

get Resolution

FISHING SEASON LEAVE POLICY

As a fishing community we recognize that all eligible persons are entitled the opportunity to participate in the Treaty harvest of salmon. As full time permanent employees; however, our first responsibility is to the Tribe (job) and to the people served through that job.

We recognize that it is imperative that any policy address certain issues, and that it is:

A. Fair and equitable to all employees of the Tribe regardless of Race or Tribal affiliation.

B. That all Departments are afforded the same fair and equitable considerations, and that all persons within those departments are granted equal access to this privilege.

C. MOST IMPORTANTLY, participation by employees of the Squaxin Island Tribe must not infringe on the rights of the Tribal Community to continued, uninterrupted service by any department within the administrative or service units.

1. It shall be the responsibility of all Tribal employee to present to their Department Head a written plan of "intent to fish", or annual leave during the designated "fishing season" no later than the first of June each year. The plan should then be updated monthly.

2. As a general policy statement, consistent with Tribal Policies and Procedures, NO LEAVE OF ABSENCE (A/L or LWOP) commencing August 2, through November 30, shall exceed five consecutive work days. Exceptions to the policy will be considered by Department Heads, and then reviewed by the Management Team, and finally approved by the Tribal Manager.

3. Flex time will not be permitted because not all job classifications can accommodate this kind of leave.

4. Should the approved fish plan include the use of late arrival to the work site, annual leave or leave without pay will be granted for that time period. (LWOP shall not be used until all A/L has been used).

5. It shall be the responsibility of the employee to notify their supervisor immediately, should unexpected late arrivals occur. This time shall also be taken as Annual Leave or LWOP.

6. It will be the responsibility of the supervisor to develop an overall plan of operation for their department. There must always be at least one supervisor or senior staff person available to provide the necessary level of management to subordinate staff. These individual department plans will be reviewed at Managers Team Meetings, monthly and, if necessary, modified to ensure adequate staffing at all times. Once the plans are approved, leave may be granted, in accordance with the Policies and Procedures of the Squaxin Island Tribe.

7. Should fishing begin to interfere with the job or work performance on the job, it will be the supervisors responsibility to initiate action in accordance with the policies and procedures of the Squaxin Island Tribe.



SQUAXIN ISLAND TRIBE

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SHELTON, WASHINGTON 98584
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RESOLUTION NO. 88-43
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 to provide for the social, health and economic well-being of the Squaxin Island Tribal Citizens; and

WHEREAS, the Squaxin Island Tribal Council is responsible for the establishment of policies governing how tribal operations will be conducted; and

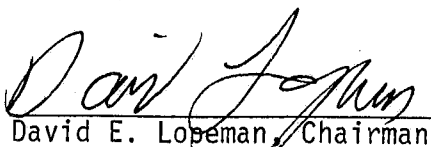
WHEREAS, the Squaxin Island Tribal Council is committed to fair employment practices and Indian Preference; and

NOW THEREFORE BE IT RESOLVED, the attached policies are hereby adopted by the Council for inclusion in the Personnel Policies & Procedures Manual.

BE IT FURTHER RESOLVED, that in the case where new policies conflict with existing policies that the new policies shall take precedence in all cases; and, related existing policies will be revised as necessary to meet both the specifics and the intent of these new policies.

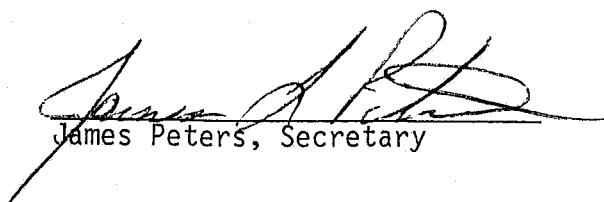
C E R T I F I C A T I O N

The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at a regular meeting of the Squaxin Island Tribal Council, held on this 11th day of August, 1988, at which time a quorum was present and passed by a vote of 3 for, and 0 against, with 0 abstentions.


David E. Lopeman, Chairman

Attested by:


Evie Allen, Vice Chairperson


James Peters, Secretary