



Little River Band of Ottawa Indians

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

Resolution # 05-1102-564

Adoption of Fair Employment Practices Code and Identifying Implementation Dates

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 Tribe adopted amendments to the Constitution on April 26, 2004, which became effective upon approval by the Assistant Secretary-Indian Affairs on May 13, 2004; 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 identified a need to clarify the application of employment relations laws to protect employees and set the policy of the Tribe; and

WHEREAS, the Tribal Council held work sessions regarding the ability to legislate in the areas of harassment, discrimination, workplace safety, wage/hour laws, and family medical leave, and has determined that clarifying the Tribal policy and law in order to avoid confusion over application or absence of law was an important governmental action in order to protect employees of the Tribe and its enterprises; and

WHEREAS, the Tribal Council posted the Fair Employment Practices Code for Public Comment from August 11, 2005 to October 11, 2005 and received two sets of comments which resulted in changes to the final document; and

WHEREAS, the Tribal Council has conducted a final work session on this ordinance and the comments received and has determined that it is in the best interests of the Tribe and its employees to adopt this ordinance with a delayed implementation date in order to afford affected employers the greatest opportunity to put appropriate procedures in place and to train employees on the application of this law;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby adopts the Fair Employment Practices Code, Ordinance # 05-600-03, and directs the following implementation dates.


1. Little River Casino Resort - January 1, 2005.
2. Little River Band of Ottawa Indians - December 1, 2005.

IT IS FURTHER RESOLVED THAT the Tribal government and the Little River Casino Resort shall schedule necessary training as determined by the respective entities.

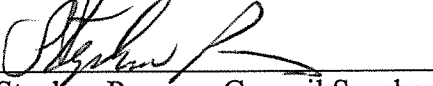
IT IS FINALLY RESOLVED THAT the Tribal government and the Little River Casino Resort shall notify employees of the changes in Tribal law in a reasonable manner.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 0 AGAINST, 0 ABSTAINING, 1 ABSENT, and 1 VACANT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on November 2, 2005, at the Little River Band's Dome Room in Manistee, Michigan, with a quorum being present for such vote.



Janine M. Sam, Council Recorder



Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records
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Tribal Court