Oneida Nation
Oneida Business Committee
Legislative Operating Committee
PO Box 365 • Oneida, WI 54115-0365
Oneida-nsn.gov

Legislative Operating Committee
Fiscal Year 2026
First Quarter Report
October 2025 – December 2025

Legislative Operating Committee Strategic Directions

The Legislative Operating Committee completed strategic planning and set forth the following strategic directions to provide clarity and direction on the Legislative Operating Committee's legislative efforts during the 2023-2026 legislative term:

- Improving relationships through communication;
- Improving internal processes and strategy;
- Educating and engaging stakeholders, including youth; and
- Implementing efficient use of technology.

Legislative Operating Committee Action on Legislative Requests

During the FY26 First Quarter the Legislative Operating Committee added three (3) legislative items to its Active Files List. The Legislative Operating Committee denied zero (0) legislative items during the FY26 First Quarter. The Legislative Operating Committee accepted one (1) request as information.

On December 3, 2025, the Legislative Operating Committee added the Petition: K. Schultz-General Welfare Assistance Payment to Membership #2025-03, Plastic Free law, and the Time and Attendance for Elected Officials to its Active Files List. At this meeting the Legislative Operating Committee accepted the referendum directive for the research and development of an Oneida Language law as information, noting that the Oneida Language law is already on the Active Files List.

FY26 First Quarter Legislative Accomplishments

During the FY26 First Quarter the Legislative Operating Committee did not bring forward any legislative items for amendment or adoption.

FY26 First Quarter Administrative Accomplishments

During the FY26 First Quarter the Legislative Operating Committee did not bring forward any administrative accomplishments

FY26 First Quarter Community Outreach Efforts

The Legislative Operating Committee did not hold any community outreach events during the FY26 First Quarter.

FY26 First Quarter Legislative Highlights

The Legislative Operating Committee would like to highlight its work on the following legislative items during the FY26 First Quarter:

Boards, Committees, and Commissions Law Amendments
This item is sponsored by Kirby Metoxen. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter.

Budget and Finances Law Amendments
This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter. On October 15, 2025, the Legislative Operating Committee approved the draft of the proposed amendments to the Budget and Finances law. On November 5, 2025, the Legislative Operating Committee approved the updated draft and legislative analysis of the proposed amendments to the Budget and Finances law. On December 17. 2025, the Legislative Operating Committee approved the public meeting packet and schedule a public meeting for the proposed Budget and Finances Law Amendments to be held on February 12, 2026.

Code of Ethics Amendments
This item is sponsored by Jennifer Webster. The Legislative Operating Committee held three (3) work meetings during the FY26 First Quarter regarding this legislative matter.

Elder Protection Law
This item is sponsored by Jennifer Webster and Marlon Skenandore. The Legislative Operating Committee held five (5) work meetings during the FY26 First Quarter regarding this legislative matter.

Eviction and Termination Law Amendments
This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY25 Fourth Quarter regarding this legislative matter. On November 5, 2025, the Legislative Operating Committee approved the draft of the proposed amendments to the Eviction and Termination law.

Furlough Law Amendments
This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter.

Higher Education Scholarship Law
This item is sponsored by Jameson Wilson. On September 3, 2025, the Legislative Operating Committee approved the draft Higher Education Scholarship law. On October 1, 2025, the Legislative Operating Committee approve the updated draft Higher Education Grant law and public meeting packet for the Higher Education Grant law and schedule a public meeting to be held on November 14, 2025. The public meeting was held on November 14, 2025, and two (2)

individuals provided oral comments during the public meeting. The public comment period was then held open until November 21, 2025, and one (1) individual provided written comments. On December 17, 2025, the Legislative Operating Committee accepted the public comments and public comment memorandum and defer to a work meeting for further consideration.

Hunting, Fishing, and Trapping Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held three (3) work meetings during the FY26 First Quarter regarding this legislative matter. On November 5, 2025, the Legislative Operating Committee approved the updated public comment review memo, draft, and legislative analysis; and approved the fiscal impact statement request memorandum and forwarded these items to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by November 21, 2025. The fiscal impact statement was received from the Finance Department on November 20, 2025. On December 17, 2025, the Legislative Operating Committee approved the adoption packet for the proposed amendment to the Hunting, Fishing, and Trapping Law and forwarded the adoption packet to the Oneida Business Committee for consideration.

Independent Contractor Policy Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter. On October 15, 2025, the Legislative Operating Committee held a public meeting for the proposed amendments to the Independent Contractor law, and no one provided public comment. The public comment period was then held open until October 22, 2025, and one (1) individual provided written comments. On November 5, 2025, the Legislative Operating Committee accepted the public comments and the public comment review memorandum and deferred these items to a work meeting for further consideration. On December 17, 2025, the Legislative Operating Committee accepted the updated public comment review memorandum, draft, legislative analysis; and approved the fiscal impact statement request memorandum and forwarded the materials to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by January 5, 2026.

Marriage Law Amendments

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter.

Public Use of Tribal Land Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY26 First Quarter regarding this legislative matter. On October 15, 2025, the Legislative Operating Committee held a public meeting for the proposed amendments to the Public Use of Tribal Land law, and one (1) person provided public comment. The public comment period was then held open until October 22, 2025, and zero (0) individuals provided written comments. On November 5, 2025, the Legislative Operating Committee accepted the public comments and the public comment review memorandum and deferred these items to a work meeting for further

consideration. On December 17, 2025, the Legislative Operating Committee approve the updated public comment review memorandum, draft, and legislative analysis; and approved the Fiscal Impact Statement request memorandum and forwarded these items to the Finance Department to be completed and submitted to the Legislative Operating Committee by January 15, 2026.

Real Property Law Amendments
This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter. On October 1, 2025, the Legislative Operating Committee accepted the legislative analysis and public meeting packet for the proposed amendments to the Real Property Law and scheduled a public meeting to be held on November 14, 2025. On November 14, 2025, the Legislative Operating Committee held a public meeting for the proposed amendments to the Real Property law, and two (2) individuals provided public comment. The public comment period was then held open until November 21, 2025, and four (4) individuals provided written comments. On December 17, 2025, the Legislative Operating Committee to accepted the public comments and public comment memorandum and deferred these items to work meeting for further consideration.

Recycling and Solid Waste Disposal Law Amendments
This item is sponsored by Kirby Metoxen and Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter. On November 5, 2025, the Legislative Operating Committee approved the draft of the Recycling and Solid Waste Disposal law amendments and directed the Legislative Reference Office to complete a legislative analysis. On December 17, 2025, the Legislative Operating Committee approved the public meeting packet and scheduled a public meeting for the proposed Recycling and Solid Waste Disposal law amendments to be held on February 12, 2026.

Ten Day Notice Policy Amendments
This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter.

Tribal Sovereignty in Data Research Law
This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter.

Two Spirit Inclusion Law
This item is sponsored by Jennifer Webster. On December 5, 2025, the UWGB Pride Center presented the Legislative Operating Committee with a “Safe Ally” training – the training highlighted several important historical events, talked about pronouns, “safer” spaces. Nicole also gave the group a Safe Ally Toolkit, which has a list of resources: videos, books, documentaries, films, shows, podcasts, links to additional resources.

Uniform Commercial Code
This item is sponsored by Jameson Wilson. The Legislative Operating Committee held two (2) work meetings during the FY26 First Quarter regarding this legislative matter.

Vendor Licensing Law Amendments
This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter.

Workplace Violence Law Amendments
This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 First Quarter regarding this legislative matter. On October 15, 2025, the Legislative Operating Committee held a public meeting for the proposed amendments to the Workplace Violence law, and zero (0) individuals provided public comment. The public comment period was then held open until October 22, 2025, and two (2) individuals provided written comments. On November 5, 2025, the Legislative Operating Committee accepted the public comments and the public comment review memorandum and deferred these items to a work meeting for further consideration. On December 3, 2025, the Legislative Operating Committee accept the public comment memorandum with the LOC consideration, the updated and final draft, and the Fiscal Impact Statement Request memorandum to be submitted to the Finance Department and to be completed and returned to the LOC by December 17, 2025. The fiscal impact statement was received from the Finance Department on December 11, 2025. On December 17, 2025, the Legislative Operating Committee approved the adoption packet for the proposed amendment to the Workplace Violence Law and forward to the Oneida Business Committee for consideration

FY26 First Quarter Legislative Operating Committee Meetings

All Legislative Operating Committee meetings are open to the public and held on the first and First Wednesday of each month, at 9:00 a.m. in the Norbert Hill Center's Business Committee Conference Room and on Microsoft Teams.

The Legislative Operating Committee held the following meetings during the FY26 First Quarter:

- October 1, 2025 – Regular meeting;
- October 15, 2025 – Regular meeting;
- November 5, 2025 – Regular meeting;
- December 3, 2025 – Regular meeting; and
- December 17, 2025 – Regular meeting.

The November 19, 2025, Legislative Operating Committee meeting was canceled.

In addition to attending the Legislative Operating Committee meetings in person, individuals provided the opportunity to attend the Legislative Operating Committee meeting through Microsoft Teams. Anyone who would like to access the Legislative Operating Committee meeting through Microsoft Teams can provide their name, phone number or e-mail address to

LOC@oneidanation.org by the close of business the day before a meeting of the Legislative Operating Committee to receive the link to the Microsoft Teams meeting.

For those who may be unable to attend the Legislative Operating Committee meeting either in person or on Microsoft Teams, an audio recording of the Legislative Operating Committee meeting is made available on the Nation's website after the meeting concludes.

Goals for FY26 Second Quarter

During the FY26 Second Quarter the Legislative Operating Committee will focus its legislative efforts on the following matters:

- Hold an additional LOC Community meeting;
- Adoption of the Hunting, Fishing, and Trapping Law Amendments;
- Adoption of the Public Use of Tribal Land Law Amendments;
- Adoption of the Workplace Violence Law Amendments;
- Adoption of the Independent Contractor Policy Amendments;
- Adoption of the Real Property Law Amendments; and
- Adoption of the Higher Education Scholarship Law.

Legislative Reference Office

The Legislative Reference Office's mission is to provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects the Nation's values, builds upon the Nation's strong foundation, and reaffirms our inherent sovereignty.

In addition to the assisting the Legislative Operating Committee with the development of legislation, the Legislative Reference Office also:

- Drafts statements of effect for Oneida Business Committee and General Tribal Council resolutions;
- Drafts statements of effect for General Tribal Council resolutions petitions;
- Drafts and provides other assistance to various department and entities of the Nation with administrative rulemaking; and
- Manages all other administrative duties and recordkeeping for the Legislative Operating Committee.

During the FY26 First Quarter the Legislative Reference Office was staffed by the following individuals:

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

Legislative Operating Committee Contact Information

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

- Jameson Wilson, LOC Chairman jwilson@oneidanation.org
- Kirby Metoxen, LOC Vice-Chairman kmetox@oneidanation.org
- Jennifer Webster, LOC Member jwebste1@oneidanation.org
- Jonas Hill, LOC Member jhill1@oneidanation.org
- Marlon Skenandore, LOC Member mskenan1@oneidanation.org



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