

SQUAXIN ISLAND TRIBE

Route 1, Box 257 Shelton, Washington 98584
Phone 426-9781



RESOLUTION NO. 81-40 of the SQUAXIN ISLAND TRIBAL COUNCIL

WHEREAS, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe of Indians by the authority of the Constitution and By-laws 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 Squaxin Island Tribal Council has been entrusted with the sustained progressive overall development of its members; and

WHEREAS, the Squaxin Island Tribal Council is intent upon providing Tribal Members and their families with fair and equitable employment opportunities within the Tribal economic sphere; and

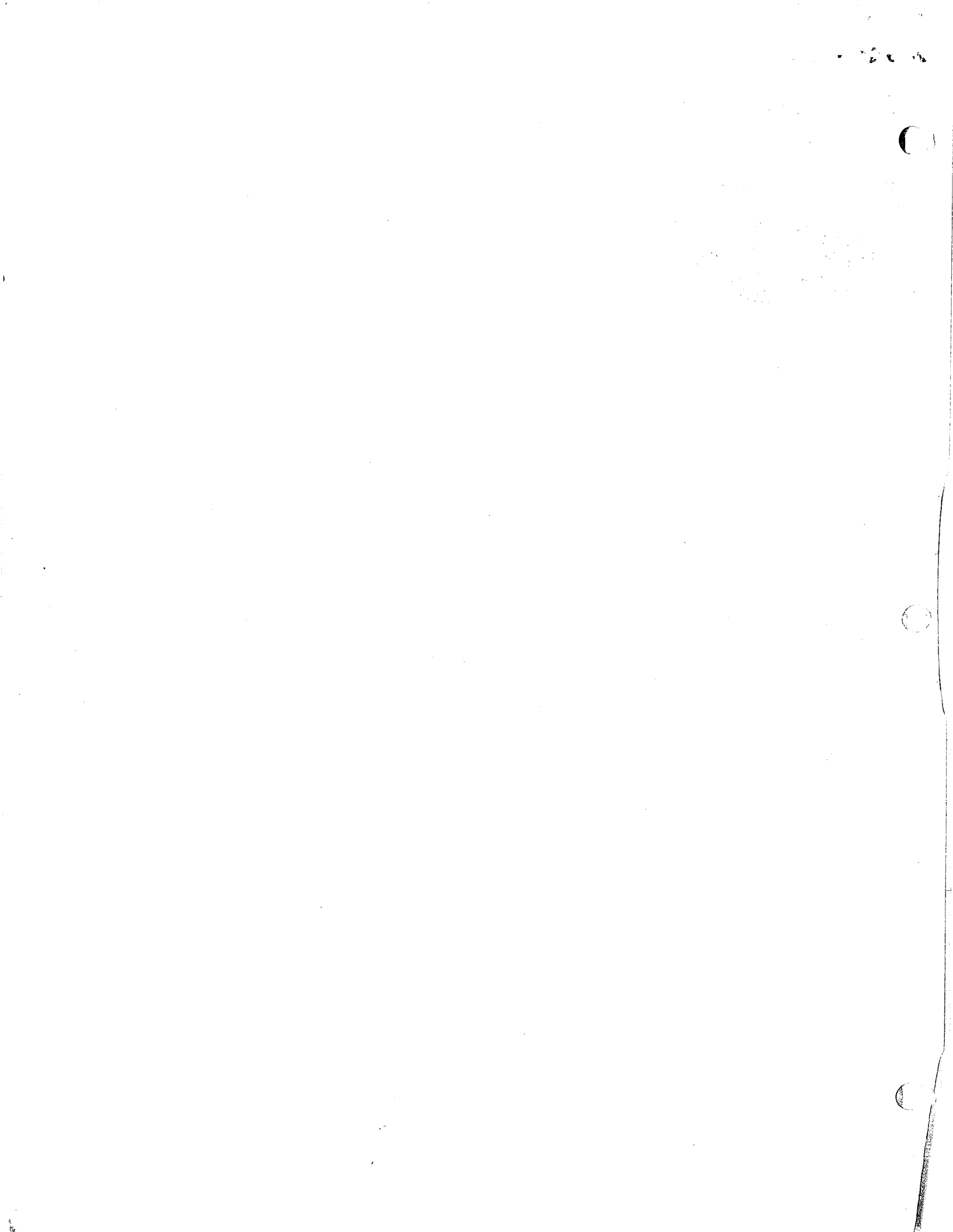
WHEREAS, Section 7(b) of Public Law 83-638 provides for Indian Preference in contracting and employment, and

WHEREAS, the Squaxin Island Tribal Council has adopted the following interim provisions which will be adhered to, in relation to Tribal Employment Rights, until such a time that a formal ordinance can be approved and adopted by said Council.

- 1) An existing employee shall be defined, for the purpose of construction employment, as that/those employee/s who are paid full wages regardless of construction activity.
- 2) Indian Employee - Those persons who have on file at the Squaxin Island Employments Rights Office the documentation required by that Office to confirm the following:
 - a) Enrolled Member of a Federally Recognized Tribe.
 - b) Spouse or descendent of an enrolled member of a Federally Recognized Tribe.
 - c) Social or economic ties to a Federally Recognized Tribe.

Verification of Indian Preference qualifications shall be:

- a) Tribal enrollment card.
- b) Spouse or ancestors enrollment number, as furnished by the Bureau of Indian Affairs Agency of that area.
- c) A statement from the Indian Community from which you claim acceptance indicating the nature of the relationship.



3) No person shall be eligible for referral from the Squaxin Island Tribal Employment Rights Office (TERO) until the appropriate employment/skills information has been completed. At this time the appropriate documentation shall be considered to be:

- a) Intake for Part "A".
- b) Skills survey.

This information is necessary to insure proper referral.

4) It will be the obligation of the individual referred to give the Squaxin Island TERO compliance officer 3 days notice of intent to terminate employment.

- a) So that if the notice of termination is due to employer caused misunderstanding the Squaxin Island TERO compliance officer may attempt a resolution to the problem.
- b) Failure to adhere to the 3 day notification will result in a release of obligation by the Squaxin Island TERO to refer an individual until all individuals on the waiting list have had the opportunity to be referred for employment or training.

5) No contractor/sub contractor shall initiate termination of a Squaxin Island TERO referral until the Squaxin Island TERO compliance officer has been given 3 days(3) to resolve the employee caused misunderstanding.

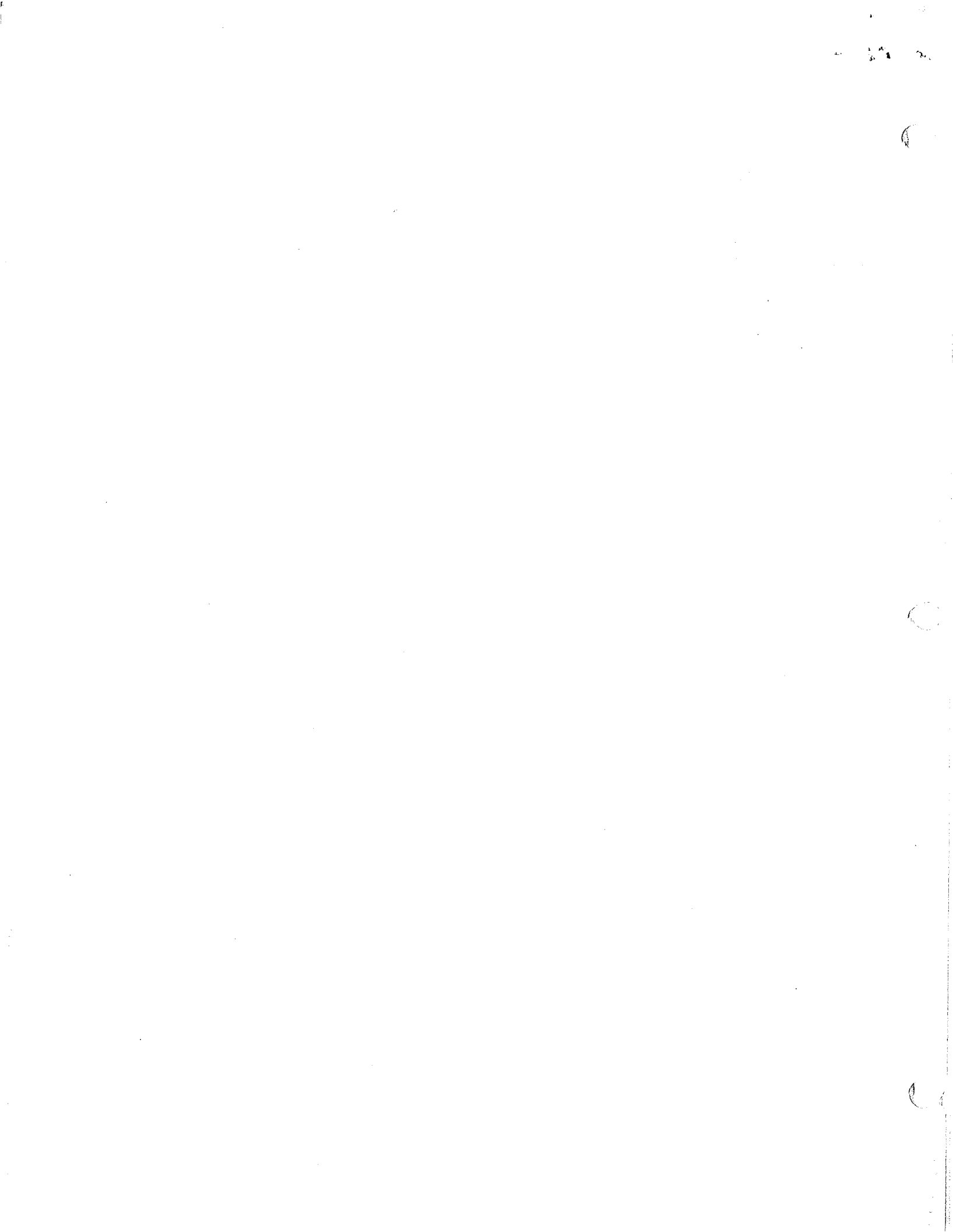
6) No SITERO referred employee shall be laid off without adequate justification by the contractor/sub contractor so long as non SITERO non protected class employees continue to work full time.

7) The Housing Authority shall provide to the SITERO compliance officer on a weekly basis a copy of the "The Department of Labor wage and hour division form WH347.

8) The SITERO will furnish to the Housing Authority a weekly status report indicating the following:

- a) Total number of 1 man hour.
- b) Percentage of 1 man hour as opposed to non Indian man hours.
- c) Cummulative percentages of man hours.
- d) Incident reports as appropriate.

9) The working owner and foreman who is a contractor/sub contractor or this project shall not be subject to Indian Preference.



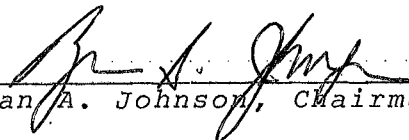
10) The contractor/sub contractor affected by these guidelines shall be given, whenever possible, no less than two more applicants per position available, so ultimate selection is made by the contractor/sub contractor.

11) The Squaxin Island Tribal Council reserves the right to terminate construction of this project, should the general contractor fail to achieve compliance of documents, justification which shall have been presented to the Housing Authority and general contractor.


CERTIFICATION

NOW THEREFORE BE IT RESOLVED, that the Squaxin Island Tribal Council does adopt the interim Tribal Employment Rights Provisions as detailed herein, to be utilized and adhered to, as a compliance document for PL 83-638,7(b), until such a time as approval and adoption of a formal Tribal Employment Rights Ordinance by this, the Squaxin Island Tribal Council.

The Squaxin Island Tribal Council does hereby certify that the above Resolution was adopted at a regular meeting of the Squaxin Island Tribal Council held on this 3rd day of July, 1981, at which time a quorum was present and passed by a vote of 3 for and 0 against.


Bryan A. Johnson, Chairman

Attested By:


Dave Lopeman, Secretary


Dave Whitener, Vice Chairman

