

WAGANAKISING ODAWAK STATUTE 1996002

TRIBAL EMPLOYMENT

SECTION I: PURPOSE

This Tribal Employment Statute is enacted to encourage the employment of tribal members and other persons by the Tribe and its business enterprises, and contractors and subcontractors.

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 and promotion decisions when choosing between two or more equally qualified applicants or employees.

SECTION III: EMPLOYMENT PRACTICES

A. **General.** Except as modified by this Section III B., employment and advancement opportunities within the Tribe and Tribal Business Enterprises will be offered to the most qualified individuals without regard to race, religion, color, ancestry, gender, age, or national origin.

B. **Indian preference.** The Tribe and Tribal Business Enterprises, and any contractors or subcontractors doing business for the Tribe, shall grant an Employment Preference for hiring and promotion to the following persons in the following order:

1. Members of the Little Traverse Bay Bands of Odawa Indians,

2. Other North American Indians,
3. Children of members of the Little Traverse Bay Bands of Odawa Indians, and
4. Immediate family members of a member of the Little Traverse Bay Bands of Odawa Indians who are living in that Tribal member's household. For purposes of this section, "immediate family member" is the same as defined in the Personnel Policies of the Little Traverse Bay Bands of Odawa Indians.

Certification

As Tribal Chairman and Tribal Secretary, the undersigned certify that this Tribal Employment Statute was duly enacted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on February 18, 1996, at which a quorum was present, by a vote of 7 in favor, 0 opposed and 0 abstentions as recorded by this roll call.

	In Favor	Opposed	Abstained	Absent
George Anthony	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Patricia Dyer-Deckrow	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Frank Ettawageshik	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Barry Laughlin	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Shirley Oldman	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Janet Shomin	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Alice Yellowbank	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>

Date: 2-18-1996

Frank Ettawageshik, Tribal Chairman

Barry Laughlin, Tribal Secretary