

WAGANAKISING ODAWAK STATUTE 1998015
INDIAN PREFERENCE IN TRIBAL EMPLOYMENT

SECTION I: PURPOSE

This Statute rescinds and replaces Waganakising Odawak Statute 1996002. 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.

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 between two or more qualified applicants or employees.

C. "Immediate Family Member" means wife, husband, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-mother, step-father, step-brother, step-sister, step-son, step-daughter, or a person whose relationship with the tribal member is similar to that of persons who are related by blood or marriage.

SECTION III: EMPLOYMENT PRACTICES

A. **Indian preference.** The Tribe and Tribal Business Enterprises shall grant an 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 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.

B. General. Except as stated in Section III B., employment, promotion and training opportunities within the Tribe and Tribal Business Enterprises will be offered to qualified individuals without regard to race, religion, color, ancestry, gender, age or national origin.

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

SECTION IV. EFFECTIVE DATE

This Statute takes effect on October 12, 1998.

Certification

As Tribal Chairman and Tribal Secretary, the undersigned certify that this 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 October 11, 1998, at which a quorum was present, by a vote of 5 in favor, 1 opposed, and 0 abstentions as recorded by this roll call.

	In Favor	Opposed	Abstained	Absent
George Anthony	<u>✓</u>	_____	_____	_____
Frank Ettawageshik	<u>✓</u>	_____	_____	_____
Barry Laughlin	_____	<u>✓</u>	_____	_____
Shirley Oldman	<u>✓</u>	_____	_____	_____
Rita Shananaquet	<u>✓</u>	_____	_____	_____
Alice Yellowbank	<u>✓</u>	_____	_____	_____

Date: 10-15-98

Frank Ettawageshik, Tribal Chairman

Barry Laughlin, Tribal Secretary