

Oneida Tribe of Indians of Wisconsin

Post Office Box 365



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Phone: (414) 869-2214



Oneida, WI 54155



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

Resolution # BC- 10-08-97-A

LAY-OFF POLICY RESOLUTION

WHEREAS, the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin, and

WHEREAS, the General Tribal Council has been delegated the authority of Article IV, Section of the Oneida Tribal Constitution, and

WHEREAS, the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and

WHEREAS, Oneida Enterprises and Programs are responsible for the efficient and effective use of their resources for the benefit of present and future generations, and

WHEREAS, a fair, respectful policy for employee layoffs is necessary for managers to adjust the size of their workforces in response to varying economic conditions, and

WHEREAS, failure to adopt this resolution could result in confusion between layoff and disciplinary policies, thereby increasing the risk to the Oneida Tribe for costly appeals and grievances, and

WHEREAS, failure to adopt this resolution prohibits the Oneida Tribe from protecting its employee base from larger work force reductions or erratic work force reductions without an economic reason therefore, and

WHEREAS, failure to adopt this resolution would result in the inability of the Oneida Tribe's Human Resource Department to offer needed direction and job search assistance to employees who are laid off, and

WHEREAS, failure to adopt this resolution could result in possible fines for failure to follow Federal Laws on mass layoff benefit requirements,

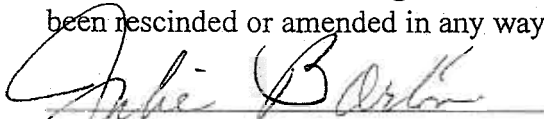
NOW THEREFORE BE IT RESOLVED, that the Layoff Policy with Recommended Checklist shall be approved for a six-month emergency implementation, and

NOW THEREFORE BE IT RESOLVED, the Layoff Policy shall be evaluated at 90 and 180 days by the Oneida Human Resources Manager and by any other managers delegated by the General Managers for the purpose of evaluating its effect on the workforce, and

NOW THEREFORE BE IT FINALLY RESOLVED, that the 90 and 180 day Layoff Policy Evaluation Reports shall be submitted to the Oneida Business Committee with recommendations for permanent adoption, revision, or discontinuance after the period of emergency rule.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum. 7 members were present at a meeting duly called, noticed and held on the 8th day of October, 1997; that the foregoing resolution was duly adopted at such meeting by a vote of 6 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.


Julie Barton, Tribal Secretary
ONEIDA BUSINESS COMMITTEE

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