

**RESOLUTION OF THE GOVERNING BODY OF  
THE THREE AFFILIATED TRIBES OF THE  
FORT BERTHOLD RESERVATION**

- WHEREAS,** This Nation, having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act; and
- WHEREAS,** The Constitution of the Three Affiliated Tribes generally authorizes and empowers the Tribal Business Council to engage in activities on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and
- WHEREAS,** The Three Affiliated Tribes (Tribe) committed to providing a workplace environment which ensures the safety and encourages the personal health and productivity of its employees; and
- WHEREAS,** The Tribal Business Council recognizes that substance abuse in the workplace is a threat to the safety and health of its membership and to the public in general, as well as to the job performance of its employees and others; and
- WHEREAS,** The Tribal Business Council endeavors to balance the Tribe's respect for individuals with the need to maintain a safe, productive, drug and alcohol-free workplace; and
- WHEREAS,** The Tribal Business Council further aspires to assure worker fitness for duty and to protect the Tribe's employees and the public from the risks posed by Tribal employees' misuse of alcohol and use of prohibited drugs,
- WHEREAS,** The Tribal Business Council intends to convey to the Tribe's employees and potential employees the policy of the Tribe on alcohol and drug use,

**NOW THEREFORE BE IT RESOLVED, That the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation approves the attached Policy on Drug and Alcohol Use for all employees of the Three Affiliated Tribes.**

Reminded to #00  
396-DSB  
*[Signature]*

RESOLUTION #00-368-DSB

**RESOLUTION OF THE GOVERNING BODY OF  
THE THREE AFFILIATED TRIBES OF THE  
FORT BERTHOLD RESERVATION**

- WHEREAS,** This Nation, having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act; and
- WHEREAS,** The Constitution of the Three Affiliated Tribes generally authorizes and empowers the Tribal Business Council to engage in activities on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and
- WHEREAS,** The Three Affiliated Tribes (Tribe) committed to providing a workplace environment which ensures the safety and encourages the personal health and productivity of its employees; and
- WHEREAS,** The Tribal Business Council recognizes that substance abuse in the workplace is a threat to the safety and health of its membership and to the public in general, as well as to the job performance of its employees and others; and
- WHEREAS,** The Tribal Business Council endeavors to balance the Tribe's respect for individuals with the need to maintain a safe, productive, drug and alcohol-free workplace; and
- WHEREAS,** The Tribal Business Council further aspires to assure worker fitness for duty and to protect the Tribe's employees and the public from the risks posed by Tribal employees' misuse of alcohol and use of prohibited drugs,
- WHEREAS,** The Tribal Business Council intends to convey to the Tribe's employees and potential employees the policy of the Tribe on alcohol and drug use,

**NOW THEREFORE BE IT RESOLVED, That the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation approves the attached Policy on Drug and Alcohol Use for all employees of the Three Affiliated Tribes.**

*Remembered  
to #00-396-DSB  
y*

CERTIFICATION

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of seven (7) members of whom five (5) constitute a quorum, 6 were present at a Regular meeting thereof duly called, noticed, convened and held on the 12<sup>th</sup> day of October, 2000; that the foregoing Resolution was duly adopted at such meeting by the affirmative vote of 6 members, 0 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 12 day of October, 2000.

Daylon Spotted Bear  
Secretary, Tribal Business Council

ATTEST:

*[Signature]*  
Chairman, Tribal Business Council

CERTIFICATION

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of seven (7) members of whom five (5) constitute a quorum, 6 were present at a Regular meeting thereof duly called, noticed, convened and held on the 12<sup>th</sup> day of October, 2000; that the foregoing Resolution was duly adopted at such meeting by the affirmative vote of 6 members, 0 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 12 day of October, 2000.

Daylon Spotted Bears  
Secretary, Tribal Business Council

ATTEST:

Ray A. Hall  
Chairman, Tribal Business Council