



# SQUAXIN ISLAND TRIBE

RESOLUTION NO. 09- 77  
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 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**, the Tribe is a federally-recognized Indian Tribe possessing reserved powers, including the powers of self-government; 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 with protecting and managing the lands and treaty resources and rights of the Tribe; 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 finds that due to travel, safekeeping of confidential and/or proprietary information, physical safety, security and other aspects, all or some of which are a part of each and every job position with the Tribe and its enterprises, the drug testing of all employees is necessary to secure a drug-free workplace for the protection of all employees and of the Tribe; and

**WHEREAS**, the Squaxin Island Tribal Council previously emphasized the need for a strong and consistent drug free work place policy for all Tribal entities by passing Resolution No. 03-18B, dated March 20, 2003; and

**WHEREAS**, the Squaxin Island Tribal Council desires to rescind Resolution No. 03-18B and replace it with the terms and condition of this Resolution.

**NOW THEREFORE BE IT RESOLVED**, Squaxin Island Tribal Council Resolution No. 03-18B is hereby rescinded, and replaced with the terms and conditions set out below.

**NOW THEREFORE BE IT FURTHER RESOLVED**, that the Tribal Council and all employees of the Squaxin Island Tribe and its enterprises shall be subject to alcohol and drug testing according to the following guidelines:

1. The Tribal government (including the Tribal Council), Island Enterprises, Inc., the Little

Creek Casino, Squaxin Island Child Development Center and the Northwest Indian Treatment Center shall each constitute a separate pool for random alcohol and drug testing purposes;

2. Each pool shall separately implement this random drug testing policy;
3. Each pool shall include two employee classifications: Heightened and General:
  - a. The Heightened classification shall include the following: Tribal Council members; the Executive and Deputy Director for the Tribe; all Department Directors for the Tribe, and all managers working within such departments; all individuals who serve as a general manager, chief executive officer, executive officer, department director, manager, assistant manager, supervisor or lead worker for any and all entities of the Tribe; all Tribe and Tribal entity individuals who work in law enforcement, security, or in the capacity of an attorney; all individuals who regularly operate Tribe or Tribal entity vehicles, including boats or other watercraft, including individuals who work as a valet; and all Tribe and Tribal entity individuals who work with children on a regular basis;
  - b. The General classification shall include all other employees (regular and part-time);
4. Testing rates and scheduling:
  - a. Each and every individual in the Heightened classification shall be tested no less than on a quarterly basis on dates to be randomly selected by NWITC
  - b. The annual effective testing rate for employees in the General classification shall be no less than 50%.
  - c. Testing shall be spread throughout the year in a manner that meets or exceeds the effective testing rate, and shall occur no less than quarterly;
  - d. The date and time of testing shall not be announced in advance;
  - e. Any employee selected for testing in the General classification shall immediately be eligible for selection in the next testing round;
  - f. Each pool shall provide a report to the Tribal Council as soon as possible after the third quarterly testing period. The report shall include the number of employees in each classification; the number of tests conducted to date; the number of positive test results; and, the number of negative test results. The report shall not include any information about the individuals tested (i.e. who was tested, individual test results), but shall be limited to cumulative data. Based upon this information, the Tribal Council may consider whether to increase or decrease testing rates and/or scheduling.
5. All random selections, both of which employees to test and the day and time of testing,

1. The first part of the document is a letter from the author to the editor of the journal. The letter discusses the author's interest in the topic and the reasons for writing the paper. It also mentions the author's previous work in the field and expresses a hope that the paper will be of interest to the readers of the journal.

2. The second part of the document is the abstract of the paper. It provides a brief summary of the main findings and conclusions of the study.

3. The third part of the document is the introduction. It sets the context for the study and outlines the objectives of the research.

4. The fourth part of the document is the literature review. It discusses the existing research on the topic and identifies the gaps in the literature that the current study aims to address. The author also discusses the theoretical framework that guides the study.

5. The fifth part of the document is the methodology. It describes the research design, the data collection methods, and the statistical analysis used in the study.

6. The sixth part of the document is the results. It presents the findings of the study in a clear and concise manner.

7. The seventh part of the document is the discussion. It interprets the results of the study and discusses their implications for the field of research.

8. The eighth part of the document is the conclusion. It summarizes the main findings of the study and provides recommendations for future research.

9. The ninth part of the document is the references. It lists the sources of information used in the study.

10. The tenth part of the document is the appendix. It contains supplementary information that is relevant to the study but is too large to include in the main text.

11. The eleventh part of the document is the acknowledgments. It expresses the author's appreciation to the individuals and organizations that provided support and assistance during the course of the study.

12. The twelfth part of the document is the author's biography. It provides a brief overview of the author's education, professional experience, and current research interests.

13. The thirteenth part of the document is the contact information. It provides the author's name, address, and telephone number for those who wish to contact the author.

shall be performed by a third party entity selected by the Tribal Council. An employee that is selected but is not scheduled to work or to work locally during the time the test is to be administered shall take the test as soon as possible upon their return to work.

**NOW THEREFORE BE IT FURTHER RESOLVED**, that refusal to take a required test, or an inconclusive test result, shall be treated as a positive test result; and

**NOW THEREFORE BE IT FURTHER RESOLVED**, that the procedures and penalties under existing drug testing policies for the Tribe and its enterprises, including penalties for failure to take a required test, a positive test result, and an inconclusive test result, shall apply to random drug tests under this Resolution; and

**NOW THEREFORE BE IT FURTHER RESOLVED**, that this Resolution shall become an amendment to all existing employee handbooks and that its terms shall be incorporated into any future employee handbook revisions; and

**NOW THEREFORE BE IT FURTHER RESOLVED**, that a copy of this Resolution shall be provided to every new employee along with the Employee Handbook; and

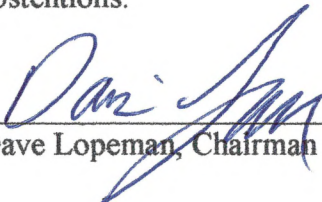
**NOW THEREFORE BE IT FURTHER RESOLVED**, that a copy of this Resolution shall be provided to every current employee along with their paycheck distributed on or before Sept. 30, 2009..

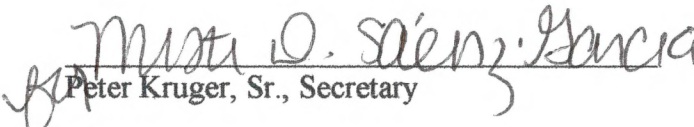
**NOW THEREFORE BE IT FURTHER RESOLVED**, that nothing herein is intended to alter the right or obligation to conduct drug tests for pre-employment screens, post-accident, continued work plan, reasonable cause or reasonable suspicion under existing drug policies; and

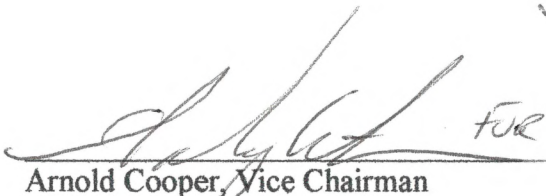
**NOW THEREFORE BE IT FINALLY RESOLVED**, that random drug testing under this Resolution shall be implemented immediately.

#### CERTIFICATION

The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at the regular meeting of the Squaxin Island Tribal Council, held on this 13 day of August, 2009, at which time a quorum was present and was passed by a vote of 2 for and 0 against with 0 abstentions.

  
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Dave Lopeman, Chairman

  
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Peter Kruger, Sr., Secretary

  
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Arnold Cooper, Vice Chairman