

RESOLUTION OF THE SUMMIT LAKE PAIUTE COUNCIL
SUMMIT LAKE PAIUTE TRIBE
OF THE
SUMMIT LAKE PAIUTE RESERVATION, NEVADA

RESOLUTION NO.: SL -25- 2008

TITLE: Amending the Leave Provisions of the Tribe's Personnel Manual

WHEREAS, the Summit Lake Paiute Tribe, is a modern entity of the Northern Paiute People known, in English, as Lake Trout and Wild Onion Eaters who, for thousands of years, controlled 2,800 square miles of land in and around Summit Lake as a tribe with sovereign, unlimited, powers and laws (customs, traditions, usages, etc.); and,

WHEREAS, in 1964, and after much consideration, the members of the Lake Trout and Wild Onion Eaters organized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984) as amended, adopting, for certain sovereign purposes, the name "Summit Lake Paiute Tribe" with a tribal constitution titled "Articles of Association," the latter which was approved by the Secretary of the U.S. Department of the Interior on January 8, 1965; and,

WHEREAS, the Summit Lake Paiute Tribe's Articles of Association grant to the Summit Lake Paiute Council (see Article II, Section 1) certain sovereign powers, including the power to improve the welfare and education of tribal members and to take such action as is necessary to carry into effect any of the Council's powers and duties (see Article II, Section 1 (k)); and,

WHEREAS, over the last several years, the Summit Lake Paiute Tribe has only been able to afford to hire a few employees; and

WHEREAS, past tribal administrators and personnel managers did not ensure that provisions in the Tribe's Personnel Manual were consistent with one another. For example, while the Tribe's Personnel Manual defines in Section 10 "Immediate Family Member" for the purposes of Chapter 16 (Leave Policy), in Section 4 (Bereavement Leave) of Chapter 16 the phrase "Family Member" is used which is not defined in Section 10 (Definitions); and,

WHEREAS, while the Tribe has had a Chief Administrative Employee/Chief Administrator, and more recently, an Acting Chief Administrative Employee/Acting Chief Administrator, the Tribe's Bereavement Leave policy (Chapter 16, Section 4, Summit Lake Personnel Manual at page 24), requires an employee's supervisor to approve an employee's taking Bereavement Leave not the Chief Administrative Employee/Chief Administrator or Acting Chief Administrative Employee/Acting Chief Administrator which imposes too much additional duty on the Directors of the Tribe's Departments; and,

WHEREAS, what is needed is a change in the Bereavement Leave policy that reduces the possibility of supervisor-subordinate conflict and removes subjectivity from the decision to allow Regular, Full Time Employees to use Sick Leave or Leave Without Pay to attend and or plan the funeral of an immediate family member,

NOW THEREFORE, BE IT RESOLVED that the Summit Lake Paiute Tribal Council does hereby approve, effective this date, amendments to the Tribe's Leave policies, identified below, to read, with a Legislative Notice below the amendment in the Personnel Manual reflecting the Resolution number and date of enactment:

Sec. 4. Bereavement Leave

After giving notice to their supervisor or the Chief Administrative Employee (CAE) or Acting CAE, Regular, Full Time Employees may use Sick Leave or Leave Without Pay to plan and or attend the funeral of an immediate family member. Before Time Reports are required to be submitted at the end of a pay period, a Request for Leave form shall be submitted by the employee.

The decision to grant bereavement leave will be based the direct relationship of the employee toward the deceased immediate family member, responsibilities for arranging, orchestrating, or participating in the funeral, responsibilities for settling the personal and business affairs of the immediate family member, and the distance and method of travel to the immediate family member's funeral.

Sec. 10. Definitions

(d) Illness. as used in this chapter (Section 3c) means illness of the employee or immediate family member.

CERTIFICATION

I, JERRI LYNN BARLESE, Secretary/Treasurer of the Summit Lake Paiute Council, hereby certify that the above Resolution, No. SL -25- 2008, was brought before the Summit Lake Paiute Council at a duly held meeting on the 17th day of May, 2008, with five (5) members present, constituting a quorum, with the following votes to enact the Resolution: 3 FOR, 0 AGAINST; and, 1 ABSTAINING, with Council Chairman Warner Barlese presiding and not voting, and that this Resolution has not been rescinded, revoked or amended.

May 17, 2008

Date


Jerri Lynn Barlese
Secretary/Treasurer
Summit Lake Tribal Council