



Little River Band of Ottawa Indians

375 River Street
Manistee, MI 49660
(231) 723-8288

Resolution # 03-1112-389

Approval of 8 Hours of Personal Leave to Be Granted to Each Employee on December 1, 2003

WHEREAS, the status of the *Gaá Čhing Ziibi Daáwaa Aníshinaábek* (Little River Band of Ottawa Indians) as a sovereign and Treaty-making power is confirmed in numerous treaties, from agreements with the initial colonial powers on this land, to various treaties with the United States; and

WHEREAS, the Little River Band of Ottawa Indians (Tribe) is descended from, and is the political successor to, the Grand River Ottawa Bands, signatories of the 1836 Treaty of Washington (7 Stat. 491) with the United States, as reaffirmed by federal law in P.L. 103-324, enacted in 1994; 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 is authorized under Article IV, Section 7(a) to provide for the public health, peace, morals, education and general welfare of the Little River Band and its members; and

WHEREAS, the Tribal Council and Ogema have discussed the amendments to the *Government Operations Personnel Manual* and their application to employees and had initially determined that the implementation of the new Personal Time policy was appropriate to begin on January 1, 2004, and an extension of the current policy to the end of December for an additional month; and

WHEREAS, the Ogema, after conducting additional research, has determined that there are a significant number of employees, 116, that will have no Personal Time available during this additional month which will result in the employee having to take time off without pay; and

WHEREAS, the Ogema and Tribal Council have determined that the upcoming month of December contains many family related activities especially affecting our young children which the Ogema and Tribal Council have determined that the employee should have the opportunity to attend by taking Personal Time; and

WHEREAS, the Ogema and the Tribal Council have determined that approximately one day would have been earned during the month of December if the accrual policy had been in place and that granting this additional day will allow employees to spend time with their families during this month;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby authorizes, on December 1, the allocation of eight (8) hours of Personal Time to each employee, which may be utilized in accordance with the Personal Time policy set forth in Section 6.9 of the *Government Operations Personnel Manual* and which may be carried over at 50% of the value if any time remains at the end of the fiscal year.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 5 FOR, 0 AGAINST, 1 ABSTAINING, and 3 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on November 12, 2003, at the Little River Band's Community Center in Manistee, Michigan, with a quorum being present for such vote.



Janine M. Sam, Council Recorder



Patricia Ruiter, Council Member

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court
Legal Department