



Little River Band of Ottawa Indians

1762 U.S. 31 South
Manistee MI 49660
(231) 723-8288

ORIGINAL

Resolution No. #00-1002-02

**Approving Amendment to Little River Casino Resort
Personnel Policies to Add Peacemaking Guidelines and Policy**

WHEREAS, the Tribe's status as a federally-recognized Indian tribe was reaffirmed and restored by Congress pursuant to Public Law 103-324, 108 Stat. 2156 (25 U.S.C. §1300k et seq.)(hereinafter "Little River Act"); and

WHEREAS, the Tribe adopted a new Constitution, pursuant to a vote of the membership on May 27, 1998, which Constitution became effective upon its approval by the Assistant Secretary-Indian Affairs on July 10, 1998; and

WHEREAS, the Tribal Council, pursuant to Article IV, 7 of the Constitution has the power to enact ordinances and resolutions to promote the general welfare of the Tribe and its members; and

WHEREAS, the Management Agreement between the Tribe and Manistee Gaming, LLC, provides that the personnel policies for Little River Casino Resort, including any amendments to those policies, be approved by the Business Board and the Tribal Council; and

WHEREAS, the Tribe has established a Peacemaking Department as a component of the Tribal Court to provide traditional dispute resolution approaches to issues arising within the Tribal Community; and

WHEREAS, the Tribal Council has established a Board of Review to hear and decide certain types of grievances arising amongst the employees of Little River Casino Resort; and

WHEREAS, Casino staff have consulted with Tribal Peacemakers and have developed a proposal to incorporate Peacemaking into the Casino's personnel policies to afford Casino employees with an alternative approach to resolving certain disputes; and

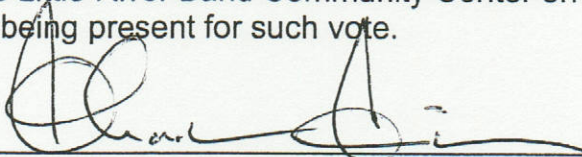
WHEREAS, the Peacemakers and Casino staff drafted Peacemaking Guidelines and Policy for inclusion in the personnel policies and procedures for the Little River Casino Resort, which were approved by the Business Board on September 21, 2000; and

WHEREAS, the Tribal Council supports inclusion of traditional Peacemaking programs (Gda Dwendaagnananik) and believes that the proposal presented by the Peacemakers in the best interest of all employees of Little River Casino Resort.

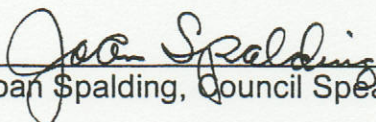
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby amends the Personnel Policies of Little River Casino Resort to add a NEW SECTION entitled "Peacemaking Guidelines and Policy" and adopts the Peacemaking Guidelines and Policy as proposed by the Peacemakers and approved by the Business Board on September 21, 2000.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 9 FOR, 0 AGAINST, 0 ABSENT, and 0 ABSTAINING, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held at the Little River Band Community Center on October 2, 2000, with a quorum being present for such vote.


Charles Fisher, Council Recorder

Attest:


Joan Spalding, Council Speaker