

LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS
7500 Odawa Circle
Harbor Springs, MI 49740

TRIBAL RESOLUTION # 012116-01

**Amendment to the Legislative Branch Operations Governmental Employee Personnel
Policies Handbook; Section B, Leaves of Absence**

WHEREAS the Waganakising Odawak Nation, known as the Little Traverse Bay Bands of Odawa Indians, and its citizens are vested with inherent sovereignty and right to self-governance;

WHEREAS the Little Traverse Bay Bands of Odawa Indians ("LTBB" or "Tribe") is a federally recognized Indian Tribe under Public Law 103-324, and is a party to numerous Treaties with the United States, the most recent of which being the Treaty of Washington of March 28, 1836 (7 Stat. 491) and the Treaty of Detroit of 1855 (11 Stat. 621);

WHEREAS the Little Traverse Bay Bands of Odawa Indians Tribal Council has the authority to approve negotiations involving the tribe according to the LTBB Constitution, Article VII, Section D (23);

WHEREAS Tribal Council passed Tribal Resolution #042907-02, approving the Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook;

WHEREAS Tribal Resolution #042907-02 was received by the Executive on May 2, 2007, and with no action being taken by the Executive, became enacted and has the force of law effective June 2, 2007;

WHEREAS Within the Legislative Branch Operations Governmental Employee Personnel Policies Handbook, Section II. EMPLOYEE BENEFITS & COMPENSATION PROGRAM, B. LEAVES OF ABSENCE, 3. Educational Leave, Fitness Leave and Professional Development Leave states with in it: "This benefit is

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Secretary Otto



provided to improve job skills pertinent to Tribal employment” and “All classes must be job related”;

WHEREAS Tribal Council concurs with Little Traverse Bay Bands of Odawa Indians tribal governmental Human Resources Department’s understanding that educational leave time may be utilized for current or potential future jobs proposition.

THEREFORE, BE IT RESOLVED that the Little Traverse Bay Bands of Odawa Indians Tribal Council amends the Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook, Section II. EMLOYEE BENEFITS & COMPENSATION PROGRAM, B. LEAVES OF ABSENCE, 3. Educational Leave, Fitness Leave and Professional Development Leave; to now read as follows: Full-time employees, after completing their probationary period may attend classes up to four (4) hours per week during work hours. Verification of enrollment is required (i.e. semester curriculum) and is contingent upon the Legislative Leader or Legislative Office Managers approval. A maximum of four (4) hours per week of either or a combination of Educational Leave, Professional Development and Fitness Leave is available to employees.



CERTIFICATION

As the Tribal Council Treasurer and Tribal Council Secretary, we certify that this Tribal Resolution was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on January 21, 2016 at which a quorum was present, by a vote of 8⁷ in favor, 0 opposed, 0 abstentions, and 1 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Frank Bernard	X			
David Harrington	X			
Beatrice A. Law	X			
Dexter McNamara	X			
Michael Naganashe	X			
Julia Shananaquet				X
Marcella R. Reyes	X			
Aaron Otto	X			

Date: 1-21-2016 Marcella R. Reyes
 Marcella R. Reyes, Treasurer

Date: 1-21-2016 Aaron Otto
 Aaron Otto, Secretary

Received by the Executive Office on 1-22-16 by J. E. J. / K

Pursuant to Article VII, Section D, Subsection 1 of the Little Traverse Bay Bands of Odawa Indians Constitution adopted on February 1, 2005, the Executive concurs with this action of the Tribal Council.

Date: 1-22-16 Regina Gasco Bentley
 Regina Gasco Bentley, Tribal Chairperson