Little River Band of Ottawa Indians
Office of Tribal Ogema
2608 Government Center Dr.
Manistee, MI 49660
231-723-8288 (Fax) 231-723-3270

Executive Order No. 20-0415-01

Fifth Update to Novel Coronavirus (COVID-19) Response:
Announcing Implementation of Temporary Leave of Absence for Non-Essential Tribal Government Employees

Section 1. Authority to Act. The Little River Band of Ottawa Indians is a federally-recognized sovereign Tribal nation retaining all inherent powers of self-government. Pursuant to Article V, Section 1 of the Tribal Constitution, the Executive Powers of the Tribe are vested in the Tribal Ogema. Among these is the authority to enforce and execute the laws of the Tribe, to oversee the administration and management of the Tribal government in accordance with the laws, resolutions and motions adopted by Tribal Council, and to manage the enterprises and lands of the tribe. Article V, Section 5(a).

Executive Orders Number 20-0313-01, 20-0316-01, 20-0323-01, 20-0326-01, and 20-0408-01 were issued in response to the COVID-19 pandemic with the Ogema providing guidance to personnel for travel restrictions and attendance concerns, limiting working government staff to only those areas critical for members services and restricting access to facilities to discourage public meetings and gatherings. Further, Executive Order 20-0320-01 Declared a State of Emergency for the Little River Band of Ottawa Indians. Tribal Council also issued Tribal Council Resolution #20-0320-096, Declaring a State of Emergency.

Section 2. Purpose; Findings. The purpose of this Order is to protect the public health, safety and welfare of the community because it is the Ogema's responsibility to oversee and manage the Tribal government and properties. The situation continues to develop quickly and we are monitoring several announcements from our home state of Michigan, include a stay at home order for all non-essential workers and the temporary closure of many businesses. We are also monitoring the federal government guidance from the Centers for Disease Control.

Section 3. Specific Action. The Ogema hereby announces the following actions:

a. Effective April 20, 2020 all non-essential tribal government workers will be placed in an administrative leave of absence until further notice. This means for some staff the

last day "worked" will be recorded as either April 17th, April 18th, or April 19th. As noted in previous orders, when it becomes safe to re-open tribal entities, this event will be announced with a superseding Executive Order as soon as notice is possible. It may take several days to prepare the properties to re-open but it is the executive's goal to get everyone back to work as soon as possible.

b. During this administrative leave of absence, all staff will continue to have their basic benefits covered until May 31, 2020. The Tribal government will re-evaluate the leave and continuation of benefits and produce a notice for changes prior to the end of this period. Any non-essential staff with voluntary benefits such as supplemental life insurance or ALFLAC will be responsible for premiums upon return to work. The government will assist employees and determining how to handle reimbursing the tribe for those payments at that time.

c. PTO is not available for non-essential staff during the leave of absence, however any staff placed on administrative leave of absence will be eligible for unemployment benefits. More information will be sent to every impacted employee about filing an unemployment claim via email and regular mail by Thursday, April 16, 2020.

Section 4. Repeal. This Executive Order does not repeal any existing Executive Orders however where previous executive orders related to COVID-19 Response contradict or differ, this order supersedes those orders and shall be considered to control for the purposes of interpretation.

Section 5. Effective Date and Duration of the Order. This Executive Order shall be effective immediately upon execution by the Ogema, and shall remain in effect until a superseding order is issued.

Section 6. Goals. The Office of the Ogema will continue to monitor the situation, including issuing additional orders as is necessary. The goal of this order and all orders related to this world-wide crisis is to stem the outbreak of the COVID-19 virus and ensure the health and safety of our community.

IT IS SO ORDERED:

Larry B. Romanelli

Larry B. Romanelli, Tribal Ogema

Dated: 4-15-2020