

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 and By-laws of the Three Affiliated Tribes authorizes and empowers the Tribal Business Council to engage in activities for the welfare and benefit of the Tribes and tribal members; and
- WHEREAS, the Personnel, Policies and Procedures EMPLOYEE BENEFITS AND LEAVE sect. D, Administrative Leave states:

Administrative Leave is leave with pay, as granted for special circumstances by the Tribal Chairperson, Tribal Business Manager, Personnel Director, or Program Director. Examples of circumstances when administrative leave can be granted are Christmas Eve, Good Friday, and other holidays, blizzards, and funerals.

Only the Tribal Chairperson or acting Chairperson can grant administrative leave for holidays. Administrative leave for funerals will be granted up to a maximum of eight (8) hours per funeral. Administrative leave for voting will be granted up to a maximum of one (1) hour: however, employees are encouraged to vote during noon hour or after work, so that there is no loss of working hours for the Tribes.

The above section must be amended for optimum usage.

NOW THEREFORE BE IT RESOLVED that the Personnel, Policies and Procedures, EMPLOYEE BENEFITS AND LEAVE, sect. D Administrative Leave shall be amended as read as follows.

Administrative Leave is leave with pay as granted for Special Circumstances by the Tribal Business Council, Tribal Chairperson, or acting Tribal Chairperson, Tribal Personnel Director. Examples of circumstances are Holidays, Holy Days, Blizzards, Funerals, or other days as deemed necessary.

Only the Tribal Chairperson, acting Chairperson, or Tribal Business Council can grant administrative Leave for Holidays. Administrative Leave for funerals will be granted up to a maximum of eight (8) hours per funeral for the immediate family: Father, Mother, Brother, Sister, Daughter, and Son.

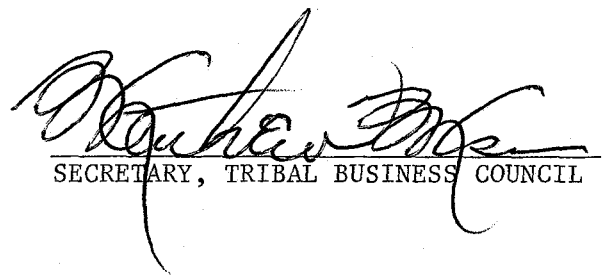
D.1. Leave Without Pay will be granted to other Tribal Employees provided written permission is received one (1) day prior to the funeral from their immediate superior. The leave time is allowed only for the duration of funeral services.

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

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 11 members of whom 7 constitute a quorum, 11 were present at a Special Meeting, thereof duly called, noticed, convened, and held on the 18th day of March 1983; that the foregoing resolution was duly adopted at such meeting by the affirmative vote of 11 members, — members opposed, — members abstained, — members not voting, and that said resolution has not been rescinded or amended in any way.

Chairman (Voting) (~~Not Voting~~)

Dated this 18 day of March , 1983


SECRETARY, TRIBAL BUSINESS COUNCIL

ATTEST:


CHAIRMAN, TRIBAL BUSINESS COUNCIL