

WAKANAKISING ODAWAK STATUTE 2019- 012
AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010
FAIR EMPLOYMENT

SECTION I. REPEAL

SECTION XI. EMPLOYEE LIVING WAGES

A. In order to maintain a minimum standard of living necessary for health, efficiency and general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of Odawa Indians has set forth the following to establish a LTBB Living Wage that is set at \$10.50 per hour:

1. \$8.25 an hour, beginning three months after the legislation is enacted.
2. \$9.25 an hour, beginning one year after the legislation is enacted.
3. \$10.50 an hour, beginning two years after the legislation is enacted.
4. Starting the third year after the legislation is enacted, the Living Wage will be adjusted annually by the beginning of the fiscal year, based on the Federal Consumer Price Index. Such living wage will be approved by Resolution by the Tribal Council.

SECTION II. REPLACE

SECTION XI. EMPLOYEE LIVING WAGES

A. In order to maintain a minimum standard of living necessary for health, efficiency and general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of Odawa Indians has set forth the following to establish a LTBB Living Wage:

1. The LTBB Living Wage shall be based on based on the formula from the United States Department of Agriculture (USDA) and Native American Housing Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market Rent price as found at

Rentdata.org, an independent organization; and the basis of the formula is as follows: the rent for an average 2 to 3-bedroom rental housing cost, multiplied by twelve (12) months, divided by percentage rate of rent required by NAHASDA (30%) divided by the yearly standard hours of 2080, sets the living hourly wage.

2. The LTBB Living Wage adjustment shall be automatic and shall continue to increase by three (3) percent at the beginning of each fiscal year unless it is either repealed or replaced by Tribal Resolution, or Statute.

SECTION III. EFFECTIVE DATE

Effective upon signature of the Executive or thirty (30) days from Tribal Council approval whichever comes first or if the Executive vetoes the legislation, then upon Tribal Council override of the veto.



CERTIFICATION

As the Tribal Council Legislative Leader and Tribal Council Secretary, we certify that this Statute 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 August 22, 2019 at which a quorum was present, by a vote of 8 in favor, 0 opposed, 0 abstentions, and 1 absent as recorded by this roll call:

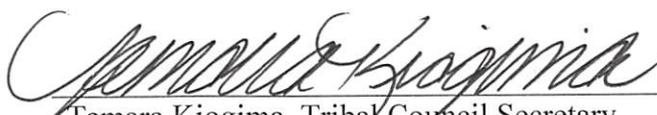
	In Favor	Opposed	Abstained	Absent
Frank Bernard	_____	_____	_____	X
David Harrington	X	_____	_____	_____
Dexter McNamara	X	_____	_____	_____
Emily Proctor	X	_____	_____	_____
Julie Shananaquet	X	_____	_____	_____
Leroy Shomin	X	_____	_____	_____
Marcella Reyes	X	_____	_____	_____
Tamara Kiogima	X	_____	_____	_____
Fred Harrington, Jr.	X	_____	_____	_____

Date: 08.22.19



 Fred Harrington, Jr., Legislative Leader

Date: 8-22-19

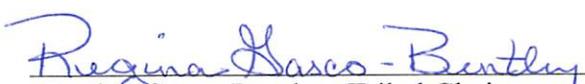


 Tamara Kiogima, Tribal Council Secretary

Received by the Executive Office on 8-23-19 by JL-JK

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 in this action of the Tribal Council.

Date: 8-30-19



 Regina Gasco Bentley, Tribal Chairperson

Received from the Executive on 08.30.19

by Jude Baker

