support Office and
484 shall submit the recordings to the Oneida Business Committee Support Office within two
485 (2) business days of recording for purposes of maintaining the audio records.

486 (a) Audio recordings of executive session portions of an OPC meeting are not
487 required.

488

489 **Article VII. Amendments**

490 7-1. *Amendments.* The OPC may amend these bylaws upon a majority vote of the
491 members in attendance at an OPC meeting of an established quorum.

492 (a) Any amendments to these bylaws shall conform to the requirements of the
493 Boards, Committees and Commissions law and any other policy of the Nation.

494 (b) Amendments to these bylaws must be approved by the Oneida Business
495 Committee prior to implementation.

496 (c) The OPC shall review these bylaws no less than on an annual basis.

497

498

499 These bylaws, as amended and revised, are hereby approved by the Oneida Business
500 Committee at a duly called meeting held on ~~October 23, 2019~~, by the Secretary of the
501 Oneida Business Committee's signature.

502

503 Secretary signature block

January 6, 2026 – Clean Version

Oneida Personnel Commission Bylaws

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Article I. Authority

1-1. *Name.* The name of this entity shall be the Oneida Personnel Commission and may be referred to as the OPC.

1-2. *Establishment.* The OPC was created by the Oneida General Tribal Council as the Personnel Selection Committee and renamed the Oneida Personnel Commission by the Oneida Business Committee through resolution BC-04-13-90-A. The Oneida Business Committee dissolved the Oneida Personnel Commission on April 11, 2018, through resolution BC-04-11-18-A. On August 27, 2018, the Oneida General Tribal Council rescinded the dissolution of the Oneida Personnel Commission and the OPC was recreated by the Oneida Business Committee through resolution BC-09-26-18-F. On June 1, 2025 the General Tribal Council adopted a motion “to direct the Business Committee to amend the Oneida Personnel Commission Bylaws to make the Oneida Personnel Commission positions elected and to make this effective for the Oneida tri-annual election to be held in 2026.”

1-3. *Authority.*

(a) The OPC was created by the General Tribal Council to represent the Oneida community-at-large in the selection of the Nation’s employees and to shield those employees from inconsistent and unfair treatment by:

- (1) Protecting against issues of nepotism;
- (2) Enforcing Oneida and Indian preference;
- (3) Hearing and deciding appeals of disciplinary action filed by employees of the Nation; and
- (4) Carrying out all other powers and duties delegated by the laws of the Nation, including, but not limited to, the Oneida Personnel Policies and Procedures.

(b) The OPC does not have authority to:

- (1) Enter into contracts;
- (2) Create policy or legislative rules; or
- (3) Evaluate or rate a candidate on criteria or qualifications unrelated to the following subject matter during candidate interviews:
 - (A) Oneida/Indian preference;
 - (B) Nepotism;
 - (C) Conflicts of interests;
 - (D) Veteran status; and
 - (E) Physical capacity requirements.

1-4. *Office.* The official mailing address of the OPC shall be:

Oneida Personnel Commission
P.O. Box 365
Oneida, Wisconsin 54155

1-5. *Membership.*

January 6, 2026 – Clean Version

- 47 (a) *Number of Members.* The OPC shall be made up of five (5) members.
48 (1) Each member shall hold office until his or her term expires, until his or
49 her resignation, until his or her elected position is terminated in
50 accordance with the Removal law, or his or her appointment is terminated
51 in accordance with the Boards, Committees and Commissions law.
52 (2) *Resignation.* A member may resign at any time verbally at a meeting or
53 by delivering written notice to the Oneida Business Committee Support
54 Office and the OPC Chairperson or Chairperson's designee. A resignation
55 is effective upon acceptance by motion of a member's verbal resignation
56 or upon delivery of the written notices.
57 (3) *Pro Tem Members.* The Oneida Business Committee may appoint up
58 to five (5) Pro Tem members in accordance with the appointment process
59 contained in the Boards, Committees and Commissions law.
60 (A) Pro Tem members shall serve the limited purpose of assisting
61 with the hiring selection process and grievance hearing process in
62 the event of an incumbent member's recusal based on a conflict of
63 interest.
64 (B) The Pro Tem members shall meet the same qualification and
65 training requirements as members of the Oneida Personnel
66 Commission.
- 67 (b) *Election.* Each member shall be elected to serve a five (5) year term. The
68 elected member with the highest number of votes shall receive a five (5) year
69 term, the second highest number of votes a four (4) year term, the third highest
70 number of votes a three (3) year term, the fourth highest number of votes a two
71 (2) year term, and the fifth highest number of votes a one (1) year term.
72 Thereafter, all positions shall be filled for a five (5) year term.
- 73 (c) *Vacancies.* Vacancies on the OPC shall be filled as follows:
74 (1) *Expired Terms.* Vacancies caused by the expiration of an OPC
75 member's term shall be filled by election in accordance with the laws
76 and/or policies of the Nation governing elections.
77 (2) *Vacant Expired Terms.* Vacancies remaining after an election to fill an
78 expired term may be filled by the Oneida Business Committee in
79 accordance with subsection (3).
80 (3) *Unexpired Terms.* Vacancies in unexpired terms shall be filled by
81 appointment by the Oneida Business Committee pursuant to the Boards,
82 Committees and Commissions law for the remainder of the unexpired
83 term.
84 (A) The Chairperson of the OPC may provide the Oneida Business
85 Committee with written recommendations, approved by a majority
86 vote of no less than a quorum of the OPC, on applications for
87 appointment.
- 88 (d) *Qualifications.* OPC members shall meet the following qualifications:
89 (1) Be an enrolled member of the Oneida Nation;
90 (2) Be at least twenty-one (21) years of age;
91 (3) Shall not be an employee of the Nation;

January 6, 2026 – Clean Version

- 92 (4) Be free of any and all direct conflicts of interest or appearances of
93 conflict as defined under various laws and policies of the Nation, including,
94 but not limited to, the oath of office, the Oneida Rules of Civil Procedure,
95 the Oneida Personnel Policies and Procedures, and other laws/policies
96 regarding employment, the Code of Ethics, and the Boards, Committees
97 and Commissions law;
98 (5) Have a minimum of two (2) years supervisory experience along with
99 hiring experience; and
100 (6) an Associate Degree, or equivalent experience or education.

101 (e) *Duties and Responsibilities*. OPC members shall abide by the following:

- 102 (1) Both formal and informal communications to any entity on behalf of the
103 OPC must come from a member of the OPC through OPC directive.
104 Specific policy governing all communications of the OPC may be set forth
105 in an OPC Communications SOP to provide procedural guidance,
106 consistent herewith, on determining when, how, and by which OPC
107 member(s) communications are made;
108 (2) Uphold all laws and policies of the Nation, including, but not limited to,
109 the Boards, Committees and Commissions law.
110 (3) Participate in the hiring selection process, including job description pre-
111 screens and interviews, in accordance with the Oneida Personnel Policies
112 and Procedures;
113 (4) Conduct grievance hearings in accordance with the Oneida Personnel
114 Policies and Procedures;
115 (5) Be available for meetings, trainings, interviews, prescreening,
116 reassignments, grievance hearings and other duties as needed. A member
117 who fails to notify an OPC Officer, in writing of his or her pending absence
118 at least thirty (30) minutes before the start of the missed meeting shall be
119 deemed unexcused;
120 (6) Exclusively use the official Oneida email address provided by the
121 Nation upon appointment to the OPC (“Official Email”) to conduct business
122 electronically on behalf of the OPC; and
123 (7) *Dress Code*. Members are expected to be clean, well-groomed and
124 dressed in business casual attire when conducting activities on behalf of
125 the OPC, including, but not limited to, employee interviews and grievance
126 hearings.

127
128 1-6. *Termination or Removal*. An OPC member found to be in violation of these bylaws,
129 or any other governing laws of the Nation, may be subject to the following:

- 130 (a) If the OPC member was elected, the OPC’s filing of a petition for his or her
131 removal pursuant to the Removal law and/or any other law of the Nation
132 governing the removal of elected officials.
133 (b) If the OPC member was appointed, the OPC’s recommendation to the Oneida
134 Business Committee for the termination of his or her appointment pursuant to the
135 Boards, Committees and Commissions law and/or any other law of the Nation
136 governing the termination of appointed officials.

January 6, 2026 – Clean Version

137 (c) The filing of a petition for removal or submission of a recommendation for
138 termination shall be decided by a majority vote of the OPC in attendance at an
139 OPC meeting of an established quorum.
140

141 1-7. *Trainings.*

142 (a) OPC members must complete the following training prior to participating in
143 any screenings, interviews and/or grievance hearings on behalf of the OPC:

144 (1) Four (4) hours of e-Learning on interview certification and four (4)
145 hours of orientation through the Oneida Human Resources Department,
146 which shall include:

147 (A) EEO training;

148 (B) Training on laws, rules and regulations of the Nation; and

149 (C) Training on the Oneida Personnel Policies and Procedures.

150 (2) Training on the grievance process, which shall include:

151 (A) A presentation developed by the Oneida Judicial System on the
152 Oneida Judiciary Rules of Civil Procedure, an estimated three (3)
153 hours in length;

154 (B) Up to three (3) hours of training in formal opinion writing and the
155 basics of evidence; and

156 (c) Two (2) hours of training in professional ethics, including issues
157 of confidentiality.

158 (b) After serving on the OPC for one (1) year, all OPC members shall either
159 accumulate a minimum of eight (8) hours of training annually in the above subject
160 matter or shall review annually the lessons and materials connected with the
161 above subjects.

162 (c) Completion of all training, including training under section 1-7(b), shall be
163 confirmed by receipt of a certificate or some other written documentation and
164 kept on file with the OPC.

165 (d) Regardless of the number of trainings/conferences that he or she is required
166 to attend, no member of the OPC shall be eligible to receive stipends for
167 attending more than five (5) full days of mandatory training/conferences per year.
168

169 **Article II. Officers**

170 2-1. *Officers.* The Officer positions for the OPC shall consist of a Chairperson, a Vice-
171 Chairperson and a Secretary.
172

173 2-2. *Responsibilities of the Chairperson.* The duties, responsibilities and limitations of
174 the Chairperson are as follows:

175 (a) Shall preside over all meetings of the OPC;

176 (b) Shall be a member of all subcommittees of the OPC may call emergency
177 meetings, and shall keep the OPC informed as to the business of the OPC;

178 (c) Shall, with the assistance of the Secretary, submit annual and semi-annual
179 reports to the Oneida General Tribal Council as required by the Boards,
180 Committees and Commissions law;

January 6, 2026 – Clean Version

- 181 (d) Shall, with the assistance of the Secretary, submit quarterly reports to the
182 Oneida Business Committee as required by the Boards, Committees and
183 Commissions law;
184 (e) Shall attend or designate another OPC member to attend the Oneida
185 Business Committee meeting where the OPC's quarterly report appears on the
186 agenda; and
187 (f) Shall, with the assistance of the Secretary, forward notice of the meeting
188 location, agenda and materials in the manner prescribed herein.
189

190 2-3. *Responsibilities of the Vice-Chairperson.* The duties, responsibilities and limitations
191 of the Vice-Chairperson are as follows:

- 192 (a) In the absence of the Chairperson, shall conduct meetings of the OPC and
193 appoint a temporary Vice-Chairperson for those meetings; and
194 (b) Shall work with the Chairperson in all matters that concern the OPC.
195

196 2-4. *Responsibilities of the Secretary.* The duties, responsibilities and limitations of the
197 Secretary are as follows:

- 198 (a) Shall keep accurate minutes and/or assure that accurate minutes are kept of
199 all OPC meetings as required by the Boards, Committees and Commissions law
200 and as further prescribed herein;
201 (b) Along with the Chairperson, shall provide notice of regular, joint and
202 emergency meetings, as well as agendas and materials, in the manner
203 prescribed herein and as required under the Nation's Open Records and Open
204 Meetings law;
205 (c) Shall act as custodian of the records;
206 (d) Shall attend to, or ensure proper attendance to, all correspondence and
207 present to the OPC all official communications received by the OPC;
208 (e) Shall, along with the Chairperson, submit annual and semi-annual reports to
209 the Oneida General Tribal Council, as well as quarterly reports to the Oneida
210 Business Committee, as required by the Boards, Committees and Commissions
211 law;
212 (f) In the event that both the Chairperson and the Vice-Chairperson positions
213 become vacant before the end of their terms, shall call meetings of the OPC to fill
214 the vacancies and preside over those meetings for the sole purpose of
215 conducting an election of new Officers, at which point the Chairperson, or Vice-
216 Chairperson in the absence of the Chairperson, shall preside; and
217 (g) Shall work with the Oneida Business Committee Support Office to administer
218 the
219 budget.
220

221 2-5. *Subcommittees.* Subcommittees of the OPC may be created and dissolved by the
222 OPC when deemed necessary so long as in accordance with the Boards, Committees
223 and Commissions law.

- 224 (a) Members of a subcommittee created by the OPC shall not be eligible to
225 receive stipends unless a specific exception is made by the Oneida Business
226 Committee or the Oneida General Tribal Council.

January 6, 2026 – Clean Version

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2-6. *Selection of Officers.*

(a) Officers of the OPC shall be elected to serve a one (1) year term by majority vote of the members in attendance at the next regular or emergency OPC meeting of an established quorum following a vacancy of an Officer position.

(b) A member may hold only one (1) Officer position per Officer term.

(c) Each Officer shall hold his or her office until:

(1) The member resigns;

(2) The member has his or her appointment terminated in the manner set forth in the Boards, Committees and Commissions law; or

(3) The member has been dismissed from his or her Officer position by a majority vote of the members in attendance at an OPC meeting of an established quorum.

241 2-7. *Budgetary Sign-Off Authority and Travel.* The OPC shall follow the Nation's policies
242 and procedures regarding purchasing, travel, and sign-off authority.

243 (a) Levels of budgetary authority shall be as set forth in the manual titled, *Oneida*
244 *Tribe of Indians of Wisconsin Purchasing Policies and Procedures*, fir Area
245 Managers/Enterprise Directors.

246 (1) All OPC Officers have sign-off authority, and two (2) Officers shall be
247 required to sign-off on all budgetary requests, except as follows:

248 (A) The Oneida Business Committee Support Office shall have
249 sign-off authority over requests for stipends, travel per diem and
250 business expense reimbursement.

251 (b) The OPC shall approve a member's request to travel on behalf of the OPC by
252 a majority vote of the members in attendance at a regular or emergency OPC
253 meeting of an established quorum.

254 (c) The OPC must review its budget on a monthly basis and have one or more
255 members in attendance at all budget meetings.

256

257 2-8. *No Authorized Personnel.* The OPC shall not be authorized to hire personnel. The
258 Oneida Business Committee Support Office shall assist the OPC with administrative
259 duties *except as identified below.*

260 (a) The grievance process shall be managed through the Judiciary – Trial Court.

261 (b) The Human Resources Department shall schedule OPC members for pre-
262 screens and interviews and shall designate specific days and times for this
263 purpose notifying the OPC member and the Business Committee Support Office
264 of the time and place for the pre-screening through interviews and selection
265 appointments.

266

267 **Article III. Meetings**

268 3-1. *Regular Meetings.* At least one regular meeting shall be scheduled each month.
269 The regular meeting time, place and agenda shall be determined by the OPC at a
270 regular meeting. If no alternative designation is made by the OPC, the regular meeting
271 shall be the last Tuesday of every month.

January 6, 2026 – Clean Version

272 (a) Notice of meeting location, agenda and materials shall be provided by the
273 Chairperson, with the assistance of the Secretary, to all members of the OPC
274 utilizing the Official E-mail.

275 (1) Notice of meetings shall further be provided in accordance with the
276 Nation's Open Records and Open Meetings law.

277 (b) Meetings shall run in accordance with Robert's Rules of Order, or another
278 method approved by the OPC.

279

280 3-2. *Emergency Meetings.* Emergency meetings shall only be called when time
281 sensitive issues require immediate action. Emergency meetings of the OPC may be
282 called by the Chairperson or upon written request of any two (2) members. Notice of the
283 meeting location, agenda and materials shall be forwarded to the Chairperson, with the
284 assistance of the Secretary, to all members of the OPC by Official E-mail and via
285 telephone call at least twenty-four (24) hours in advance of the emergency meeting.

286 (a) Notice of emergency meetings shall further be provided in accordance with
287 the Nation's Open Records and Open Meetings law.

288 (b) Within seventy-two (72) hours after an emergency meeting, the OPC shall
289 provide the Nation's Secretary with notice of the meeting, the reason for the
290 emergency meeting, and an explanation of why the matter could not wait for a
291 regular meeting.

292

293 3-3. *Joint Meetings.* Joint meetings with the Oneida Business Committee may be
294 scheduled upon request of the OPC and the Oneida Business Committee liaison. Joint
295 meetings shall not be used to discuss any hearing, job screening or interview.

296 (a) Notice of the joint meeting agenda, documents, and minutes shall be
297 provided, and the joint meeting conducted, in accordance with resolution BC-03-
298 27-19-D titled, *Oneida Business Committee Joint Meetings with Boards,*
299 *Committees and Commissions – Definitions and Impact,* as may be amended
300 from time-to-time hereafter.

301

302 3-4. *Quorum.* A majority of the OPC members shall constitute a quorum for the
303 transaction of business, one of which shall include the Chairperson, Vice-Chairperson
304 or Secretary, provided the Secretary is presiding over the meeting in accordance with 2-
305 4(f) of these bylaws.

306

307 3-5. *Order of Business.* The regular meetings of the OPC shall follow the order of
308 business as set out herein:

309 (a) Call to Order

310 (b) Roll Call

311 (c) Approving of Previous Meeting Minutes

312 (d) Reports

313 (e) Old Business

314 (f) New Business

315 (g) Adjournment

316

January 6, 2026 – Clean Version

317 3-6. *Voting.* Voting shall be in accordance with the simple majority vote of the members
318 in attendance at an OPC meeting of an established quorum.

319 (a) The Chairperson or presiding Officer shall vote only in the case of a tie.

320 (b) The OPC is permitted to e-poll in accordance with the procedures set forth in
321 the Boards, Committees and Commissions law. No e-poll may be conducted
322 regarding hearing matters, job screenings, or interviews.

323

324 **Article IV. Expectations**

325 4-1. *Behavior of Members.* Members are expected to treat each other in accordance
326 with the Nation's core values of The Good Mind as expressed by OnAyote?a-ka, which
327 includes:

328 (a) Kahletsyalusla. The heartfelt encouragement of the best in each of us.

329 (b) Kanolukhwasa. Compassion, caring, identity, and joy of being.

330 (c) Ka?nikuhli-y6. The openness of the good spirit and mind.

331 (d) Ka?tshatstAsla. The strength of belief and vision as a people.

332 (e) Kalihwi-y6. The use of the good words about ourselves, our nation and our
333 future.

334 (f) TwahwahtsilayA. All of us are family.

335 (g) YukwatsfstayA. Our fire, our spirit within each of us.

336 (h) *Enforcement.* A member who fails to treat other members in accordance with
337 this section of the bylaws; fails to follow any other section of these bylaws and/or
338 fails to adhere to any other governing laws of the Nation, may be subject to
339 removal under the Removal law for elected positions or a recommendation for
340 termination of his or her appointment from the OPC for appointed positions.

341 (1) *Appointed Positions – Restriction for Re-Appointment.* Upon the
342 recommendation of a member of the Oneida Business Committee or a
343 recommendation from the OPC, by majority vote of the members in
344 attendance at an OPC meeting of an established quorum, a member may
345 have his or her appointment terminated by the Oneida Business
346 Committee in accordance with the Boards, Committees and Commissions
347 law.

348

349 4-2. *Prohibition of Violence.* Intentionally violent acts committed by a member of the
350 OPC that inflict, attempt to inflict, or threaten to inflict emotional or bodily harm on
351 another person, or damage to property during a meeting or when acting in an official
352 capacity are strictly prohibited and grounds for removal in accordance with the Removal
353 law or an immediate recommendation for termination of appointment from the OPC. An
354 OPC member may also be subject to the imposition of sanctions and/or penalties
355 according to laws and policies of the Nation.

356

357 4-3. *Drug and Alcohol Use.* Use of alcohol and prohibited drugs by a member of the
358 OPC when acting in his or her official capacity is strictly prohibited. Prohibited drugs are
359 defined as marijuana cocaine, amphetamines, phencyclidine (PCP), hallucinogens,
360 methaqualone, barbiturates, narcotics, and any other substance included in Schedules I
361 through V, as defined by section 812 of Title 21 of the United States Code This also

January 6, 2026 – Clean Version

362 includes prescription medication or over-the-counter medicine used in an unauthorized
363 or unlawful manner.

364

365 4-4. *Social Media*. OPC members shall abide by the Nation's Social Media Policy and
366 their oath of office when using social media while acting on behalf of or as a
367 representative of the OPC.

368 (a) OPC members shall further refrain from posting, attaching or writing anything
369 related to OPC business or activities on any social media outlet except for
370 notices of meetings and notices of meeting cancellations.

371

372 4-5. *Conflict of Interest*. OPC members shall abide by all laws of the Nation governing
373 conflicts of interest. Members must submit a Conflict of Interest Disclosure form upon
374 their oath of office and annually thereafter.

375

376 **Article V. Stipends and Compensation**

377 5-1. *Stipends*. OPC members shall be eligible for the following stipends as set forth in
378 and subject to these bylaws; the Boards, Committees and Commissions law; and
379 resolution BC-07-09-25-A titled, *Further Amendments to the Boards Committees and*
380 *Commissions Law Stipends*, as may be further amended from time-to-time hereafter.

381 (a) Two (2) monthly meeting stipends.

382 (b) Two (2) stipends per day for participating in interviews and/or job description
383 pre-screens conducted by the Human Resources Department.

384 (c) Stipends for holding grievance hearings.

385 (d) Stipends for Judiciary hearings.

386 (1) A member of the OPC may receive a stipend for attending an Oneida
387 Judiciary hearing if that member is required to attend by official subpoena.

388 (e) Stipends for each full day of trainings/conferences that a member is required
389 to attend by law, bylaws or resolution.

390 (f) A members shall receive a stipend for his or her attendance at a duly called
391 joint meeting as defined under the Boards, Committees and Commissions law.

392 5-2. *Compensation*. Besides travel, per diem and business expense reimbursement
393 authorized by the Boards, Committees and Commissions law, OPC members are not
394 eligible for any other type of compensation for duties/activities they perform as members
395 of the OPC.

396 (a) OPC members shall not act in any other official or personal business capacity
397 or on behalf of any other entity or individual while acting in the capacity of an
398 OPC member or on behalf of the OPC.

399

400 **Article VI. Records and Reporting**

401 6-1. *Agenda Items*. Agendas shall be maintained in a consistent format as identified in
402 Article III, section 3-5 of these bylaws.

403

404 6-2. *Motions*. All minutes shall be typed in a consistent format created by the Oneida
405 Business Committee Support Office and shall be submitted to the Oneida Business
406 Committee Support Office within thirty (30) days after approval by the OPC.

407

January 6, 2026 – Clean Version

408 6-3. *Attachments.* Handouts, attachments, memoranda and the like shall be attached to
409 the corresponding minutes and the agenda and maintained electronically by the Oneida
410 Business Committee Support Office.

411
412 6-4. *Oneida Business Committee Liaison.* The OPC shall regularly communicate with
413 the Oneida Business Committee member who is its designated liaison. The frequency
414 and method of communication shall be as agreed upon by the OPC and the liaison, but
415 not less than required in any law or policy on reporting developed by the Oneida
416 Business Committee or the Oneida General Tribal Council.

417
418 6-5. *Audio Recordings.* The OPC shall audio record all meetings of the OPC on a
419 device supplied or approved by the Oneida Business Committee Support Office and
420 shall submit the recordings to the Oneida Business Committee Support Office within two
421 (2) business days of recording for purposes of maintaining the audio records.

422 (a) Audio recordings of executive session portions of an OPC meeting are not
423 required.

424
425 **Article VII. Amendments**

426 7-1. *Amendments.* The OPC may amend these bylaws upon a majority vote of the
427 members in attendance at an OPC meeting of an established quorum.

428 (a) Any amendments to these bylaws shall conform to the requirements of the
429 Boards, Committees and Commissions law and any other policy of the Nation.

430 (b) Amendments to these bylaws must be approved by the Oneida Business
431 Committee prior to implementation.

432 (c) The OPC shall review these bylaws no less than on an annual basis.

433

434

435 These bylaws, as amended and revised, are hereby approved by the Oneida Business
436 Committee at a duly called meeting held on [insert date], by the Secretary of the Oneida
437 Business Committee's signature.

438

439 Secretary signature block

440