

Oneida Nation

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Oneida, WI 54155

BC Resolution # 04-25-18-E

Oneida Personnel Policies and Procedures Emergency Amendments

- 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 Personnel Policy and Procedures Section III governs selection policy for employment in the Nation and references the involvement of the Personnel Commission in the selection and screening of job applicants, as well as the training requirements of the Personnel Commission; and
- WHEREAS,** the Personnel Policy and Procedures Section V governs employee relations, and references the role of the Personnel Commission in the employee grievance process; and
- WHEREAS,** the Oneida Business Committee dissolved the Personnel Commission on April 11, 2018, through resolution BC-04-11-18-A in an effort to consolidate employment related grievance hearings into the Judiciary to increase consistency in hearing processes, efficiency, and reduce overall costs to the Oneida Nation; and
- WHEREAS,** resolution BC-04-11-18-A requires the Legislative Operating Committee to develop and present emergency legislative amendments to fully address the impact of this resolution by the April 25, 2018, Oneida Business Committee meeting; and
- WHEREAS,** resolution BC-04-11-18-A states that emergency action to amend legislation to change references to the Personnel Commission to reflect either the Judiciary – Trial Court or the new Personnel Selection Committee is needed to contain expenditures which may go over budget, to provide standards in hearing processes, and provides clear judicial hearing authority; and
- WHEREAS,** the Oneida Business Committee created the Personnel Selection Committee on April 11, 2018, through resolution BC-04-11-18-B for the purpose of protecting against issues of nepotism and enforcing Oneida and Indian preference; and
- WHEREAS,** the emergency amendments to the Oneida Personnel Policies and Procedures replace any reference to the Personnel Commission which refer to actions affecting employees involving adverse employment actions for which a hearing is authorized with a reference to the Judiciary – Trial Court; and

- WHEREAS,** the emergency amendments to the Oneida Personnel Policies and Procedures replace any reference to the Personnel Commission which refer to actions involving hiring, including screening and interviews with a reference to the Personnel Selection Committee; and
- WHEREAS,** the Legislative Procedures Act authorizes the Oneida Business Committee to enact legislation on an emergency basis, to be in effect for a period of six (6) months, renewable for an additional six (6) months; and
- WHEREAS,** the emergency adoption of these amendments to the Oneida Personnel Policies and Procedures are necessary for the preservation of the public health, safety, or general welfare of the reservation population in order to ensure that the general welfare and due process rights of employees of the Nation are preserved in absence of the Personnel Commission; and
- WHEREAS,** observance of the adoption requirements under the Legislative Procedures Act for adoption of this amendment would be contrary to public interest; and
- WHEREAS,** the Legislative Procedures Act does not require a public meeting or fiscal impact statement when considering emergency legislation.

NOW THEREFORE BE IT RESOLVED, that the emergency amendments to the Oneida Personnel Policies and Procedures are hereby adopted on an emergency basis and shall become effective immediately.

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 25th day of April, 2018; 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 Summers, Secretary
Oneida Business Committee

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