



RESOLUTION NO: 2005-119

REFERENDUM JULY 2005

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby overturns the legal opinion (Legal Opinion 2005-03 dated August 3, 2005) and accepts the election results from the Election Committee, dated August 2, 2005.

Min Waban Dan

**Administrative
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

**Government
Services**

**Membership
Services**

**Economic
Development
Commission**

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 13 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 16 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 8 members for, 4 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2005-119

REFERENDUM JULY 2005

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby overturns the legal opinion (Legal Opinion 2005-03 dated August 3, 2005) and accepts the election results from the Election Committee, dated August 2, 2005.

Min Waban Dan

**Administrative
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

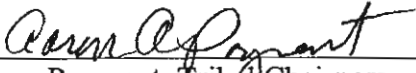
**Government
Services**

**Membership
Services**

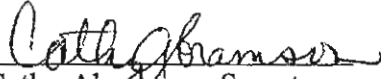
**Economic
Development
Commission**

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 13 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 16 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 8 members for, 4 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2005-120

GRANTING FORGIVENESS TO LIZA LAPOINT

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Board of Directors has enacted Tribal Code Chapter 76: Gaween-Nji-Da that allows for the granting of forgiveness to tribal members who have been convicted of a crime and would be denied a license for employment in a gaming operation pursuant to Chapter 42; and

WHEREAS, Liza LaPoint, is a tribal member who has been convicted of: MCL 750.145, Contributing to the Delinquency of a Minor on August 31, 2004; and

WHEREAS, Liza LaPoint would be denied a license for employment as a key employee or primary management official because of the criminal convictions; and

WHEREAS, the Board of Directors has determined that Liza LaPoint is not likely to engage in any offensive or criminal course of conduct and the public good does not require that she be denied a license as a key employee or primary management official.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors, pursuant to Tribal Code Chapter 76 grants forgiveness to Liza LaPoint, for the conviction of: MCL 750.145, Contributing to the Delinquency of a Minor on August 31, 2004.

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 13 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 16 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 1 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

**Administrative
Office**

523 Ashmun Street
Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

**Government
Services**

**Membership
Services**

**Economic
Development
Commission**



RESOLUTION NO: 2005-121

REVISING VACATION POLICY

WHEREAS, the current casino policy does not allow for a cap on vacation cash outs at the time of an employee's separation, set a minimum amount of vacation time that must be used by employees per year or set a maximum amount of vacation days that can be carried forward by employees per year; and

WHEREAS, the Board of Directors wishes to clarify the vacation policy as provided in the attached policy thus limiting the potential financial liability when an employee separates employment.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors adopts the attached revision to policy effective August 16, 2005.

BE IT FURTHER RESOLVED, that the Chairperson is directed to take action as necessary to implement this attached policy.

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 13 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 16 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 12 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Min Waban Dan

Administrative Office

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

Government Services

Membership Services

Economic Development Commission

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

VACATION POLICY

Vacation benefits are provided so that you may enjoy rest and relaxation away from work. The company strongly encourages you to use all time to which you are entitled to for each benefit year. The following is a list of vacation accrual rates (based on a 2080 hour work year):

ADMINISTRATIVE

After (1) year of service 15 vacation days (3 weeks)
After (5) years of service 20 vacation days (4 weeks)
After (10) years of service 25 vacation days (5 weeks)
After (15) years of service 30 vacation days (6 weeks)

NON-ADMINISTRATIVE

After (1) year of service 10 vacation days (2 weeks)
After (5) years of service 15 vacation days (3 weeks)
After (10) years of service 20 vacation days (4 weeks)
After (15) years of service 25 vacation days (5 weeks)

- You must be classified as a regular full-time or part time team member and completed one year of continuous employment to be eligible to take vacation time. A regular part time team member is eligible to accrue a portion of vacation time based on the number of hours the part time team member works.
- Your supervisor has the authority to approve or deny your vacation time based on your job performance and anticipated work loads, etc. The fact that you have accumulated vacation time does not mean that the vacation time is to be taken at your discretion.
- Non-exempt team member's vacation time must be requested and approved in advance by your immediate supervisor. Any vacation days taken without approval will result in loss of pay and disciplinary action.
- Non-exempt team member's requests for vacation must be in writing and must be put on a vacation request form. Non-exempt team members must submit the request form to their supervisor for approval. Non-exempt team members may keep a copy of the form for their own records. Failure to put the request in writing will result in time off without pay for the hours missed.
- One vacation day requires that you give your supervisor at least 24 hours notice of your intent to take vacation time; two days require a weeks notice; longer requires a minimum of a two-week notice. This notice requirement is up to the discretion of the department manager.

2005-121

- You may request time off without pay at the time that you are requesting vacation days if you do not have enough vacation time to cover your absence. Check with your immediate supervisor for consideration and approval.
- If a Casino holiday falls during your vacation, the holiday will not be counted as vacation taken.
- Up to 45 days of unused vacation entitlement will be paid to team members upon separation provided they have completed at least 1 year of continuous service. The vacation pay out will be computed based on the pay rate earned at the time of separation.
- After one year of continuous employment team members are required to use at least 50% of the vacation time earned in each calendar year. Failure to use at least 50% of the vacation time earned in each calendar year will result in the forfeiture of the difference between the amount that should have been taken and the amount that was actually taken. For the purposes of this policy a calendar year is based on check dates. Example: vacation accrual was 100 hours, vacation that should have been taken during the year was 50 hours and the actual vacation hours taken was 40 hours. This results in the forfeiture of 10 vacation hours.
- You will be allowed to carry forward a maximum of 30 days (240 hours) of accrued vacation hours into the next calendar year. Starting in December of 2006, any hours remaining over the 30-day maximum will be forfeited at the end of the calendar year.
- For non-exempt team members, vacation time must be used when serving on a board or committee where an honorarium or stipend is paid and you are attending during working hours. If you do not receive any payment for service, then you can attend at your supervisor's discretion.
- 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. However, your date in position and vacation accrual date will be changed to reflect your new date in position in the new home company. The only exception to this rule is when you transfer to another entity that has the exact same accrual rate as the entity that you are leaving. In this case, you would be allowed to retain your date in position and vacation accrual date from the position that you transferred from. Please contact the Human Resources Department for details in regards to this policy.



RESOLUTION NO: 2005-122

TREATY RIGHTS SPECIAL COUNSEL

WHEREAS, the Board of Directors is concerned with the protection of Treaty Rights regarding hunting and fishing matters; and

WHEREAS, the Board of Directors desires to maintain experienced legal counsel to advise on matters regarding such treaty rights.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors authorizes and directs the General Counsel to retain, on an independent contractor basis, the professional legal services of Aaron Schlehuber to provide legal advice on hunting and fishing treaty matters and advise applicable committees established by the Board of Directors as directed by the General Counsel at a rate of service of \$70.00 per hour for up to an annualized total of 1,072 hours (approximates \$75,000) and reimbursement of expenses.

BE IT FURTHER RESOLVED, that a work plan to project the necessary 'conservation and treaty work' shall be developed by the General Counsel with input from retained attorney Bruce Greene and approved by the Tribal Board of Directors within 30 days of approval of this resolution.

BE IT FINALLY RESOLVED, that the Tribal Board of Directors hereby appropriates an annualized amount of \$75,000 to cost center 1019 Special Projects for this purpose.

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 13 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 16 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 12 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

**Administrative
Office**

523 Ashmun Street
Sault Ste. Marie
Michigan
49783

Phone

906.635.6050

Fax

906.635.4969

**Government
Services**

**Membership
Services**

**Economic
Development
Commission**

RESOLUTION NO: 2005-123

CASINO EMPLOYEE SEVERANCE AGREEMENTS

WHEREAS, Kewadin Casino management has decided that it is in the best interest of the organization to terminate certain employees; and

WHEREAS, the Board of Directors desires to minimize that adverse impact of termination of employment on these employees by offering severance packages.

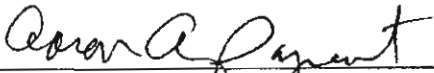
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves the offer of severance packages to the below identified employees on terms consistent as described below:

1. Identified individuals:
 - a. Bradford J. Baldwin
 - b. David A. Jason, Jr.
 - c. June M. Bosbous
 - d. Sandra J Killips
 - e. Karen C. Lozano
 - f. Jeffery E. Bridges
 - g. Earlene M. Haines
 - f. Marie Embury-Bayles


2. General terms of severance:
 - a. Employee shall immediately resign from employment.
 - b. Employee shall be paid a lump sum amount equivalent to one (1) week pay per year of seniority.
 - c. Employee shall release the Tribe from any and all claims.
 - d. Employee shall waive any entitlement to receive unemployment compensation for a period equal to the number of weeks of severance pay received.

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 13 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 16 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 7 members for, 5 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



Min Waban Dan

**Administrative
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

**Government
Services**

**Membership
Services**

**Economic
Development
Commission**

ROLL CALL MATRIX

Date: 8-16-05

	Res. Number	119	120	121	122	123			
	Unanimous			U	U				
	Cathy Abramson	Y	Y	2		Y			
	Joe Eitrem	Y	Y			Y			
	Todd Gravelle	N	1 Y	1	1	1 N			
	Dennis McKelvie	1 Y	Y			N			
	Paul Shagen	Y	Y			Y			
	Lana Causley	Y	Y			Y			
	Bob LaPoint	N	A			Y			
	Fred Paquin	Y	Y			Y			
	Rob Lambert	2 Y	Y			N			
	Denise Chase	Y	Y			N			
	Tom Miller	N	2			2 N			
	Vic Matson	N	Y		2	Y			
	Aaron Payment								

- 1 = Made Motion
- 2 = Second/Support Motion
- Y = Voted Yes
- N = Voted No
- A = Abstained
- U = Unanimous