

Oneida Nation

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Oneida, WI 54155

BC Resolution # 10-28-20-E

Amendment to Resolution # 08-12-20-H, Amending Furlough and Layoff Return to Work Protection Additional Weeks and Payout of Vacation and Personal Time, Authorizing Recall of Layoff or Furlough Employees During the 13 Week Extension

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee or COVID-19 Core Decision Making Team, after being impacted by the COVID-19 pandemic, adopted resolutions and declarations that were intended to protect the health and safety of members, residents of the Reservation and employees; and
- WHEREAS,** as a part of the pandemic impacts, Tier V budget contingencies were implemented, COVID-19 adjustments were made to the layoff and furlough policies of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-08-12-20-H, *Amending Furlough and Layoff Return to Work Protection Additional Weeks and Payout of Vacation and Personal Time*, which concluded employment in order to complete payout of accrued personal and vacation time and authorized an extension of the return to work protections for an additional 13 weeks; and
- WHEREAS,** the resolution identified that recall of layoff and furlough employees would not be extended; and
- WHEREAS,** the Oneida Business Committee has determined that the recall protections for layoff and furlough employees should also have been extended through the 13 weeks as an added protection; and

NOW THEREFORE BE IT RESOLVED, resolution # BC-08-12-20-H, *Amending Furlough and Layoff Return to Work Protection Additional Weeks and Payout of Vacation and Personal Time*, in Resolve #1, the following sentence is amended: "This ~~does not include~~ *includes* extension of recall status for employees on layoff or ~~recall~~ *furlough* at the conclusion of the original layoff or furlough period."

BE IT FINALLY RESOLVED, that this resolution shall be effective upon adoption.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 6 members were present at a meeting duly called, noticed and held on the 28th day of October, 2020; that the forgoing resolution was duly adopted at such meeting by a vote of 5 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."