1	WAGANAKISING ODAWAK STATUTE #2018-XXX				
2	AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2008-011				
3	FAIR EMPLOYMENT – DAMAGE AWARDS				
4					
5					
6	SECTION I. REPEALS AND REPLACES				
7					
8	А.	REPEAL.			
9					
10		SECTION V. REMEDIES BEFORE THE TRIBAL COURT FOR			
11		VIOLATIONS BY THE EMPLOYER			
12					
13		2. c. The total sum of compensatory, punitive damages and/or fines may not			
14		exceed \$50,000, excluding the amount for actual loss of wages.			
15					
16		SECTION VI. REMEDIES BEFORE THE TRIBAL COURT FOR			
17	VIOLATIONS BY AN INDIVIDUAL EMPLOYEE OR MANAGER				
18					
19		2. c. The total sum of punitive damages and/or fines may not exceed \$50,000,			
20		excluding the amount for actual loss of wages from each individual employee and/or			
21	manager.				
22					
23		SECTION VII. REMEDIES BEFORE THE TRIBAL COURT FOR			
24	VIOLATIONS BY THIRD PARTIES				
25					
26		2. c. The total sum of punitive damages and/or fines may not exceed \$50,000,			
27		excluding the amount for actual loss of wages from each individual third party.			
28					
29					
30	B.	REPLACE.			
31					
32		SECTION V. REMEDIES BEFORE THE TRIBAL COURT FOR			
33		VIOLATIONS BY THE EMPLOYER			
34					

Page 1 of 3 Waganakising Odawak Statute Amendment to Waganakising Odawak Statute 2008-011 Fair Employment- Damage Awards-posted 07/03/18 -Sponsored by Legislative Leader Fred Harrington, Jr. Secretary Kiogima____

1		
2	2. c.	The total sum of compensatory, punitive damages and/or fines may not
3	exceed:	
4		
5		
6	i.	\$50,000 if the respondent has more than 14 and fewer than 101 employees
7		in each of 20 or more calendar weeks in the current or preceding calendar
8		year;
9	ii.	\$100,000 if the respondent has more than 100 and fewer than 201
10		employees in each of 20 or more calendar weeks in the current or
11		preceding calendar year;
12	iii.	\$200,000if the respondent has more than 200 and fewer than 501
13		employees in each of 20 or more calendar weeks in the current or
14		preceding calendar year;
15	iv.	\$300,000 if the respondent has more than 500 employees in each of 20 or
16		more calendar weeks in the current or preceding calendar year.
17		
18		
19	SECTION Y	
20	VIOLATIO	ONS BY AN INDIVIDUAL EMPLOYEE OR MANAGER
21		
22	2. c.	The total sum of compensatory, punitive damages and/or fines may not
23	exceed:	
24		
25	1.	\$50,000 if the respondent has more than 14 and fewer than 101 employees
26		in such a f 20 an annual a landar ann daoin tha annual an tao ann a dina a sha dar
27		in each of 20 or more calendar weeks in the current or preceding calendar
27		year;
28	ii.	year; \$100,000 if the respondent has more than 100 and fewer than 201
28 29	ii.	year; \$100,000 if the respondent has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or
28 29 30		year; \$100,000 if the respondent has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or preceding calendar year;
28 29 30 31	ii. iii.	year; \$100,000 if the respondent has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or preceding calendar year; \$200,000 if the respondent has more than 200 and fewer than 501
28 29 30		year; \$100,000 if the respondent has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or preceding calendar year;

Page 2 of 3 Waganakising Odawak Statute Amendment to Waganakising Odawak Statute 2008-011 Fair Employment- Damage Awards-posted 07/03/18 -Sponsored by Legislative Leader Fred Harrington, Jr. Secretary Kiogima____

1	iv.	\$300,000 if the respondent has more than 500 employees in each of 20 or			
2		more calendar weeks in the current or preceding calendar year.			
3					
4	SECTION V	VII. REMEDIES BEFORE THE TRIBAL COURT FOR			
5	VIOLATIO	NS BY THIRD PARTIES			
6					
7	2. c.	The total sum of compensatory, punitive damages and/or fines may not			
8	exceed:				
9					
10	i.	\$50,000 if the respondent has more than 14 and fewer than 101 employees			
11		in each of 20 or more calendar weeks in the current or preceding calendar			
12		year;			
13	ii.	\$100,000 if the respondent has more than 100 and fewer than 201			
14		employees in each of 20 or more calendar weeks in the current or			
15		preceding calendar year;			
16	iii.	\$200,000if the respondent has more than 200 and fewer than 501			
17		employees in each of 20 or more calendar weeks in the current or			
18		preceding calendar year;			
19	iv.	\$300,000 if the respondent has more than 500 employees in each of 20 or			
20		more calendar weeks in the current or preceding calendar year.			
21					
22	SECTION II. EF	FECTIVE DATE			
23					
24	Effective upon signature of the Executive or thirty (30) days from Tribal Council				
25	approval whichever comes first or if the Executive vetoes the legislation, then upon Tribal				
26	Council override of	the veto.			
27					
28					
29		CERTIFICATION			
30					

Page 3 of 3 Waganakising Odawak Statute Amendment to Waganakising Odawak Statute 2008-011 Fair Employment- Damage Awards-posted 07/03/18 -Sponsored by Legislative Leader Fred Harrington, Jr. Secretary Kiogima____