RESOLUTION

WHEREAS, it is the recommendation of the Management & Budget/Community Development Committee to enact the following amendments to the Employee Policy Manual (EPM) effective immediately upon CBC approval.

Section 3.10 Traditional Leave. Employees in full time regular, part-time, or seasonal status will be granted 24 hours paid Traditional Leave each calendar year. Requests for paid Traditional Leave must be approved by the Immediate Supervisor and must be requested on the approved leave form as far in advance as possible. In recognition of the diversity of our employees, "Traditional Leave" is given on the basis that the Tribes recognizes the culture, traditions and diversity of all individuals, whether or not the individual is a member of the Tribes. This leave is not paid upon separation or after resignation or when termination notice has been provided.

THEREFORE, BE IT RESOLVED, that we, the Colville Business Council, meeting in a SPECIAL SESSION this 21st day of November, 2019 acting for and in behalf of the Colville Confederated Tribes, Nespelem Washington, do hereby approve the above recommendation of the Management & Budget/Community Development Committee.

The foregoing was duly enacted by the Colville Business Council by a vote of 12 FOR 0 AGAINST 0 ABSTAINED, under authority contained in Article V, Section 1(a) of the Constitution of the Confederated Tribes of the Colville Reservation, ratified by the Colville Indians February 26, 1938, and approved by the Commissioner of Indian Affairs on April 19, 1938.

ATTEST:

Rodney Cawston, Chairman Colville Business Council

cc:

Jack Ferguson, Committee Chair Naomi Yazzie, Committee Secretary Francis Somday, Executive Director William Nicholson II, Chief Financial Officer Dept. or Program: Erica A. deLeon, Central Accounting



Confederated Tribes of the Colville Reservation

Nespelem, Washington

| TO: COLVILLE BUSINESS COUNCIL I | DATE: | 11/06/2019 |
|---------------------------------|-------|------------|
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FROM: Management & Budget Committee

SUBJECT: Employee Policy Manual (EPM) Revision

Initiated By: Erica A. deLeon Program: Central Accounting

<u>Committee Recommendations:</u> Whereas, it is the recommendation of the Management & Budget Committee to enact the following amendments to the Employee Policy Manual (EPM) effective immediately upon CBC approval.

3.10 Traditional Leave

Employees in full time regular, part-time, or seasonal status will be granted 24 hours paid Traditional Leave each calendar year. Requests for paid Traditional Leave must be approved by the Immediate Supervisor and must be requested on the approved leave form as far in advance as possible. In recognition of the diversity of our employees, "Traditional Leave" is given on the basis that the Tribes recognizes the culture, traditions and diversity of all individuals, whether or not the individual is a member of the Tribes. This leave is not paid upon separation or after resignation or when termination notice has been provided.

| COMMITTEE MEMBERS | VOTE CAST (YES) (NO) | COMMITTEE MEMBERS VOTE CAST (YES) (NO) |
|---|-------------------------|--|
| Jack Ferguson Joseph Sanday Classiff of the Strains | | |
| Business Council Actions: | Seconded by: | МН |
| 12 FOR | Signed: | Committee Chairperson |
| D NAY | Signed: | CBC Chairperson |
| _O ABSTAINED | | Date Enacted: Nov. 21st 2019 |
| Amendments: | | |