



SQUAXIN ISLAND TRIBE

RESOLUTION NO. 15- 04

of the

SQUAXIN ISLAND TRIBAL COUNCIL

WHEREAS, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe, its members, its lands, its enterprises and its agencies by the authority of the Constitution and Bylaws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965; and

WHEREAS, under the Constitution, Bylaws and inherent sovereignty of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security, education and general welfare of tribal members, and of protecting and managing the lands and treaty resources and rights of the Tribe; and

WHEREAS, the Tribe is a federally-recognized Indian Tribe possessing reserved powers, including the powers of self-government; and

WHEREAS, the Squaxin Island Tribal Council has been entrusted with the creation of ordinances and resolutions in order to fulfill their duty of protecting the health, security, education and general welfare of tribal members, and of protecting and managing the lands and treaty resources of the Tribe; and

WHEREAS, the Squaxin Island Tribal Council will recognize and respect tribal cultural traditions and activities.

NOW THEREFORE BE IT RESOLVED, that the Squaxin Island Tribal Council hereby approves the Cultural Leave Policy (attached) and will be effective January 1, 2016.

NOW THEREFORE BE IT BE FURTHER RESOLVED, that the Squaxin Island Tribal Council direct the Operations Director to include the Cultural Leave Policy in Section VIII - Leave Policies, in the Squaxin Island Tribal Employee Handbook.

CERTIFICATION


The Squaxin Island Tribal Council hereby certifies that the foregoing Resolution was adopted at the regular meeting of the Squaxin Island Tribal Council, held on this 7th day of October, 2015, at which time a quorum was present and was passed by a vote of _____ for and _____ against, with _____ abstentions.



David Lopeman, Chairman

Attested by: 

Charlene Krise, Secretary



for Arnold Cooper, Vice Chairman



SQUAXIN ISLAND TRIBE

RESOLUTION NO. 15-104

of the

SQUAXIN ISLAND TRIBAL COUNCIL

WHEREAS, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe, its members, its lands, its enterprises and its agencies by the authority of the Constitution and Bylaws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965; and

WHEREAS, under the Constitution, Bylaws and inherent sovereignty of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security, education and general welfare of tribal members, and of protecting and managing the lands and treaty resources and rights of the Tribe; and

WHEREAS, the Tribe is a federally-recognized Indian Tribe possessing reserved powers, including the powers of self-government; and

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CERTIFICATION

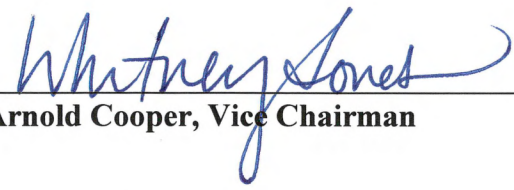
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David Lopeman, Chairman

Attested by: 

Charlene Krise, Secretary



For Arnold Cooper, Vice Chairman

By tribal resolution number _____, effective January 1, 2016, the following is added to Employee Handbook, Revised October 23, 2003 and November 11, 2003 – Resolution 03-76:

SECTION VIII – LEAVE POLICIES

CULTURAL LEAVE

SIT recognizes and respects tribal cultural traditions and traditional spiritual practices. As a part of the SIT benefit package; SIT will allow any employee who is eligible for benefits up to 32 hours per calendar year to participate in cultural activities endorsed or sponsored by the SIT Government. Cultural Leave must be approved in advance by the employee's supervisor and/or director. For Cultural Leave in excess of 32 hours, the employee must obtain approval for Annual Leave or Leave Without Pay and approval shall be subject to department needs at the time of the request.

Cultural Leave will be coded to "Other Leave" using other leave key "C."

Cultural Leave cannot be donated and will not carryover to the next calendar year. Cultural leave cannot be "cashed out" and will not be paid at separation of employment.

By tribal resolution number _____, effective January 1, 2016, the following is added to Employee Handbook, Revised October 23, 2003 and November 11, 2003 – Resolution 03-76:

SECTION VIII – LEAVE POLICIES

CULTURAL LEAVE

SIT recognizes and respects tribal cultural traditions and traditional spiritual practices. As a part of the SIT benefit package; SIT will allow any employee who is eligible for benefits up to four (4) days or 32 hours per calendar year to participate in cultural activities endorsed or sponsored by the SIT Government. Cultural Leave must be approved in advance by the employee's supervisor and/or director. For Cultural Leave in excess of 32 hours, the employee must obtain approval for Annual Leave or Leave Without Pay and approval shall be subject to department needs at the time of the request.

Cultural Leave will be coded to "Other Leave" using other leave key "C."

Cultural Leave cannot be donated and will not carryover to the next calendar year. Cultural leave cannot be "cashed out" and will not be paid at separation of employment.