

ROLL CALL MATRIX

Meeting Date: 11-3-09

P	A	Res. Number	230	231	232	233	234				
		2009	230	231	232	233	234				
		Unanimous	21			21	4				
✓		Cathy Abramson		1Y	Y	1					
✓		Joe Eitrem	1	2Y	Y						
✓		Bernard Bouschor		Y	1Y		2				
✓		DJ Hoffman	Chaired mtg								
✓		Dennis McKelvie		Y	Y						
✓		Lana Causley	Washington DC								
✓		Bob LaPoint		Y	N						
✓		Keith Massaway		N	Y		1				
✓		Pat Rickley		Y	2Y	2					
✓		Denise Chase	Aunt Passed Away								
✓		Tom Miller	Detroit —								
✓		Shirley Petosky	2	Y	Y						
✓		Joe McCoy	Washington DC								

- 1 = Made Motion
- Y = Voted Yes
- A = Abstained
- S = Sponsored by Board Member
- 2 = Second/Support Motion
- N = Voted No
- U = Unanimous



RESOLUTION NO: 2009-230

ELECTRONIC COMMUNICATIONS INVESTIGATION

NOW THEREFORE BE IT RESOLVED, in accordance with Resolution 2006-96, that the Board of Directors mandates and directs an investigation be undertaken of all cellular and electronic communications involving any member of this Board or any employee on September 4th, 2009, between the hours of 8:00 AM and noon; and


BE IT FURTHER RESOLVED that tribal employee Becky Goodman is directed to pull a report of any text messages, cellular communications or telephone calls in the above period, incoming or outgoing, to the 313 or 734 area codes; and

BE IT FURTHER RESOLVED that tribal employee Jay Eggert is directed to pull a report of any incoming or outgoing email in the above mentioned time period between any tribal hardware and any address for Ted Gatzaros, Niko Gatzaros, Robert Young, or any address containing "@400monroe.com"; and


BE IT FINALLY RESOLVED that Ms. Goodman and Mr. Eggert shall each prepare sealed reports containing only the information specified above, and no other, which they shall share with no other person, and each shall supply these reports, in person, to the Board of Directors at the next workshop of the Board.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 9 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 3 day of November 2009; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 8 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Darwin J. McCoy, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



D. J. Hoffman, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

Administrative Office

523 Ashmun Street

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906.635.6050

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Government Services

Membership Services



RESOLUTION NO: 2009-231

**AMENDING TEAM MEMBER MANUALS
REHIRE POLICY**

NOW, THEREFORE, BE IT RESOLVED, that the Governmental, Enterprises and Kewadin Casino Hotel and Convention Center team member Manual's Rehire Policy sections are amended to read as attached.

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Darwin "Joe" McCoy, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



DJ Hoffman, Secretary
Sault Ste. Marie Tribe of
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ATTACHMENT

The amendment is reflected as the offending language being stricken and that remaining being the amended policy.

REHIRE POLICY

A rehired team member is a person who once worked with any one of the EDC, Casino, Tribal business' or Tribal Governmental operation, of which the team members' formal termination (voluntary or involuntary) paperwork has been processed, and now has been offered and accepted a position within one of the previously mentioned operations.

Any team member, whose employment with the Governmental operations is terminated involuntarily, must serve a waiting period before he/she is eligible for rehire with the Governmental operations. Team members who choose to leave the company through voluntary termination and do not fulfill the appropriate notice requirements, as defined in the policy manual, are also subject to the waiting period. The waiting period is as follows:

- a. First time occurrence: The former team member cannot be rehired for thirty (30) days.
- b. Second time occurrence: The former team member cannot be rehired for one hundred and eighty (180) days.
- c. Third time occurrence: The former team member cannot be rehired for one (1) year.

If approved for rehire by Human Resources, the applicant is eligible to seek employment within the Governmental operations. There is no promise or guarantee to hire the applicant for any position.

If the applicant is approved by Human Resources for rehire; Human Resources may recommend special conditions, such as non-gaming, non-key position, etc.

Waiver Provisions –

1. A former team member may request a waiver of the above policy by requesting a waiver in writing with an explanation of the justification for the waiver to the Human Resource Department.
2. The Human Resource Department will review all requests for waivers and make a final decision, in consultation with management.

3. The waiver suspends the remainder of the waiting period; it does not waive or remove it from the former team member's record.

~~Generally, an applicant will not be rehired when infractions listed below were violated during previous employment with the Tribe, Casino or EDC:~~

- a. ~~Possession, use, sale, purchase, distribution or offer to hold, sell or distribute controlled substances on company property.~~

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- b. ~~Possession of firearms or other dangerous weapons either on one's person and/or on company property.~~
- c. ~~Unauthorized possession or destruction of company property.~~
- d. ~~Stealing or failure to report dishonest acts, whether knowledge of such an act or plan is obtained directly or indirectly.~~
- e. ~~Unauthorized release of confidential information.~~
- f. ~~Knowingly punching another team member's timecard or having one's timecard punched by another or unauthorized alteration of timecards.~~
- g. ~~Fighting or use of hostile physical force against any person.~~
- h. ~~Previously leaving employment during an investigation pertaining to your prior employment.~~
- i. ~~Failure to comply with Drug Testing Policy and Procedure.~~
- j. ~~Falsifying information on your application on areas, such as: criminal history, work experience, etc.~~



RESOLUTION NO: 2009-232

**COMMUNICATIONS NEWSPAPER
FY 2009 AND FY 2010 BUDGET MODIFICATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the budget modifications to the personnel sheet for Communications - Newspaper for FY 2009 and FY 2010 and an increase in Tribal Support of \$2,931.01 for FY 2009 and an increase in Tribal Support of \$6,613.26 in FY 2010.

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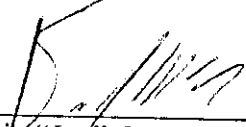
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**Government
Services**


**Membership
Services**

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Darwin "Joe" McCoy, Tribal Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



DJ Hoffman, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2009-233

FY 2009 CELLULAR PHONE SERVICES

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has a need for cellular services to support the provision of services to the Tribe's members.

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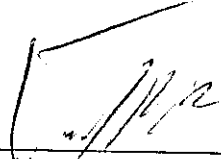
**Membership
Services**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby determines that it is in the Tribe's best interest to change our cellular provider over to AT & T under their GSA standard agreement for the provision of cellular phone services.


BE IT FURTHER RESOLVED, that the Chairman, or his designees, are directed to commence obtaining cellular services under the AT & T GSA schedule commencing at this point and continuing as long as it remains in the Tribe's best interests to do so.

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Darwin "Joe" McCoy, Chairman
Sault Ste. Marie Tribe of
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DJ Hoffman, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2009-234

AMENDING ATTENDANCE AND SICK LEAVE POLICIES

BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the enterprise, casino, and governmental attendance and sick leave policies as attached.

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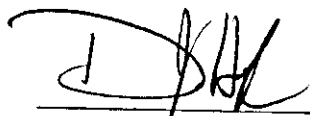
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ATTENDANCE POLICY

You are expected to report to work as scheduled. If you are going to be absent or late for any reason, you must notify the supervisor on duty with as much advance notice as possible, but no less than two hours before your regular starting time, except under extenuating conditions. It is your responsibility to contact your supervisor regarding any additional call in procedures for your department.

Notification from another team member or relative is not acceptable, except under emergency conditions. An excused absence may include, but is not limited to personal or family illness, jury duty, bereavement, optical, medical, or dental appointments that would require you to miss all or part of a scheduled workday. You should be prepared to substantiate the reason for your absence if asked. If you are absent frequently, two or more times in a 30 day period, you will be required to furnish documentation, including medical statements from your doctor. When documentation is provided, your absence may be excused.

If you fail to give proper notification within 48 hours of the absence or if your supervisor considers your reason unacceptable, you will be charged with an unexcused absence. You may be excluded from working overtime in the week in which you have an unexcused absence.

Unsatisfactory attendance will result in disciplinary action, up to and including disciplinary leave of absence and termination, as well as having an adverse effect on any promotion considerations. Supervisors may also make a referral for you to utilize the (EAP) Employee Assistance Program.

If an absence or a series of absences is/are covered under the Family Medical Leave Act (See the Family and Medical Leave Act section), contact Human Resources.

Absences include late arrivals at work as well as early departures. All lost time on the job for unexcused reasons is subject to disciplinary action, up to and including termination. If you fail to call in for three successive days, and fail to produce an acceptable excuse, you will be considered voluntarily terminated.

If you call in to work on a scheduled working day, use of the casinos or hotel is not permitted on the day of the absence, unless prior approval is obtained from your supervisor.

Tardiness

You are expected to be at work on time. Lateness is disruptive, costly, and not fair to the company or other team members. Chronic lateness will not be tolerated and will result in disciplinary action, up to and including termination. Supervisors may also make a referral for you to utilize the (EAP) Employee Assistance Program.

A tardy is defined as reporting to work anytime after your scheduled start time.

Excessive tardiness is defined as two or more tardies in the last 30-day period.

If you are going to be unavoidably detained, you are expected to call the company and alert your supervisor. Attendance is a critical part of performance. If you are frequently late you may be lowering your performance ratings, jeopardizing your chances for promotion and your job security.

DECLARED EMERGENCY EXCEPTIONS

During periods of federal, state and tribal declarations of emergency the Tribe recognizes the need to protect the well being of it's members, employees, patients and patrons. In the event of any declared emergency, management may modify the manner of implementation of this policy to grant leniency.

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SICK LEAVE POLICY

Sick leave is designed to provide income protection for team members who, for medical reasons, are temporarily absent from work for limited periods. This policy does not govern unpaid family and medical leave. Sick leave can be used for optical, dental, and medical appointments. Sick leave usage may also be used when someone in your care is ill, such as your immediate family. This is left to the discretion of your department manager. Requests to use sick leave for appointments must be made in advance. Sick leave will not be automatically approved and is subject to management approval.

When requesting sick leave, you should follow-up with your supervisor by filling out a sick leave form for compensation purposes. If you are unable to complete a sick leave form, because of extenuating circumstances, your supervisor will complete the form and process the sick usage hours for you.

When you are hired into a new home company, you will be credited for any years of service that you have worked for the Tribal Governmental Operations, EDC and/or Kewadin Casinos-Hotel and Convention Center for the purpose of the years of service recognition program. You will not be allowed to carry over any unused sick time without prior approval from the company that you are leaving as well as the company that you are going to. Should either company determine that carrying over sick time is not feasible, then you will not be allowed to do so. Please contact the Human Resources Department for details in regards to this policy.

Unused sick leave hours will not be paid out at the termination of your employment.

A. Amount of Benefit:

1. Full-time team members accrue up to four (4) days per year based on a 2080-hour work year.
2. If you are a regular part-time team member, you are entitled to a proportionate sick leave allowance, based on hours worked.
3. Seasonal and temporary team members are not eligible for this benefit.

B. Eligibility:

1. A team member is first eligible for the benefit upon completion of 90 calendar days of employment.
2. When a team member brings in a medical certification either on his/her own behalf or at management's request, the supervisor may approve the sick leave, if sick time is available.
3. If the team member qualifies for FMLA, the supervisor should call Human Resources (see Family and Medical Leave Act section).

C. Donating or transferring Sick Time:

Because team members have expressed a desire to help other team members who are having a health crisis, the company will allow team members to donate or transfer sick time to a leave bank; the bank will be maintained for the use of team members within the same home company, in need of such resources. A team member may also donate or transfer up to 24 hours per calendar year to the leave bank during each year of his/her employment starting with the second year of employment. Team members can donate sick leave hours to the leave bank to be used by any team member within the same home company, in need of such resources or to a specific team member who is in need of such resources. If the donation is for a specific team member then the donation can occur at the time of the need or for the team member to use within the foreseeable future. Sick leave donations are limited to 24 hours per team member per occurrence. The team member wishing to donate sick leave hours must maintain 20 hours of sick leave hours after the donation has been completed. Team members may also elect to convert vacation time to sick time in order to donate sick time to an individual. The conversion will occur on a 1:1 basis. This conversion can only occur when a team member wishes to donate to a specific individual. This conversion can not occur to donate sick leave hours to the leave bank.

D. Accepting Sick Leave Donations:

A team member may accept sick leave donations if the following criteria is met:

1. The request must be submitted in writing.
2. This transaction is only available for individuals who are on an approved medical or FMLA leave. The recipient must have exhausted all of his/her accrued sick time.
3. A team member can receive a maximum of 160 sick leave hours from the leave bank per year. However, team members can receive additional sick leave donations when the donation is specifically designated for that individual. A team member is not eligible to receive sick leave donations from the leave bank, if he/she is not eligible to use sick leave.

DECLARED EMERGENCY EXCEPTIONS

During periods of federal, state and tribal declarations of emergency the Tribe recognizes the need to protect the well being of it's members, employees, patients and patrons. In the event of any declared emergency, management may modify the manner of implementation of this policy to grant leniency.

SICK LEAVE POLICY

PURPOSE

Sick leave is designed to provide income protection for team members who, for medical reasons, are temporarily absent from work for limited periods. This policy does not govern unpaid family and medical leave (See Family and Medical Leave Act section). This policy does not apply to Sault Tribe Construction and Housing field workers. Please see the Leave Pay Policy to determine what benefits you are eligible for, if you are a field worker. Sick leave can be used for optical, dental, and medical appointments. Sick leave usage may also be used when someone in your care is ill, such as your immediate family. This is left to the discretion of your department manager. Requests to use sick leave for appointments must be made in advance. Sick leave will not be automatically approved and is subject to management approval.

When requesting sick leave, you should follow-up with your supervisor by filling out a sick leave form for compensation purposes. If you are unable to complete a sick leave form, because of extenuating circumstances, your supervisor will complete the form and process the sick usage hours for you.

Unused sick leave hours will not be paid out at the termination of your employment.

A. Amount of Benefit.

1. If applicable, full time team members accrue sick leave at a rate that is designated to the entity in which you work. Accrual rates are based on a 2080-hour work year.
2. If you are a regular part-time team member, you are entitled to a proportionate sick leave allowance, based on hours worked.

B. Eligibility.

1. A team member is first eligible for the benefit upon hire.
2. When a team member brings in a medical certification, the supervisor may approve the sick leave, if sick time is available.
3. If the team member qualifies for FMLA, the supervisor should call Human Resources.

C. Donating or transferring Sick Time.

Because team members have expressed a desire to help other team members who are having a health crisis, the company will allow team members to donate

or transfer sick time to a leave bank, the bank will be maintained for the use of team members within the same home company, in need of such resources. A team member may also donate or transfer up to 80 hours per calendar year to the leave bank during each year of his/her employment starting with the second year of employment.

Team members can donate sick leave hours to the leave bank to be used by any team member within the same home company, in need of such resources or to a specific team member who is in need of such resources. If the donation is for a specific team member then the donation can occur at the time of the need or for the team member to use within the foreseeable future. Sick leave donations are limited to 80 hours per team member per occurrence. The team member wishing to donate sick leave hours must maintain 80 hours of sick leave hours after the donation has been completed. Team members may also elect to convert vacation time to sick time in order to donate sick time to an individual. The conversion will occur on a 1:1 basis. This conversion can only occur when a team member wishes to donate to a specific individual. This conversion can not occur to donate sick leave hours to the leave bank.

D. Accepting Sick Leave Donations.

A team member may accept sick leave donations if the following criteria is met:

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3. A team member can receive a maximum of 160 sick leave hours from the leave bank per year. However, team members can receive additional sick leave donations when the donation is specifically designated for that individual.
4. A team member is not eligible to receive sick leave donations from the leave bank sick hours, if he/she is not eligible to use sick leave.

DECLARED EMERGENCY EXCEPTIONS

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Unused sick leave hours will not be paid out at the termination of your employment.

A. Amount of Benefit.

1. If applicable, full time team members accrue sick leave at a rate that is designated to the entity in which you work. Accrual rates are based on a 2080-hour work year.
2. If you are a regular part-time team member, you are entitled to a proportionate sick leave allowance, based on hours worked.

B. Eligibility.

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C. Donating or transferring Sick Time.

Because team members have expressed a desire to help other team members who are having a health crisis, the company will allow team members to donate

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GOVERNMENTAL November 2009

or transfer sick time to a leave bank, the bank will be maintained for the use of team members within the same home company, in need of such resources. A team member may also donate or transfer up to 80 hours per calendar year to the leave bank during each year of his/her employment starting with the second year of employment.

Team members can donate sick leave hours to the leave bank to be used by any team member within the same home company, in need of such resources or to a specific team member who is in need of such resources. If the donation is for a specific team member then the donation can occur at the time of the need or for the team member to use within the foreseeable future. Sick leave donations are limited to 80 hours per team member per occurrence. The team member wishing to donate sick leave hours must maintain 80 hours of sick leave hours after the donation has been completed. Team members may also elect to convert vacation time to sick time in order to donate sick time to an individual. The conversion will occur on a 1:1 basis. This conversion can only occur when a team member wishes to donate to a specific individual. This conversion can not occur to donate sick leave hours to the leave bank.

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2. This transaction is only available for individuals who are on an approved medical or FMLA leave. The recipient must have exhausted all of his/her accrued sick time.
3. A team member can receive a maximum of 160 sick leave hours from the leave bank per year. However, team members can receive additional sick leave donations when the donation is specifically designated for that individual.
4. A team member is not eligible to receive sick leave donations from the leave bank sick hours, if he/she is not eligible to use sick leave.

DECLARED EMERGENCY EXCEPTIONS

During periods of federal, state and tribal declarations of emergency the Tribe recognizes the need to protect the well being of it's members, employees, patients and patrons. In the event of any declared emergency, management may modify the manner of implementation of this policy to grant leniency.

BY2

GOVERNMENTAL November 2009