



LEGISLATIVE OPERATING COMMITTEE MEETING AGENDA
Business Committee Conference Room - 2nd Floor Norbert Hill Center
August 19, 2026
9:00 a.m.

- I. Call to Order and Approval of the Agenda**
- II. Minutes to be Approved**
 - 1. August 5, 2026 LOC Meeting Minutes (pg. 2)
- III. Current Business**
- IV. New Submissions**
- V. Additions**
- VI. Administrative Updates**
 - 1. Certification of the Technology Resources Law Rules (pg. 4)
 - 2. Certification of the Real Property Law Rule No. 3 – Easements Amendments (pg.63)
 - 3. Legislative Operating Committee End of 2023-2026 Legislative Term Report (pg. 93)
- VII. Executive Session**
- VIII. Recess/Adjourn**



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
August 5, 2026
9:00 a.m.

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

Others Present: Clorissa Leeman, Grace Elliott, Carolyn Salutz

Others Present on Microsoft Teams: Ashley Blaker, Rhiannon Metoxen, Fawn Cottrell, Melissa Alvarado, Rae Skenandore, Kaylynn Biely, Kristal Hill, Fawn Billie, Thurston Denny, Lora Danforth, Michelle Braaten, Jada Lassila, Peggy Helm-Quest, Derrick King, Isaiah Skenandore, Kristin Jorgenson-Dann, Quailen Thao, Taryn Webster, Sidney White, Valerie Webster, Tina Jorgenson, Lorna Skenandore, Michelle Tipple, Justin Nishimoto, David Jordan

I. Call to Order and Approval of the Agenda

Jameson Wilson called the August 5, 2026, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jennifer Webster to adopt the agenda; seconded by Jonas Hill. Motion carried unanimously.

II. Minutes to be Approved

1. July 15, 2026 LOC Meeting Minutes.

Motion by Jennifer Webster to approve the July 15, 2026, LOC meeting minutes and forward to the Oneida Business Committee; seconded by Kirby Metoxen. Motion carried unanimously.

III. Current Business

1. Safe Neighborhoods Law.

Motion by Jennifer Webster to approve the public meeting packet for the proposed Safe Neighborhoods law and forward the Safe Neighborhoods law to a public meeting to be held on September 10, 2026; seconded by Kirby Metoxen. Motion carried unanimously.

Motion by Kirby Metoxen to approve the emergency adoption extension packet for the Safe Neighborhoods law and forward to the Oneida Business Committee for consideration; seconded by Jennifer Webster. Motion carried unanimously.



2. Petition: G. Powless-Buenrostro – Amend the Judiciary Law #2026-01.

Motion by Jennifer Websyer to approve the updated public comment review memorandum, draft, and legislative analysis for the proposed amendments to the Boards, Committees, and Commissions law; seconded by Jonas Hill. Kirby Metoxen opposed Motion carried.

3. Boards, Committees, and Commissions Law Amendments.

Motion by Jonas Hill to approve the adoption packet for the Boards, Committees, and Commissions Law Amendments and forward to the Oneida Business Committee for consideration; seconded by Jennifer Webster. Motion carried unanimously.

4. Code of Ethics Amendments.

Motion by Jennifer Webster to approve the adoption packet for the proposed amendments to the Code of Ethics and forward to the Oneida Business Committee for consideration; seconded by Jonas Hill. Motion carried unanimously.

IV. New Submissions

V. Additions

VI. Administrative Updates

1. Legislative Operating Committee Fiscal Year 2026 Third Quarter Report.

Motion by Jennifer Webster to approve the LOC Fiscal Year 2026 Third Quarter Report and forward to the Oneida Business Committee; seconded by Kirby Metoxen. Motion carried unanimously.

VII. Executive Session

VIII. Adjourn

Motion by Jennifer Webster to adjourn at 9:41 a.m.; seconded by Kirby Metoxen. Motion carried unanimously.



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



AGENDA REQUEST FORM

- 1) Request Date: 8/10/2026
- 2) Contact Person(s): Jesse Kujawa
 Dept: Digital Technology Services
 Phone Number: 920-429-3234 Email: jkujawa@oneidanation.org
- 3) Agenda Title: Technology Resource Law Rule Amendments
- 4) Detailed description of the item and the reason/justification it is being brought before the LOC:
The Technology Resources Law is a framework for identifying rules and expectations to safeguard Oneida information. Additional rules are required to outline compliance in accordance to the law.

List any supporting materials included and submitted with the Agenda Request Form

- 1) Public Meeting
- 2) Rule Packet
- 3) Rule Approval Memo with timeline
- 4) _____
- 5) Please list any laws, policies or resolutions that might be affected:
Technology Reoursce Law
- 6) Please list all other departments or person(s) you have brought your concern to:
Oneida CEO's CFO, CISO, CIO, and DTS Staff
- 7) Do you consider this request urgent? ☒ Yes ☐ No
 If yes, please indicate why:
The technology resource law requires further clarity and context due to recent events and incidents

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

Signature of Requester:
Jesse Kujawa

Digitally signed by Jesse Kujawa
 Date: 2026.08.10 11:30:14 -05'00'

Please send this form and all supporting materials to:

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



TO: Legislative Operating Committee (LOC)
 FROM: Clorissa N. Leeman, Legislative Reference Office, Senior Staff Attorney
 DATE: August 19, 2026
 RE: Certification of Technology Resources Law Rules

Background

The Legislative Operating Committee received the certification packet provided for the following rules (“the Rules”) from the Digital Technology Services Department (DTS):

- Technology Resources Law Rule No. 1 – Acceptable Use;
- Technology Resources Law Rule No. 2 – Clear Desk/Screen;
- Technology Resources Law Rule No. 3 – Asset Management;
- Technology Resources Law Rule No. 4 – Security Awareness Training;
- Technology Resources Law Rule No. 8 – Third Party Providers; and
- Technology Resources Law Rule No. 9 – Generative AI Usage.

The Legislative Operating Committee is responsible for certifying a proposed rule after determining the authorized agency has complied with the requirements for certification stated in section 106.7-2 of the Administrative Rulemaking law, and forwarding the rule to the Oneida Business Committee for consideration of adoption. *[1 O.C. 106.7-3]*.

Certification by the Legislative Operating Committee means:

- The certification packets provided by DTS for the Rules contained all documentation required by the Administrative Rulemaking law for a complete administrative record;
- The promulgation of the Rules complied with the procedural requirements contained in the Administrative Rulemaking law; and
- The Rule did not exceed the rulemaking authority granted under the law for which the Rule is being promulgated. *[1 O.C. 106.7-2]*.

The Legislative Operating Committee is now being asked to consider the certification of the Rules.

Administrative Rulemaking Authority

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. *[2 O.C. 215.1-1]*. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. *[2 O.C. 215.1-2]*.

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. *[2 O.C. 215.1-2(b)]*.

Summary of Technology Resources Law Rules

DTS has brought forward six (6) Technology Resources law rules for certification and adoption. Below please find a summary of the purpose of each Rule.

The purpose of the Technology Resources Law Rule No. 1 – Acceptable Use (Rule No. 1) is to provide guidelines and techniques to promote effective use of Nation’s Digital Technology Systems. *[Rule 1.1-1]*. It applies to all Nation systems located on, or accessed from, Nation properties and systems provided by the Nation for use in the Nation’s business. *Id.* It is the policy of the Nation to provide sophisticated computer and communications systems to support official business activities, enabling effective and timely communication among staff, customers, partners, and vendors. *[Rule 1.1-2]*. This rule establishes expectations for all staff regarding the access, use, and disclosure of information via the Nation’s Information Systems, which are to be used solely for official business purposes in accordance with these guidelines and other relevant policies. *Id.*

The purpose of the Technology Resources Law Rule No. 2 – Clear Desk/Screen (Rule No. 2) is to improve security and confidentiality, whenever possible for papers, digital storage devices, and screens which contain sensitive or confidential information. *[Rule 2.1-1]*.

The purpose of the Technology Resources Law Rule No. 3 – Asset Management (Rule No. 3) is to establish a comprehensive framework for the effective management, tracking, and security of Information Technology assets within the organization. *[Rule 3.1-1]*.

The purpose of the Technology Resources Law Rule No. 4 – Security Awareness Training (Rule No. 4) is to ensure that security awareness and training measures safeguard Information Resources, maintaining their availability, confidentiality, and integrity. *[Rule 4.1-1]*.

The purpose of the Technology Resources Law Rule No. 8 – Third Party Providers (Rule No. 8) is to establish guidelines to limit and control third party service providers to minimize risks such as revenue loss, liability, loss of trust, and embarrassment to Oneida Nation, while ensuring the responsible use of company information and resources. *[Rule 8.1-1]*.

The purpose of the Technology Resources Law Rule No. 9 – Generative AI Usage (Rule No. 9) is to establish proper use of Artificial Intelligence (AI) technologies while working for the Nation. *[Rule 9.1-1]*. This Rule sets out to protect employees, clients, suppliers, customers, and the Nation from harm, while leveraging AI to enhance efficiency, innovation, and competitive advantage. *Id.*

Eligibility for Certification by the Legislative Operating Committee

The materials submitted by DTS for the certification of the Rules have been reviewed, and this section of the memorandum provides conclusions regarding the eligibility of the Rules for certification by the Legislative Operating Committee.

Complete Administrative Record

The certification packet provided by DTS for the Rules did contain all documentation required by the Administrative Rulemaking law for a complete administrative record. Below, please find a chart of the required documentation for the administrative record.

Administrative Record Documents	Submitted
Memo from the authorized agency's highest level of management approving the proposed rule and/or Minutes from the authorized agency's meeting during which the proposed rule was an agenda item.	Yes
Memo provided by the authorized agency containing the rule's procedural timeline including the dates the requirements of this law were fulfilled.	Yes
Summary Report: - Document containing summary information; - Statement of Effect from Legislative Reference Office; and - Fiscal Impact Statement.	Yes
Draft of proposed Rule	Yes
Draft of proposed rule that went to public meeting if the rule changed after the public meeting.	No change after public meeting.
If the rule is being amended, redline drafts from the currently effective rule illustrating the proposed amendments.	N/A
Public Meeting Notice	Yes
Public Meeting Sign in sheet	N/A
A memorandum provided by the authorized agency containing the public comments that were received, both orally and written, and the authorized agency's response to each comment	Yes
The effective dates of the original rule and any rule amendments subsequently made as established by the authorized agency.	N/A

Compliance with Procedural Requirements

Based on the information provided for by DTS, the promulgation of the Rules did comply with the procedural requirements contained in the Administrative Rulemaking law.

Compliance with Rulemaking Authority

Based upon a review of the Rules, the Rules did not exceed the rulemaking authority granted under the Technology Resources law.

Conclusion

The Rules provided by DTS are eligible for certification by the Legislative Operating Committee under section 106.7-2 of the Administrative Rulemaking law.

Requested Action

Certify the following Rules and forward to the Oneida Business Committee:

- Technology Resources Law Rule No. 1 – Acceptable Use;
- Technology Resources Law Rule No. 2 – Clear Desk/Screen;
- Technology Resources Law Rule No. 3 – Asset Management;
- Technology Resources Law Rule No. 4 – Security Awareness Training;
- Technology Resources Law Rule No. 8 – Third Party Providers; and
- Technology Resources Law Rule No. 9 – Generative AI Usage.

Memorandum

To: Oneida Nation Legislative Operating Committee (LOC)
From: Jason W. Doxtator, Chief Information Officer
Date: 07/27/2026
Re: **Approval of Proposed Technology Resources Law - Security Rules**

CC: Mark Powless, CEO Nation Services; Ralinda Ninham-Lamberies, CFO; James Petitjean, CEO Retail; Taryn Webster, CEO Oneida Casino Hotel; Laura Laitinen-Warren, CEO Human Resources

Purpose:

Following a comprehensive review of the proposed security rules governing technology resources, I am formally approving the framework as outlined. This decision is based on alignment with current Oneida Nation cybersecurity directives, regulatory standards, and best practices in digital security governance.

Summary of Approval:

The proposed rules incorporate a robust structure of governance that is essential for maintaining the integrity, confidentiality, and availability of our digital assets. These components are consistent with Oneida Nation's cybersecurity initiatives and legal mandates.

Key Elements of the Approved Rules:

1. Acceptable Use
 - a. Provides guidelines and techniques to promote effective use of Nation's Technology Systems
2. Clear Desk
 - a. To improve security and confidentiality, whenever possible for papers, digital storage devices, and screens which contain sensitive or confidential information.
3. Asset Management
 - a. Establishes a comprehensive framework for the effective management, tracking, and security of Information Technology assets within the organization.
 - b. Ensures the protection of sensitive data, compliance with applicable laws and regulations, and the efficient use of technology resources to support the mission and operations of the Nation.
4. Security Awareness
 - a. A robust security program necessitates that staff are trained in security policies, procedures, and technical controls.
5. Password Management
 - a. Passwords play a crucial role in digital security, protecting user accounts and Oneida Nation's digital assets.
6. Generative AI Usage
 - a. Outlines the proper use of AI technologies while working at Oneida Nation the goal is to protect employees, clients, suppliers, customers, and the Nation from harm, while leveraging AI to enhance efficiency, innovation, and competitive advantage.

Implementation and Oversight:

The Digital Security Office will oversee the implementation of these rules, upon the Oneida Nations LOC acceptance and adoption.

Please consider this memo as formal approval to proceed with the implementation of the proposed security rules. I appreciate the committee's diligence in crafting a framework that strengthens our digital resilience while upholding legal and ethical standards.

Rule Procedural Timeline:

- Statement of Effects Provided: March 3, 2026
- Public Meeting Notice Published in Kalihwisaks: July 2026 edition [Published on June 30, 2026]
- Public Meeting Held: July 23, 2026
- Public Comment Period Closure: August 4th, 2026

NOTICES

PUBLIC MEETING NOTICE – 9am, Thurs., July 23, 2026

In accordance with the Administrative Rulemaking Law, the Digital Technology Services Department is hosting this Public Meeting to gather feedback from the community regarding THE FOLLOWING PROPOSED RULES to the Technology Resources Law

This is a proposal to adopt rules which would:

- Establish clear standards for responsible and secure use of digital technology.
- Promote data protection and reduce the risk of unauthorized access or data breaches.
- Ensure proper tracking and disposal of IT assets.
- Require ongoing security awareness training for employees.
- Regulate secure access and evaluate risk for vendors and third-party providers.
- Govern the ethical and secure use of generative AI technologies.

Individuals may attend the public meeting for the proposed amendments to the Technology Resources Law in person at the Skenandoah Complex or virtually through Microsoft Teams (MT). If you wish to attend the public meeting through MT, email infosec@oneidanation.org

For more information on the proposed Technology Resources Law amendments, please review the public meeting packet at www.oneida-nsn.gov/Register/PublicMeetings or email infosec@oneidanation.org for electronic copies.

- 001–Acceptable Use
- 002–Clear Desk
- 003–Asset Management

Who would be affected:

- 004–Security Awareness
- 008–Third Party Provider
- 009–Generative AI Usage

- Employees and Contractors,
- Vendors, and Third-Party Providers

**PUBLIC COMMENT PERIOD OPEN UNTIL
TUESDAY, AUGUST 4, 2026
DTS DIGITAL SECURITY
909 PACKERLAND DR. • GREEN BAY, WI 54303
InfoSec@OneidaNation.org • 920.869.4357**

During the public comment period, anyone may submit written comments, questions, or input. Comments may be submitted to the Oneida Nation DTS Office or the Skenandoah Front Desk in person, by U.S. mail, interoffice mail, or e-mail.



Memorandum

To: Oneida Nation Legislative Operating Committee (LOC)
From: Jesse Kujawa, Digital Technology Services Security Analyst
Date: 08/10/2026
Re: **Public Comment Period for Amendments to the Technology Resources Law**

This memorandum serves as documentation that the public comment period regarding the proposed amendments to the Technology Resources Law was completed in accordance with applicable procedures and timeframes.

Upon the close of the public comment period, no comments, concerns, recommendations, or objections were received from members of the public, stakeholders, or other interested parties regarding the proposed amendments.

As no public comments were submitted during the designated comment period, there are no comments requiring review, response, or incorporation into the proposed amendments.

This memorandum is being provided for the official record and to document the completion of the public comment process.



Title 2. Employment – Chapter 215 Technology Resources Law Rule #001 – Acceptable Use

- 1.1 Purpose and Authority
- 1.2 Adoption, Amendment and Repeal
- 1.3 Definitions
- 1.4 Purpose and Scope
- 1.5 Facilities and Equipment
- 1.6 Information Access, Content, and Use
- 1.7 Protecting Confidential Information
- 1.8 Copyrighted Information
- 1.9 Privacy and Monitoring
- 1.10 Storing and Archiving Information
- 1.11 Employee Usage
- 1.12 Email Etiquette
- 1.13 Enforcement
- 1.14 References

1.1 Purpose and Authority

1.1-1. *Purpose.* The purpose of this rule is to provide guidelines and techniques to promote effective use of the Nation's Digital Technology Systems. It applies to all of the Nation's systems located on, or accessed from, Nation properties and systems provided by the Nation for use in the Nation's business.

1.1-2. *Policy.* It is the policy of the Nation to provide sophisticated computer and communications systems to support official business activities, enabling effective and timely communication among staff, customers, partners, and vendors. This rule establishes expectations for all staff regarding the access, use, and disclosure of information via the Nation's Information Systems, which are to be used solely for official business purposes in accordance with these guidelines and other relevant policies.

1.1-3. *Authority.* The Technology Resources Law delegates rulemaking authority to the Digital Technology Services Department pursuant to the Administrative Rulemaking law.

1.2. Adoption, Amendment and Repeal

1.2-1. This rule was adopted by the Oneida Business Committee in accordance with the procedures of the Administrative Rulemaking law.

1.2-2. This rule may be amended or repealed by the Digital Technology Services Department and/or the Oneida Business Committee pursuant to the procedures set out in the Administrative Rulemaking law.

1.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

1.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

1.2-5. This rule supersedes all internal department rules, regulations, policies, or other requirements relating to acceptable use as referenced in the Technology Resources Law.

1.3. Definitions

1.3-1. This section shall govern the definitions of words and phrases used within this rule. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) “Nation” means the Oneida Nation.
- (b) “Confidential data” means any information that the Nation is obligated by law, policy, or regulation to protect from unauthorized access, use, disclosure, modification, or destruction.
- (c) “Personal use” means any technology resource use that is conducted for purposes other than accomplishing an authorized activity or official business of the Nation.
- (d) “Technology resources” means any tools, systems, and applications that use technology to fulfill their purposes. Technology resources may include, but are not limited to, computers, tablets, telephones, facsimile machines, photocopiers, networks, virtual applications, and software, such as internet connectivity and access to internet services and electronic mail.
- (e) “Staff” means any individual who uses the technology resources of the Nation, including but not limited to employees, independent contractor personnel, interns, members of boards, committees or commissions, volunteers, guests, and visitors.

1.4. Facilities and Equipment

1.4-1. The Nation maintains facilities, equipment, and communication systems (e.g., telephones, email, computers, fax machines) to enhance operational efficiency. These systems, provided at the Nation’s expense, are for official business only. Access is granted based on job responsibilities, and use is subject to this rule.

1.4-2. Staff shall not remove equipment or software from the Nation’s premises or use personal equipment for official business without prior express consent from the employee’s senior level manager or director.

1.4-3. Alternate internet service provider connections to the Nation’s network are prohibited unless approved by management and secured by appropriate security devices.

1.5 Information Access, Content, and Use

1.5-1. *Technology and Resources.* The Nation invests in advanced technology to support official business. All staff with access to technology resources shall read, understand, and comply with this rule.

1.5-2. *Business Use.*

- (a) Information Systems are owned by the Nation and shall be used exclusively for business purposes, serving customer interests, and supporting normal operations.
- (b) Staff decisions to use these systems should be based on sound business practices, reducing costs, or improving services measurably, while maintaining a professional image.
- (c) Staff using the Nation’s accounts act as representatives of the Nation and shall avoid damaging the organization’s reputation.

1.5-3. *Acceptable Use.* Use of the Nation’s facilities, equipment, or systems is limited to acceptable use as defined in this rule. Incidental personal use is permitted if it is not excessive, does not interfere with job performance, consume significant resources, or disrupt other staff activities, as determined by the Nation.

1.5-4. *Professional Conduct.* Staff shall conduct official business consistent with the Nation's mission and comply with tribal, state, and federal laws, maintaining standards of integrity, accountability, and legal sufficiency.

1.5-5. *Information Accuracy.*

- (a) Staff shall disseminate current, accurate, complete, and compliant information.
- (b) Information shared through technology resources shall be handled with the same level of care as other forms of communication. Users should ensure that content respects intellectual property rights, including copyrights, trademarks, and trade secrets.
- (c) Staff using Internet information for strategic business decisions shall verify its integrity, ensuring the source is regularly updated and valid.

1.5-6. *Confidential and Proprietary Information.*

- (a) Staff shall protect confidential and proprietary information.
- (b) Questions regarding the appropriate use of technology resources or handling of information, staff should consult their area manager or director for guidance.
- (c) Staff shall not discuss the Nation's business prospects, financial condition, or future products with third parties unless publicly disclosed by the Nation.
- (d) Unauthorized disclosure of confidential or proprietary information may result in legal action.

1.5-7. *Public Accessibility.*

- (a) Designated staff may make information publicly accessible after management review to verify accuracy and appropriateness.
- (b) Publicly accessible information shall be periodically reviewed to remove inaccurate, inappropriate, or nonpublic content.

1.6. Protecting Confidential Information

1.6-1. *Importance and Procedures.* Maintaining confidentiality is critical to the Nation's success. Staff shall follow appropriate procedures to protect confidential information, exercising caution when communicating externally, as electronic communications are not fully secure.

1.6-2. *Data Classification.* Confidential data shall be marked with designations such as "Confidential," "Do not reproduce," or "Do not forward." Emails containing confidential information shall include "Confidential" in the subject line.

1.6-3. *Access Restrictions.*

- (a) Access to directories containing sensitive or confidential data is restricted.
- (b) Unauthorized attempts to bypass restrictions, including hacking, violate this rule and may lead to disciplinary action, including termination or legal action. Hacking may also violate the Federal Electronic Communications Privacy Act (18 U.S.C. 2510).

1.6-4. *Privacy of Communications.* Staff shall respect the privacy of messages received, securing voicemail and email accounts with proper password protection, closing messages after reading, and deleting unnecessary messages.

1.6-5. *Internet Privacy.*

- (a) The internet does not guarantee privacy. Staff shall exercise caution when transferring sensitive material online by using secure methods (e.g., encrypted channels, approved platforms) and avoiding public or unsecured networks. This helps prevent unauthorized access or third-party interception.

- (b) Staff shall not place the Nation's materials—such as copyrighted software, internal correspondence, or other proprietary content—on publicly accessible internet-connected devices or platforms without prior approval from their area manager or director.

1.7. Copyrighted Information

1.7.1. *Intellectual Property Rights.*

- (a) The Nation respects intellectual property rights. Staff shall comply with license terms for copyrighted material (e.g., literature, software, graphics) and not assume availability on electronic systems permits downloading or dissemination.
- (b) Unauthorized or illegal use of third-party intellectual property, including downloading copyrighted software, video, or audio clips, is prohibited.
- (c) Employees/users shall consult with management if unsure about use of third-party intellectual property.

1.7-2. *Trademark and Copyright Notices.*

- (a) The Nation's trademarked or copyrighted material shall be properly marked.
- (b) Staff shall not remove third-party trademark or copyright notices.

1.7-3. *Software Use.*

- (a) Software use shall comply with the Nation's licensing agreements.
- (b) Copying software, loading personal software, or downloading Internet software without permission is prohibited.
- (c) Software and firmware shall be digitally signed using a recognized, approved certificate.
- (d) All Nation-owned software remains with Nation upon staff departure.

1.8. Privacy and Monitoring

1.8-1. *Expectation of Privacy.* Staff have no reasonable expectation of personal privacy regarding data, communications, or activities on the Nation systems, which may be monitored, accessed, or reviewed by authorized personnel without notice to ensure compliance with policies, legal requirements, and security protocols.

1.8-2. *Monitoring and Inspection.*

- (a) The Nation reserves the right to access, inspect, or search all Information Systems, including directories, files, emails, and communication systems, without prior notice. Monitoring may occur to:
 - (1) Prevent transmission of discriminatory, harassing, or offensive messages.
 - (2) Detect illegal material or unlicensed software.
 - (3) Ensure communication tools are not used for unauthorized or disruptive purposes.
 - (4) Investigate allegations of impropriety.
 - (5) Access information in staff absence.
 - (6) Respond to legal proceedings or court orders. Staff refusing to cooperate with legitimate inspections or provide passwords may face disciplinary action, including termination. The Nation may restrict or cancel staff access to systems at any time.

1.8-3. *System Ownership.*

- (a) All messages, data, and applications on Information Systems are Oneida Nation property, subject to third-party intellectual property rights.

- (b) The Nation may access, review, copy, delete, or disclose data for legitimate business purposes.

1.9. Storing and Archiving Information

1.9-1. Electronic data is subject to routine backups and archival procedures, retaining copies for extended periods. Deleting data does not ensure privacy, as archives remain property of the Nation and may be used for business purposes.

1.9-2. Staff may need to preserve data for litigation or investigations per the Data Retention Rule. Staff shall regularly delete or archive files to manage disk space, avoiding large file transfers during prime hours to minimize network impact.

1.10. Employee Usage

1.10-1. *Compliance.* Staff shall comply with this rule. Violations of this rule may result in disciplinary action, including termination or legal action.

1.10-2. *Prohibited Activities.*

- (a) Personal use of technology resources for financial gain or soliciting for non-business purposes (e.g., political, religious causes) is prohibited.
- (b) Inappropriate use of technology resources includes accessing, storing, or transmitting sexually explicit, illegal, or disruptive materials (e.g., defamatory, obscene, or harassing content)
- (c) Sending threatening, slanderous, or anonymous messages, or misrepresenting identity, is prohibited.
- (d) Staff shall not copy or transfer files without permission, disable virus protection, circumvent security mechanisms, or share confidential information externally.
- (e) Staff shall cooperate with authorized investigations.
- (f) If offensive material is accessed, staff shall disengage immediately.
- (g) The Nation is not responsible for offensive content on external servers.

1.10-3. *System Awareness.* Staff shall:

- (a) Protect equipment from food and/or drink and know fire suppression equipment locations.
- (b) Keep unauthorized people away from equipment and data. Question strangers in areas.
- (c) Report security violations, including unauthorized data changes or loss, to management immediately.

1.11. Email Etiquette

- (a) Email is for official business. Use of the Nation's accounts for personal email use should be limited to occasional use.
- (b) Staff shall:
 - (1) Use descriptive subject lines and include contact information in signatures.
 - (2) Acknowledge receipt of important emails, even if unable to respond immediately.
 - (3) Delete read or sent emails to conserve storage.
 - (4) Avoid sending unnecessary or large emails to preserve network resources.
 - (5) Refrain from harassing, offensive, anonymous, or all-caps messages, avoiding terse or rude tones.

- (6) Proofread messages, prioritize appropriately, and send to relevant recipients only.
- (7) Exercise caution with unencrypted emails and attachments, as email is generally not secure.
- (8) Reply carefully, avoiding unintended “Reply all,” and consider sender’s intentions before forwarding.

1.12. Enforcement

1.12-1. Violations of this rule may result in disciplinary action, up to and including termination, and potential legal action.

1.13. References

1.13-1. References include:

- (a) COBIT APO01.02, APO01.11, APO07.03, APO07.05, APO13.01, APO13.02, DSS04.05
- (b) GDPR Article 32
- (c) HIPAA 164.308(a)(1)(ii)(B), 164.312(a)(2)(iv)
- (d) ISO 27001 7.3, A.5.4, A.5.10, A.5.12-13, A.6.3-4, A.8.16
- (e) NIST SP 800-37 3.3
- (f) NIST SP 800-53 AT-3.2, CA-3.4, PS-3.16
- (g) NIST Cybersecurity Framework ID.AM-6, ID.GV-2, DE.DP-2
- (h) PCI 12.1.1

End.

Original effective date: [add effective date established by authorized entity] (Certified by LOC on)

Summary Report for Acceptable Use Rule

Original effective date: Ten days after rule adoption.

Amendment effective date:

Name of Rule: Acceptable Use

Name of law being interpreted: Technology Resources Law

Rule Number: 1

Other Laws or Rules that may be affected: Proposed Data Classification Rule, proposed Data Retention Rule, proposed Password Standard, & proposed BYOD Rule.

Brief Summary of the proposed rule: Provides guidelines and techniques for acceptable and effective use of Oneida Nation's Digital Technology Systems.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis for Acceptable Use Rule

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs	N/A	\$0.00
Personnel	N/A	\$0.00
Office	N/A	\$0.00
Documentation Costs	N/A	\$0.00
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Estimated 3 months to 9 months	
Other, please explain		
Total	Annual Net Revenue	\$0.00



Statement of Effect

Technology Resources Law Rule No. 1 – Acceptable Use

Summary

The Technology Resources Law Rule No. 1 – Acceptable Use provides guidelines and techniques to promote effective use of Nation’s Digital Technology Systems. *[Rule 1.1-1]*.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: March 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. *[1 O.C. 106.4-1]*. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation’s laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. *[1 O.C. 106.3-1(i)]*. An authorized agency is defined as any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority. *[1 O.C. 106.3-1(a)]*.

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. *[2 O.C. 215.1-1]*. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. *[2 O.C. 215.1-2]*. Allowing limited personal use of these tools helps enhance the quality of the workplace and helps the Nation to retain highly qualified and skilled workers and officials, as well as to develop the technological skills of the community. *Id.* Pursuant to this law, users are permitted limited use of technology resources of the Nation for personal needs if the use does not interfere with the authorized duties of the user or official business of the Nation. *Id.* The Technology Resources law does not create a right to use technology resources of the Nation for personal use. *[2 O.C. 215.1-2(a)]*. The Technology Resources law in no way limits use of technology resources to fulfill authorized duties. *[2 O.C. 215.9-1]*.

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. *[2 O.C. 215.1-2(b)]*.

The Technology Resources law addresses acceptable use. The Technology Resources law provides that users may utilize technology resources for authorized activities. [2 O.C. 215-4-1]. Users may engage in personal use of technology resources when such use does not interfere with the mission or operations of the entity in control of the resources and does not violate applicable laws, rules, or standard operating procedures of the Nation. [2 O.C. 215-4-2]. Employees may engage in limited personal use of technology resources if the usage does not violate section 215.5-1 of the law regarding inappropriate personal use or standards enacted pursuant to section 215.7-1 of the law regarding limitations on use. [2 O.C. 215-4-3].

The purpose of the Technology Resources Law Rule No. 1 – Acceptable Use (“the Rule”) is to provide guidelines and techniques to promote effective use of Nation’s Digital Technology Systems. [Rule 1.1-1]. It applies to all Nation systems located on, or accessed from, Nation properties and systems provided by the Nation for use in the Nation’s business. *Id.* It is the policy of the Nation to provide sophisticated computer and communications systems to support official business activities, enabling effective and timely communication among staff, customers, partners, and vendors. [Rule 1.1-2]. This rule establishes expectations for all staff regarding the access, use, and disclosure of information via the Nation’s Information Systems, which are to be used solely for official business purposes in accordance with these guidelines and other relevant policies. *Id.* The Rule addresses:

- Facilities and Equipment [Rule 1.4];
- Information Access, Content, and Use [Rule 1.5];
- Protecting Confidential Information [Rule 1.6];
- Copyrighted Information [Rule 1.7];
- Privacy and Monitoring [Rule 1.8];
- Storing and Archiving Information [Rule 1.9];
- Employee Usage [Rule 1.10];
- Email Etiquette [Rule 1.11];
- Enforcement [Rule 1.12]; and
- References [Rule 1.13].

Conclusion

There are no legal bars to adopting the Technology Resources Law Rule No. 1 – Acceptable Use.



Title 2. Employment – Chapter 215 TECHNOLOGY RESOURCES LAW Rule #002 – Clear Desk/Screen

- 2.1 Purpose and Authority
- 2.2 Adoption, Amendment and Repeal
- 2.3 Definitions
- 2.4 Digital Security Office Responsibilities
- 2.5 Staff Responsibilities
- 2.6 References

2.1 Purpose and Authority

2.1-1. *Purpose.* To improve security and confidentiality, whenever possible for papers, digital storage devices, and screens which contain sensitive or confidential information.

2.1-2. *Authority.* The Technology Resources Law delegates rulemaking authority to the Digital Technology Services Department pursuant to the Administrative Rulemaking law.

2.2. Adoption, Amendment and Repeal

2.2-1. This rule was adopted by the Oneida Business Committee in accordance with the procedures of the Administrative Rulemaking law.

2.2-2. This rule may be amended or repealed by the Digital Technology Services Department and/or the Oneida Business Committee pursuant to the procedures set out in the Administrative Rulemaking law.

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

2.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

2.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to clear desk/screens.

2.3. Definitions

2.3-1. This section shall govern the definitions of words and phrases used within this rule. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) “Authorized Individual” means a person who has the proper authorization to access, handle, or remove Sensitive Information from devices that transmit or print such information.
- (b) “Information Systems” means systems used to store, process, and manage information, including computers, networks, and databases.
- (c) “Removable Storage Media” means devices such as flash drives, removable media, tablets, and cellular phones that can store electronic data and be physically removed from a workstation.
- (d) “Secure Storage Areas” means areas where sensitive information is stored that shall remain locked or digitally secured when staff are away from their work areas.

- (e) “Sensitive Information” means information (both hardcopy and electronic) that shall be protected from unauthorized access or disclosure. This includes private, non-public, or confidential data.
- (f) “Staff” means any individual who uses the technology resources of the Nation, including but not limited to employees, independent contractor personnel, interns, members of boards, committees or commissions, volunteers, guests, and visitors.
- (g) “Unauthorized Access” means access to Sensitive Information by individuals who do not have the proper authorization or clearance.
- (h) “Unauthorized Disclosure” means the release or sharing of Sensitive Information to individuals who are not authorized to receive it.

2.4. Digital Security Office Responsibilities

2.4-1. The Digital Security Office shall ensure processes are in place to:

- (a) Identify Sensitive Information (hardcopy and electronic) that shall be protected from unauthorized access or disclosure.
- (b) Identify workstations that shall be shut down at the end of the workday and those to remain powered on at night to receive security updates.
- (c) Laptops/tablets/cellular phones containing Sensitive Information shall be secured per the **Mobile Device policy**.

2.5. Staff Responsibilities

2.5-1. Oneida Staff shall ensure that:

- (a) Sensitive or private/non-public electronic information is secured and/or removed from unauthorized disclosure or access when they leave their work areas. Staff who work with Sensitive Information shall have means to store information in a secure area when not in use. Staff shall check with their immediate supervisor or Oneida management if an employee is not sure what information shall be secured or what lockable storage is available.
- (b) Their desk and work area is clear (clear desk) of papers and removable storage media when leaving their work area unsecured. In addition, monitors shall be cleared (clear screen) to protect against unauthorized access to information or Information Systems. Screen savers shall be automatically activated after a period of inactivity. See the **Workstation Security policy** for more information.
- (c) Papers and electronically stored Sensitive Information (e.g., flash drives, removable media, tablets, cellular phones) shall be secured when Staff leave their work area. Storage areas containing Sensitive Information shall remain locked or digitally secured when Staff are away from their work areas. Keys to secure storage areas shall not be left in the lock or accessible by unauthorized personnel.
- (d) Devices that transmit or print (e.g., Fax machines, printers) Sensitive Information shall have the documents immediately removed from the device by authorized staff to prevent unauthorized disclosure or access.
- (e) Documents waiting to be shredded shall not be accessible by unauthorized staff.
- (f) Violations to this rule may be subject to disciplinary action, up to and including termination.

2.6. References

- (a) 2.6.1. COBIT EDM03.07, APO07.05, APO12.02, APO12.07, APO14.02, DSS06.07
- (b) 2.6.2. GDPR Article 25, 32

- (c) 2.6.3. HIPAA 164.308(a)(1)(ii)(A), 164.308(a)(3)(ii)(B), 164.308(a)(4)(ii)(B)
- (d) 2.6.4. ISO 27001 A.7.7
- (e) 2.6.5. NIST SP 800-37 3.1, 3.3
- (f) 2.6.6. NIST SP 800-53 AC-11, MP-2, MP-4
- (g) 2.6.7. NIST Cybersecurity Framework ID.AM-6, ID.GV-4, ID.RA-3, PR.AC-2, PR.AT-1, DE.DP-2
- (h) 2.6.8. PCI 9.4.1, 12.1.1

End.

Original effective date: [add effective date established by authorized entity] (Certified by LOC on)

Summary Report for Clear Desk Rule

Original effective date: Ten days after rule adoption.

Amendment effective date:

Name of Rule: Clear Desk

Name of law being interpreted: Technology Resources Law

Rule Number: 2

Other Laws or Rules that may be affected: Proposed Mobile device rule and proposed Workstation security rule.

Brief Summary of the proposed rule: The Clear Desk Rule aims to enhance security and confidentiality by ensuring that papers, digital storage devices, and screens containing sensitive or confidential information are secured when not in use. This rule mandates that workspaces be kept clear of such materials to prevent unauthorized access or disclosure.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis for Clear Desk Rule

Type of Cost	Description/Comment	Dollar Amount
Start Up	N/A	\$0.00
Personnel	N/A	\$0.00
Office	N/A	\$0.00
Documentation	N/A	\$0.00
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Estimated 3 months to 9 months	
Other, please explain		
Total	Annual Net Revenue	\$0.00



Statement of Effect

Technology Resources Law Rule No. 2 – Clear Desk/Screen

Summary

The Technology Resources Law Rule No. 2 – Clear Desk/Screen sets out to improve security and confidentiality, whenever possible for papers, digital storage devices, and screens which contain sensitive or confidential information.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: March 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation's laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority. [1 O.C. 106.3-1(a)].

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. [2 O.C. 215.1-1]. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. [2 O.C. 215.1-2]. Allowing limited personal use of these tools helps enhance the quality of the workplace and helps the Nation to retain highly qualified and skilled workers and officials, as well as to develop the technological skills of the community. *Id.* Pursuant to this law, users are permitted limited use of technology resources of the Nation for personal needs if the use does not interfere with the authorized duties of the user or official business of the Nation. *Id.* The Technology Resources law does not create a right to use technology resources of the Nation for personal use. [2 O.C. 215.1-2(a)]. The Technology Resources law in no way limits use of technology resources to fulfill authorized duties. [2 O.C. 215.9-1].

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. [2 O.C. 215.1-2(b)].

The purpose of the Technology Resources Law Rule No. 2 – Clear Desk/Screen (“the Rule”) is to improve security and confidentiality, whenever possible for papers, digital storage devices, and screens which contain sensitive or confidential information. [Rule 2.1-1]. The Rule addresses:

- Digital Security Office Responsibilities [Rule 2.5];
- Staff Responsibilities [Rule 2.6]; and
- References [Rule 2.7].

Conclusion

There are no legal bars to adopting the Technology Resources Law Rule No. 2 – Clear Desk/Screen.



Title 2. Employment – Chapter 215 TECHNOLOGY RESOURCES LAW Rule #003 – Asset Management

- 3.1 Purpose and Authority
- 3.2 Adoption, Amendment and Repeal
- 3.3 Definitions
- 3.4 Asset Management
- 3.5 Enforcement
- 3.6 References

3.1 Purpose and Authority

3.1-1. *Purpose.* The purpose of this rule is to establish a comprehensive framework for the effective management, tracking, and security of Information Technology assets within the organization. This ensures the protection of sensitive data, compliance with applicable laws and regulations, and the efficient use of technology resources to support the mission and operations of the Nation.

3.1-2. *Authority.* The Technology Resources law delegates rulemaking authority to the Digital Technology Services Department pursuant to the Administrative Rulemaking law.

3.2. Adoption, Amendment and Repeal

3.2-1. This rule was adopted by the Oneida Business Committee in accordance with the procedures of the Administrative Rulemaking law.

3.2-2. This rule may be amended or repealed by the Digital Technology Services Department and/or the Oneida Business Committee pursuant to the procedures set out in the Administrative Rulemaking law.

3.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

3.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

3.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to Information Technology Asset Management.

3.3. Definitions

3.3-1. This section shall govern the definitions of words and phrases used within this rule. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) “Active discovery tool” means a tool used to identify devices connected to the network.
- (b) “Asset disposal” means the process of securely removing sensitive data from an asset before disposal, based on the data’s sensitivity level (Public, Sensitive, Confidential).
- (c) “Asset media” means small memory storage assets tracked by Data Owner rather than location, including CD/DVD disks and portable storage devices (USB flash drives).
- (d) “Asset tracking database” means a system used to track assets, including all information from the Asset Transfer Form and the date of asset change. It shall be maintained, accurate, and up-to-date.

- (e) “Asset transfer checklist” means a form filled out by the Data Owner and approved by an authorized representative when an asset is transferred. It includes details such as asset type, ID number, asset name, description, current and new locations, and data owner.
- (f) “Asset types” means categories of devices that shall be tracked, including desktop workstations, firewalls, handheld devices, mobile computers, electronic storage devices, printers, copiers, fax machines, multifunction machines, routers, scanners, servers, software (application and operating system), and network switches.
- (g) “Asset value” means the cost threshold for tracking assets.
- (h) “Data owner” means the person responsible for an asset, typically the most common user for workstations or the primary person responsible for maintenance or supervision for other equipment.
- (i) “Digital security office” means the area responsible for approving technology used to erase confidential data to ensure it is not readable.
- (j) “DTS” means Digital Technology Services.
- (k) “Enterprise software” means software used to configure systems to allow the use of small storage devices on specific Information Systems.
- (l) “Resource owners” means individuals responsible for checking the Database regularly to ensure all applicable assets are included.
- (m) “Software inventory tools” means tools used to identify and classify operating system and application software on devices.
- (n) “Storage device data owner agreement” means an agreement signed by staff to handle portable storage devices and CD/DVD disks responsibly and in accordance with the rule.
- (o) “Supported software” means software applications and operating systems currently supported and receiving vendor updates, which are added to the Database.
- (p) “Unauthorized assets” means assets not approved or tracked by the organization, which shall be removed, quarantined, or updated in the inventory.
- (q) “Unsupported software” means software that is no longer supported, which shall be removed or classified as unsupported in the database.

3.4. Asset Management

3.4-1. Asset Types. The following devices shall be tracked if they meet the rule requirements:

- (a) Desktop workstations;
- (b) Firewalls;
- (c) Handheld devices;
- (d) Mobile computers;
- (e) Electronic storage devices;
- (f) Printers, copiers, fax machines, multifunction machines;
- (g) Routers;
- (h) Scanners;
- (i) Servers;
- (j) Software (application and operating system); and
- (k) Network switches.

3.4-2. *Asset Value*. Assets with a value below a certain threshold set by Accounting shall not be tracked. However, all data-storing assets shall be tracked, including:

- (a) Hard drives;
- (b) Temporary storage drives;

- (c) Data tapes (including system backups); and
- (d) Other storage devices like CD/DVD disks and USB flash drives are covered for disposal and secure storage purposes.

3.4-3. *Asset Media.*

- (a) Small memory storage assets are tracked by the data owner, not location. Enterprise software should configure systems to allow specific Information Systems to use these assets, including:
 - (1) CD/DVD disks; and
 - (2) Portable storage devices (USB flash drives).
- (b) If permitted for staff, the data owner or area supervisor shall authorize these devices. Staff shall handle these devices responsibly and follow the following guidelines:
 - (1) Do not place sensitive data on them without authorization. If sensitive data is placed, obtain special permission and keep the device secure.
 - (2) Do not use these devices to transport executable programs from outside the network without authorization and scanning with approved anti-virus and malware scanners. Only use programs on the DTS department's approved list.
 - (3) Staff shall sign the storage device data owner agreement, agreeing to handle these devices per rule. This form is submitted when staff begin working with the Nation's data or receive portable storage devices or data backup drives.

3.4-4. *Asset Tracking Requirements.*

- (a) All assets shall have a unique identifier, such as an internal tracking number or a manufacturer-provided ID and a means to track them.
- (b) An asset tracking database shall track assets, including all information from the Asset Transfer Form and the date of asset change.
- (c) The asset tracking system shall be maintained, accurate, and up-to-date, including all hardware and software assets, whether connected to the network or not. Unauthorized assets shall be removed, quarantined, or updated in the inventory. When an asset is acquired, it will be assigned an ID and added to the asset tracking system.
- (d) All assets shall have an assigned owner.
- (e) Supported software applications and operating systems shall be added to the database.
- (f) Unsupported software shall be removed or classified as unsupported.

3.4-5. *Transfer Procedure.*

- (a) When an asset is transferred, the data owner shall complete an asset transfer checklist and obtain approval from their supervisor or designated approver. The data owner is responsible for the asset. For workstations, this is typically the primary user. For other equipment, it is the individual responsible for its maintenance or oversight.
- (b) The data owner shall complete the asset transfer checklist, indicating if the asset is new, moving to a new location, being transferred to a new data owner, or being disposed of. The following information shall be included on the asset transfer checklist:
 - (1) Asset Type
 - (2) ID number;
 - (3) Asset Name;
 - (4) Asset Description;
 - (5) Current Location;
 - (6) Designated Data Owner;
 - (7) New Location;

- (8) New Data Owner; and
- (9) Locations of Sensitive Data.

(c) *Approval*. Once completed and signed by the data owner, a designated representative shall sign the form.

(d) *Data entry*. The completed form is given to the database manager, who ensures the information is entered into the database within one (1) week.

(e) *Database*. An active discovery tool shall identify devices connected to the network. Software inventory tools shall classify operating system and application software. The database shall be updated based on these tools' results. Automated tools shall update the database where possible. Resource owners shall regularly check the database to ensure all applicable assets are included.

3.4-6. *Asset Transfers*.

(a) This rule applies to any asset transfers, including:

- (1) Asset purchase;
- (2) Asset relocation;
- (3) Change of asset data owner (e.g., when staff leave or are replaced); and
- (4) Asset disposal.

(b) In all cases, the asset transfer checklist shall be completed.

3.4-7. *Asset Disposal and Repurposing*.

(a) Procedures for secure disposal or repurposing of equipment and resources shall be established before tenant assignment or jurisdictional transport.

(b) Sensitive data shall be removed before asset disposal. The user's manager shall determine the data's maximum sensitivity level.

(c) Actions to be made based on data sensitivity:

- (1) *Public*. No requirement to erase data, but normally erase using any means (e.g., reformatting or degaussing).
- (2) *Sensitive*. Erase data using any means (e.g., reformatting or degaussing).
- (3) *Confidential*. Erase data using approved technology to ensure it is unreadable, as approved by the Digital Security Manager.

3.5. Enforcement

3.5-1. Any staff member found to have violated this rule may be subject to disciplinary action, up to and including termination.

3.6. References

3.6-1. References include:

- (a) COBIT APO01.06, APO09.03, BAI09.01, BAI09.02-03, DSS04.07, DSS05.04-05, DSS06.06
- (b) GDPR Article 25, 32
- (c) HIPAA 164.308(a)(1)(ii)(B)
- (d) ISO 27001 A.5.17, A.8.3-5, A.8.18
- (e) NIST SP 800-37 3.1, 3.3
- (f) NIST SP 800-53 CM-8, PL-4
- (g) NIST Cybersecurity Framework ID.AM, PR.PT, DE.DP-2, DE.CM-1-2, RS.RP-1
- (h) PCI 1.1.2

End.

Original effective date: [add effective date established by authorized entity] (Certified by LOC on)

Summary Report for Asset Management Rule

Original effective date: Ten days after rule adoption.

Amendment effective date:

Name of Rule: Asset Management

Name of law being interpreted: Technology Resources Law

Rule Number: 3

Other Laws or Rules that may be affected: n/a

Brief Summary of the proposed rule: Establish a comprehensive framework for the effective management, tracking, and security of IT assets within Oneida Nation.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.

Financial Analysis for Asset Management

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs	N/A	\$0.00
Personnel	N/A	\$0.00
Office	N/A	\$0.00
Documentation Costs	N/A	\$0.00
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Estimated 3 months to 9 months	
Other, please explain		
Total	Annual Net Revenue	\$0.00



Statement of Effect

Technology Resources Law Rule No. 3 – Asset Management

Summary

The Technology Resources Law Rule No. 3 – Asset Management establish a comprehensive framework for the effective management, tracking, and security of Information Technology assets within the organization.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: March 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation's laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority.[1 O.C. 106.3-1(a)].

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. [2 O.C. 215.1-1]. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. [2 O.C. 215.1-2]. Allowing limited personal use of these tools helps enhance the quality of the workplace and helps the Nation to retain highly qualified and skilled workers and officials, as well as to develop the technological skills of the community. *Id.* Pursuant to this law, users are permitted limited use of technology resources of the Nation for personal needs if the use does not interfere with the authorized duties of the user or official business of the Nation. *Id.* The Technology Resources law does not create a right to use technology resources of the Nation for personal use. [2 O.C. 215.1-2(a)]. The Technology Resources law in no way limits use of technology resources to fulfill authorized duties. [2 O.C. 215.9-1].

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. [2 O.C. 215.1-2(b)].

The purpose of the Technology Resources Law Rule No. 3 – Asset Management (“the Rule”) is to establish a comprehensive framework for the effective management, tracking, and security of Information Technology assets within the organization. [Rule 3.1-1]. The Rule addresses:

- Asset Management [Rule 3.4];
- Enforcement [Rule 3.5]; and
- References [Rule 3.6].

Conclusion

There are no legal bars to adopting the Technology Resources Law Rule No. 3 – Asset Management.



Title 2. Employment – Chapter 215 TECHNOLOGY RESOURCES LAW Rule #004 – Security Awareness Training

- 4.1 Purpose and Authority
- 4.2 Adoption, Amendment and Repeal
- 4.3 Definitions
- 4.4 Requirements & Responsibilities
- 4.5 Enforcement
- 4.6 References

4.1 Purpose and Authority

4.1-1. *Purpose.* A robust security program necessitates that staff are trained in security policies, procedures, and technical controls. Oneida Nation staff who manage digital information shall possess the skills required for their roles. The aim of this Security Awareness and Training Rule is to ensure that security awareness and training measures safeguard Information Resources, maintaining their availability, confidentiality, and integrity.

4.1-2. *Authority.* The Technology Resources Law delegates rulemaking authority to the Digital Technology Services Department pursuant to the Administrative Rulemaking law.

4.2. Adoption, Amendment and Repeal

4.2-1. This rule was adopted by the Oneida Business Committee in accordance with the procedures of the Administrative Rulemaking law.

4.2-2. This rule may be amended or repealed by the Digital Technology Services Department and/or the Oneida Business Committee pursuant to the procedures set out in the Administrative Rulemaking law.

4.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

4.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

4.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to security awareness training as outlined in the Technology Resources Law.

4.3. Definitions

4.3-1. This section shall govern the definitions of words and phrases used within this rule. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) “Department” means the DTS Digital Technology Services department which is responsible for overseeing information security policies and procedures.
- (b) Digital Security Office: The area designated to oversee the security of Digital Information Resources, ensuring the security program is well-supported with adequate resources and budget.
- (c) Information Resources: Digital data and information systems that are used, managed, and protected by the organization.

- (d) **Security Awareness and Training Plan (Plan):** A documented strategy outlining the process for staff security training, education, and awareness to ensure they understand their roles and responsibilities in protecting Information Resources.
- (e) **Information Security Management System (ISMS):** A systematic approach to managing sensitive company information so that it remains secure. It includes people, processes, and IT systems by applying a risk management process.
- (f) **Social Engineering Attacks:** Manipulative tactics used by attackers to trick individuals into divulging confidential or personal information that may be used for fraudulent purposes. Examples include phishing, phone scams, and impersonation calls.
- (g) **BYOD (Bring Your Own Device):** A Rule that defines the use of personal devices (such as smartphones, tablets, and laptops) for work purposes, which introduces specific security risks and responsibilities.
- (h) **Cloud Computing Security:** Measures and protocols designed to protect data, applications, and services hosted in the cloud from threats and vulnerabilities. This includes addressing multi-tenant environments, nationality issues, and different cloud delivery models.
- (i) **Skills Gap Analysis:** An assessment process to identify the difference between the skills required for a job and the actual skills possessed by employees. This helps in developing targeted training programs to bridge the gap.
- (j) **Secure Authentication:** Methods used to verify the identity of a user, ensuring that only authorized individuals can access sensitive information. This includes passwords, biometrics, and multi-factor authentication.
- (k) **Security Incidents:** Events that indicate a possible breach of information security policies or failure of safeguards, which may compromise the confidentiality, integrity, or availability of information resources.
- (l) **DTS Department:** The department responsible for preparing and distributing information security manuals and ensuring staff are aware of security policies and procedures.

4.4. Requirements and Responsibilities

4.4-1. Management Responsibilities

- (a) Oneida Nation management shall prioritize effective security awareness and training.
- (a) Management shall implement a robust security program with a strong awareness and training component.
- (b) The Digital Security Office shall be designated to oversee the security of Digital Information Resources.
- (c) The Digital Security Office shall ensure the security program is well-supported with adequate resources and budget.

4.4-2. Digital Security Office Responsibilities

- (b) Develop, implement, and maintain a Security Awareness and Training Plan (Plan).
- (c) Ensure the Plan documents the process for staff security training, education, and awareness.
- (d) Ensure staff understand their roles and responsibilities in protecting Information Resources.

- (e) Maintain continuous and engaging communication relevant to the information security management system (ISMS).

4.4-3. Training and Awareness:

- (a) Provide regular training, reference materials, and reminders to staff.
- (b) Training topics shall include:
 - (1) Oneida Nation's responsibilities for protecting Information Resources.
 - (2) Risks to Information Resources.
 - (3) Identifying social engineering attacks (e.g., phishing, phone scams).
 - (4) Secure use of Information Resources.
 - (5) Information security policies, procedures, and best practices.

4.4-4. Training Requirements:

- (a) New users shall attend an approved security awareness training class within 90 days of being granted access to Information Resources.
- (b) Staff shall receive role-specific training and verify their understanding and compliance.
- (c) Staff shall be trained to identify, report, and prevent security incidents.
- (d) Staff shall understand the importance of secure authentication and proper handling of sensitive information.
- (e) Security policies, procedures, and manuals shall be readily available for staff reference.
- (f) Staff shall attend annual security awareness training, with attendance records maintained.
- (g) Staff shall sign an acknowledgment of understanding Oneida Nation's security policies and procedures.

4.4-5. Additional Training Components:

- (a) The DTS Department shall prepare and distribute information security manuals.
- (b) Cloud computing security awareness training shall address multi-tenant, nationality, and cloud delivery models.
- (c) Staff shall be aware of BYOD risks and responsibilities.
- (d) Staff shall understand actions for standalone, lost, and misplaced equipment.

4.4-6. Digital Security Office Duties:

- (a) Conduct a skills gap analysis to identify training needs and develop an education roadmap.
- (b) Maintain a communication process for new security programs and updates.
- (c) Ensure staff responsible for implementing security safeguards receive formal training.
- (d) Provide periodic security reminders to keep staff updated on threats and best practices.
- (e) Collect and incorporate training feedback into future sessions.

4.5. Enforcement:

- (a) Any Staff member found to have violated this rule may be subject to disciplinary action, up to and including termination.

4.6. References:

- a) COBIT EDM01.03, APO02.08, APO07.12-13, APO12.02, APO12.07, APO13.07, MEA02.11
- b) GDPR Article 25, 32
- c) HIPAA 164.308(a)(5)(i), 164.308(a)(5)(ii)(A), 164.308(a)(5)(ii)(D)
- d) ISO 27001 7.3, A.5.23, A.6.3, A.8.7, A.8.16
- e) NIST SP 800-37 3.3, 3.4, 3.5, 3.7
- f) NIST SP 800-53 AT-2, AT-3, CP-3, IR-2, PM-13, SI-3, SI-4(24), SR-1
- g) NIST Cybersecurity Framework ID.GV-1, PR.AT-1-5, DE.DP-1, RS.RP-1, RS.MI-2
- h) PCI 6.2.2, 9.1.1, 12.10.4, A3.1.4

End.

Original effective date: [add effective date established by authorized entity] (Certified by LOC on)

Summary Report for Security Awareness Rule

Original effective date: Ten days after rule adoption.

Amendment effective date:

Name of Rule: Security Awareness Training

Name of law being interpreted: Technology Resources Law

Rule Number: 4

Other Laws or Rules that may be affected: n/a

Brief Summary of the proposed rule: A robust security program requires that staff are trained in security policies, procedures, and technical controls. Oneida Nation staff who manage digital information must possess the skills required for their roles.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis for Security Awareness

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs	N/A	\$0.00
Personnel	N/A	\$0.00
Office	N/A	\$0.00
Documentation Costs	N/A	\$0.00
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Estimated 3 months to 9 months	
Other, please explain		
Total	Annual Net Revenue	\$0.00



Statement of Effect

Technology Resources Law Rule No. 4 – Security Awareness Training

Summary

The Technology Resources Law Rule No. 4 – Security Awareness Training ensure that security awareness and training measures safeguard Information Resources, maintaining their availability, confidentiality, and integrity.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: March 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation's laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority.[1 O.C. 106.3-1(a)].

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. [2 O.C. 215.1-1]. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. [2 O.C. 215.1-2]. Allowing limited personal use of these tools helps enhance the quality of the workplace and helps the Nation to retain highly qualified and skilled workers and officials, as well as to develop the technological skills of the community. *Id.* Pursuant to this law, users are permitted limited use of technology resources of the Nation for personal needs if the use does not interfere with the authorized duties of the user or official business of the Nation. *Id.* The Technology Resources law does not create a right to use technology resources of the Nation for personal use. [2 O.C. 215.1-2(a)]. The Technology Resources law in no way limits use of technology resources to fulfill authorized duties. [2 O.C. 215.9-1].

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. [2 O.C. 215.1-2(b)].

The purpose of the Technology Resources Law Rule No. 4 – Security Awareness Training (“the Rule”) is to ensure that security awareness and training measures safeguard Information Resources, maintaining their availability, confidentiality, and integrity. [Rule 4.1-1]. The Rule addresses:

- Requirements and Responsibilities [Rule 4.4];
- Enforcement [Rule 4.5]; and
- References [Rule 4.6].

Conclusion

There are no legal bars to adopting the Technology Resources Law Rule No. 4 – Security Awareness Training.



Title 2. Employment – Chapter 215 TECHNOLOGY RESOURCES LAW Rule #008 – Third Party Providers

8.1 Purpose and Authority
8.2 Adoption, Amendment and Repeal
8.3 Definitions
8.4 Digital Security Dept Responsibilities
8.5 Scope
8.6 Third Party Service Provider Reqs
8.7 Enforcement
8.8 References

8.1 Purpose and Authority

8.1-1. Purpose. Third party service providers are integral to supporting Oneida Nation's infrastructure and information services. In some cases, these providers may collect, store, and maintain Sensitive Information. This rule establishes guidelines to limit and control third party service providers to minimize risks such as revenue loss, liability, loss of trust, and embarrassment to Oneida Nation, while ensuring the responsible use of company information and resources.

8.1-2. Authority. The Technology Resources Law delegates rulemaking authority to the Digital Security Department pursuant to the Administrative Rulemaking law.

8.2 Adoption, Amendment and Repeal

8.2-1. This rule was adopted by the Oneida Nation Business Committee in accordance with the procedures of the Administrative Rulemaking law.

8.2-2. This rule may be amended or repealed by the Digital Security Department and/or the Oneida Nation Business Committee pursuant to the procedures set out in the Administrative Rulemaking law.

8.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

8.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

8.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to third party providers as outlined in the Technology Resources Law.

8.3 Definitions

8.3-1. This section shall govern the definitions of words and phrases used within this rule. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) Third Party Service Provider: Any external entity contracted to collect, store, process, manage, or dispose of Oneida Nation's information.
- (b) Sensitive Information: Confidential or proprietary data owned by Oneida Nation or its customers.
- (c) Information Resources: DTS systems, networks, applications, and data managed by Oneida Nation.

(d) Digital Security Office: The department or personnel responsible for overseeing DTS operations and third party assessments.

(e) Cyber Security Risk Assessment (CSRA): A process of identifying, analyzing, and prioritizing potential threats and vulnerabilities to an organization's information systems, data, and digital infrastructure to reduce the likelihood and impact of cyberattacks.

8.4 Digital Security Office Responsibilities

8.4-1. The Digital Security Office shall ensure:

- (a) Maintain a list of all third party service providers and their services as they relate to digital technology.
- (b) Retain records of assessments and audits of third party service providers.
- (c) Assign a DTS point of contact to ensure compliance with this rule.
- (d) Monitor and enforce third party adherence to applicable Oneida Nation policies and agreements.
- (e) Cyber security risk assessments are conducted during the purchasing process and repeated as necessary such as when the scope of products, services, or technology changes.

8.5 Scope

8.5-1. This rule applies to all Oneida Nation Staff responsible for reviewing, purchasing, installing, operating, or maintaining digital information resources, and to all third party service providers handling Oneida Nation information.

8.5-2. Third party service providers with remote or on-site access to Oneida Nation systems shall comply with this rule, regardless of location.

8.6 Third Party Service Provider Requirements

8.6-1. Due Diligence.

- (a) Prior to engagement, Oneida Nation Staff shall conduct due diligence on third party service providers, including background checks, business history, and experience with similar engagements.

8.6.2. Rule Compliance.

- (a) Service providers shall comply with all applicable Oneida Nation policies, including but not limited to:

- (1) Acceptable Use Rule
- (2) Password Policy
- (3) Vendor Remote Access Rule

8.6.3. Agreement Specifications.

- (a) Agreements with service providers shall include:
 - (1) Confidentiality clauses protecting Oneida Nation and customer information.
 - (2) Controlled access to Information Resources.
 - (3) Methods for protecting Information Resources.
 - (4) Acceptable processes for return, destruction, or disposal of Oneida Nation information at agreement end.
 - (5) Restriction of information use to the purpose of the agreement only.
 - (6) Prohibition on using or sharing Oneida Nation information for other purposes.

(7) Defined service levels (SLA) and change control processes.

(b) Service providers shall notify Oneida Nation within five (5) working days of a security breach, with Oneida Nation reserving the right to terminate the agreement. If customer information is involved, the provider shall cover remediation costs, including customer notifications and one year of free credit monitoring.

8.6.4. Staff Management

(a) Service providers shall provide and update a list of staff working on Oneida Nation services within 24 hours of changes.

(b) On-site provider staff shall obtain and display Oneida Nation identification badges, returning them upon departure.

(c) Staff handling Sensitive Information shall be cleared and have access activated only when needed, deactivated post-service.

8.6.5. Access Controls

(a) Remote access accounts shall be enabled only during use and disabled when not needed, with unique credentials per client.

(b) Access to Information Systems shall be monitored and comply with the Oneida Nation Password policy.

(c) Major activities shall be logged in the Third Party Service Provider Log, including personnel changes, password updates, and milestones.

8.6-6. Security and Incident Reporting.

(a) Service provider personnel shall report security incidents to Oneida Nation immediately.

(b) Incident management responsibilities shall be outlined in the agreement if applicable.

(c) Health information handling requires online and print descriptions of security and privacy safeguards.

8.6-7. Termination Procedures.

(a) Upon staff departure or agreement termination, Sensitive Information shall be returned or destroyed within 24 hours, with written certification provided.

(b) All Oneida Nation badges, access cards, and equipment shall be surrendered immediately, with exceptions documented by management.

8.6-8. Auditing and Ethical Use.

(a) Service providers shall comply with state and Oneida Nation auditing requirements.

(b) Agreements shall include security controls (e.g., encryption, access restrictions) to prevent data breaches or misuse.

8.7 Enforcement

8.7-1. Any Oneida Nation Staff member violating this rule may face disciplinary action, up to and including termination.

8.8. References

(a) COBIT APO09.05, APO10.05, APO12.02, APO13.07, BAI02.05-06, DSS01.05, DSS05.07

(b) GDPR Article 25, 26, 28, 32

(c) HIPAA 164.308(a)(1)(ii)(A), 164.308(b)(4), 164.502(b)(1), ARRA 13404(b), ARRA 13405(b)

- (d) ISO 27001 8.1, A.8.12, A.8.21, A.8.30
- (e) NIST SP 800-37 3.3, 3.7
- (f) NIST SP 800-53 CM-4, IR-4, PM-30, PS-7, RA-9, SA-4, SA-10-12, SA-15, SA-17, SR-1
- (g) NIST Cybersecurity Framework ID.AM-4-6, ID.BE-4, ID.RA-4, ID.RM-1, ID.SC-3-4, DE.CM-6
- (h) PCI 12.5.2, A1.1.1, A2.1.2-3, PCI Software Security Framework

End.

Original effective date: [add effective date established by authorized entity] (Certified by LOC on)

Summary Report for Third Party Providers Rule

Original effective date: Ten days after rule adoption.

Amendment effective date:

Name of Rule: Third Party Providers

Name of law being interpreted: Technology Resources Law

Rule Number: 8

Other Laws or Rules that may be affected:

Brief Summary of the proposed rule: Establish guidelines to limit and control third party service providers to minimize risks such as revenue loss, liability, loss of trust, and embarrassment to Oneida Nation, while ensuring the responsible use of the Tribe's information and resources.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis for Third Party Providers

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs	N/A	\$0.00
Personnel	N/A	\$0.00
Office	N/A	\$0.00
Documentation Costs	N/A	\$0.00
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Estimated 3 months to 9 months	
Other, please explain		
Total	Annual Net Revenue	\$0.00



Statement of Effect

Technology Resources Law Rule No. 8 – Third Party Providers

Summary

The Technology Resources Law Rule No. 8 – Third Party Providers establishes guidelines to limit and control third party service providers to minimize risks such as revenue loss, liability, loss of trust, and embarrassment to Oneida Nation, while ensuring the responsible use of company information and resources.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: March 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation's laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority. [1 O.C. 106.3-1(a)].

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. [2 O.C. 215.1-1]. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. [2 O.C. 215.1-2]. Allowing limited personal use of these tools helps enhance the quality of the workplace and helps the Nation to retain highly qualified and skilled workers and officials, as well as to develop the technological skills of the community. *Id.* Pursuant to this law, users are permitted limited use of technology resources of the Nation for personal needs if the use does not interfere with the authorized duties of the user or official business of the Nation. *Id.* The Technology Resources law does not create a right to use technology resources of the Nation for personal use. [2 O.C. 215.1-2(a)]. The Technology Resources law in no way limits use of technology resources to fulfill authorized duties. [2 O.C. 215.9-1].

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. [2 O.C. 215.1-2(b)].

The purpose of the Technology Resources Law Rule No. 8 – Third Party Providers (“the Rule”) is to establish guidelines to limit and control third party service providers to minimize risks such as revenue loss, liability, loss of trust, and embarrassment to Oneida Nation, while ensuring the responsible use of company information and resources. [Rule 8.1-1]. The Rule addresses:

- Digital Security Department Responsibilities [Rule 8.4];
- Scope [Rule 8.5];
- Third Party Service Provider Requirements [Rule 8.6];
- Enforcement [Rule 8.7]; and
- References [Rule 8.8].

Conclusion

There are no legal bars to adopting the Technology Resources Law Rule No. 8 – Third Party Providers.



Title 2. Employment – Chapter 215 TECHNOLOGY RESOURCES LAW Rule #009 – Generative AI Usage

9.1 Purpose and Authority
9.2 Adoption, Amendment and Repeal
9.3 Definitions
9.4 Digital Security Dept Responsibilities
9.5 Scope
9.6 Usage Options
9.7 Prohibited Activities
9.8 References

9.1 Purpose and Authority

9.1-1. Purpose. With the increasing popularity of generative AI services such as OpenAI's ChatGPT and DeepSeek, as well as other AI tools and applications, it has become necessary to outline the proper use of such technologies while working at Oneida Nation. While we remain committed to adopting new technologies to aid our mission when possible, we also understand the risks and limitations of AI and want to ensure responsible use. Our goal is to protect employees, clients, suppliers, customers, and the Nation from harm, while leveraging AI to enhance efficiency, innovation, and competitive advantage.

9.1-2. Authority. The Technology Resources Law delegates rulemaking authority to the Digital Security Department pursuant to the Administrative Rulemaking law.

9.2 Adoption, Amendment and Repeal

9.2-1. This rule was adopted by the Oneida Nation Business Committee in accordance with the procedures of the Administrative Rulemaking law.

9.2-2. This rule may be amended or repealed by the Digital Security Department and/or the Oneida Nation Business Committee pursuant to the procedures set out in the Administrative Rulemaking law.

9.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

9.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

9.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to the use of AI technologies.

9.3 Definitions

9.3-1. This section shall govern the definitions of words and phrases used within this rule. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) AI Generated Content: Content created by AI tools.
- (b) AI Tools: Systems that use artificial intelligence to generate content, analyze data, or automate tasks, including but not limited to generative AI chatbots (e.g., ChatGPT), image generators, and data analysis platforms.
- (c) Approved AI Tools: AI tools authorized for use by Oneida Nation staff.
- (d) Digital Security Department: The department responsible for overseeing the implementation and maintenance of digital security policies and procedures.
- (e) Proprietary Company Data: Confidential or sensitive information owned by Oneida Nation.

9.4 Digital Security Office Responsibilities

9.4-1. The Digital Security Office shall ensure:

- (a) Rules, policies, and procedures manage the process of using AI tools responsibly.
- (b) Rules, policies, and procedures prevent staff from sharing proprietary company data with AI tools.
- (c) Procedures advise staff on the proper use of AI tools and the importance of verifying AI-generated content. This includes providing mandatory annual training on AI tool usage, risks, and verification processes.
- (d) Rules, Policies, and procedures indicate when AI tools shall be supplemented with additional access controls. Examples of additional access controls include multi-factor authentication, encryption, or restricting access to authorized personnel only.

9.5 Scope

9.5-1. This rule applies to all Oneida Nation employees and contractors and to all work associated with Oneida Nation that those employees perform, whether on or off company premises.

9.5-2. Employees using AI tools on personal devices or remote networks shall comply with Digital Security Department guidelines for secure access and data protection.

9.6 Usage Options

9.6-1. Limited Use.

- (a) Limited use of AI tools approved by the Digital Technology Services Department will be allowed while performing work for Oneida Nation with the approval of your supervisor. Oneida Nation system credentials should be used to create an account with this technology. Company data may be submitted (copied, typed, etc.) into this platform.
- (b) Employees wishing to use AI tools shall inform their supervisor for prior approval explaining how the tool will be used.
- (c) All AI-generated content shall be reviewed for accuracy before relying on it for work purposes. If a reliable source cannot be found to verify factual information generated by the AI tool, that information cannot be used for work purposes. Verification requires

cross-checking AI-generated content against reliable, independent sources or expert review, documented as part of the approval process.

9.6.2 Acceptable Use Examples:

- (a) For general-knowledge questions meant to enhance your understanding of a work-related topic.
- (b) To brainstorm ideas related to projects you are working on.
- (c) To create formulas for Excel spreadsheets or similar programs.
- (d) To develop or debug code, to be verified before deployment.
- (e) To draft an email or letter.
- (f) To summarize online research or to create outlines for content projects to assist in full coverage of a topic. Only content written by employees may be included in a final product.
- (g) To generate initial drafts of reports or presentations.
- (h) To translate work-related documents for review.

9.6.2. Restricted Use.

- (a) Use of AI tools will be allowed while performing work for Oneida Nation only with prior approval by the Digital Security Department. Oneida Nation system credentials should not be used to create an account with this technology. Company data should not be submitted (copied, typed, etc.) into these platforms. Restricted Use applies to experimental or unvetted AI tools, requiring additional Digital Security Department evaluation for security and compliance.
- (b) Employees wishing to use AI tools shall inform their supervisor for prior approval explaining how the tool will be used.
- (c) All AI-generated content shall be reviewed for accuracy before relying on it for work purposes. If a reliable source cannot be found to verify factual information generated by the AI tool, that information cannot be used for work purposes. Verification requires cross-checking AI-generated content against reliable, independent sources or expert review, documented as part of the approval process.

9.6.3. Ethical Use.

- (a) Employees shall use AI tools in accordance with all Oneida Nation's conduct and antidiscrimination policies. These technologies shall not be used to create content that is inappropriate, discriminatory, or otherwise harmful to others or the company. Such use will result in disciplinary action, up to and including termination. Employees shall report suspected unethical use of AI tools to the Digital Technology Services Department or a designated ethics officer within 24 hours.

9.7 Prohibited Activities

9.7-1. Employees shall not engage in dangerous, illegal, or discriminatory activities or otherwise violate applicable law or regulations. This includes generating or distributing content that:

- (a) Relates to child sexual abuse or exploitation.
- (b) Facilitates violent extremism or terrorism.
- (c) Facilitates non-consensual intimate imagery.
- (d) Facilitates self-harm.
- (e) Facilitates illegal activities or violations of the law, such as providing instructions for synthesizing or accessing illegal or regulated substances, goods, or services.

(f) Violates the rights of others, including privacy and intellectual property rights, such as using personal data or biometrics without legally required consent.

(g) Tracks or monitors people without their consent.

(h) Makes automated decisions that have a materially detrimental impact on individual rights without human supervision in high-risk domains, such as such as employment decisions, healthcare services, financial allocations, or tribal governance processes affecting individual rights.

9.7-2. Employees shall not compromise the security of others' or Oneida Nation's services. This includes generating or distributing content that facilitates:

(a) Spam, phishing, or malware.

(b) Abuse of, harm to, interference with, or disruption to [Company Name]'s or others' infrastructure or services.

(c) Circumvention of abuse protections or safety filters, such as manipulating the model to contravene our policies.

9.7-3. Employees shall not engage in sexually explicit, violent, hateful, or harmful activities. This includes generating or distributing content that facilitates:

(a) Hatred or hate speech.

(b) Harassment, bullying, intimidation, abuse, discrimination, or the insulting of others.

(c) Violence or the incitement of violence.

(d) Sexually explicit content, such as content created for the purpose of pornography or sexual gratification.

9.7-4. Employees shall not engage in misinformation, misrepresentation, or misleading activities which includes fraud, scams, or other deceptive actions.

9.7-5. Employees shall not use AI tools in ways that perpetuate bias or discrimination, such as generating content that unfairly targets or misrepresents individuals or groups

9.8. Enforcement

- (a) Any violation of this rule will result in disciplinary action, up to and including termination.

9.9. References

- (a) HIPAA Rule 45 CFR § 164.502, 45 CFR § 164.308, 45 CFR § 164.508

End.

Original effective date: [add effective date established by authorized entity] (Certified by LOC on)

Summary Report for Generative AI Usage Rule

Original effective date: Ten days after rule adoption.

Amendment effective date:

Name of Rule: Generative AI Usage

Name of law being interpreted: Technology Resources Law

Rule Number: 9

Other Laws or Rules that may be affected:

Brief Summary of the proposed rule: With the increasing popularity of generative AI chatbots such as OpenAI's ChatGPT and DeepSeek, as well as other AI tools and applications, this rule outlines the proper use of such technologies while working at Oneida Nation.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*

Financial Analysis for Generative AI Usage

Type of Cost	Description/Comment	Dollar Amount
Start Up	N/A	\$0.00
Personnel	N/A	\$0.00
Office	N/A	\$0.00
Documentation	N/A	\$0.00
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Estimated 3 months to 9 months	
Other, please explain		
Total	Annual Net Revenue	\$0.00



Statement of Effect

Technology Resources Law Rule No. 9 – Generative AI Usage

Summary

The Technology Resources Law Rule No. 9 – Generative AI Usage outlines proper use of Artificial Intelligence (AI) technologies while working for the Nation.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: March 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation’s laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority. [1 O.C. 106.3-1(a)].

The Technology Resources law regulates the usage of technology resources and processed data owned and operated by the Nation. [2 O.C. 215.1-1]. It is the policy of the Nation to provide its community and employees access to the tools necessary to participate in a technological society. [2 O.C. 215.1-2]. Allowing limited personal use of these tools helps enhance the quality of the workplace and helps the Nation to retain highly qualified and skilled workers and officials, as well as to develop the technological skills of the community. *Id.* Pursuant to this law, users are permitted limited use of technology resources of the Nation for personal needs if the use does not interfere with the authorized duties of the user or official business of the Nation. *Id.* The Technology Resources law does not create a right to use technology resources of the Nation for personal use. [2 O.C. 215.1-2(a)]. The Technology Resources law in no way limits use of technology resources to fulfill authorized duties. [2 O.C. 215.9-1].

The Technology Resources law provides that the Digital Technology Services (“DTS”) is delegated administrative rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation. [2 O.C. 215.1-2(b)].

The purpose of the Technology Resources Law Rule No. 9 – Generative AI Usage (“the Rule”) is to establish proper use of Artificial Intelligence (AI) technologies while working for the Nation. [Rule 8.1-1]. This Rule sets out to protect employees, clients, suppliers, customers, and the Nation from harm, while leveraging AI to enhance efficiency, innovation, and competitive advantage. *Id.*

The Rule addresses:

- Digital Security Department Responsibilities [Rule 9.4];
- Scope [Rule 9.5];
- Usage Options [Rule 9.6];
- Prohibited Activities [Rule 9.7];
- Enforcement [Rule 9.8];
- References [Rule 9.9].

Conclusion

There are no legal bars to adopting the Technology Resources Law Rule No. 9 – Generative AI Usage.



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



AGENDA REQUEST FORM

- 1) Request Date: 8/12/2026
- 2) Contact Person(s): Diane M. Wilson
Dept: Land Management
Phone Number: 920-869-6614 Email: dwilson@oneidanation.org
- 3) Agenda Title: Real Property Law Rule 3. Easement Amendment
- 4) Detailed description of the item and the reason/justification it is being brought before the LOC:
Fee waiver for easements needed for Oneida development projects and
easements needed for title corrective documentation. Additional change
regarding release of owners contact information for individual trust
properties.

List any supporting materials included and submitted with the Agenda Request Form

- 1) Director memo
- 2) Land Commission minutes/Summary Report
- 3) Redline and clean amendment
- 4) Public Meeting notice & sign in
- 5) Please list any laws, policies or resolutions that might be affected:
Real Property Law
- 6) Please list all other departments or person(s) you have brought your concern to:
Land Commission, Law Office, Intergovernmental Affairs
- 7) Do you consider this request urgent? ☒ Yes ☐ No
If yes, please indicate why:
Pending development and title clean up need

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

Signature of Requester:

Diane M. Wilson

Please send this form and all supporting materials to:

LOC@oneidanation.org

or

Legislative Operating Committee (LOC)

P.O. Box 365
Oneida, WI 54155
Phone 920-869-4376



TO: Legislative Operating Committee (LOC)
 FROM: Clorissa N. Leeman, Legislative Reference Office, Senior Staff Attorney
 DATE: August 19, 2026
 RE: Certification of Real Property Law Rule No. 3 – Easements

Background

The Legislative Operating Committee received the certification packet provided for the Real Property Law Rule No. 3 – Easements (“the Rule”).

The Legislative Operating Committee is responsible for certifying a proposed rule after determining the authorized agency has complied with the requirements for certification stated in section 106.7-2 of the Administrative Rulemaking law, and forwarding the rule to the Oneida Business Committee for consideration of adoption. [1 O.C. 106.7-3].

Certification by the Legislative Operating Committee means:

- The certification packets provided for the Rule contained all documentation required by the Administrative Rulemaking law for a complete administrative record;
- The promulgation of the Rule complied with the procedural requirements contained in the Administrative Rulemaking law; and
- The Rule did not exceed the rulemaking authority granted under the law for which the Rule is being promulgated. [1 O.C. 106.7-2].

The Legislative Operating Committee is now being asked to consider the certification of the Rule.

Administrative Rulemaking Authority

The Real Property law provides regulations and procedures for the transfer, control and management of all Tribal land; and integrates these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold concurrent jurisdiction. [6 O. C. 601.1-1]. It is the policy of the Nation to set out the responsibilities and expectations for purchasing and managing real property on behalf of the Nation and to provide real property holder’s rights and responsibilities. [6 O. C. 601.1-2].

The Real Property law delegates joint administrative rulemaking authority to the Oneida Land Commission and Land Management to address the issuance of easements. [6 O. C. 601.5-2(e)(1), 601.5-3(b)(1)]. The Real Property law provides that it is the Oneida Land Commission that is ultimately responsible for the approval or denial of all easements. [6 O. C. 601.5-2(b)]. Land Management is responsible for processing requests for easements. [6 O. C. 601.5-3(h)].

Summary of Real Property Law Rule No. 3 – Easements

The purpose of the Real Property Law Rule No. 3 – Easements (“the Rule”) is to provide procedures for granting easements over, under and across tribal lands in order to best protect the interests of the Oneida Nation, and also addresses how Land Management facilitates the processing of easements on individual trust land. [Rule 3.1-1].

The amendments to this Rule addresses:

- Requires the application form to include a note that fees are waived for easements needed for development and/or title clean up driven by the Nation. [Rule 3.5-1(g)];
- Address individual trust land easement requests by providing requests for an easement on individual trust land directly to the individual trust land owners, instead of providing the requestor with the names of the individual trust land owners; and providing that land owners consent will be requested upon negotiated value, and that Land Management will only compile information to be submitted to the Bureau of Indian Affairs for their discretionary approval. [Rule 3.9-1]; and
- Make other minor drafting changes throughout the Rule.

Eligibility for Certification by the Legislative Operating Committee

The materials submitted by Land Management for the certification of the Rule have been reviewed, and this section of the memorandum provides conclusions regarding the eligibility of the Rules for certification by the Legislative Operating Committee.

Complete Administrative Record

The certification packet provided by the Land Management for the Rule did contain all documentation required by the Administrative Rulemaking law for a complete administrative record. Below, please find a chart of the required documentation for the administrative record:

Administrative Record Documents	Submitted
Memo from the authorized agency’s highest level of management approving the proposed rule.	Yes
Minutes from the authorized agency’s meeting during which the proposed rule was an agenda item.	Yes
Memo provided by the authorized agency containing the rule’s procedural timeline including the dates the requirements of this law were fulfilled.	Yes
Summary Report: ▪ Document containing summary information; ▪ Statement of Effect from Legislative Reference Office; and ▪ Fiscal Impact Statement.	Yes
Draft of proposed Rule (Clean)	Yes

Draft of proposed rule that went to public meeting if the rule changed after the public meeting.	No change after public meeting.
If the rule is being amended, redline drafts from the currently effective rule illustrating the proposed amendments.	Yes
Public Meeting Notice	Yes
Public Meeting Sign in sheet	Yes
A memorandum provided by the authorized agency containing the public comments that were received, both orally and written, and the authorized agency's response to each comment	N/A
The effective dates of the original rule and any rule amendments subsequently made as established by the authorized agency.	N/A

Compliance with Procedural Requirements

Based on the information provided by Land Management, the promulgation of the Rule did comply with the procedural requirements contained in the Administrative Rulemaking law.

Compliance with Rulemaking Authority

Based upon a review of the Rule, the Rule did not exceed the rulemaking authority granted under the Real Property law.

Conclusion

The Rule provided by Land Management is eligible for certification by the Legislative Operating Committee under section 106.7-2 of the Administrative Rulemaking law.

Requested Action

- Certify the Real Property Law Rule No. 3 – Easements and forward to the Oneida Business Committee.

To: Legislative Operating Committee
From: Eric McLester, Division Director *EMc*
Date: August 3, 2026
Re: Easement Rule #3 Amendments

A Public Meeting notice was published in the June edition of the Kalihwisaks (see attached). As stated on the notice, the Public Meeting was held on June 15, 2026 at 1:15 P.M. in the Land Management Conference Room, 470 Airport Drive, Oneida.

There were 3 staff members present and no guests attended. A copy of the sign in sheet is attached as well.

The Public Meeting comment period was open until June 25th. There were no submissions received.

A copy of the Summary Report, Financial Analysis and redline version of the existing rule are attached to this memo.

The existing rule was effective on 2/26/2025. Please advise if there is additional information needed.



Oneida Land Commission

Regular Meeting
5:00 p.m. Monday, December 22, 2025
Little Bear Conference Room & Microsoft Teams

Minutes

Present: Chair Sidney White, Vice Chair Frederick Muscavitch, Secretary Gina Powless-Buenrostro, Commissioners: Patricia Cornelius, Tina Danforth, Donald McLester.

Excused: N/A

Arrived at: N/A

Others Present: Brooke Doxtator, Victoria Flowers (Teams), Lauren Hartman (Teams), Sheila Huntington (Teams), Krystal John (Teams), Eric McLester, Diane Wilson;

I. CALL TO ORDER AND ROLL CALL

Meeting called to order by Chair Sidney White at 5:00 p.m.

II. ADOPT THE AGENDA

Motion by Patricia Cornelius to adopt the agenda with one addition [1) IX.D.4. Fee to Trust Priorities], seconded by Donald McLester. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

III. TASK LIST

- A. New York Land
 - 1. Hunting
 - 2. Eminent Domain
- B. Realtor Backup
- C. Developer Agreement
- D. Hudson Road
- E. Add Zero Dollar Lease Criteria
- F. Monthly Meeting Amendment
- G. Research on Executive Session Actions
- H. OLC Trainings:
 - 1. January 14, 2026 @ 1:00 p.m.
 - 2. February 11, 2026 @ 1:00 p.m.
 - 3. March 11, 2026 @ 1:00 p.m.
- I. OLC Probate Hearings:
 - 1. January 26, 2026 @ 3:15 p.m.
 - 2. February 23, 2026 @ 3:15 p.m.
- J. First-time Home Ownership Report – CHD to provide in January
- K. Auction Standard Operating Procedure – provide at end of January

IV. READING OF MINUTES

A. Approve the December 10, 2025, regular Oneida Land Commission meeting minutes

Sponsor: Gina Powless-Buenrostro

Motion by Patricia Cornelius to approve the December 10, 2025, regular Oneida Land Commission meeting minutes with the correction to Sid and Gina being in person and the 1st training only being half completed, seconded by Donald McLester. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

V. TABLED BUSINESS

VI. OLD BUSINESS

VII. NEW BUSINESS

A. Approve easement rule for further legislative processing

Sponsor: Diane Wilson

Motion by Gina Powless-Buenrostro to approve the easement rule for further legislative processing, seconded by Donald McLester. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

For the record: Gina Powless-Buenrostro wants noted that the tribe is working on a new inter-governmental agreement that would put us in a better position to work with other municipalities to get utilities onto our land.

VIII. REPORTS (FY-25 DEADLINES Q1-FEB 4, SEMI-ANNUAL-APR, Q2-MAY 6, Q3-AUG 5, ANNUAL-OCT, Q4-NOV 4)

Motion by Donald McLester to go into executive session at 5:21 p.m., seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

Motion by Gina Powless-Buenrostro to come out of executive session at 6:59 p.m., seconded by Donald McLester. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

IX. EXECUTIVE SESSION

A. PROBATES

B. LEASES

1. Determine next steps regarding Commercial Lease File # 10202501C

Sponsor: Sheila Huntington

Motion by Gina Powless-Buenrostro to approve the Commercial Lease for File # 10202501C Triple Net for the Lamar Companies to lease for a 3-year term beginning January 1, 2026, and ending December 31, 2028, with their rent of [REDACTED] annually plus 15% of the sales and an option for an additional 3-year term with an increase to the following CPI or [REDACTED] increase whichever is greater, with the corrections contingent on a legal review with the Oneida Law Office, seconded by Tina Danforth. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

C. ACQUISITIONS

1. Accept Land Acquisition Summary Report

Sponsor: Lauren Hartman

Motion by Gina Powless-Buenrostro to accept the Land Acquisition Summary Report, seconded by Donald McLester. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

2. Approve Final Report for File # 072501V

Sponsor: Lauren Hartman

Motion by Donald McLester to approve the Final Report for File # 072501V, correcting the property type from commercial to residential, seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

3. Approve Final Report for File # 072509R

Sponsor: Lauren Hartman

Motion by Donald McLester to approve the Final Report for File # 072509R, correcting the property type from commercial to residential and the acreage to 0.588, seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

4. Determine next steps regarding File # 122514C

Sponsor: Lauren Hartman

Motion by Tina Danforth to [REDACTED] for the residential parcels B, C, D, and E only, seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

5. Determine next steps regarding File # 122520A

Sponsor: Lauren Hartman

Motion by Gina Powless-Buenrostro to request more information (agricultural lease, residential lease, right of first refusal and any other pertinent information) regarding the history and defer File # 122520A to the next meeting, seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

D. DISCUSSION

1. Real Property Law Amendments

Sponsor: Frederick Muscavitch

Motion by Gina Powless-Buenrostro to request the Boards, Committees and Commissions Supervisor to request an invite to the LOC work meetings regarding the Real Property Law, seconded by Frederick Muscavitch. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

Motion by Gina Powless-Buenrostro to request the Attorney Krystal John to determine if she has a conflict of interest regarding filing a declaratory order for the Oneida Land Commission and to provide a response in writing including the basis for her response, seconded by Tina Danforth. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

Motion by Gina Powless-Buenrostro that the response from Krystal John be included on the agenda at the next meeting, seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

2. Confidential Items

Sponsor: Frederick Muscavitch

Motion by Gina Powless-Buenrostro to request the Director to bring back a proposal for Land Acquisition Manager or Trainee to the next meeting, seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

3. Other

Sponsor: Frederick Muscavitch

Motion by Frederick Muscavitch to request the Director budget for OLC travel and training for \$10,000 for FY26, seconded by Patricia Cornelius. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch

Motion by Frederick Muscavitch to authorize Tina Danforth to call Chairman Tehassi Hill to find out what is going on with the New York properties, seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

4. Fee to Trust Priorities

Sponsor: Eric McLester

Motion by Gina Powless-Buenrostro to direct the Director, Eric McLester, to bring back options (ex. homeownership, vacant, home rent, longest lease, location, cost) to the 2nd meeting in January, seconded by Frederick Muscavitch. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

X. ADJOURNMENT

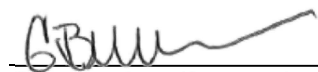
Motion by Donald McLester to adjourn at 7:23 p.m., seconded by Gina Powless-Buenrostro. Motion carried:

Ayes: Patricia Cornelius, Tina Danforth, Donald McLester, Frederick Muscavitch, Gina Powless-Buenrostro

Roll call for the record:

Present: Chair Sidney White, Vice Chair Frederick Muscavitch, Commissioners: Patricia Cornelius, Tina Danforth, Donald McLester, Gina Powless-Buenrostro

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor.
Minutes approved January 14, 2026.



Gina Powless-Buenrostro, Secretary
Oneida Land Commission

Summary Report for Easement Rule 3 Amendment

Original effective date: 02-26-2025

Amendment effective date: tbd

Name of Rule: Easements

Name of law being interpreted: Real Property

Rule Number: 3

Other Laws or Rules that may be affected: none

Brief Summary of the proposed rule: Exclusion of application and processing fee for easements in Oneida developments and in title clean up situations.

Revision of language in processing individual trust property easements regarding the release of ownership information to requestor. Oneida realty staff is to be the agent for the individual trust owner in compliance with Self Governance compact with Bureau of Indian Affairs.

Statement of Effect: Obtained after requesting from the Legislative Reference Office.

Financial Analysis: See Attached.

Note: *In addition- the agency must send a written request to each entity which may be affected by the rule- asking that they provide information about how the rule would financially affect them. The agency must include each entity's response in the financial analysis. If the agency does not receive a response within 10 business days after the request is made, the financial analysis can note which entities did not provide a response.*



Title 6. Property and Land Real Property – Chapter 601 Rule #3 – Easements

- 3.1 Purpose and Authority
- 3.2 Adoption, Amendment and Repeal
- 3.3 Definitions
- 3.4 Scope and Application
- 3.5 Requests for Easements on Tribal Land
- 3.6 Oneida Land Commission Preliminary Review
- 3.7 Land Commission Final Review
- 3.8 Easement Administration
- 3.9 Requests for Easements on Individual Trust Land
- 3.10 Recording Easements in ONROD

3.1 Purpose and Authority

3.1-1. *Purpose.* To provide procedures for granting easements over, under and across tribal lands in order to best protect the interests of the Oneida Nation. In addition, because the Nation is a self-governance Nation, this rule also addresses how Land Management facilitates the processing of easements on individual trust land.

3.1-2. *Authority.* The Real Property Law delegates rulemaking authority to the Environmental, Land, and Agriculture Division¹ and Land Commission pursuant to the Administrative Rulemaking law.

3.2 Adoption, Amendment and Repeal

3.2-1. This rule was adopted by the Land Commission in accordance with the procedures of the Administrative Rulemaking law.

3.2-2. This rule may be amended or repealed by the Environment, Land, and Agriculture Division and Land Commission pursuant to the procedures set out in the Administrative Rulemaking law.

3.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

3.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

3.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to easements.

3.3 Definitions

3.3-1. This section shall govern the definitions of words and phrases used within this rule provided that the definition section of the Real Property law shall also apply hereto. All words not defined herein shall be used in their ordinary and everyday sense.

(a) *Affidavit of Completion.* Means a legal document certifying as to the completion of

¹ The delegation of authority in the law was to Land Management and the Land Commission, however, since the law was adopted, Land Management has been rolled into a larger division, the Environmental, Land, and Agriculture Division, of which Land Management is now a department without separate management from the Division.

construction as related to the easement that acknowledges any known deviations from stated plans, permits or other approvals.

(b) *Applicant*. Means the third party requesting use of the Nation's land when requesting an easement on tribal land and means the individual trust land owner when an individual trust land owner is requesting BIA approval of an easement on their individual trust land.

(c) *AVSO*. Means the Appraisal and Valuation Services Office which is the federal administration within the Department of Interior charged with approving and conducting appraisals on federal land to ensure federal land transactions meet applicable fair market value consideration requirements.

(d) *Appraisal*. Means an expert assessment of the value of a requested easement based on the terms of a proposed easement.

(e) *BIA*. Means the Bureau of Indian Affairs, which is the federal administration within the Department of Interior charged with overseeing the government's trust responsibilities to indigenous governments and their citizens.

(f) *Easement Negotiation Summary Form*. Means the form used to aid the Land Commission in arriving at easement request decisions which, at a minimum, includes the appraised value of the easement, the legal description and map produced as a result of the survey, the offered consideration and the date Land Commission approved the easement use along with an excerpt of said meeting minutes.

(g) *Engineer's Affidavit*. Means a legal document completed by a licensed engineer that certifies a legal description provided in a survey document is accurate.

(h) *Grantee*. Means the recipient of an easement on tribal land in accordance with this Rule.

(i) *Internal Entity*. Means an entity of the Nation operating under the direction of the Oneida Business Committee and within the management structure of the Nation.

(j) *Organization*. Means an body of people with a particular purpose, especially a business, other local government or association.

(k) *Servient Property*. Means the parcel of land that is subject to an easement that benefits another parcel of land.

(l) *Survey*. Means a document that measures and records the boundaries, elevation levels and **angles** of a parcel of land.

(m) *Surveyor's Affidavit*. Means a legal document completed by a licensed surveyor that certifies a legal description provided in a survey document is accurate.

3.4 Scope and Application

3.4-1. *General Applicability*. The requirements of this rule shall apply **to** all requests for easements on tribal land and to all individual trust land owners' requests for BIA approval of easements on individual trust land located within the Oneida Nation reservation except that this rule shall not apply to:

(a) *Service Line Agreements*. The requirements of this rule shall not apply to utility service line agreements to cross or access the Nation's property for the purpose of connecting a landowner's property to the main utility line. Service line agreement templates shall be reviewed and approved by the Oneida Law Office, for legal contract review, and the Oneida Land Commission, for content approval, on an annual basis. Land Management staff are authorized to execute service line agreements using approved templates without seeking Oneida Law Office or Oneida Land Commission review and

approval of individual service line agreements provided that no revisions are made to the template document; if any revisions are made to the template document, the Oneida Law Office and Oneida Land Commission must provide their respective reviews and approvals before Land Management may execute the agreement. Land Management shall submit all service line agreements affecting tribal trust land to the BIA for filing in the Land Title and Records Office.

(b) *Internal Entity Easement Requests.* Internal requests will not be granted official easement documents provided that, if any internal entity easement request is approved by Oneida Land Commission, the granted easement must be platted on a recorded survey and registered in the Geographic Land Information System (GLIS), to the extent capable.

3.5 Applications for Easements on Tribal Land

3.5-1. *Application Form.* Applicants shall submit requests for easements using the Tribal Land Easement Request Form available on Land Management's website, at a minimum the form shall:

- (a) Notice the requestor that there is a twenty dollar (\$20) application fee for all applications;
- (b) Notice the requestor that there is a one hundred dollar (\$100) processing fee for easement applications received from individuals and a five hundred (\$500) for organizations that receive preliminary approval from the Land Commission pursuant to section 3.6;
- (c) Ask what requested use is and which parcels it affects;
- (d) Ask the requested duration of the requested use;
- (e) Ask the requested method of communication with applicant noting a preference for email communication; and
- (f) Ask whether there is a preliminary offer of consideration for the easement or a request for waived consideration.

~~(f)~~(g) *Note that fees are waived for easements needed for development and/or title clean up driven by the Nation.*

3.5-2. Upon receipt of an easement application, Land Management shall:

- (a) Send the request to the Land Assessment Team established in the LANDBAC Rule for feedback. The team members shall have five (5) business days to submit feedback.
- (b) Order a title report for the affected parcel.
- (c) Upon the close of the feedback period, prepare a recommendation explaining whether Land Management recommends Land Commission grant the easement for the requested use and duration for the consideration presented, or requested to be waived.
- (d) Submit Land Management's easement recommendation to the next available Oneida Land Commission agenda along with all feedback from the Land Assessment Team.
- (e) Provide the applicant with a copy of Land Management's recommendation and the date the recommendation will be the Land Commission agenda date with notice that Land Management will inform the applicant of the Oneida Land Commission's decision within five (5) business days of the meeting date.

3.6 Land Commission's Preliminary Review

3.6-1. *Land Commission Easement Decision.* When Land Management's easement recommendation is presented to Land Commission, the Land Commission shall:

- (a) Approve or deny the recommendation with regard to the requested use;
 - (b) Approve or deny the recommendation with regard to ~~the~~ the requested use duration;
- and

(c) Approve or deny the recommendation with regard to the requestor's proposed consideration. Specifically, if Land Commission wishes to waive the requirement for an appraisal and accept the offered consideration, Land Commission must inform Land Management at this meeting. If the use and duration are approved, then Land Management shall proceed with processing the application and collect the processing fee.

3.6-2. *Notice of Easement Decision.* Land Management shall notify the Applicant of the Land Commission's decisions concerning the easement request within five (5) business days of the Land Commission's meeting date.

(a) *Notice of Easement Decision Letter.* Land Management shall draft Notice of Easement Decision Letter for applicants that explains the decisions made by the Oneida Land Commission.

(1) If the land commission approved proceeding, the letter shall also include:

(A) Notice the applicant that the Applicant is responsible for all survey and appraisal costs and that survey and appraisal costs, regardless of whether an easement is ultimately granted or not;

(i) *Survey.* A survey is required to determine the correct legal description for the easement and that there are specific surveying requirements applicable to trust land. The legal description generated shall be confirmed in an Engineer's Affidavit or a Surveyor's Affidavit submitted to Land Management. Land Management shall advise whether a Land Use License is required to allow the applicant to complete the survey.

(ii) *Appraisal.* Land Management shall notice the applicant that Land Commission will not accept consideration offers for less than the full appraised value plus fifteen percent (15%) for any requested use that does not directly benefit the Oneida Nation and/or its citizens. For fee land, the Applicant may use any appraisal company to complete the appraisal, provided that, the Nation may elect to procure a competing appraisal for the purpose of price negotiation. The Nation orders appraisals on trust land. Land Management shall draft a scope of work to be submitted to the United States Department of Interior, Appraisal and Valuation Services Office for approval. When the scope of work is approved, Land Management shall order an appraisal from an appraiser qualified to perform appraisals on federal land. When the appraisal is received, Land Management shall forward the appraisal to ~~the applicant and~~ the Department of Interior AVSO for approval and forwarding to BIA.

(B) Land Management shall notice the applicant that Land Commission will not accept consideration offers for less than the full appraised value plus 15% for any requested use that does not directly benefit the Oneida Nation and/or its citizens;

(C) Notice that a Land Use Permit will be required from the Oneida Zoning Department and contact information for said department;

(D) If trust land, the BIA easement application documents;

(E) If the applicant is an organization and not an individual, notice that the applicant must submit:

(i) Organizational documents and by-laws;

- (ii) Evidence of Authority of Officers to Execute Papers form;
- (F) Notice that an Affidavit of Completion is required to be submitted when the work is complete.

3.7 Land Commission Final Review

3.7-1. *Land Management Preparation for Land Commission.* When the required documents are returned to Land Management in accordance with the noticed requirements, then Land Management shall:

- (a) *Draft Easement.* If the easement is on trust land, send the applicant the BIA template easement and inform the applicant that revisions may not be requested to the template. If the easement is on fee land, then Land Management shall prepare the draft easement using the Oneida Easement Template approved by the Oneida Land Commission.
- (b) *Consideration Confirmation.* If Land Commission has not approved a waiver of consideration, then Land Management shall ask the applicant to confirm their offered consideration for the easement after having received the appraisal and shall remind applicants that Land Commission will not accept consideration offers for less than the full appraised value plus 15% for any requested use that does not directly benefit the Oneida Nation and/or its citizens.
- (c) *Land Commission Submittal.* When the Applicant returns the required information, submit an Easement Negotiation Summary Form to Land Commission for their consideration, except for easements on trust land where Land Commission has already waived consideration. Easements on trust land where Land Commission has already waived consideration do not need to go back to Land Commission and can be routed to the BIA for their final review and approval with the minutes from the Oneida Land Commission meeting approving the easement use, duration and waiver of consideration.

3.7-2. *Land Commission Review of Trust Land Easements.* If the easement is for use of tribal trust land, then there are not revisions to consider to the easement document, so the only thing for Land Commission to consider is the offered consideration. Land Commission shall decide if it accepts the offered consideration or if it will counter with a different request for consideration.

- (a) *Consideration Agreement Not Reached.* If the applicant and Land Commission do not eventually reach an agreement as to consideration, then no easement shall be granted.
- (b) *Consideration Agreement Reached.* If the applicant and Land Commission do reach an agreement as to consideration, then Land Management shall forward the minutes from Land Commission's meetings approving the easement use, duration and consideration to the BIA for easement processing. When the BIA processing is complete, so long as there is nothing preventing approval, then consideration will have to be paid to the Nation with the Nation's confirmation of payment sent to the BIA before the BIA will return the approved and executed easement document to the parties.

3.7-3. *Land Commission Review of Fee Land Easements.* If the easement is for use of tribal fee land, then Land Management shall ensure that the easement document is in final draft form and consideration information from the applicant is presented to the Land Commission. Land Commission shall make decisions as to the minimum consideration the Land Commission will accept and whether Land Commission will require any revisions to the easement document.

- (a) *Agreement Not Reached.* If the applicant and Land Commission do not eventually reach an agreement as to consideration and easement documents, then no easement shall be granted.

(b) *Agreement Reached.* If the applicant and Land Commission do reach an agreement as to consideration and easement documents, then Land Management shall complete the easement documents pursuant to Land Commission's direction and circulate for signature. Land Management shall provide the applicant with the signed easement documents only after receiving payment of the agreed upon consideration.

3.7-4. *Authority to Sign Easement Documents.* The Environmental, Land, and Agriculture Division Director and/or his or her designee is hereby authorized to sign easement documents approved in accordance with this Rule on behalf of the Oneida Land Commission.

3.8. Easement Administration

3.8-1. *Land Data Sheet.* All executed easements shall be forwarded to the Land Management Deputy Director and/or his or her designee for the information to be entered into the affected parcel's Land Data Sheet. Any party with an agreement affecting the same parcel shall be noticed of the executed easement affecting the parcel by the Deputy Director, provided that where a parcel has both internal and external end users (i.e. a parcel assigned to Comprehensive Housing Division to be used for residential offerings by the Nation and thereafter assigned to an Oneida citizen in a residential lease) the Deputy Director shall notice the internal user and it will be the internal user's responsibility to notice their users.

3.8-2. *Easement Corrections.* In the event there is any error in an easement the erroneous easement must be extinguished and a new easement entered in accordance with the processes in this Rule, provided that the old easement may be extinguished within the new easement.

3.8-3. *Affidavit of Completion.* Upon receipt of the Affidavit of Completion, Land Management shall schedule an inspection of the affected parcel and shall document the parcel's condition at the time the work is complete.

(a) If there were bonding requirements and Land Management reports the parcel is in acceptable condition, Land Management shall return funds held as bond in accordance with the easement documents.

(b) If there were bonding requirements and Land Management reports the parcel is not in acceptable condition, Land Management shall afford the grantee an opportunity to make the necessary repairs to return the parcel to acceptable condition. If the grantee does not make the repairs within the timeframe allotted, Land Management may deduct the replacement cost of repairs from the funds held for bonding and shall return the remainder of the bonding deposit to the grantee. To the extent the repair cost of the damages exceeds the amount of bond held, the Nation may pursue the remainder of damages using any available means of debt collection wherein the grantee shall pay attorneys fees and other collection costs as incurred.

3.8-4. *Easement Close-Out.* When an easement term is complete, Land Management shall ensure the easement has been removed from title and shall inspect and record the condition of the property at easement expiration. If the property was not left in acceptable condition, Land Management shall consult the Oneida Law Office for potential enforcement of contractual terms that may have survived expiration of the easement.

3.9. Requests for Easements on Individual Trust Land

3.9-1. *Individual Trust Land Easement Requests.* If the Nation receives a request for an easement on individual trust land, the Nation shall provide the ~~third-party-requestor with the names of to the individual trust land owners.~~ Land owners consent will be requested upon negotiated value, and inform the requestor that Land Management will only compile information to be submitted to Bureau of Indian Affairs for their

discretionary approval. accepts

~~individual trust land easement requests from consenting individual trust land owners. Upon receipt of an individual trust land easement request from an individual trust land owner,~~ Land Management shall provide the applicant with the first steps for seeking approval for an easement from the BIA to include:

(a) *Survey.* A survey is required to determine the correct legal description for the easement. The applicant shall collect consent to survey forms signed by the landowners of the servient property and shall contract to have a survey completed. The legal description generated shall be confirmed in an Engineer's Affidavit or a Surveyor's Affidavit and provided to Land Management.

(b) *Appraisal.* Upon receipt of the survey information, Land Management shall draft a scope of work to be submitted to the Department of Interior AVSO for approval to order the appraisal. When the scope of work is approved, Land Management shall order an appraisal from an appraiser qualified to perform appraisals on federal land. When the appraisal is received, Land Management shall forward the appraisal to the Department of Interior AVSO for approval and forwarding to the BIA. When an approved appraisal is received, Land Management will provide the approved appraisal to the applicant.

3.9-2. *BIA Easement Application.* When Land Management has all survey and appraisal documents, Land Management shall send the BIA Easement Application to the Applicant to be returned with any applicable Consent to Grant Easement forms, which shows the affected land owners have reached agreement as to the purpose of the easement, the amount of consideration, and any bonding requirements that will apply, signed by the property owners of the servient property.

3.9-3. *Environmental and Cultural Reviews.* When Land Management has received the completed application and any signed Consent to Grant Easement forms, Land Management shall route the application to the Nation's environmental and cultural reviewers for completion of the environmental and cultural reviews respectively.

3.9-4. *BIA Submittal.* Once the Nation's environmental and cultural reviewers have submitted their reports to Land Management, Land Management shall forward the complete easement package to the BIA to complete the processing of the easement request. Upon decision from the BIA, the signed easement or easement denial, will be returned to Land Management and the affected property owners by the BIA; Land Management is not responsible for easement processing after the complete easement package is submitted to the BIA.

3.10. Recording Easements

3.10-1. *Recordation.* Land Management shall ensure that all easements executed in accordance with this Rule are recorded in Oneida Nation Register of Deeds and, if for tribal trust, that the easement also appears on the federal trust title.

End.

Original effective date: 02-26-2025

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Title 6. Property and Land

Real Property – Chapter 601

Rule #3 – Easements

- 3.1 Purpose and Authority
- 3.2 Adoption, Amendment and Repeal
- 3.3 Definitions
- 3.4 Scope and Application
- 3.5 Requests for Easements on Tribal Land
- 3.6 Oneida Land Commission Preliminary Review
- 3.7 Land Commission Final Review
- 3.8 Easement Administration
- 3.9 Requests for Easements on Individual Trust Land
- 3.10 Recording Easements in ONROD

3.1 Purpose and Authority

3.1-1. *Purpose.* To provide procedures for granting easements over, under and across tribal lands in order to best protect the interests of the Oneida Nation. In addition, because the Nation is a self-governance Nation, this rule also addresses how Land Management facilitates the processing of easements on individual trust land.

3.1-2. *Authority.* The Real Property Law delegates rulemaking authority to the Environmental, Land, and Agriculture Division¹ and Land Commission pursuant to the Administrative Rulemaking law.

3.2 Adoption, Amendment and Repeal

3.2-1. This rule was adopted by the Land Commission in accordance with the procedures of the Administrative Rulemaking law.

3.2-2. This rule may be amended or repealed by the Environment, Land, and Agriculture Division and Land Commission pursuant to the procedures set out in the Administrative Rulemaking law.

3.2-3. Should a provision of this rule or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this rule which are considered to have legal force without the invalid portions.

3.2-4. In the event of a conflict between a provision of this rule and a provision of another rule, internal policy, procedure, or other regulation; the provisions of this rule shall control.

3.2-5. This rule supersedes all prior rules, regulations, internal policies or other requirements relating to easements.

3.3 Definitions

3.3-1. This section shall govern the definitions of words and phrases used within this rule provided that the definition section of the Real Property law shall also apply hereto. All words not defined herein shall be used in their ordinary and everyday sense.

(a) *Affidavit of Completion.* Means a legal document certifying as to the completion of

¹ The delegation of authority in the law was to Land Management and the Land Commission, however, since the law was adopted, Land Management has been rolled into a larger division, the Environmental, Land, and Agriculture Division, of which Land Management is now a department without separate management from the Division.

construction as related to the easement that acknowledges any known deviations from stated plans, permits or other approvals.

(b) *Applicant*. Means the third party requesting use of the Nation's land when requesting an easement on tribal land and means the individual trust land owner when an individual trust land owner is requesting BIA approval of an easement on their individual trust land.

(c) *AVSO*. Means the Appraisal and Valuation Services Office which is the federal administration within the Department of Interior charged with approving and conducting appraisals on federal land to ensure federal land transactions meet applicable fair market value consideration requirements.

(d) *Appraisal*. Means an expert assessment of the value of a requested easement based on the terms of a proposed easement.

(e) *BIA*. Means the Bureau of Indian Affairs, which is the federal administration within the Department of Interior charged with overseeing the government's trust responsibilities to indigenous governments and their citizens.

(f) *Easement Negotiation Summary Form*. Means the form used to aid the Land Commission in arriving at easement request decisions which, at a minimum, includes the appraised value of the easement, the legal description and map produced as a result of the survey, the offered consideration and the date Land Commission approved the easement use along with an excerpt of said meeting minutes.

(g) *Engineer's Affidavit*. Means a legal document completed by a licensed engineer that certifies a legal description provided in a survey document is accurate.

(h) *Grantee*. Means the recipient of an easement on tribal land in accordance with this Rule.

(i) *Internal Entity*. Means an entity of the Nation operating under the direction of the Oneida Business Committee and within the management structure of the Nation.

(j) *Organization*. Means an body of people with a particular purpose, especially a business, other local government or association.

(k) *Servient Property*. Means the parcel of land that is subject to an easement that benefits another parcel of land.

(l) *Survey*. Means a document that measures and records the boundaries, elevation levels and angles of a parcel of land.

(m) *Surveyor's Affidavit*. Means a legal document completed by a licensed surveyor that certifies a legal description provided in a survey document is accurate.

3.4 Scope and Application

3.4-1. *General Applicability*. The requirements of this rule shall apply to all requests for easements on tribal land and to all individual trust land owners' requests for BIA approval of easements on individual trust land located within the Oneida Nation reservation except that this rule shall not apply to:

(a) *Service Line Agreements*. The requirements of this rule shall not apply to utility service line agreements to cross or access the Nation's property for the purpose of connecting a landowner's property to the main utility line. Service line agreement templates shall be reviewed and approved by the Oneida Law Office, for legal contract review, and the Oneida Land Commission, for content approval, on an annual basis. Land Management staff are authorized to execute service line agreements using approved templates without seeking Oneida Law Office or Oneida Land Commission review and

approval of individual service line agreements provided that no revisions are made to the template document; if any revisions are made to the template document, the Oneida Law Office and Oneida Land Commission must provide their respective reviews and approvals before Land Management may execute the agreement. Land Management shall submit all service line agreements affecting tribal trust land to the BIA for filing in the Land Title and Records Office.

(b) *Internal Entity Easement Requests.* Internal requests will not be granted official easement documents provided that, if any internal entity easement request is approved by Oneida Land Commission, the granted easement must be platted on a recorded survey and registered in the Geographic Land Information System (GLIS), to the extent capable.

3.5 Applications for Easements on Tribal Land

3.5-1. *Application Form.* Applicants shall submit requests for easements using the Tribal Land Easement Request Form available on Land Management's website, at a minimum the form shall:

- (a) Notice the requestor that there is a twenty-dollar (\$20) application fee for all applications;
- (b) Notice the requestor that there is a one-hundred-dollar (\$100) processing fee for easement applications received from individuals and a five hundred (\$500) for organizations that receive preliminary approval from the Land Commission pursuant to section 3.6;
- (c) Ask what requested use is and which parcels it affects;
- (d) Ask the requested duration of the requested use;
- (e) Ask the requested method of communication with applicant noting a preference for email communication; and
- (f) Ask whether there is a preliminary offer of consideration for the easement or a request for waived consideration.
- (g) Note that fees are waived for easements needed for development and/or title clean up driven by the Nation.

3.5-2. Upon receipt of an easement application, Land Management shall:

- (a) Send the request to the Land Assessment Team established in the LANDBAC Rule for feedback. The team members shall have five (5) business days to submit feedback.
- (b) Order a title report for the affected parcel.
- (c) Upon the close of the feedback period, prepare a recommendation explaining whether Land Management recommends Land Commission grant the easement for the requested use and duration for the consideration presented, or requested to be waived.
- (d) Submit Land Management's easement recommendation to the next available Oneida Land Commission agenda along with all feedback from the Land Assessment Team.
- (e) Provide the applicant with a copy of Land Management's recommendation and the date the recommendation will be the Land Commission agenda date with notice that Land Management will inform the applicant of the Oneida Land Commission's decision within five (5) business days of the meeting date.

3.6 Land Commission's Preliminary Review

3.6-1. *Land Commission Easement Decision.* When Land Management's easement recommendation is presented to Land Commission, the Land Commission shall:

- (a) Approve or deny the recommendation with regard to the requested use;
 - (b) Approve or deny the recommendation with regard to the requested use duration;
- and

(c) Approve or deny the recommendation with regard to the requestor's proposed consideration. Specifically, if Land Commission wishes to waive the requirement for an appraisal and accept the offered consideration, Land Commission must inform Land Management at this meeting. If the use and duration are approved, then Land Management shall proceed with processing the application and collect the processing fee.

3.6-2. *Notice of Easement Decision.* Land Management shall notify the Applicant of the Land Commission's decisions concerning the easement request within five (5) business days of the Land Commission's meeting date.

(a) *Notice of Easement Decision Letter.* Land Management shall draft Notice of Easement Decision Letter for applicants that explains the decisions made by the Oneida Land Commission.

(1) If the land commission approved proceeding, the letter shall also include:

(A) Notice the applicant that the Applicant is responsible for all survey and appraisal costs and that survey and appraisal costs, regardless of whether an easement is ultimately granted or not;

(i) *Survey.* A survey is required to determine the correct legal description for the easement and that there are specific surveying requirements applicable to trust land. The legal description generated shall be confirmed in an Engineer's Affidavit or a Surveyor's Affidavit submitted to Land Management. Land Management shall advise whether a Land Use License is required to allow the applicant to complete the survey.

(ii) *Appraisal.* Land Management shall notice the applicant that Land Commission will not accept consideration offers for less than the full appraised value plus fifteen percent (15%) for any requested use that does not directly benefit the Oneida Nation and/or its citizens. For fee land, the Applicant may use any appraisal company to complete the appraisal, provided that, the Nation may elect to procure a competing appraisal for the purpose of price negotiation. The Nation orders appraisals on trust land. Land Management shall draft a scope of work to be submitted to the United States Department of Interior, Appraisal and Valuation Services Office for approval. When the scope of work is approved, Land Management shall order an appraisal from an appraiser qualified to perform appraisals on federal land. When the appraisal is received, Land Management shall forward the appraisal to the Department of Interior AVSO for approval and forwarding to BIA.

(B) Land Management shall notice the applicant that Land Commission will not accept consideration offers for less than the full appraised value plus 15% for any requested use that does not directly benefit the Oneida Nation and/or its citizens;

(C) Notice that a Land Use Permit will be required from the Oneida Zoning Department and contact information for said department;

(D) If trust land, the BIA easement application documents;

(E) If the applicant is an organization and not an individual, notice that the applicant must submit:

(i) Organizational documents and by-laws;

- (ii) Evidence of Authority of Officers to Execute Papers form;
- (F) Notice that an Affidavit of Completion is required to be submitted when the work is complete.

3.7 Land Commission Final Review

3.7-1. *Land Management Preparation for Land Commission.* When the required documents are returned to Land Management in accordance with the noticed requirements, then Land Management shall:

- (a) *Draft Easement.* If the easement is on trust land, send the applicant the BIA template easement and inform the applicant that revisions may not be requested to the template. If the easement is on fee land, then Land Management shall prepare the draft easement using the Oneida Easement Template approved by the Oneida Land Commission.
- (b) *Consideration Confirmation.* If Land Commission has not approved a waiver of consideration, then Land Management shall ask the applicant to confirm their offered consideration for the easement after having received the appraisal and shall remind applicants that Land Commission will not accept consideration offers for less than the full appraised value plus 15% for any requested use that does not directly benefit the Oneida Nation and/or its citizens.
- (c) *Land Commission Submittal.* When the Applicant returns the required information, submit an Easement Negotiation Summary Form to Land Commission for their consideration, except for easements on trust land where Land Commission has already waived consideration. Easements on trust land where Land Commission has already waived consideration do not need to go back to Land Commission and can be routed to the BIA for their final review and approval with the minutes from the Oneida Land Commission meeting approving the easement use, duration and waiver of consideration.

3.7-2. *Land Commission Review of Trust Land Easements.* If the easement is for use of tribal trust land, then there are not revisions to consider to the easement document, so the only thing for Land Commission to consider is the offered consideration. Land Commission shall decide if it accepts the offered consideration or if it will counter with a different request for consideration.

- (a) *Consideration Agreement Not Reached.* If the applicant and Land Commission do not eventually reach an agreement as to consideration, then no easement shall be granted.
- (b) *Consideration Agreement Reached.* If the applicant and Land Commission do reach an agreement as to consideration, then Land Management shall forward the minutes from Land Commission's meetings approving the easement use, duration and consideration to the BIA for easement processing. When the BIA processing is complete, so long as there is nothing preventing approval, then consideration will have to be paid to the Nation with the Nation's confirmation of payment sent to the BIA before the BIA will return the approved and executed easement document to the parties.

3.7-3. *Land Commission Review of Fee Land Easements.* If the easement is for use of tribal fee land, then Land Management shall ensure that the easement document is in final draft form and consideration information from the applicant is presented to the Land Commission. Land Commission shall make decisions as to the minimum consideration the Land Commission will accept and whether Land Commission will require any revisions to the easement document.

- (a) *Agreement Not Reached.* If the applicant and Land Commission do not eventually reach an agreement as to consideration and easement documents, then no easement shall be granted.

(b) *Agreement Reached.* If the applicant and Land Commission do reach an agreement as to consideration and easement documents, then Land Management shall complete the easement documents pursuant to Land Commission's direction and circulate for signature. Land Management shall provide the applicant with the signed easement documents only after receiving payment of the agreed upon consideration.

3.7-4. *Authority to Sign Easement Documents.* The Environmental, Land, and Agriculture Division Director and/or his or her designee is hereby authorized to sign easement documents approved in accordance with this Rule on behalf of the Oneida Land Commission.

3.8. Easement Administration

3.8-1. *Land Data Sheet.* All executed easements shall be forwarded to the Land Management Deputy Director and/or his or her designee for the information to be entered into the affected parcel's Land Data Sheet. Any party with an agreement affecting the same parcel shall be noticed of the executed easement affecting the parcel by the Deputy Director, provided that where a parcel has both internal and external end users (i.e. a parcel assigned to Comprehensive Housing Division to be used for residential offerings by the Nation and thereafter assigned to an Oneida citizen in a residential lease) the Deputy Director shall notice the internal user and it will be the internal user's responsibility to notice their users.

3.8-2. *Easement Corrections.* In the event there is any error in an easement the erroneous easement must be extinguished and a new easement entered in accordance with the processes in this Rule, provided that the old easement may be extinguished within the new easement.

3.8-3. *Affidavit of Completion.* Upon receipt of the Affidavit of Completion, Land Management shall schedule an inspection of the affected parcel and shall document the parcel's condition at the time the work is complete.

(a) If there were bonding requirements and Land Management reports the parcel is in acceptable condition, Land Management shall return funds held as bond in accordance with the easement documents.

(b) If there were bonding requirements and Land Management reports the parcel is not in acceptable condition, Land Management shall afford the grantee an opportunity to make the necessary repairs to return the parcel to acceptable condition. If the grantee does not make the repairs within the timeframe allotted, Land Management may deduct the replacement cost of repairs from the funds held for bonding and shall return the remainder of the bonding deposit to the grantee. To the extent the repair cost of the damages exceeds the amount of bond held, the Nation may pursue the remainder of damages using any available means of debt collection wherein the grantee shall pay attorneys fees and other collection costs as incurred.

3.8-4. *Easement Close-Out.* When an easement term is complete, Land Management shall ensure the easement has been removed from title and shall inspect and record the condition of the property at easement expiration. If the property was not left in acceptable condition, Land Management shall consult the Oneida Law Office for potential enforcement of contractual terms that may have survived expiration of the easement.

3.9. Requests for Easements on Individual Trust Land

3.9-1. *Individual Trust Land Easement Requests.* If the Nation receives a request for an easement on individual trust land, the Nation shall provide the request to the individual trust land owners. Land owners consent will be requested upon negotiated value. Land Management will compile information to be submitted to Bureau of Indian Affairs for their discretionary approval. Land Management shall provide the applicant with the first

steps for seeking approval for an easement from the BIA to include:

(a) *Survey*. A survey is required to determine the correct legal description for the easement. The applicant shall collect consent to survey forms signed by the landowners of the servient property and shall contract to have a survey completed. The legal description generated shall be confirmed in an Engineer's Affidavit or a Surveyor's Affidavit and provided to Land Management.

(b) *Appraisal*. Upon receipt of the survey information, Land Management shall draft a scope of work to be submitted to the Department of Interior AVSO for approval to order the appraisal. When the scope of work is approved, Land Management shall order an appraisal from an appraiser qualified to perform appraisals on federal land. When the appraisal is received, Land Management shall forward the appraisal to the Department of Interior AVSO for approval and forwarding to the BIA. When an approved appraisal is received, Land Management will provide the approved appraisal to the applicant.

3.9-2. *BIA Easement Application*. When Land Management has all survey and appraisal documents, Land Management shall send the BIA Easement Application to the Applicant to be returned with any applicable Consent to Grant Easement forms, which shows the affected land owners have reached agreement as to the purpose of the easement, the amount of consideration, and any bonding requirements that will apply, signed by the property owners of the servient property.

3.9-3. *Environmental and Cultural Reviews*. When Land Management has received the completed application and any signed Consent to Grant Easement forms, Land Management shall route the application to the Nation's environmental and cultural reviewers for completion of the environmental and cultural reviews respectively.

3.9-4. *BIA Submittal*. Once the Nation's environmental and cultural reviewers have submitted their reports to Land Management, Land Management shall forward the complete easement package to the BIA to complete the processing of the easement request. Upon decision from the BIA, the signed easement or easement denial, will be returned to Land Management and the affected property owners by the BIA; Land Management is not responsible for easement processing after the complete easement package is submitted to the BIA.

3.10. Recording Easements

3.10-1. *Recordation*. Land Management shall ensure that all easements executed in accordance with this Rule are recorded in Oneida Nation Register of Deeds and, if for tribal trust, that the easement also appears on the federal trust title.

End.

Original effective date: 02-26-2025

The following is important information for the 2025 General Welfare Assistance Payments
Oneida Nation Assistance Fund (\$1500.00/ 18+) (\$2000.00/ 62+)
Elder Assistance Program (703.54/ 65+)

- Paper applications were mailed late May 2026 (if not received by the end of June, please contact Trust Enrollment Department)
- Online submission began Monday June 1st, 2026.
- Timeline
 - The application must be submitted online or by mail by 4:30 pm (CST) on Friday August 7th, 2026.
 - Payments will be issued by August 31st, 2026. Please account for delivery time if requesting a check.
 - **Please Note:** Applications received August 8th, 2026, through March 1st, 2027, payment will be issued by March 26th, 2027, for the following:
 - Oneida Nation Assistance Fund (\$1500.00/ 18+) (\$2000.00/ 62+)
 - Elder Assistance Program (703.54/ 65+)
 - All GWA checks expire 90 days from the date issued. GWA checks not cashed within the 90-day expiration date will be returned to the GWA Program for other uses.
 - **There will be no other chance to claim this payment if you miss the March 1, 2027, deadline.**
- Members Only Website ([Oneida-nsn.gov](https://oneida-nsn.gov))
 - Online Services
 - Members may view and update their basic Enrollment information online
 - Confirm and update your address
 - Confirm and update contact information
 - Confirm and update banking information.
 - **Deadline to submit any changes to contact or banking information to reflect your GWA payment is August 7th, 2026**
- Direct Deposit Information
 - You are responsible to update/cancel your direct deposit information with the Trust Enrollment Department. Your direct deposit information will remain in effect INDEFINITELY.
 - Direct Deposit (ACH) Authorization Forms may be obtained by visiting our website, contacting the Trust Enrollment Department, update
 - Trust Enrollment Department will no longer accept digital banking such as Venmo, Chime, PayPal, GreenDot, GoBank, etc. If any online banking institution is received, you will be notified by mail.

2026 Minor Trust Payment Information

If you were born between 9/2/2004 – 9/1/2008

There may be a Minor Trust Account available for you to claim or defer.

Minor Trust Accounts have been established for enrolled tribal members under the age of 18 for those members eligible to receive their Minor Trust Account or the members who previously deferred.

The Minor Trust Payment Deferral forms were mailed the first week in March 2026

If you do not receive a PINK Minor Trust Payment Form packet

in the mail by April 1, 2026 contact Trust Enrollment Department or find the

Minor Trust Payment Deferral forms available online:

<https://oneida-nsn.gov/resources/enrollments/>

Deadline to submit the PINK Form to Defer or to Claim all is:

Wednesday July 1, 2026, 4:30 PM (CST)

(No Exceptions)

Receipts: A receipt will be mailed within 2 weeks of your submission whether you defer or claim all.

If not received, contact the Oneida Trust Enrollment Department.

Deadline for Proof of Graduation Document & Direct Deposit Form is:

Tuesday September 1, 2026, 4:30 PM (CST)

(No Exceptions)

If you have not yet claimed your Minor Trust Account and you are 21 contact the Trust Enrollment Department immediately.

**Minor Trust Payment will be issued...
end October 2026**

Please visit our website for additional information: <https://oneida-nsn.gov/resources/enrollments/>

Oneida Trust Enrollment Department

Mail-ins USPS -> PO Box 365, Oneida, WI 54155-0365

920-869-6200 • 800-571-9902

Please deliver in person or by courier delivery only (Fed Ex, UPS) at street address below
210 Elm St, Oneida WI 54155 (No office mailbox)

NOTICE OF

PUBLIC MEETING

TO BE HELD

June 17, 2026 5:30-7:00PM **at** Norbert Hill Center
IN THE

Cafeteria

In accordance with the Administrative Rulemaking Law, the
Higher Education Office
is hosting this Public Meeting to gather feedback from the
community regarding the following rule.

TOPIC: Higher Education Grant Rule #1

This is a proposal to adopt a rule which would:

- ◆ Detail Application Requirements
- ◆ Review Documentation Requirements
- ◆ Clarify Funding Framework
- ◆ Describe Award Calculation
- ◆ Layout Appeal Process

To obtain copies of the Public Meeting documents for this proposal,
please visit www.oneida-nsn.gov/Register/PublicMeetings.

PUBLIC COMMENT PERIOD

OPEN UNTIL June 24, 2026

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to Higher Education Department by U.S. mail, interoffice mail, e-mail or fax.

Higher Education Office

P.O. Box 365

Oneida, WI 54155

Highered@Oneidanation.org

Fax: 920-869-4039

NOTICE OF

PUBLIC MEETING

TO BE HELD

June 15, 2026 at 1:15 PM

IN THE

Land Management Conference Room

470 Airport Drive

Oneida, WI 54155

In accordance with the Administrative Rulemaking Law and, as related to the ARMMP plan, as required by Federal regulations, the Land, Environmental, Agriculture, and Food Division (LEAF) is hosting this Public Meeting to gather feedback from the community regarding the following.

TOPICS:

- Real Property Rule No. 3 — Easements
- ARMMP PLAN

**The amendments to the Real Property Law Rule No. 3—
Easements would:**

- ◆ Eliminate fees for Oneida driven projects; and
- ◆ Eliminate the obligation to provide an external entity with individual trust land owner(s) name and contact information.

The ARMMP PLAN, is an agricultural resource management and monitoring plan that the Nation has created internally working with staff and consultants as part of our BIA compliance requirement.

To obtain copies of the Public Meeting documents for this proposal,
please visit www.oneida-nsn.gov/Register/PublicMeetings.

PUBLIC COMMENT PERIOD OPEN UNTIL Thursday, June 25, 2026

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to Land, Environmental, Agriculture and Food Division (LEAF) by U.S. mail, interoffice mail, or e-mail.

Phone: 920-869-6500

Oneida Land Management

470 Airport Drive, Oneida, WI 54155

dwilson@oneidanation.org

Public Meeting Sign In Sheet

Real Property Law Rule No. 3 Amendments

June 15th at 1:15 p.m., Land Management Conf. Rm. 470 Airport Dr. Oneida, WI

	Name	Phone or Email
1	Eric McLester	920-655-6221
2	Lauren Hartman	Lhartman@oneidanation.org
3	Diane Wilson	dwilson@oneidanation.org
4		
5		
6		
7		
8		
9		
10.		



Statement of Effect

Amendments to Real Property Law Rule No. 3 – Easements

Summary

The amendments to the Real Property Law Rule No. 3 – Easements address the waiver of fees for easements needed for development and/or title clean up driven by the Nation, and individual trust land easement requests.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: May 5, 2026

Analysis by the Legislative Reference Office

The Administrative Rulemaking law provides authorized agencies the opportunity to promulgate rules interpreting the provisions of any law enforced or administered by it; provided that, a rule may not exceed the rulemaking authority granted under the law for which the rule is being promulgated. [1 O.C. 106.4-1]. Rulemaking authority is defined as the delegation of authority to authorized agencies found in the Nation's laws, other than the Administrative Rulemaking law, which allows authorized agencies to implement, interpret and/or enforce a law of the Nation. [1 O.C. 106.3-1(i)]. An authorized agency is defined as "any board, committee, commission, department, program or officer of the Nation that has been granted rulemaking authority." [1 O.C. 106.3-1(a)].

The Real Property law provides regulations and procedures for the transfer, control and management of the territory within the Reservation and all Tribal land and to integrate these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold concurrent jurisdiction. [6 O.C. 601.1-1]. It is the policy of the Nation to set out the responsibilities and expectations for persons purchasing and/or managing real property on behalf of the Nation and/or within the Reservation and to provide real property holder's rights and responsibilities. [6 O.C. 601.1-1].

The Real Property law delegates joint administrative rulemaking authority to the Oneida Land Commission and Land Management to jointly develop rules regarding easements and land use licenses. [6 O.C. 601.5-2(e), 601.5-3(b)]. The Real Property law provides that the Oneida Land Commission is responsible for approving or denying all easements or land use licenses. [6 O.C. 601.5-2(b)].

The purpose of the Real Property Law Rule No. 3 – Easements (“the Rule”) is to provide procedures for granting easements over, under and across tribal lands in order to best protect the interests of the Oneida Nation, and also addresses how Land Management facilitates the processing of easements on individual trust land. [Rule 3.1-1]. The amendments to this Rule addresses:

- Requires the application form to include a note that fees are waived for easements needed for development and/or title clean up driven by the Nation. [Rule 3.5-1(g)];
- Address individual trust land easement requests by providing requests for an easement on individual trust land directly to the individual trust land owners, instead of providing the requestor with the names of the individual trust land owners; and providing that land owners consent will be requested upon negotiated value, and that Land Management will only compile information to be submitted to the Bureau of Indian Affairs for their discretionary approval. [Rule 3.9-1]; and
- Make other minor drafting changes throughout the Rule.

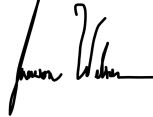
Conclusion

There are no legal bars to adopting the amendments to the Real Property Law Rule No. 3 – Easements.

Financial Analysis for Easement Rule 3 Amendment

Type of Cost	Description/Comment	Dollar Amount
Start Up Costs	Prior Land Commission discretionary decision that is no longer available with Rule	0
Personnel	Delay in completion of necessary documentation	0
Office	Administrative processing of additional income	0
Documentation Costs	Eliminated tracking of income	0
Estimate of time necessary for an individual or agency to comply with the rule after implementation	Return to prior discretionary decision making on tribal development and title clearing of easement requirements.	0
Other, please explain	Prior tribal staff or agents lacked knowledge to process easements on trust properties. Utilities were placed without proper documentation. Land developer/owner pay utility to come into their property to serve future development. Compliance with Self-Governance Compact with Individual Trust easement processing.	
Total	Annual Net Revenue	\$0-4000.00 est.



TO: Oneida Business Committee
FROM: Jameson Wilson, LOC Chairperson 
DATE: August 19, 2026
RE: 2023-2026 Legislative Operating Committee End of Term Report

The Legislative Operating Committee is the legislative body of the Oneida Nation and is comprised of the five (5) non-officer members of the Oneida Business Committee. During the 2023-2026 legislative term the Legislative Operating Committee was comprised of the following members:

- Jameson Wilson, LOC Chairman;
- Kirby Metoxen, LOC Vice-Chairman;
- Jennifer Webster;
- Jonas Hill; and
- Marlon Skenandore.¹

This report details the Legislative Operating Committee's accomplishments during the 2023-2026 legislative term and is based on information from the Legislative Operating Committee's Active Files List ("AFL"), which is used to track the work of the Legislative Operating Committee.

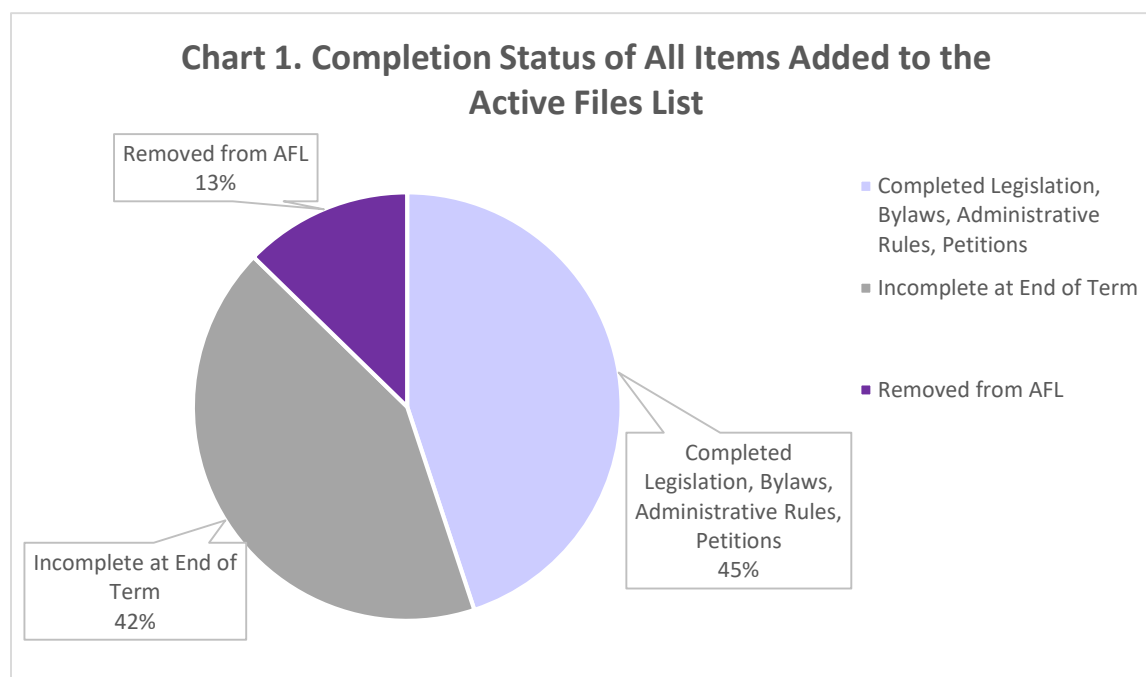
Table 1. below provides a summary of the Legislative Operating Committee's work during the 2023-2026 legislative term. The remainder of the report provides more in-depth details on the accomplishments of the Legislative Operating Committee.

Table 1.	
Summary of the Legislative Operating Committee 2023-2026 Term	
LEGISLATIVE ITEMS	
Legislation	
Laws Adopted or Amended	27
Laws Added to AFL and Incomplete at End of Term	50
Laws Removed from Active Files List	4
<i>Total Legislative Items Added to AFL</i>	81
NON-LEGISLATIVE ITEMS	
Bylaws Amendments	

¹ Marlon Skenandore resigned from the Oneida Business Committee on June 23, 2026. On July 8, 2026, the Oneida Business Committee accepted the resignation noting that it is not possible to hold a special General Tribal Council meeting in compliance with the Ten Day Notice Policy to address the vacancy due to there being two (2) months left in the term and that the 2026 General Election is schedule for July 11, 2026.

Bylaws Amendments Adopted	1
Bylaws Amendments Added to AFL and Incomplete at End of Term	0
Bylaws Removed from AFL	9
Administrative Rules	
Administrative Rules Certified by LOC	16
Administrative Rules Incomplete at End of Term	0
General Tribal Council Petitions	
GTC Petitions Processed	9
GTC Petitions Placed onto AFL and Incomplete at End of Term	0
Total Non-Legislative Items Added to AFL	35
Total Legislative and Non-Legislative Items Added to AFL During Term	116

Chart 1. below looks at the completion status of all items added to the Active Files List at the end of the 2023-2026 term.



Overall, the Legislative Operating Committee completed fifty-three (53) items during the 2023-2026 legislative term, which included work on laws of the Nation – including both new laws and amendments, bylaws, administrative rules, and statements of effect for General Tribal Council petitions. Fifty (50) items remain incomplete at the end of the legislative term. Fifteen (15) items were removed from the Active Files List.

While working on all of these items the Legislative Operating Committee held public meetings and public comment periods for twenty-three (23) pieces of legislation, held over five hundred (500) work meetings, and held sixteen (16) community outreach events.

The Legislative Operating Committee completed approximately **forty-six (46%)** of all work that was placed on the Active Files List during the 2023-2026 legislative term.

LEGISLATION

The main responsibility of the Legislative Operating Committee is the drafting of legislation – including both new laws and amendments to laws. Drafting legislation allows the Nation to exercise its inherent sovereignty. Legislation of the Nation effects every facet of the Nation:

- Legislation assists in creating strong economic systems and ensuring the long-term stability of the Nation;
- Legislation promotes social changes and public safety;
- Legislation provides effective guidance for every area and department of the Nation; and
- Legislation promotes good governance.

The drafting and development of legislation helps build a responsible Nation which advances Onʼyoteʼa.ka principles. The Legislative Operating Committee adopted twenty-seven (27) pieces of legislation this term.

The Legislative Operating Committee utilizes the Legislative Procedures Act to develop legislation. Once the Legislative Operating Committee decides to add a legislative request to its Active Files List the development of proposed legislation begins with conducting research on the topic of the legislation. The Legislative Operating Committee organizes and conducts collaborative work meetings with affected entities to develop the proposed legislation. Once a draft of the proposed legislation is developed and a legislative analysis is completed, the Legislative Operating Committee holds a public meeting and public comment period for the proposed legislation for the purpose of collecting input from the community. Once the Legislative Operating Committee considers all public comments that were received and finalizes the draft, a fiscal impact statement is requested. The proposed legislation is then presented to the Oneida Business Committee or General Tribal Council for adoption.

Table 2. below provides more details on the status of the Legislative Operating Committee’s legislative accomplishments and work during the 2023-2026 legislative term.

Table 2.	
Legislation During the 2023 - 2026 Term	
ADOPTED LEGISLATION	
New Laws Adopted	5
Safe Neighborhoods Law [<i>Emergency Expires 08/25/26</i>]	BC-02-25-26-C
Probate Law [<i>Emergency Expires 10/22/26</i>]	BC-04-22-26-E

Higher Education Grant Law	BC-04-22-26-F
Elder Protection Law	BC-07-08-26-B
Safe Neighborhoods Law <i>[Emergency Extension Expires 2/25/27]</i>	BC-08-12-26-B
Amendments Adopted	22
Clean Air Policy Amendments	BC-02-14-24-A
Drug and Alcohol Free Workplace Law Amendments	BC_02-14-24-B
Back Pay Law Amendments	BC-07-24-24-C
Vehicle Driver Certification and Fleet Management Law Amendments	BC-09-25-24-B
Computer Resource Ordinance Amendments	BC-10-09-24-A
Investigative Leave Policy Amendments	BC-11-13-24-I
Oneida Life Insurance Plan Law Amendments	BC-01-22-25-B
Oneida Nation Law Enforcement Ordinance Amendments	BC-05-14-25-B
Election Law Emergency Amendments <i>[Emergency Expired 12/25/25]</i>	BC-06-25-25-B
Landlord Tenant Law Amendments	BC-06-25-25-C
Workplace Violence Law Amendments	BC-01-14-26-A
Hunting, Fishing, and Trapping Law Amendments	BC-01-14-26-B
Public Use of Tribal Land Law Amendments	BC-01-28-26-D
Independent Contractor Policy Amendments	BC-01-28-26-E
Budget and Finances Law Amendments	BC-04-22-26-A
Real Property Law Amendments	BC-04-22-26-B
Recycling and Solid Waste Disposal Law Amendments	BC-04-22-26-C
Pardon and Forgiveness Law Amendments	BC-07-08-26-I
Eviction and Termination Law Amendments	BC-07-08-26-J
Election Law Emergency Amendments <i>[Emergency Expires 1/8/27]</i>	BC-07-08-26-K
Boards, Committees, and Commissions Law Amendments	BC-08-12-26-D
Code of Ethics Amendments	BC-08-12-26-C
Total Laws Adopted	27
LEGISLATION ADDED TO AFL BUT INCOMPLETE AT END OF TERM	
New Laws Added to AFL But Incomplete at End of Term	22
Business Corporations Law	
Credit Collections Law	
Culturally Significant Event Participation Program Law	
Data Sovereignty Law	
Fire Signs Law	
GTC Government Participation GWE Law	
Guardianship Law	

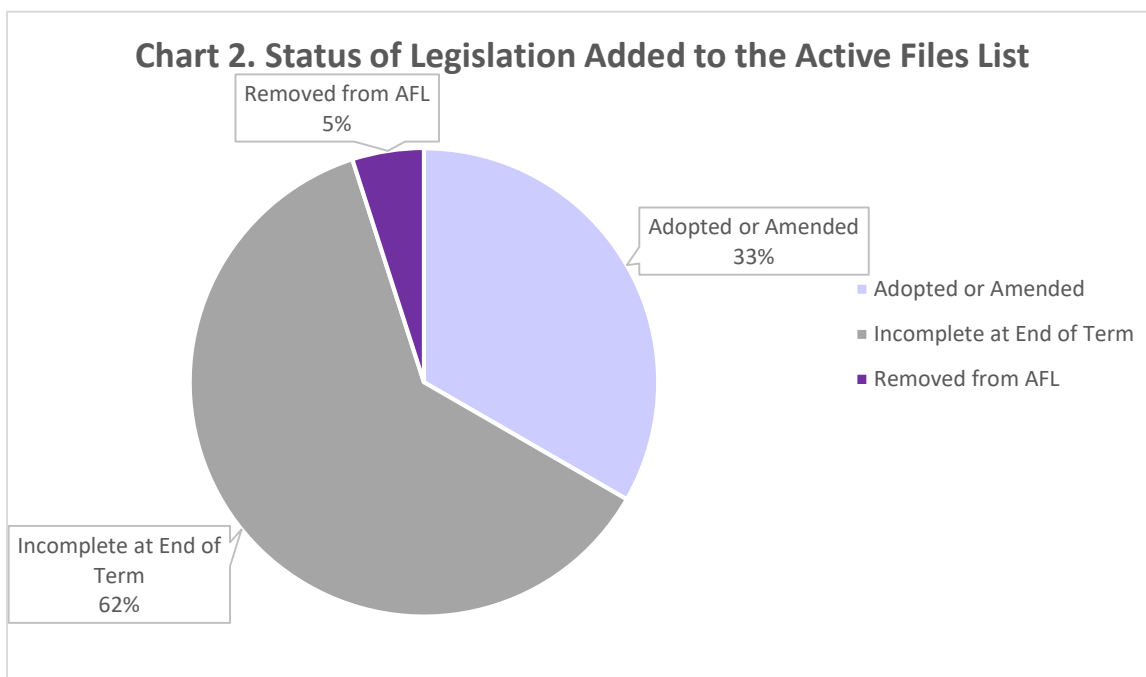
Lavish and Extravagant Trip and Gratuities Law	
Marijuana Law	
Minors Trust General Welfare Assistance Law	
Misappropriation of Funds Law	
Oneida Language Law	
Probate Law <i>[Permanent Adoption]</i>	
Renewable Energy Law	
Safe Neighborhoods Law <i>[Permanent Adoption]</i>	
Sanctions and Penalties Law	
Short-Term Rental Law	
Taxation Law	
Traffic Law	
Tribal Sovereignty in Data Research Law	
Two Spirit Inclusion Law	
Uniform Commercial Code	
Amendments Added to AFL But Incomplete at End of Term	28
All Terrain Vehicle Law Amendments	
Cemetery Law Amendments	
Child Custody, Placement, and Visitation Law Amendments	
Community Support Fund Law Amendments	
Conflict of Interest Law Amendments	
Disposition of Excess Tribal Property Policy Amendments or Repeal	
Domestic Animals Law Amendments	
Election Law Amendments	
Endowments Law Amendments	
Furlough Law Amendments	
General Tribal Council Meeting Stipend Payment Policy Amendments	
Indian Preference in Contracting Law Amendments	
Judiciary Law Amendments	
Layoff Policy Amendments	
Local Land Use Regulation Reimbursement Policy Repeal	
Marriage Law Amendments	
Oneida General Welfare Law Amendments	
Oneida Personnel Policies and Procedures Amendments	
Oneida Travel and Expense Policy Repeal	
Oneida Worker’s Compensation Law Amendments	
On-Site Waste Disposal Law Amendments	
Ten Day Notice Policy Amendments	
Tribal Environmental Response Law Amendments	

Tribal Environmental Quality Review Law Amendments	
Vendor Licensing Law Amendments	
Water Resources Law Amendments	
Well Abandonment Law Amendments	
Whistleblower Protection Law Amendments	
Total Laws Remaining on AFL	50
LEGISLATION REMOVED FROM AFL	
Laws Removed from AFL	4
Environmental Review Law	
Gift Card Law	
Oneida General Welfare Law Amendments	
Oneida Land Trust Law	

See **Attachment 1.** for a visual representation of all legislation on the Active Files List during the 2023-2026 legislative term and its current progress at the end of term.

See **Attachment 2.** for a summary of all adopted or amended legislation for the 2023-2026 legislative term.

Chart 2. below looks at the status of all legislative items – meaning new laws and amendments to laws - added to the Active Files List at the end of the 2023-2026 term.



Looking specifically at legislation of the Nation, twenty-seven (27) legislative items, including new laws and amendments to laws, were adopted into law during the 2023-2026 legislative term. Fifty (50) legislative items remain incomplete on the Active Files List at the end of term. Four (4) legislative items were removed from the Active Files List during the 2023-2026 term.

The Legislative Operating Committee completed approximately thirty-three percent (33%) of legislative items that were placed on the Active Files List during the 2023-2026 term. For comparison, here are the completion rates for legislation specifically during prior terms:

- 2020-2023 term - forty-seven percent (47%);
- 2017-2020 term - fifty-six percent (56%);
- 2014-2017 term - fifty-three percent (53%);
- 2011-2014 term - fifty-four percent (54%); and
- 2008-2011 term - fifty-eight percent (58%).

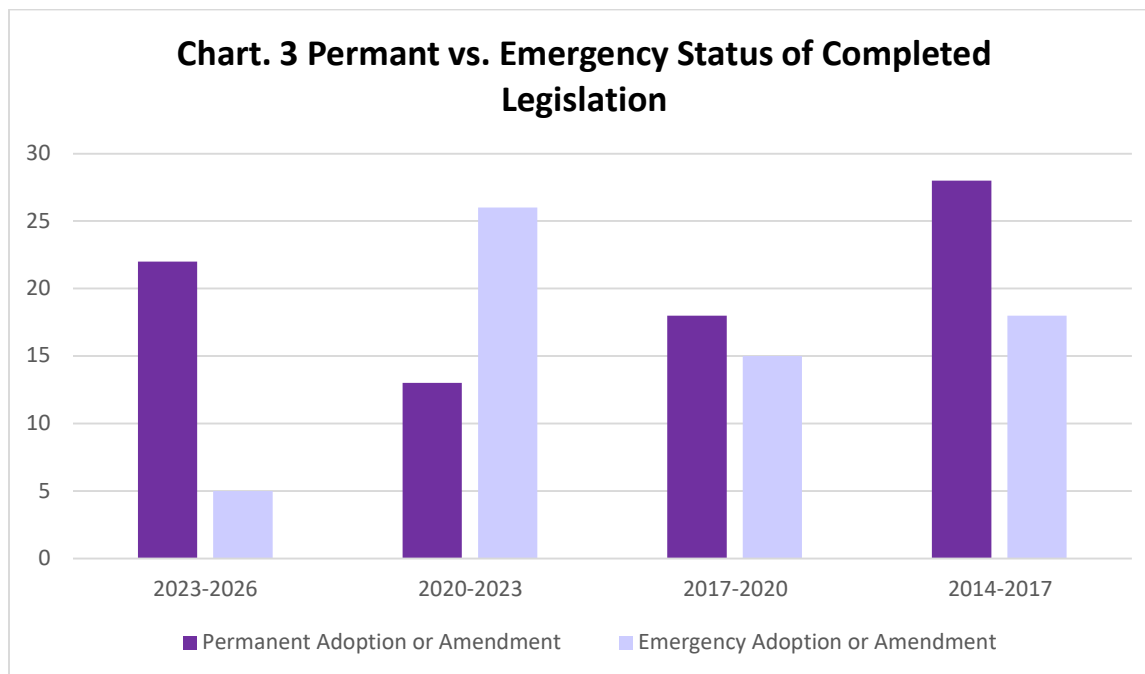
Although it appears that the Legislative Operating Committee's completion rate was less than prior terms – it is important to look closer at the composition of the work completed each term, specifically in regard to the ratio of work that was completed on an emergency and permanent basis.

During the 2023-2026 legislative term, the Legislative Operating Committee was careful to closely follow the Legislative Procedures Act's standard for emergency legislation, while focusing much of its effort on the development of permanent legislation. This legislative term only five (5) out of the twenty-seven (27) pieces of legislation adopted or amended were completed on an emergency basis – meaning that eighty-one (81%) of the completed work was completed on a permanent basis.

For comparison, below is the data for the percentage of legislation completed on a permanent basis during prior terms:

- 2020-2023 term - Thirteen (13) out of thirty-nine (39) laws adopted or amended on a permanent basis – thirty-three percent (33%) of the completed work.
- 2017-2020 term - Eighteen (18) out of thirty-three (33) laws adopted or amended on a permanent basis – fifty-five percent (55%) of the completed work.
- 2014-2017 term - Twenty-eight (28) out of forty-six (46) laws adopted or amended on a permanent basis – sixty-one percent (61%) of the completed work.

Chart 3. below looks at the ratio of permanent and emergency status of all legislative items adopted or amended at the end of the 2023-2026 term.



Although the Legislative Operating Committee's rate of completion overall for legislation added to the Active Files List may be lower than prior terms, when specifically looking at the ratio of permanent work completed compared to emergency work completed, the Legislative Operating Committee completed a higher percentage of legislation on a permanent basis this term in comparison to prior terms.

BYLAWS AMENDMENTS

For many years the Legislative Operating Committee has assisted boards, committees, and commissions with the drafting of their bylaws, and also provided a legislative analysis of all bylaws which provided a plain English explanation of the changes and also ensured the bylaws were in compliance with the Boards, Committees, and Commissions law as well as any other law of the Nation.

Table 3. below demonstrates the status of all bylaws that were added to the Active Files List during the 2023-2026 legislative term.

Table 3.	
Bylaws During the 2023-2026 Term	
ADOPTED BYLAWS	
Audit Committee Bylaws Amendments	
<i>Total Bylaws Adopted</i>	1
BYLAWS ADDED TO AFL BUT INCOMPLETE AT END OF TERM	

<i>Total Bylaws Remaining on AFL</i>	0
BYLAWS REMOVED FROM AFL	
Finance Committee Bylaws Amendments	
Oneida Election Board Bylaws Amendments	
Oneida Nation Commission on Aging Bylaws Amendments	
Oneida Nation School Board Bylaws Amendments	
Oneida Nation Veterans Affairs Committee Bylaws Amendments	
Oneida Personnel Commission Bylaws Amendments	
Pardon and Screening Committee Bylaws Amendments	
Southeastern Wisconsin Oneida Tribal Services Advisory Board Bylaws Amendments	
Onayote?a·ká ni?i Commission Bylaws	
<i>Total Bylaws Removed from AFL</i>	9

Looking specifically at bylaws of the Nation, one (1) set of bylaws were amended during the 2023-2026 legislative term. No bylaws remain incomplete on the Active Files List at the end of term. Nine (9) sets of bylaws were removed from the Active Files List during the 2023-2026 term.

The Legislative Operating Committee completed approximately ten percent (10%) of bylaws that were placed on the Active Files List during the 2023-2026 term.

During the 2023-2026 the Legislative Operating Committee transferred the responsibility to assist with amending and developing bylaws from the Legislative Operating Committee to the Oneida Law Office and the Government Administrative Office.

Previously, when a board, committee, or commission sought amendments to their bylaws they submitted a request to the Legislative Operating Committee. The Legislative Operating Committee then decides to either accept the request and add the bylaws amendments to its Active Files List or deny the request for amendments. If bylaws are added to the Active Files List for amendments to be made, the Legislative Operating Committee then assigns an attorney from the Legislative Reference Office to assist with drafting and/or processing the bylaws amendments so they ultimately can be presented to the Oneida Business Committee for adoption.

The Boards, Committees, and Commissions law requires that amendments to bylaws of boards, committees, and commissions of the Nation be approved by the Oneida Business Committee, in addition to the General Tribal Council when applicable, prior to implementation. [1 O.C. 105.11-1/]. It is not required that amendments to bylaws be processed through the Legislative Operating Committee.

Now, the Government Administrative Office and the board, committee, or commission's assigned attorney from the Oneida Law Office assist in developing amendments to bylaws. This change in

process allows bylaw amendments to be directly placed on an Oneida Business Committee meeting agenda for approval. This means the Legislative Operating Committee no longer processes amendments to bylaws for boards, committees, and commissions of the Nation, which streamlines the amendment process.

The Government Administrative Office and the Oneida Law Office began aiding boards, committees, and commissions with processing amendments to their bylaws on June 1, 2024.

The Legislative Operating Committee, Oneida Law Office, and the Government Administrative Office believe this change created a more efficient and effective process for amending bylaws of boards, committees, and commissions of the Nation.

GENERAL TRIBAL COUNCIL PETITIONS

The Constitution and Bylaws of the Oneida Nation provides that fifty (50) qualified voters may, by written notice, call special meetings of the General Tribal Council. *[Article III Section 6 of the Constitution]*. The Oneida Business Committee requires that when a petition for a special General Tribal Council meeting is submitted a statement of effect, legal, and financial opinion are developed regarding the petition so that the information can be shared with the General Tribal Council in order to assist in creating informed discussion and improved decision-making. The Legislative Reference Office provides a statement of effect for all petitions. The statement of effect for petitions explains the legislative impact adopting the requested action of a petition would have on the laws and policies of the Nation.

Table 4. below provides the number of General Tribal Council petitions a statement of effect was provided for during the 2023-2026 term:

Table 4.
General Tribal Council Petitions during the 2023-2026 Term
GENERAL TRIBAL COUNCIL PETITIONS COMPLETED
Petition: C. Kestell – Address Housing Issues/Veterans Home Loan Program #2024-01
Petition: L. Blackowl - New Recreation/Community Center Build #2024-02
Petition: S. Benton – Move Oneida Nation Art Program under Tourism or Community Development #2024-03
Petition: S. Benton –Personnel Policies and Procedures Amendments #2025-01
Petition: S. Benton – Trial Court Rules Amendments #2025-02
Petition: K. Schultz – General Welfare Assistance Payment to Membership #2025-03
Petition: G. Powless-Buenrostro – Accountability Measure Options for BC and BCC's #2025-04

Petition: G. Powless-Buenrostro – Amend Administrative Rulemaking Law #2025-05	
Petition: G. Powless-Buenrostro – Amend Judiciary Law #2026-01	
<i>Total GTC Petitions Completed</i>	9
GENERAL TRIBAL COUNCIL PETITIONS INCOMPLETE AT END OF TERM	
<i>Total GTC Petitions Incomplete at End of Term</i>	0
GENERAL TRIBAL COUNCIL PETITIONS REMOVED FROM AFL	
<i>Total GTC Petitions Removed from AFL</i>	0

Looking specifically at General Tribal Council petitions for the Nation, nine (9) statements of effect for General Tribal Council petitions were completed during the 2023-2026 legislative term. Zero (0) statement of effects for General Tribal Council petitions remain incomplete on the Active Files List at the end of term.

The Legislative Operating Committee completed work on one hundred percent (100%) of statements of effect for General Tribal Council petitions that were placed on the Active Files List during the 2023-2026 term.

ADMINISTRATIVE RULES

The Legislative Operating Committee assists in the development of rules under the Administrative Rulemaking law. Upon request the Legislative Operating Committee will provide guidance and drafting assistance to any entity of the Nation that has been delegated administrative rulemaking authority and tasked with the development of a rule. Once a rule has been drafted by an entity, the Legislative Reference Office provides the entity with a statement of effect for the proposed rule. The statement of effect explains the impact adopting a rule would have on the laws and policies of the Nation and provides whether the rule exceeds the delegated rulemaking authority.

The Legislative Operating Committee is then tasked with certifying a rule before it is presented to the Oneida Business Committee for consideration. The Legislative Operating Committee reviews the proposed rule and accompanying administrative record to ensure that the promulgation of the rule complies with the procedural requirements contained in this law; that the administrative record is complete; and that the rule does not exceed its rulemaking authority or conflict with any other law, policy, rule or resolution of the Nation.

Table 5. below demonstrates the administrative rules that have been certified by the Legislative Operating Committee and adopted, amended, or repealed by the Oneida Business Committee during the 2023-2026 term.

Table 5. Administrative Rules Certified During the 2023-2026 Term		
COMPLETED ADMINISTRATIVE RULES		
<i>Rule</i>	<i>Certification Date</i>	<i>Adoption Date</i>
Leasing Law Rule No. 6 - Homeownership by Independent Purchase (HIP) Program Amendments	3/6/24	3/27/24
Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements Amendments	8/1/24	8/14/24
Real Property Law Rule No. 2 - Comprehensive Housing Division Residential Sales Amendments	10/16/24	11/13/24
Real Property Law Rule No 1 - Land Assessments for the Nation's Decisionmakers to Build an Autonomous Community	2/5/25	2/12/25
Real Property Law Rule No 2 – Land Use Licenses	2/5/25	2/12/25
Real Property Law Rule No. 3 - Easements	2/19/25	2/26/25
Leasing Law Rule No. 2 – Agricultural Leases Amendments	3/16/26	None
Real Property Law Rule No. 3 – Easements Emergency Amendments	5/6/26	5/13/26
Higher Education Grant Law Rule No. 1 – Student Eligibility Requirements and Administration	7/1/26	7/8/26
Real Property Law Rule No. 3 – Easements Amendments	8/19/26*	-
Technology Resource Law Rule No. 1 – Acceptable Use	8/19/26*	-
Technology Resource Law Rule No. 2 – Clear Desk/Screen	8/19/26*	-
Technology Resource Law Rule No. 3 – Asset Management	8/19/26*	-
Technology Resource Law Rule No. 4 – Security Awareness Training	8/19/26*	-
Technology Resource Law Rule No. 8 – Third Party Providers	8/19/26*	-
Technology Resource Law Rule No. 9 – Generative AI Usage	8/19/26*	-
<i>Total Completed Administrative Rules</i>	16	
INCOMPLETE ADMINISTRATIVE RULES REMAINING ON AFL		
<i>Total Incomplete Administrative Rules on the AFL</i>	0	

Looking specifically at administrative rules for the Nation, sixteen (16) administrative rules were completed during the 2023-2026 legislative term. This includes seven (7) administrative rules noted with a * in the chart that are on the agenda to be certified at the August 19, 2026, Legislative Operating Committee meeting when this memorandum is also on the agenda, and then sent to the August 26, 2026, Oneida Business Committee for consideration of adoption. Zero (0)

administrative rules remain incomplete on the Active Files List at the end of term. Zero (0) administrative rules were removed from the Active Files List during the 2023-2026 term.

The Legislative Operating Committee completed work on one hundred percent (100%) of administrative rules that were placed on the Active Files List during the 2023-2026 term.

COMMUNITY OUTREACH EVENTS

During the 2023-2026 Legislative Term the Legislative Operating Committee focused its efforts on enhancing community involvement through outreach and communication. The Legislative Operating Committee prioritized community engagement by holding various community outreach events throughout the term outside of those typically required by the legislative process in the Legislative Procedures Act.

Table 5. below demonstrates the various community outreach events the Legislative Operating Committee held during the 2023-2026 term.

Table 6. Community Outreach Events Held During the 2023-2026 Legislative Term	
COMMUNITY MEETINGS	
December 6, 2023 Community Meeting: Elder Protection Law, Oneida Language Law, Higher Education Scholarship Law	
March 6, 2024 Community Meeting: Oneida Personnel Policies and Procedures, Sanctions and Penalties Law, Eviction and Termination Law Amendments	
June 4, 2024 Community Meeting: Hunting, Fishing, and Trapping Law Amendments, Guardianship Law	
June 19, 2024 Community Meeting: Eviction and Termination Law Amendments	
September 4, 2024 Community Meeting: Limited Liability Company Law, Probate Law	
December 4, 2024 Community Meeting: Marijuana Law, Short Term Rental Law, Boards, Committees, and Commissions Law Amendments	
March 19, 2025 Community Meeting: Elder Protection Law, Hunting, Fishing, and Trapping Law Amendments, and Indian Preference in Contracting Law Amendments	
June 18, 2025 Community Meeting: Ten Day Notice Policy Amendments, Election Law Amendments, and Renewable Energy Law	
September 17, 2025 Community Meeting: Budget and Finances Law Amendments, Higher Education Grant Law, Elder Protection Law	
June 29, 2026 Community Meeting: 2023-2026 Legislative Term Accomplishments, Issues for Consideration during 2026-2029 Legislative Term, Holding Community Meetings	
Total Community Meetings Held	10

COMMUNITY WORK SESSIONS	
April 2, 2024 Community Work Session: Eviction and Termination Law Amendments	
April 2, 2025 Community Work Session: Sanctions and Penalties Law	
<i>Total Community Work Sessions Held</i>	2
ONEIDA FARMERS MARKET	
August 14, 2025 Oneida Farmers Market	
August 28, 2025 Oneida Farmers Market	
September 11, 2025 Oneida Farmers Market	
September 25, 2025 Oneida Farmers Market	
<i>Total Oneida Farmers Markets Attended</i>	4
<i>Total Community Outreach Events</i>	16

The Legislative Operating Committee held ten (10) community meetings this legislative term. Community meetings were held from 5:30 p.m. through 7:30 p.m. in the in the Norbert Hill Center's cafeteria. Topics for discussion were assigned to each community meeting, and the community was invited to come share a meal with the Legislative Operating Committee and take part in open discussion in which people could share comments, questions, or suggestions on potential issues that should be addressed regarding the topics discussed.

The Legislative Operating Committee held two (2) community work sessions this legislative term. Community work sessions were held from 12:00 p.m. through 1:30 p.m. in the Norbert Hill Center's Business Committee Conference Room as well as on Microsoft Teams. The purpose of a community work session was to read through a designated law line-by-line and collect comments, questions, or suggestions from the community in attendance for how to potentially amend the language included in the law.

The Legislative Operating Committee attended four (4) Oneida Farmers Market. At the Oneida Farmers Market the Legislative Operating Committee had a booth from 12:00 p.m. through 6:00 p.m. in which members of the Legislative Operating Committee were present to talk with the community, answer questions, listen to ideas, and share information on legislation that was being developed.

Prioritizing holding community outreach events provided the community with more opportunities to learn about and become involved in the legislative process, which only leads to better legislation for the Nation.

CONCLUSION

The Legislative Operating Committee's 2023-2026 legislative term was successful. Important legislative work was completed that aligns with the Oneida Nation's vision, *A Nation of strong families built on Tsi ʔNiyukwaliho TÁ and a strong economy.*

The Legislative Operating Committee hopes that the 2026-2029 legislative term will continue to focus on improving public participation and the development of important legislative efforts.

Yawáko.



The 2023-2026 Legislative Operating Committee

From left to right:

Vice Chairman Kirby Metoxen, Chairman Jameson Wilson, Jennifer Webster, Marlon Skenandore, and Jonas Hill

Attachment 1.

LEGISLATIVE OPERATING COMMITTEE ACTIVE FILES LIST 2023-2026

Updated 08/13/2026

<i>Legislation Name</i>	<i>Sponsor</i>	<i>Research</i>	<i>Drafting/ Work Meetings</i>	<i>Draft Approved by LOC</i>	<i>Leg. Analysis</i>	<i>Public Meeting</i>	<i>Fiscal Impact Statement</i>	<i>LOC Approved Adoption Packet</i>	<i>OBC or GTC Adoption</i>
All Terrain Vehicle Law Amends	Jonas Hill								
Back Pay Law Amendments	Jonas Hill	BC-07-24-24-C							
Boards, Committees, and Commissions Law Amends	Kirby Metoxen	BC-08-12-26-D							
Budget and Finances Law Amends	Jennifer Webster	BC-04-22-26-A							
Business Corporations Law	Jameson Wilson								
Cemetery Law Amends	Jonas Hill								
Child Custody, Placement, and Visitation Law Amendments	Jameson Wilson								
Clean Air Policy Amendments	Jennifer Webster	BC-02-14-24-A							
Code of Ethics Law Amends	Jennifer Webster	BC-08-12-26-C							
Community Support Fund Law Amends	Jennifer Webster								
Computer Resources Law Amendments	Jameson Wilson	BC-10-09-24-A							
Conflict of Interest Law Amends	Jonas Hill								
Credit Collections Law	Jennifer Webster								
Culturally Significant Event Participation Program Law	Kirby Metoxen								
Data Sovereignty Law	Jameson Wilson								
Disposition of Excess Tribal Property Policy Amendments or Repeal	Kirby Metoxen								
Domestic Animals Law Amends	Jonas Hill								
Drug and Alcohol Free Workplace Law Amendments	Jonas Hill	BC-02-14-24-B							
	Kirby Metoxen								
Elder Protection Law	Jennifer Webster	BC-07-08-26-B							
Election Law Emergency Amends (12/25/25)	Jonas Hill	BC-06-25-25-B							
Election Law Emergency Amends (1/8/27)	Jonas Hill	BC-07-08-26-K							
Election Law Amends	Jonas Hill								
Endowments Law Amends	Jennifer Webster								
Eviction and Termination Law Amends	Jonas Hill	BC-07-08-26-J							
Fire Signs Law	Jennifer Webster								
Furlough Law Amends	Jennifer Webster								
General Tribal Council Stipend Payment Policy Amendments	Kirby Metoxen								
GTC Government Participation GWE Law	Jonas Hill								

Attachment 1.

LEGISLATIVE OPERATING COMMITTEE ACTIVE FILES LIST 2023-2026

Updated 08/13/2026

Guardianship Law	Kirby Metoxen								
Higher Education Scholarship Law	Jameson Wilson	BC-04-22-26-F							
Hunting, Fishing, & Trapping Law Amends	Jonas Hill	BC-01-14-26-B							
Independent Contractor Law Amends	Jonas Hill	BC-01-28-26-E							
Indian Preference in Contracting Law Amends	Jonas Hill								
Investigative Leave Policy Amendments	Marlon Skenandore	BC-11-13-24-I							
Judiciary Law Amendments	Jameson Wilson								
Landlord Tenant Law Amends	Jonas Hill	BC-06-25-25-C							
Lavish & Extravagant Trip & Gratuities Law	Jonas Hill								
Law Enforcement Ordinance Amends	Jonas Hill	BC-05-14-25-B							
Layoff Policy Amendments	Jennifer Webster								
Local Land Use Regulation Reimbursement Policy Repeal	Kirby Metoxen								
Marijuana Law	Jameson Wilson								
Marriage Law Amendments	Jennifer Webster								
Minors Trust General Welfare Assistance Law	All LOC								
Misappropriation of Funds Law	Jennifer Webster								
Oneida General Welfare Law Amendments	Jameson Wilson								
	Jonas Hill								
Oneida Language Law	Jennifer Webster								
	Kirby Metoxen								
Oneida Personnel Policies and Procedures Amends	All LOC								
Oneida Life Insurance Plan Law Amendments	Jameson Wilson	BC-01-22-25-B							
Oneida Travel and Expense Policy Repeal	Jennifer Webster								
Oneida Worker's Compensation Amends	Jameson Wilson								
Onsite Waste Disposal Law Amends	Jonas Hill								
Pardon and Forgiveness Law Amendments	Jennifer Webster	BC-07-08-26-I							
Plastic Free Law	Jameson Wilson								
Probate Law Emergency Adoption (Exp. 10/22/26)	Kirby Metoxen	BC-04-22-26-E							
	Jameson Wilson								
Probate Law	Kirby Metoxen								
	Jameson Wilson								
Public Use of Tribal Land Law Amends	Jonas Hill	BC-01-28-26-D							

Attachment 1.

LEGISLATIVE OPERATING COMMITTEE ACTIVE FILES LIST 2023-2026

Updated 08/13/2026

Real Property Law Amends	Jameson Wilson	BC-04-22-26-B						
Recycling and Solid Waste Disposal Law Amends	Kirby Metoxen	BC-04-22-26-C						
	Jonas Hill							
Renewable Energy Law	Jameson Wilson							
Safe Neighborhoods Law Emergency Adoption (Exp. 8/25/26)	Jameson Wilson	BC-02-25-26-C						
Safe Neighborhoods Law Emergency Adoption Extension (Exp. 2/25/27)	Jameson Wilson	BC-08-12-26-B						
Safe Neighborhoods Law	Jameson Wilson							
Sanctions and Penalties Law	Jennifer Webster							
Short Term Rental Law	Jonas Hill							
Taxation Law	Jameson Wilson							
Time and Attendance Law for Elected Officials	Jonas Hill							
Ten Day Notice Policy Amends	Jennifer Webster							
	Jameson Wilson							
Traffic Law	Jennifer Webster							
Tribal Environmental Response Law Amends	Jonas Hill							
Tribal Environmental Quality Review Law Amends	Jonas Hill							
Tribal Sovereignty in Data Research Law	Jennifer Webster							
Two Spirit Inclusion Law	Jennifer Webster							
Uniform Commercial Code	Jameson Wilson							
Vehicle Driver Certification and Fleet Management Law Amendments	Jameson Wilson	BC-09-25-24-B						
Vendor Licensing Law Amends	Jonas Hill							
Water Resources Law Amends	Jonas Hill							
Well Abandonment Law Amends	Jonas Hill							
Workplace Violence Law	Jennifer Webster	BC-01-14-26-A						

Attachment 2.

Legislative Operating Committee Accomplishments Summary 2023-2026

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BACK PAY LAW AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-07-24-24-C
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Purpose: Set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation's laws.

Amendments:

- Include a new section in the law which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as:
 - Requirement to hold a position pending litigation;
 - Amending the position description or eliminating the position pending an employee appeal;
 - Reinstatement to the position the employee was involuntarily separated from;
- Clarify that back pay calculations shall be made using the employee's last wage in the position which they were terminated from; and
- Clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay.

BOARDS, COMMITTEES, AND COMMISSIONS LAW AMENDMENTS

Sponsor: Kirby Metoxen	Drafter: Carolyn Salutz	BC-08-12-26-D
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Purpose: Govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees, and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions.

Amendments:

- Clarify the purpose of the amendments is to establish clear standards of conduct.
- Clarify it is the policy of the Nation that appointed and elected individuals serving on a board, committee, or commission of the Nation carry themselves in a way that brings honor to the Oneida people and government.
- Strengthen, clarify, and add definitions for Conflict of Interest, fiscal year, letter, member, political appointee, and Secretary.
- Clarify the Oneida Business Committee or designee shall be responsible for drafting the initial bylaws and the Oneida Business Committee will approve the initial bylaws.
- Clarify the responsibilities of the Boards, Committees, Commissions Department, including:
 - responsibilities once managed by the Business Committee Support Office; and
 - managing offboarding procedures for when a member leaves an entity.

Attachment 2.

- Clarify when a member's term ends, the member may remain in their position until the successor is sworn in but no longer than sixty (60) business days. This helps prevent discontinuation of services but by setting a sixty-day (60) deadline also reinforces appropriate turnover.
- Clarify all entities must be in compliance with the Nation's travel policies.
- Clarify all entities must address conflict resolution and leaves of absence in their bylaws.
- Clarify all entities must include a procedure for withholding a member's stipend in their bylaws.
- Clarify that rather than the requirement to submit quarterly reports to the Oneida Business Committee, all entities will be required to submit at least two reports each fiscal year to the Oneida Business Committee.
- Clarify all entities may hold virtual meetings pursuant to any requirements established by the Oneida Business Committee and pursuant to any additional requirements established by the entity.
- Clarify that every appointed and elected member will receive an official Oneida Nation email address.
- Clarify standards of conduct such as:
 - A good mind;
 - cultural accountability;
 - several instances of prohibited conduct;
 - attendance and meeting conduct;
 - nepotism;
 - gifts and honorarium; and
 - fair dealing and impartiality.
- Clarify how the Nation will manage actual or implied conflicts of interest including the creation and maintenance of annual and as-needed disclosure forms.
- Add a requirement that all members shall submit disclosure forms annually and within a reasonable time after a conflict arises or becomes known.
- Clarify all entities may develop an internal conflict of interest mitigation plan for eligible conflicts in consultation with the Oneida Law Office, the Nation's Human Resources Department, and other departments of the Nation as needed.
- Clarify which positions may not be eligible to serve on an appointed or elected board because of the potential for an actual or implied conflict of interest.
- Clarify that members have an ongoing duty to disclose and shall promptly disclose and comply with the requirements of a conflict of interest mitigation plan.
- Clarify enforcement provisions.
- Include appeal rights; if applicable, a member shall have the right to appeal an enforcement action pursuant to the requirements and procedures regarding appeals of the law under which the member received a sanction or penalty.

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BUDGET AND FINANCES LAW AMENDMENTS		
Sponsor: Jennifer Webster	Drafter: Clorissa Leeman	BC-02-22-26-A

Purpose: Set forth the requirements to be followed by the Oneida Business Committee and the Oneida fund units when preparing the budget to be presented to the General Tribal Council for approval, and to establish financial policies and procedures for the Nation.

Amendments:

- Remove the requirement that the Oneida Business Committee develop priorities, a strategic plan, or broad goals to assist in guiding the budget.
- Remove the requirement that the Chief Financial Officer ensure the Nation's budget is properly implemented, and instead require that the Chief Financial Officer report to the Oneida Business Committee and/or Executive Managers any expenditures that do not follow budget guidelines or conform to the budget. [
- Require that the Chief Financial Officer assist with the submission and presentation of the Treasurer's report to the Oneida Business Committee, which shall specifically include any monthly variances that are one hundred thousand dollars (\$100,000) or more in total instead of a difference of three percent (3%) or more from the adopted annual budget or fifty thousand dollars (\$50,000) or more in total.
- Require the Chief Financial Officer to inform the Oneida Business Committee of any Executive Managers and/or fund unit which does not follow the budget development process guidelines or deadlines as set forth by the Treasurer.
- Require managers to report to the CFO and their relevant Executive Manager explanations and corrective actions for any monthly variance that is one hundred thousand dollars (\$100,000) or more in total instead of a difference of three percent (3%) or more from the adopted annual budget or fifty thousand dollars (\$50,000) or more in total.
- Eliminate that the contents of the budget include a description of each line item within each fund unit's budget, the estimated expenditures by each fund unit, and a summary of employment position counts including prior year, current year, and budgeted year.
- Rename the Permanent Executive Contingency Fund Account the Financial Sovereignty Fund.
- Eliminate the Grant Reserve Fund Account, instead including sustaining grant operations in the purpose of the Financial Sovereignty Fund.
- Require that the Treasurer submit the budget guidelines to the Oneida Business Committee for review and approval through the adoption of a resolution no later than March 1st of each calendar year.
- Provide that it is the Chief Financial Officer, and not the Treasurer, that is responsible for receiving, reviewing, and compiling the proposed budgets from all the fund units into the Nation's draft budget.

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- Eliminate the section of the law that addressed fees and charges.
- Add a threshold of two hundred and fifty thousand dollars (\$250,000) or more for when a fund unit has to seek approval by the Oneida Business Committee, and a fiscal analysis by the Chief Financial Officer for any unbudgeted expenditure.
- Clarify that for unexpended capital improvement funds they do not carry over to the next fiscal year budget, but instead carry over at the end of each fiscal year and remain available for use.
- Eliminate the section on unexpended capital expenditure funds.
- Eliminate the provisions of the Law governing capital improvements.
- Eliminate provisions of the Law governing how grant fund can be utilized, exhaustion of non-tribal funds, grant reporting, and the Grant Reserve Fund Account.
- Require that prior to the acquisition of any debt, the Nation shall obtain an amortization schedule for the repayment of the debt.
- Eliminate the provisions which provides that employment positions that are fully funded through grants shall not be included in the employment cap.
- Allow the budget contingency plan to respond to or prepare for potential extreme financial distress.
- Clarify that when the Chief Financial Officer, not the Oneida Business Committee, determines that the Nation is under extreme financial distress, or may face extreme financial distress in the near future, the CFO shall inform the Oneida Business Committee, and the Oneida Business Committee shall be responsible for implementing the budget contingency plan.

CLEAN AIR POLICY AMENDMENTS

Sponsor: Jennifer Webster	Drafter: Clorissa Leeman	BC-02-14-24-A
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Purpose: Provide a healthy working and learning environment within buildings and vehicles owned and operated by the Nation by prohibiting smoking.

Amendments:

- Include a new exemption to the prohibition of smoking, which is a tobacco store, on or in premises controlled by Oneida Retail, that sells tobacco product, unless prohibited by Oneida Retail or the terms and conditions of the lease or land or building assignment.
- Clarify the exemption to the prohibition of smoking for residential buildings owned by the Nation only applies if not otherwise prohibited by a lease or rental agreement.
- Eliminate the requirement that a suspension for a second violation of this law be one (1) week in length, providing the supervisor and HRD greater flexibility in determining a suspension length that best fits the violation.

Attachment 2.

CODE OF ETHICS AMENDMENTS		
Sponsor: Jennifer Webster	Drafter: Grace Elliott	BC-08-12-26-C

Purpose: Establish clear standards of conduct rooted in the values of the Oneida people, to guide those entrusted with authority in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people

Amendments:

- Update the Code of Ethics so it clearly focuses on the Oneida Business Committee, bringing all expectations for how leaders should conduct themselves into one easy to understand law.
- Integrate the Great Law of Peace into the ethical foundation, affirming decision making grounded in peace, unity, and thoughtful deliberation as cultural mandates for governance.
- Ground the ethical framework in the Good Mind teachings, infusing leadership obligations with humility, compassion, clarity, and community centered thinking.
- Articulate the concept of Sacred Trust, emphasizing leadership as a duty held on behalf of past, present, and future generations rather than an individual entitlement.
- Clarify the definition of “Conflict of Interest” to encompass financial, personal, and political interests affecting leaders and their immediate families, reinforcing impartial stewardship.
- Mandate transparent disclosure of conflicts, ensuring ethical clarity consistent with the Good Mind’s call for honesty and openness in governance.
- Require OBC members to recuse themselves from matters in which conflicts exist, upholding the Great Law of Peace’s expectation that leaders avoid self interest.
- Implement structured annual and as needed conflict of interest filings, creating accountability mechanisms that reinforce responsible leadership.
- Modernize gift and honoraria reporting by increasing financial thresholds and updating reporting processes to better reflect contemporary governance realities including public disclosure.
- Prohibit acceptance of gifts tied to influence or business advantage, protecting the Nation’s decision making from external pressure and maintaining community trust.
- Regulate OBC members’ applications for positions that report directly to the Committee, preventing conflicts before they arise and strengthening procedural fairness.
- Safeguard confidential information by restricting its use for personal, financial, or political benefit, aligning with the Haudenosaunee value of responsible and respectful speech.
- Promote fairness and impartiality in leadership actions, ensuring decisions are made through unbiased judgment grounded in the Good Mind and collective well being.

Attachment 2.

- Prohibit nepotism in hiring, supervision, and resource decisions, maintaining equitable access and protecting the legitimacy of OBC leadership.
- Reinforce accountability and transparency as essential qualities of public office, affirming that OBC authority flows from the people and must remain answerable to them.
- Elevate cultural accountability by requiring OBC members to conduct themselves in ways that honor Oneida identity, teachings, and responsibilities.
- Strengthen expectations for meeting attendance, preparation, and professional engagement, acknowledging that presence and participation are integral to carrying the Sacred Trust.
- Codify a comprehensive list of prohibited behaviors—including retaliation, discrimination, misuse of office, and corruption—to uphold dignity and protect community confidence in leadership.
- Align enforcement with broader Nation laws to provide consistency, due process, and integrity in the handling of ethical violations.

COMPUTER RESOURCES ORDINANCE AMENDMENTS

Sponsor: Jameson Wilson	Drafter: Clorissa Leeman	BC-10-09-24-A
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**Now Technology Resources Law*

Purpose: Regulate the usage of technology resources and processed data owned and operated by the Nation.

Amendments:

- Revise the title and references throughout the Law from “computer resources” to “technology resources.”
- Clarify that users are expected to conduct themselves professionally and to refrain from using technology resources of the Nation for activities that are inappropriate no matter in what location the user utilizes the technology resources of the Nation
- Clarify that it shall not be deemed an inappropriate use for a user to share information or evidence regarding the inappropriate use of another user if reporting the inappropriate use in accordance with the proper reporting structure.
- Clarify that any standard operating procedure defining excessive use of technology resources for any user that is an employee of the Nation is required to be developed in accordance with all other laws and rules of the Nation.
- Include a new provision in which DTS is delegated rulemaking authority in accordance with the Administrative Rulemaking law to promulgate rules to govern technology resources of the Nation.

Attachment 2.

DRUG AND ALCOHOL FREE WORKPLACE LAW AMENDMENTS

Sponsor: Kirby Metoxen and Jonas Hill	Drafter: Clorissa Leeman	BC-02-14-24-B
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Purpose: Establishes a drug and alcohol-free workplace program that balances respect for individuals with the need to maintain an alcohol and drug-free environment

Amendments:

- Exempt an external applicant's confirmed positive THC test result from the requirement of a negative drug test result for pre-employment eligibility unless prohibited by an external licensing or grant requirement.

ELDER PROTECTION LAW

Sponsor: Jennifer Webster	Drafter: Grace Elliott	BC-07-08-26-B
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Purpose: Uphold the Nation's responsibility to honor and protect its elders. This law establishes a comprehensive framework to prevent, identify, report, investigate, and respond to elder abuse, neglect, self-neglect, and financial exploitation and affirms the Nation's cultural responsibility to honor, respect, and preserve elder wellbeing

Amendments:

- Establish a comprehensive framework to prevent, identify, report, investigate, and respond to elder abuse, neglect, self-neglect, and financial exploitation.
- Establish an Interdisciplinary Team composed of multiple Nation departments to coordinate case review, guide investigations, recommend actions, promote cooperation, and identify resources.
- Establish a duty to report suspected elder abuse, neglect, and exploitation. The law requires any person with knowledge or reasonable suspicion of abuse, neglect, self neglect, or exploitation of an elder to report immediately to Aging & Disability Services or the Oneida Police Department.
- Create a broad class of mandated reporters, including family, caretakers, elected officials, employees, healthcare workers, mental health professionals, social workers, law enforcement, judicial staff, and fiduciaries.
 - Good faith reporters receive immunity.
 - Non mandated reporters may remain anonymous.
- Establish civil penalties:
 - A mandated reporter who fails to report may be fined up to \$2,000.
 - Anyone who knowingly files a false report may be fined up to \$2,000.

Attachment 2.

- Anyone who interferes with an investigation or retaliates against a reporter may be fined up to \$2,000 per occurrence.
- Provide investigation procedures requirements including that they must begin promptly and include required steps such as:
 - Visiting the elder's residence;
 - Observing the elder;
 - Conducting interviews;
 - Reviewing healthcare and financial records;
 - Interviewing guardians/caregivers;
 - Requesting law enforcement assistance;
 - Offering or arranging needed services.
- Authorize medical examinations under specified consent conditions or by court order.
- Authorize emergency protective actions, including protective placement, may be taken when necessary.
- Protect confidentiality and records. Departmental report forms and investigative records are confidential and may only be disclosed under limited circumstances, such as to the elder, suspect, service providers, law enforcement, auditors, and through court order.
- Provide that records must be retained for five years.
- Affirm elders' rights to:
 - Notice of an investigation unless emergency conditions exist.
 - Refuse services if they have capacity.
 - Protect their property rights, including the right to deny entry.
 - Representation by counsel at their own expense.
- Provide for rights of the accused to refuse services for themselves, refuse entry (subject to warrant), and obtain counsel at their own expense.
- Grant the Oneida Trial Court jurisdiction over all actions under this law. Personal jurisdiction extends to members of the Nation and Nation employees.

ELECTION LAW EMERGENCY AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-06-25-25-B
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Purpose: Governs the procedures for the conduct of orderly elections of the Nation, including pre-election activities such as caucuses and nominations.

Amendments:

- Reduce the number of Election Board members required to sign the election totals from six (6) to three (3).

Emergency Standard:

Attachment 2.

- Necessary for the preservation of the general welfare of the Reservation population to ensure that the 2025 Special Election can occur in an efficient and lawful manner. The 2025 Special Election is scheduled for July 12, 2025. The number of Election Board members required to sign the election totals is being reduced from six (6) to three (3) due to the Election Board's concern that there will not be enough Election Board members to meet the original requirement for six (6) members. The Election Board has provided that they have not been able to secure an adequate number of alternate positions for the 2025 Special Election.
- Observance of the requirements under the Legislative Procedures Act for the adoption of the amendments to the Election law would be contrary to public interest and the process and requirements of the Legislative Procedures Act cannot be completed in time to allow the proposed emergency amendments to be adopted and implemented prior to the July 12, 2025 Special Election.

Emergency Expired:

- December 25, 2025

ELECTION LAW EMERGENCY AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-07-08-26-K
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Purpose: Governs the procedures for the conduct of orderly elections of the Nation, including pre-election activities such as caucuses and nominations.

Amendments:

- Reduce the number of Election Board members required to sign the election totals from six (6) to three (3).

Emergency Standard:

- Necessary for the preservation of the general welfare of the Reservation population to ensure that the 2026 General Election can occur in an efficient and lawful manner. The 2026 General Election is scheduled for July 11, 2026. The number of Election Board members required to sign the election totals is being reduced from six (6) to three (3) due to the Election Board's concern that there will not be enough Election Board members to meet the original requirement for six (6) members. The Election Board has provided that they have not been able to secure an adequate number of alternate positions for the 2026 General Election.
- Observance of the requirements under the Legislative Procedures Act for the adoption of the amendments to the Election law would be contrary to public interest and the process and requirements of the Legislative Procedures Act cannot be completed in time to allow

Attachment 2.

the proposed emergency amendments to be adopted and implemented prior to the July 11, 2026 General Election.

Emergency Expired:

- January 8, 2027

EVICTIION AND TERMINATION LAW AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-07-08-26-J
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Purpose: Provide consistent procedures for terminating a contract and/or evicting an occupant which affords the occupant due process and protects all parties involved.

Amendments:

- Add or revise the definition for Comprehensive Housing Division, law enforcement agency, occupant, owner, periodic tenancy, rental value, and stay of eviction.
- Expand who qualifies as an owner under the law from just the Nation to the Nation when the Nation is acting in its capacity as a lessor as defined in the Leasing law or lessee; or the Nation or any person or entity within the Nation’s jurisdiction acting in its capacity as a landlord as defined in the Landlord Tenant law.
- Revise the delegation of administrative rulemaking authority provided under this Law for the Nation’s residential, agricultural, and business contracts.
- Remove the terms “alleged” and “allegations” throughout the Law.
- Revise how notice of an early contract termination or eviction is provided to individuals and corporations or partnerships.
- Provide that an occupant shall have a right to cure for a failure to pay rent, but is not guaranteed that right to cure for subsequent violations.
- Clarify an occupant’s right to cure for instances of waste or contract breach by providing steps for remedying this type of breach, and also providing that the right to cure is not guaranteed for subsequent violations.
- Clarify what types of offenses qualify as a violation of law or rule or nuisance activity.
- Revise who is allowed to notice an owner of a violation of law or rule or nuisance activity.
- Clarify that an owner is not required to provide an occupant an opportunity to cure for a violation of an applicable law or rule or nuisance act.
- Clarify and expand when an individual may contest a contract termination.
- Revise how an occupant’s failure to vacate following the notice of eviction or a contract expiration is handled by an owner.
- Expand the amount of time allowed for an owner to return a security deposit to an occupant from thirty (30) days to sixty (60) days.
- Make other drafting changes and broad organizational changes.

Attachment 2.

HIGHER EDUCATION GRANT LAW

Sponsor: Jameson Wilson	Drafter: Grace Elliott	BC-04-22-26-F
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Purpose: Implement the Higher Education Grant program; and set forth the funding requirements and procedural controls for awarding Higher Education grants.

Amendments:

- Clearly articulate the Nation’s purpose and policy concerning the Higher Education Grant.
- Define key terms used within the law.
- Delegate rulemaking authority to the Higher Education Office to:
 - Clearly describe the documents required to complete the Higher Education Student File.
 - Address how funding periods are calculated.
 - Address funding cap amounts for the following tiers: associate degree, vocational or certificate program, undergraduate degree, graduate degree, doctoral degree,
 - Clearly describe application requirements and process.
 - Clearly describe the appeals process.
 - Additional rules may be promulgated, provided they do not conflict with any provision of this law.
- Clearly describe funding eligibility requirements, as follows:
 - be an enrolled member of the Nation.
 - be enrolled in an accredited postsecondary vocational program, college, or university
 - complete the Higher Education Student File with the Higher Education Office.
 - comply with FAFSA standards.
 - be pursuing a degree in a higher funding tier than any previously earned degree, unless they have remaining credits available under their current tier pursuant to 1005.5-2.
 - meet GPA requirements.
- Explicitly state funding duration as determined by the maximum allowable credit allocation per tier, as follows:
 - ninety (90) credits for an associate degree, vocational or certificate program.
 - one hundred fifty (150) credits for an undergraduate degree.
 - sixty (60) credits for a graduate degree.
 - one hundred twenty (120) credits for a doctoral degree.
- Define “probation” and clearly describe when a student may be placed on probation.
- Provide a clear explanation of how the grant award amount is calculated, as follows:
 - The minimum award package shall consist of:

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- Full-time students shall receive funding for tuition, fees, books, and room and board up to the funding cap amount for their program.
- Part-time students shall receive funding for tuition, fees, and books up to the funding cap amount for their program.
- Students taking one (1) to five (5) credits shall receive funding for tuition, fees, and books up to the funding cap for their program.
- If the student's financial need, as determined by the financial needs analysis, exceeds the minimum award package, the student shall receive an award equal to their financial need, up to the maximum allowed by the funding tier cap.
 - A full-time student's award may also cover transportation and personal/miscellaneous expenses.
 - A part-time student's award may also cover room and board, transportation and personal/miscellaneous expenses.
- Clearly describe how the law may be enforced.
- Clearly describe how a student may appeal a grant decision made by the Higher Education Office.

HUNTING, FISHING, AND TRAPPING LAW AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-01-14-26-B
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Purpose: Protect and conserve wildlife on the reservation and to promote respect among sportsmen, for both the environment and fellow sportsmen.

Amendments:

- 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.

Attachment 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.
- 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.
- 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.

Attachment 2.

- 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.

INDEPENDENT CONTRACTOR POLICY AMENDMENTS

Sponsor: Jonas Hill	Drafter: Carolyn Salutz	BC-01-28-26-E
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**Now Independent Contractors Law*

Purpose: Ensure proper classification of employees and independent contractors for federal labor and tax law purposes; ensure the use of contract forms approved by the Oneida Law Office and Purchasing; ensure contracting with a current employee does not create a conflict of interest or unintended tax consequences; and ensure independent contractors have appropriate insurance coverages.

Amendments:

- Rename the law from “Independent Contractor Policy” to “Independent Contractors Law.”
- Clarify in the definitions what it means to be an “employee” versus an “independent contractor.”
- Clarify in the definitions what it means to have the “scope of work”, including updated definitions of “deliverables” and “services.”
- Add in a requirement that the Nation must categorize all workers as either an independent contractor or an employee according to the Fair Labor Standards Act, Department of Labor regulations, the Internal Revenue Code, Treasury regulations, and the most current guidance from the Department of Labor and the Internal Revenue Service.
- Clarify the approval requirements for an independent contractor; including, contract, purchase order, vendor license, and tax identification number.
- Clarify when The Nation may contract with an employee or an employee-owned business entity as an independent contractor.

INVESTIGATIVE LEAVE POLICY AMENDMENTS

Sponsor: Marlon Skenandore	Drafter: Grace Elliott	BC-11-13-24-I
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**Now Investigative Leave Law*

Attachment 2.

Purpose: Set forth a process to address investigative leave for employees undergoing work-related investigations.

Amendments:

- Clarify the severity of an alleged violation that may warrant an investigative leave and provide examples.
- Clarify the type of risks that an investigative leave is intended to protect against.
- Prevent undue financial harm to an employee placed on investigative leave.
- Eliminate unpaid status for the employee placed on investigative leave for up to forty-five (45) days.
- Balance the intention to prevent undue financial harm to an employee placed on investigative leave with the Nation's fiscal responsibilities by shifting the employee to unpaid status when an investigation cannot be safely concluded within forty-five (45) days.
- Clarify that an employee may use their personal and vacation time if the investigative leave extends past forty-five (45) days.
- Provide that when an employee has used their personal and vacation time up all pay and benefits stop.
- Extend the authority to initiate an investigative leave to include the Executive Director of the Human Resource Department.
- Clarify that when there is no division director a supervisor must secure authorization from the person at the highest level in the chain of command under the Oneida Business Committee prior to placing an employee on investigative leave.
- Delegate the authority for designating the individual or agency responsible for completing the investigation to the Executive Director of the Human Resource Department and the supervisor, instead of the employee's supervisor and/or area manager.
- Delete the requirement that the Equal Employment Officer always conducts the investigation if the employee being investigated reports directly to the Oneida Business Committee and instead provide that they may also serve as a liaison to an investigating agency when that is more appropriate.
- Eliminate the option for a supervisor to place an employee in an alternate work assignment while on investigative leave.
- Expand the requirements that notice to the employee placed on investigative leave must contain.
- Extend the issuance of the second notice to the employee placed on investigative leave from fifteen (15) days to thirty-five (35) days.
- Clarify what information the second notice must provide the employee placed on investigative leave.
- Eliminate the requirement that a supervisor must conclude an investigation without waiting for the conclusion of a criminal or licensing matter.

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- Eliminate the requirement that an investigative leave must close upon the passing of fifteen (15) days, plus a possible extension of fifteen (15) days, unless an outside agency is conducting the investigation and instead allow the decision makers to close an investigative leave when a reasonable determination based on verifiable facts can be made.
- Expedite investigations by adding a requirement that the supervisor, or the EEO Officer (whichever is overseeing the investigation), provide the Executive Director of the Human Resource Department with weekly updates on the investigation.
- Eliminate the provision that requires the supervisor to conclude an investigation within forty-eight (48) hours of receiving the investigative report when someone else is conducting the investigation.
- Provide the employee who was placed on investigative leave with a redacted copy of the investigative report when requested, instead of only providing the redacted report to an employee who files an appeal.
- Require the supervisor to provide written notice and justification to the Executive Director of the Human Resource Department if they choose not to follow the corrective action recommended by the investigator(s).
- Expand an employee's responsibilities when on an investigative leave to include the surrender of all property of the Nation, respond to any inquires within twenty-four (24) business hours, and not share anything related to the investigation on social media.
- Create the option for an exception to be made to the complete prohibition of the employee who is placed on investigative leave entering any public worksite; if, and only if, it is determined that access is necessary, safe, appropriate, and the specific conditions under which access may be allowed are provided for in the notice to the employee.
- Require that the employee placed on investigative leave respond to all inquiries within twenty-four (24) business hours.

LANDLORD TENANT LAW AMENDMENTS

Sponsor: Jonas Hill	Drafter: Grace Elliott	BC-06-25-25-C
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Purpose: Provide mechanisms for protecting the rights of the landlords and tenants on all land owned by the Nation or members of the Nation within the Reservation boundaries.

Amendments:

- Expand the scope of the law to include all land owned by the Nation or members of the Nation within the Reservation boundaries instead of only to the Nation's rental programs.
- Expand the Nation's policy of providing a fair process to landlords and tenants of the Nation's rental programs to include all residents of the Nation.
- Expand the definition of landlord to include any person or entity within the Nation's jurisdiction, instead of limiting it to the Nation acting in its capacity as the landlord.

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- Redefine “rule” to grant rulemaking authority solely to the Comprehensive Housing Division instead of jointly to the Land Commission and the Comprehensive Housing Division. The Land Commission’s rulemaking authorities are eliminated as follows:
 - Naming programs and providing specific requirements and regulations that apply to said programs.
 - Disposition of personal property on Tribal land.
 - How and when rent shall be decreased due to untenability.
 - Governing the selection of applicants for the issuance of rental agreements.
- Remove rulemaking authority over applicant selection for the issuance of rental agreements from both the Land Commission and the Comprehensive Housing Division.
- Clarify that rental agreements shall state that nothing in the agreement may be considered a waiver of the Nation’s sovereign immunity when the Nation is acting in its capacity as a landlord.
- Clarify that all landlords or their staff must keep a written log of the date and the work time expended storing and/or removing personal property and/or removing debris left at the property after the expiration of the timeframe provided in the order to vacate.
- Remove language applying any section of this law to leases.
- Clarify that a landlord may bring an action for eviction when it is authorized by the Eviction and Termination law based on contacts with an entity for law enforcement services, health services, or safety services.
- Provide that when the Nation is the landlord, and a property has become untenable due to damage by fire, water or other casualty, or because of any condition hazardous to health, or if there is a substantial violation of 611.5-3(a) materially affecting the health and safety of the tenant, alternative housing shall be provided if it is reasonably available.
- Expand protections provided to a child of a tenant to a child of the household when the landlord is presented with documentation.

ONEIDA LIFE INSURANCE PLAN LAW AMENDMENTS

Sponsor: Jameson Wilson	Drafter: Clorissa Leeman	BC-01-22-25-B
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Purpose: Provide a death benefit through the Oneida Life Insurance Plan for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law.

Amendments:

- Include an appeal section which provides that an individual designated as the beneficiary of a decedent who believes they were wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee, and subsequently any decision made

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by the Oneida Trust Enrollment Committee regarding the validity of the denial of benefits is final.

ONEIDA NATION LAW ENFORCEMENT ORDINANCE AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-05-24-25-B
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**Now Law Enforcement Law*

Purpose: Regulate the conduct of the Nation’s law enforcement personnel according to the highest professional standards.

Amendments:

- Revise the title of the law from “Oneida Nation Law Enforcement Ordinance” to “Law Enforcement law;”
- Include a new provision providing the policy of the Nation in regard to this law.
- Provide that law enforcement operations can take place outside the Reservation when the operations occur pursuant to any other jurisdictional exception that may exist for law enforcement officers.
- Remove the Police Sergeant position from the positions in the Oneida Police Department that are required to be held by enrolled members of the Nation.
- Require that upon the removal of a Police Chief, in addition to the retirement or resignation, the Oneida Public Safety and Security Commission shall appoint an interim Police Chief.
- Clarify that to the extent that Federal Tort Claims Act coverage does not apply, the Nation shall provide professional liability insurance for all law enforcement officers.
- Allow for the sworn oath of a law enforcement officer to take place at a special Oneida Business Committee meeting, or at an alternative time and location as determined by the Oneida Business Committee Secretary, in addition to at a regular Oneida Business Committee meeting.
- Expand the Oneida Police Commission into the Oneida Public Safety and Security Commission, which will oversee the Internal Security Department and any other public safety operation department of the Nation, in addition to the Oneida Police Department.
- Revise the eligibility qualifications for Oneida Public Safety and Security Commission members.
- Revise the responsibilities of the Oneida Public Safety and Security Commission in regard to the Oneida Police Department.
- Provide that the responsibilities of the Oneida Public Safety and Security Commission in regard to the Internal Security Department or any other safety operation department of the Nation shall be provided for in the Oneida Public Safety and Security Commission bylaws.
- Revise the disciplinary proceedings for law enforcement officers.

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- Move all provisions regarding the use of firearms to section 301.11 of the Law, and provide that the Oneida Police Department may allow law enforcement use of service firearms in order to protect life, liberty, property, land, and premises, according to the usual and current accepted law enforcement standards.
- Make other minor drafting changes throughout the Law.

PARDON AND FORGIVENESS LAW AMENDMENTS

Sponsor: Jennifer Webster	Drafter: Grace Elliott	BC-07-08-26-I
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Purpose: Establish a fair, efficient, and formal process through which individuals may seek relief from certain barriers created by past actions.

Amendments:

- Create an exception allowing applicants with outstanding penalties/fines to proceed only if the application is for employment purposes and the applicant meets the requirements for a conditional waiver.
- Establish the full conditional waiver framework, including:
 - waiver applies only to employment eligibility;
 - outstanding penalties/fines remain fully enforceable;
 - mandatory payment agreement (18 months or extended to 3 years if >\$5,000);
 - requirements for Pardon and Forgiveness Committee recommendation;
 - good cause exception for missed payments;
 - grounds for rescission for non payment.
- Allow an applicant proceeding under the conditional waiver (employment only) to submit proof of a Pardon and Forgiveness Committee approved payment agreement instead of proof of full payment.
- Clarify that a pardon or forgiveness does not affect restrictions imposed under the Nation's Safe Neighborhoods law, in addition to existing sex offender requirements.
- Require the Oneida Secretary's Office to monitor payment-related conditions and provide quarterly reports to the Pardon and Forgiveness Committee; and clarify that monitoring is solely for eligibility enforcement, not decision-making.
- Authorize the OBC to rescind a pardon/forgiveness when a person fails to meet a payment condition under 126.6 3, with notice and a 30 day cure period; reinstates all prior ineligibilities. Includes subsections specifying:
 - rescission is an eligibility action, not an employment action;
 - notice must be issued per 126.10 4.

Attachment 2.

PROBATE LAW EMERGENCY ADOPTION

Sponsor: Jameson Wilson, Kirby Metoxen	Drafter: Grace Elliott	BC-04-22-26-E
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Purpose: To ensure the property of Decedents passes to the rightful heirs or beneficiaries; To comply with the Decedent's wishes as much as possible; To comply with tribal custom and tradition; To provide a simple, efficient, and inexpensive method for probating the Decedent's property; To prevent the transfer of land out of tribal ownership and control; and To ensure the rights of creditors of Decedents are protected to the extent possible and fair.

Amendments:

- Affirm tribal sovereignty over inheritance and probate by explicitly characterizing property disposition at death as an exercise of self governance and prioritizing tribal custom, tradition, and member control over property succession.
- Establishes a single, comprehensive tribal probate system governing how estates of covered decedents are administered, whether the decedent died with or without a will.
- Ensure tribal law controls over conflicting tribal documents and enactments, while recognizing that applicable federal law remains supreme where required.
- Apply beyond enrolled members to include spouses, children, persons eligible for enrollment, and deceased persons owning real property within Reservation boundaries subject to a residential lease with the Nation.
- Assert tribal jurisdiction over non trust property of covered decedents located within the Reservation, to the extent that federal law does not confer exclusive U.S. jurisdiction.
- Allow tribal members with fee land to opt into state probate law, while requiring tribal probate procedures for trust land held within the Reservation.
- Prohibit inheritance of trust land by non members and non U.S. citizens, preventing transfer of trust property outside the tribal community.
- Provide mitigation options for ineligible heirs by allowing sale of trust interests to the Nation or eligible heirs at fair market value, or by granting limited life estates to ineligible spouses or minor children.
- Authorize sale of interests where heirs cannot be located, with proceeds returned to the estate for proper distribution, reducing unresolved or fragmented ownership.
- Mandate escheat of property to the Oneida Nation where no valid heirs or devisees exist, directly supporting land consolidation and long term tribal control.
- Exempt culturally significant and low value personal items from formal probate, allowing family distribution of traditional and ceremonial property outside the probate process.
- Vest primary probate authority in the Land Commission, empowering it to determine heirs, approve or disapprove wills, adjudicate creditor claims, accept renunciations, and decree final distributions.

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- Create a detailed probate procedural framework, including mandatory filings, notice requirements, public posting, and participatory consensus based hearings for dispute resolution.
- Codify a specific intestate succession hierarchy, prioritizing spouses and direct descendants and extending through parents, siblings, grandparents, and more remote relatives before escheat.
- Provide layered review, rehearing, and appeal rights, including administrative rehearings, judicial appeals, and limited reopening of cases for lack of notice or omission of heirs.

Emergency Standard:

- Necessary for the immediate preservation of the general welfare of the Reservation population. Recent amendments to the Real Property Law removed all probate provisions and the related delegation of rulemaking authority that Oneida had historically relied upon to administer estates. As a result, the Nation's clear legal authority and established process for handling probates were effectively eliminated. Historically, probate administration continued through temporary measures, most notably by resolution, which inserted a comprehensive stand in probate process into the Real Property Law when that law lacked sufficient procedural detail. By fully deleting probate provisions without the simultaneous adoption of a standalone probate law, the amendments created a gap in which Oneida would no longer have an express, workable legal framework to process probates, determine heirs, resolve disputes, or administer land succession. Emergency adoption of a separate Probate Law is therefore necessary to immediately restore tribal jurisdiction, authority, and an official probate process and to ensure that estates continue to be administered by Oneida rather than defaulting to state or federal systems.
- Observance of the requirements under the Legislative Procedures Act for the adoption of the Probate law would be contrary to public interest and the process and requirements of the Legislative Procedures Act cannot be completed in time to allow the proposed Probate law to be adopted and implemented to avoid losing jurisdiction over probate matters.

Emergency Expires:

- October 22, 2026

PUBLIC USE OF TRIBAL LAND LAW AMENDMENTS

Sponsor: Jonas Hill	Drafter: Clorissa Leeman	BC-01-28-26-D
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Purpose: Prevent improper access, use, and trespass to Tribal lands.

Amendments:

- Eliminate the Environmental Resource Board from the Law and delegate all their former responsibilities and duties to Land Management.

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- Delegate administrative rulemaking authority to Land Management to develop rules to:
- Develop, approve, and maintain the Land Access Map.
- Allocate and assign land uses for all Tribal lands.
- Develop a fine and penalty schedule for violations of this Law and its corresponding rules;
- Develop any other rules needed to implement or enforce this Law.
- Require that Land Management consult with the Land Assessment Team on the development of all administrative rules.
- Add members of Haudenosaunee First Nations governments or bands to those who can access land designated as Oneida Community Access.
- Require that the Land Access Map be made digitally available on the Nation's website.
- Provide that Land Management is responsible for allocating and assigning land uses to all Tribal land.
- Remove the provisions on amending the Land Access Map, as the administrative rulemaking process shall now be followed.
- Remove the provisions of the Law regarding trespass.
- 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.

REAL PROPERTY LAW AMENDMENTS

Sponsor: Jameson Wilson	Drafter: Grace Elliott	BC-04-22-26-B
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Purpose: Provide regulations and procedures for the transfer, control and management of all Tribal land; and to integrate these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold concurrent jurisdiction.

Amendments:

- Uphold the Nation's prohibition on the sale of Tribal land, while establishing one new, narrowly tailored exemption for certain off-Reservation transactions as follows: Sale of land located off the Reservation provided the transaction is approved by formal resolution of the Oneida Business Committee.
- Remove the definitions for terms related to probate that are not applicable under the proposed amendments. Specifically eliminate the following definitions: Broker, Estate, Fiduciary, Guardian ad litem, Personal representative and Probate.
- Add or modify definitions for the following terms: Deed, Easement, Individual trust land, Land Management, Land use license, Restricted fee status, Rule, Senior management, Title status report, and Title report.
- Clarify that the Nation's exercise of eminent domain is limited to a right of last resort. [

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- Provide that any party contesting the Nation's authority to exercise eminent domain, or disputing the adequacy of consideration offered, may challenge the acquisition by filing a civil complaint with the Oneida Nation Trial Court.
- Reinstate trespass provisions previously contained in the Public Use of Tribal Land law.
- Add enforcement provisions similar to those contained in the Public Use of Tribal Land law.
- Authorize officers of the Oneida Police Department or designated wardens to take any action necessary to prevent, mitigate, or remove violations of this Law, require proof of eligibility to access Tribal land, issue citations, and enforce any order not complied with at the expense of the owner.
- Provide that an individual who violates this law may be issued a citation; a citation may include fines, other penalties, and conditional orders as determined by the Trial Court.
- Specify that the Oneida Nation Register of Deeds shall provide public access to land records and title documents, subject to applicable fees outlined in the fee schedule established by Land Management and approved by the Land Commission.
- Streamline authority and improve operational efficiency within Land Management and the Comprehensive Housing Division by eliminating overlapping responsibilities currently held by the Land Commission. The Land Commission will no longer review and adopt Land Management's standard operating procedures for agriculture and commercial leases in accordance with the Leasing law.
- Delegate exclusive rulemaking authority to the Comprehensive Housing Division for establishing process requirements such as advertising, notice, prequalification, and selection- applicable to all residential improvements sales by the Nation.
- Delegate rulemaking authority to Land Management under the Administrative Rulemaking law to:
 - Establish a fine and penalty schedule for violations.
 - Create any additional rules necessary to implement or interpret this law.
 - Ensure all rules are approved by senior management before submission to the Legislative Operating Committee pursuant to the Administrative Rulemaking law.
- Designate Land Management as the entity responsible for:
 - Managing the Tribal land portfolio and acting as the caretaker of unassigned lands.
 - Entering into and administering agricultural and commercial leases pursuant to the Leasing and Eviction and Termination laws.
 - Processing requests for easements and land use licenses.
 - Administering internal building and land assignments to Nation entities, as approved by senior management.
 - Handling transactions that add real property to the Tribal land base.
 - Preparing and maintaining title reports and accurate land records.

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- Providing real estate services for individual trust landowners under the self-governance compact, including document submission to the Bureau of Indian Affairs.
- Compiling, and submitting the Nation’s fee-to-trust applications in accordance with the priorities set by senior management.
- Determining which Tribal lands require posting and ensuring appropriate signage is installed.
- Remove the provisions of the Law regarding probate.
- Establish the legal framework for granting easements in specific circumstances where access to property is restricted. Three types of easements are outlined:
 - Easement by Necessity, which allows landlocked property owners to petition the Oneida Judiciary for access through adjacent land, provided they can prove the parcels were once under common ownership and the landlocked condition resulted from a severance.
 - Prescriptive Easement, which permits individuals to seek continued use of land if they’ve used it openly, adversely, and continuously for twenty (20) years.
 - Easement by Written instrument which recognizes property rights acquired through uninterrupted adverse possession over seven years.
 - Additionally, it protects Tribal land from unauthorized claims, by prohibiting adverse possession claims against the Nation.
- Increase the minimum number of Land Management employees primarily responsible for real estate acquisitions from one (1) to two (2), contingent upon budgetary resources.

RECYCLING AND SOLID WASTE DISPOSAL LAW AMENDMENTS

Sponsor: Kirby Metoxen, Jonas Hill	Drafter: Carolyn Salutz	BC-04-22-26-C
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**Now Solid Waste Disposal Law*

Purpose: Set forth the process by which the Nation will reduce, manage, and dispose solid waste within the jurisdictional boundaries of the Nation.

Amendments:

- Rename the law from “Recycling and Solid Waste Disposal” to “Solid Waste Disposal Law.”
- Remove the separation of “recycling” and “solid waste” and instead redefine solid waste to include recyclable materials
- Clarify in the definitions the following terms: “customers,” “e-waste,” “major appliances,” “reservation,” “service provider,” and “sharps.”

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- Clarify the management of solid waste within the Reservation will be governed by this law, the Nation’s Sustainable Materials Management Plan, and applicable provisions of the Resource Conservation and Recovery Act.
- Clarify that the Nation’s Division of Public Works (“DPW”) and Land, Environmental, Agriculture, and Food (“LEAF”) have the authority to administer certain provisions of this law, including informing the public of certain requirements, determining nuisances, procuring service providers, and making rules for the regulation and administration of this law.
- Clarify there will be a fine and penalty schedule developed by DPW and LEAF and approved by the Oneida Business Committee.
- Clarify certain items need to be separated; LEAF, or the service provider may refuse pick up; and there will be a special collection of some items which will be scheduled annually and posted on the Nation’s website.
- Clarify that deer carcasses and other large animal carcasses are not collectable and may not be place for curbside collection.
- Clarify it is prohibited to burn solid waste, dump, throw, or leave solid waste in unauthorized areas, in any way that creates a nuisance, or in any way that violates the Sustainable Materials Management Plan, other provisions of the Recycling and Solid Waste Disposal Law, the Public Peace Law, or any other law of the Nation.

SAFE NEIGHBORHOODS LAW EMERGENCY ADOPTION

Sponsor: Jameson Wilson	Drafter: Clorissa Leeman	BC-02-25-26-C
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Purpose: Not to impose a criminal penalty but rather to serve the Nation’s compelling interest to promote, protect, and improve the health, safety, and welfare of the reservation population by prohibiting convicted sex offenders from loitering or residing in specified areas around locations where vulnerable populations, including children, regularly congregate.

Amendments:

- Prohibit a sex offender from being present or entering into specified prohibited locations, that are primarily focused on areas in which children are known to congregate, while also providing exceptions for when a sex offender may enter a prohibited area.
- Prohibit a sex offender from establishing a permanent residence or temporary residence within two thousand five hundred (2,500) feet of any prohibited location, while also providing exceptions for when a sex offender may have a residence less than two thousand five hundred (2,500) feet of any prohibited location.
- Prohibits a person or entity from selling, leasing, subleasing, renting, conveying, or otherwise allowing a sex offender to stay in any place, structure, or part thereof with

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knowledge that it will be used as a permanent residence or temporary residence by any sex offender that is prohibited from establishing residence under this law.

- Provide a process to allow a sex offender to petition for a waiver of the residence restriction to the Oneida Police Department Chief of Police, and then appeal a denial of a waiver to the Oneida Public Safety and Security Commission.
- Requires the Geographic Information System Department to develop and maintain an official map of the reservation showing prohibited locations and the resulting residency restrictions distances that is made available on the Nation's website.
- Provide for the enforcement of violations of this Law and subsequent penalties that are available.

Emergency Standard:

- Necessary for the immediate preservation of the safety and general welfare of the Reservation population. Sex offenders are a serious threat to the public safety of vulnerable populations, including children, if regulatory measures are not in place that protect the community by reducing opportunity and temptation by prohibiting sex offenders from being present on or residing in specified areas designated as places where vulnerable populations commonly congregate.
- Observance of the requirements under the Legislative Procedures Act for the adoption of the Safe Neighborhoods law would be contrary to public interest and the process and requirements of the Legislative Procedures Act cannot be completed in time to allow the proposed Safe Neighborhoods law to be adopted and implemented in time to best protect the community.

Emergency Expires:

- August 25, 2026

SAFE NEIGHBORHOODS LAW EMERGENCY ADOPTION EXTENSION

Sponsor: Jameson Wilson	Drafter: Clorissa Leeman	BC-08-12-26-B
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Purpose: Not to impose a criminal penalty but rather to serve the Nation's compelling interest to promote, protect, and improve the health, safety, and welfare of the reservation population by prohibiting convicted sex offenders from loitering or residing in specified areas around locations where vulnerable populations, including children, regularly congregate.

Amendments:

- Prohibit a sex offender from being present or entering into specified prohibited locations, that are primarily focused on areas in which children are known to congregate, while also providing exceptions for when a sex offender may enter a prohibited area.

Attachment 2.

- Prohibit a sex offender from establishing a permanent residence or temporary residence within two thousand five hundred (2,500) feet of any prohibited location, while also providing exceptions for when a sex offender may have a residence less than two thousand five hundred (2,500) feet of any prohibited location.
- Prohibits a person or entity from selling, leasing, subleasing, renting, conveying, or otherwise allowing a sex offender to stay in any place, structure, or part thereof with knowledge that it will be used as a permanent residence or temporary residence by any sex offender that is prohibited from establishing residence under this law.
- Provide a process to allow a sex offender to petition for a waiver of the residence restriction to the Oneida Police Department Chief of Police, and then appeal a denial of a waiver to the Oneida Public Safety and Security Commission.
- Requires the Geographic Information System Department to develop and maintain an official map of the reservation showing prohibited locations and the resulting residency restrictions distances that is made available on the Nation's website.
- Provide for the enforcement of violations of this Law and subsequent penalties that are available.

Emergency Standard:

- Extension of emergency adoption necessary for the immediate preservation of the safety and general welfare of the Reservation population. Sex offenders are a serious threat to the public safety of vulnerable populations, including children, if regulatory measures are not in place that protect the community by reducing opportunity and temptation by prohibiting sex offenders from being present on or residing in specified areas designated as places where vulnerable populations commonly congregate.
- Observance of the requirements under the Legislative Procedures Act for the adoption of the Safe Neighborhoods law would be contrary to public interest and the process and requirements of the Legislative Procedures Act cannot be completed in time to allow the proposed Safe Neighborhoods law to be adopted and implemented in time to best protect the community.

Emergency Expires:

- February 25, 2026

SANCTIONS AND PENALTIES LAW

Sponsor: Jennifer Webster	Drafter: Clorissa Leeman	Rejected at 1/5/26 GTC
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Purpose: Establishes a consistent set of sanctions and penalties that may be imposed upon elected officials of the Nation for misconduct in office for the purpose of providing an opportunity for the official to take corrective action to address the misconduct and promote accountability and improved performance of the official.

Attachment 2.

Amendments:

- Require an official of the Nation to behave in a manner that promotes high standards of conduct.
- Subject an official of the Nation to sanctions and penalties for behaving in a manner that constitutes misconduct, which is defined as:
 - a violation of the Constitution or any of the Nation’s laws, policies, or rules;
 - a violation of the bylaws, standard operating procedures or other internal operating documents that govern the entity upon which the official serves; and
 - a conviction of a felony, or any crime in any jurisdiction that would be classified as a felony under federal law or Wisconsin law.
- Provide a process for filing a complaint, including:
 - who may file a complaint;
 - when a complaint may be filed;
 - where a complaint may be filed; and
 - the necessary contents of a complaint.
- Prohibit retaliation against any individual who makes a complaint, is a witness to a complaint, or offers testimony or evidence.
- Delegate the responsibility to handle complaints alleged against an official to the Trial Court.
- Require all complaints alleged against an official to be handled in a confidential manner.
- Allow for an individual to appeal the decision of the Trial Court to the Nation’s Court of Appeals.
- Provide various sanctions and penalties that may be imposed against an official.
- Provide factors to be used by the Trial Court when determining the appropriate sanctions and/or penalties to impose.
- Clarify that the imposition of sanctions or penalties does not exempt an official from individual liability for the underlying misconduct, and does not limit any penalties that may be imposed in accordance with other laws.
- Discuss the effect of a resignation by an official.
- Require that Judiciary maintain a record of conduct in office for each official.

VEHICLE DRIVER CERTIFICATION AND FLEET MANAGEMENT LAW AMENDMENTS

Sponsor: Jameson Wilson	Drafter: Clorissa Leeman	BC-09-25-24-B
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Purpose: Establish standards that certify employees, elected and appointed officials, and volunteers to drive a fleet vehicle or personal vehicle on official business and regulate the use of all vehicles owned and leased by the Nation.

Attachment 2.

Amendments:

- Remove the responsibility of the Fleet Management Department to purchase fleet vehicles.

WORKPLACE VIOLENCE LAW AMENDMENTS

Sponsor: Jennifer Webster	Drafter: Carolyn Salutz	BC-01-14-26-A
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Purpose: Provide all Oneida Nation employees and visitors an environment that is free of violence and the threat of violence.

Amendments:

- 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.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Jul 26	27	28	29	30 1:30 PM Research Law Dev	31 10:30 AM Draft Probate La	Aug 1
2	3	4	5 8:30 AM LOC Prep Meet 9 AM Legislative Operat	6	7 10 AM Oneida Worker's Cc	8
9	10	11	12	13 10 AM Draft Probate Law F 12:15 PM PUBLIC MEETING	14	15
16	17	18	19 8:30 AM LOC Prep 9 AM Legislative Operat	20	21	22
23	24 2:30 PM Native American F	25	26	27 10 AM Probate Draft Law F	28	29
30	31	Sep 1	2	3	4	5