

WAGANAKISING ODAWAK STATUTE 2002-04

INDIAN PREFERENCE IN TRIBAL EMPLOYMENT

SECTION I: PURPOSE

This Statute rescinds and replaces Waganakising Odawak Statute 1998015. This Tribal Employment Statute is hereby enacted to mandate the preferential employment, promotion and training of tribal members and other persons by the Tribe and its business enterprises, as permitted and promoted under federal law based on the unique political relationship between Indian tribes and the United States.

SECTION II: DEFINITIONS

A. “Tribal Business Enterprise” means any business owned, operated or licensed by the Little Traverse Bay Bands of Odawa Indians.

B. “Employment Preference” means a preference given to a job applicant or employee in hiring, promotion and training decisions when choosing qualified applicants or employees.

C. “Qualified applicant” means a person who meets minimum qualifications, experience, background, abilities or education.

SECTION III: EMPLOYMENT PRACTICES

A. Indian preference. The Tribe and Tribal Business Enterprises shall grant Employment Preference for hiring, promotion and training to the following persons in the following order:

1. Members of the Little Traverse Bay Bands of Odawa Indians,
2. Other federally recognized members of North American Indian Tribes.

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2 **B. General.** Except for the Indian preference stated in Section III (A), employment,
3 promotion and training opportunities within the Tribe and Tribal Business Enterprises will be
4 offered to qualified individuals without regard to race, religion, color, ancestry, gender, age or
5 national origin.

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7 **C. Contractors and Subcontractors.** The Tribe and its business enterprises may require
8 adherence to this Statute when negotiating contracts.

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10 **SECTION IV. EFFECTIVE DATE**
11 **UPON ENACTMENT**
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13 **Certification**

14 As Tribal Chairman and Tribal Secretary, the undersigned certify that this Statute was duly
15 enacted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of
16 the Tribal Council held on July 7, 2002 at which a quorum was present, by a vote of six (6) in favor, zero
17 (0) opposed, zero (0) abstentions, and one (1) absent as recorded by this roll call.

	In Favor	Opposed	Abstained	Absent
18 George Anthony	<u> X </u>	_____	_____	_____
19 Gerald Chingwa	<u> X </u>	_____	_____	_____
20 Fred Harrington	<u> X </u>	_____	_____	_____
21 Beatrice Law	_____	_____	_____	<u> X </u>
22 Rita Shananaquet	<u> X </u>	_____	_____	_____
23 Janet Shomin	<u> X </u>	_____	_____	_____
24 Alice Yellowbank	<u> X </u>	_____	_____	_____

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28 Date: July 7, 2002

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Gerald Chingwa, Tribal Chairman

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32 Fred Harrington, Tribal Secretary
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