

Oneida Nation

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Oneida, WI 54155

BC Resolution # 12-31-20-A

Second 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 for an Additional 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
- WHEREAS,** the Oneida Business Committee, in light of vaccines being approved and made available, has determined that the layoff or furlough return to work protections should be extended to that time when operations will re-open to public access;

NOW THEREFORE BE IT RESOLVED, that the extension of layoff and furlough return to work protections shall be extended through April 30, 2021 for all persons who were separated from

employment as a result of layoff or furlough status related to the COVID-19 pandemic and all timelines shall be consolidated to this date.

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; 7 members participated in an electronic vote (e-poll) which closed on the 31st day of December, 2020; that the forgoing resolution was duly adopted by a vote of 7 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way. The results of the e-poll will be entered into the record at the next Oneida Business Committee scheduled on January 13, 2021.



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."