1	WAKANAKISING ODAWAK STATUTE
2	AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010
3	FAIR EMPLOYMENT
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6	SECTION I. REPEAL of WOS 2019-012 Amendment to Fair Employment
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8	SECTION XI. EMPLOYEE LIVING WAGES
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10	A. In order to maintain a minimum standard of living necessary for health, efficiency and
11	general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of
12	Odawa Indians has set forth the following to establish a LTBB Living Wage:
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14	1. The LTBB Living Wage shall be based on based on the formula from the
15	United States Department of Agriculture (USDA) and Native American Housing
16	Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market
17	Rent price as found at Rentdata.org, an independent organization; and the basis of
18	the formula is as follows: the rent for an average 2 to 3-bedroom rental housing
19	cost, multiplied by twelve (12) months, divided by percentage rate of rent required
20	by NAHASDA (30%) divided by the yearly standard hours of 2080, sets the living
21	hourly wage.
22	
23	2. The LTBB Living Wage adjustment shall be automatic and shall continue to
24	increase by three (3) percent at the beginning of each fiscal year unless it is either
25	repealed or replaced by Tribal Resolution, or Statute.
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28	SECTION II. REPLACE
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30	SECTION XI. EMPLOYEE LIVING WAGES
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32	A. In order for all employees within the Tribe's jurisdiction to have a decent standard of
33	living, as set forth in the Tribe's Constitution, Tribal Council establishes a <i>Tribal</i>
34	Decent Standard of Living Wage as 1.5 times the Living Wage (Living Wage x 1.5
35	$= Decent\ Standard\ of\ Living).$
36	
37	

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9		
10 11	2. The Decent Standard of Living Wage as 1.5 times the Living Wage.	
12	3. In order to achieve a Decent Standard of Living Wage for all employees th	he
13	Tribe is taking an incremental step to achieve this goal by having all employees	
14	within the Tribe's jurisdiction be paid at a minimum \$13.00 as of June 1, 2021 ar	and
15	shall be known as the Minimum Wage;	
16		
17	<b>4.</b> Employees that are paid less than the <i>Decent Standard of Living Wage</i>	
18	$(\$17.85 \times 1.5 = \$26.77)$ shall have a 7% increase on June 1, 2022, and then an 8%	%
19	increase on June 1, 2023, and then a 9% increase on June 1, 2024, and then a 10%	)%
20	increase for every June 1st until a "Decent Standard of Living Wage" is achieved	d,
21	or it is repealed or replaced either by Tribal Resolution or Statute.	
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23	SECTION III. EFFECTIVE DATE	
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25	Effective upon signature of the Executive or thirty (30) days from Tribal Council approval whichever	
26	comes first or if the Executive vetoes the legislation, then upon Tribal Council override of the veto.	
27		
28	CERTIFICATION	