

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
- 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, Article 6, section 5(1) of the Constitution of the Three Affiliated Tribes specifically authorizes and empowers the Tribal Business Council to adopt resolutions regulating the procedures of the Tribal Business Council and other Tribal agencies; and
- WHEREAS, the need exists to establish a fair and equitable group insurance plan that will benefit all participants; and
- WHEREAS, at the present time, the majority of employees are not receiving total base coverage under the standard group plan; and
- WHEREAS, the payment of premiums for group insurance coverage is not distributed equitably for all Tribal employees; and

NOW THEREFORE BE IT RESOLVED that the Tribal Business Council hereby accept and adopt the proposed amendment to to the Three Affiliated Tribes Personnel Policies and Procedures which includes a maximum allowable monthly premium payment cost for each Tribal employee; and

BE IT FURTHER RESOLVED that the effective date for the amended Employee Benefits Policy be October 1, 1986.

THREE AFFILIATED TRIBES
PERSONNEL POLICIES AND PROCEDURES
Proposed Amendment

L. EMPLOYEE BENEFITS

1. SOCIAL SECURITY (FICA)

Tribal employees shall contribute to Social Security and are eligible for Social Security benefits upon retirement. The Three Affiliated Tribes shall match the contribution as required by law. Details on the percentage payable to FICA is available from the Tribal Controller.

2. WORKMEN'S COMPENSATION

Tribal employees shall be covered by Workmen's Compensation insurance. Employees are entitled to benefits for job related injuries and illnesses provided all forms are submitted as required. Details of this coverage and the necessary forms are available from the Tribal Personnel Office.

3. UNEMPLOYMENT INSURANCE

Tribal employees shall be covered by unemployment insurance. Eligible employees who lose their jobs through no fault of their own may receive limited financial allowances during the period that they are out of work and seeking employment based on the terms and conditions of unemployment insurance coverage under the State of North Dakota. Details regarding unemployment insurance benefits are available from the Tribal Personnel Office.

4. GROUP INSURANCE BENEFITS

All permanent employees working in excess of thirty (30) hours per week shall be covered by the Tribes standard group insurance plan for major medical, disability insurance, life insurance and optional dental benefits, subject to availability of program funds. To ensure equitably in the payment of group insurance benefits, the monthly premium will be paid by the Tribal programs at a rate not to exceed the total cost of the single premium per employee. In the event that the total fringe available in a particular program is not sufficient to allow total payment of the entire single premium cost for each employee, the available fringe shall be divided equally among all staff in the program. Any employee who has obtained group insurance benefits through specific terms of an employment contract shall be provided such benefits according to the terms of the contract. Details regarding the coverage available, the claims process and explanation of benefits are available from the Tribal Personnel Office.

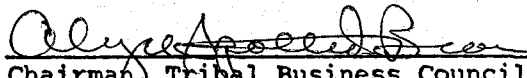
CERTIFICATION

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 11 members of whom 7 constitutes a quorum, 7 were present at a Regular Meeting thereof duly called, noticed, convened, and held on the 10th day of July, 1986; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 6 members, 1 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 10th day of July, 1986


Secretary, Tribal Business Council

ATTEST:


Chairman, Tribal Business Council