

LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS  
7500 Odawa Circle  
Harbor Springs, MI 49740

**TRIBAL RESOLUTION # 111807-02**

**COMPLIANCE TO THE INDIAN PREFERENCE IN  
TRIBAL EMPLOYMENT STATUTE**

**WHEREAS** the Waganakising Odawak Nation, known as the Little Traverse Bay Bands of Odawa Indians, and its citizens are vested with inherent sovereignty and right to self-governance;

**WHEREAS** the Little Traverse Bay Bands of Odawa Indians is a federally recognized Indian Tribe under Public Law 103-324, and is a party to numerous Treaties with the United States the most recent of which being the Treaty of Washington of March 28, 1836 (7 Stat. 491) and the Treaty of Detroit of 1855 (11 Stat. 621);

**WHEREAS** the Tribal Council passed the *Waganakising Odawak Statute 2002-04, Indian Preference in Tribal Employment* on July 2, 2002;

**WHEREAS** this Statute mandates that the *Tribe and Tribal Business Enterprises shall grant Employment Preference for hiring, promotion and training to the following persons in the following order:*

1. *Members of the Little Traverse Bay Bands of Odawa Indians,*
2. *Other federally recognized members of North American Indian Tribes;*

**WHEREAS** the Statute defines “*Qualified applicant*” as a person who meets minimum qualifications, experience, background, abilities or education;

**WHEREAS** currently there are job postings for the Tribe and the Casino that do not comply with the language of the *Waganakising Odawak Statute 2002-04, Indian Preference in Tribal Employment Statute;*

**WHEREAS** these job descriptions are requiring a person to meet both the education and experience in order to be considered a qualified applicant;

**WHEREAS** the *Waganakising Odawak Statute 2002-04, Indian Preference in Tribal Employment Statute* prescribes that a person only needs to meet experience, background, abilities or education to be a qualified applicant.

**THEREFORE, BE IT RESOLVED** that all employees of the government or enterprises shall comply with the Indian Preference in Tribal Employment Statute and shall comply with the Employee Handbook on Progressive Disciplinary Course of Action.

**CERTIFICATION**

As Tribal Council Legislative Leader and Tribal Council Secretary, we certify that this Tribal Resolution was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held November 18, 2007 at which a quorum was present, by a vote of 5 in favor, 3 opposed, 0 abstentions, and 1 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Fred Harrington, Jr.	_____	_____	_____	X
Melvin L. Kiogima	_____	X	_____	_____
Dexter McNamara	X	_____	_____	_____
Marvin Mulholland	_____	X	_____	_____
Shirley Oldman	X	_____	_____	_____
Alice Yellowbank	_____	X	_____	_____
Gerald V. Chingwa	X	_____	_____	_____
Regina Gasco Bentley	X	_____	_____	_____
Beatrice A. Law	X	_____	_____	_____

Date: \_\_\_\_\_

\_\_\_\_\_  
Beatrice A. Law, Legislative Leader

Date: \_\_\_\_\_

\_\_\_\_\_  
Regina Gasco Bentley, Secretary

Received by the Executive Office on \_\_\_\_\_ by \_\_\_\_\_

Pursuant to Article VII, Section D, Subsection 1 of the Little Traverse Bay Bands of Odawa Indians Constitution adopted on February 1, 2005 the Executive concurs in this action of the Tribal Council.

Date: \_\_\_\_\_

\_\_\_\_\_  
Frank Ettawageshik, Tribal Chairperson