



**Little River Band of Ottawa Indians
2608 Government Center Drive
Manistee, MI 49660
(231) 723-8288**

Resolution #16-1105-334

Authorization to Prohibit the Allowance of Paid Time Off "Cash Out" Policies at any Tribal Enterprise or Entity

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.); and

WHEREAS, the Tribe adopted a 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 Tribe adopted amendments to the Constitution on July 11, 2016 which became effective upon approval by the Assistant Secretary-Indian Affairs on August 24, 2016; and

WHEREAS, the Tribal Council is vested with the authority, 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 believes that Paid Time Off Cash Out Policies discourage employees from taking paid time off with regularity; and

WHEREAS, the Tribal Council believes it is important that employees take time away from work by utilizing paid time off; and

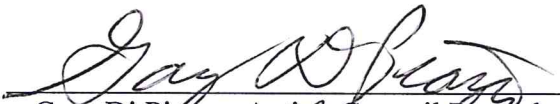
WHEREAS, the Tribal Council recognizes that Paid Time Off Cash Out Policies require the Tribe's enterprises and entities to incur unnecessary liabilities that carry over from year to year; and

WHEREAS, the Tribal Council recognizes that Paid Time Off Cash Out Policies can discourage employees from "logging" or "clocking" time off, thus allowing the employee to later cash out this time for money; and

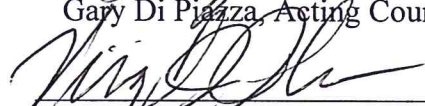
NOW THEREFORE IT IS RESOLVED that the Tribal Council of the Little River Band of Ottawa Indians requires all Tribal entities and enterprises to eliminate Paid Time Off Cash Out Policies no later than **January 1, 2018**.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 1 AGAINST, 0 ABSTAINING, and 1 ABSENT, at an Open Session of the Little River Band of Ottawa Indians Tribal Council held at the Little River Casino Resort in Manistee, Michigan on November 5, 2016, with a quorum being present for such vote.



Gary Di Piazza, Acting Council Recorder



Virgil Johnson, Tribal Council Speaker

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court
Accounting Department
Human Resources Department
LRCR Human Resources Department
Unified Legal Department