



RESOLUTION NO: 2005-117
HEALTH DIVISION

ELECTRONIC HEALTH RECORD IMPLEMENTATION
TRIBAL MANAGEMENT GRANT PROGRAM APPLICATION

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a duly recognized Indian Tribe under the provisions of Indian Reorganization Act of June 15, 1934 (25 U.S.C.A.); and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Health Division utilizes the Resource and Patient Management software provided by Indian Health Services for multiple functions and data collection throughout the health program clinics and community health settings; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Health Division plan to further develop the electronic capture and sharing of clinical health information by the establishment of an Electronic Health Record (EHR) provided and supported by Indian Health Service; and


WHEREAS, the Department of Health and Human Services, Indian Health Services is requesting proposals for Tribal Management Grant Programs (CFDA Number: 93.228) which support the implementation of systems to manage or organize tribal support programs, services, functions, and activities (PSFA).

NOW, THEREFORE BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors supports and authorizes an application to be submitted to the Department of Health and Human Services, Indian Health Service Tribal Management Grant Program to support and implement an electronic health record system throughout the Health Division clinic and community health center network.

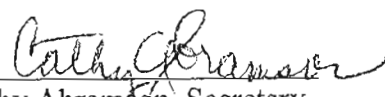
BE IT FURTHER RESOLVED, that Aaron A. Payment, Tribal Chairperson, or his duly authorized designees, are authorized to sign, negotiate, amend or rescind any agreement thereto.

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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 2 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 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

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Services**

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RESOLUTION NO: 2005-118

REVISING SICK LEAVE POLICY

WHEREAS, the current casino policy does not allow for team members to convert sick leave to vacation time; and

WHEREAS, the Board of Directors wishes to allow team members the additional benefit of converting sick leave to vacation time as provided in the attached policy.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors adopts the attached revision to policy effective August 2, 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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 2 day of August 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 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
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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 within a Home Company.

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 team member, within the same home company, in need of such resources. The donation or transfer may occur if the following criteria is met:

1. The request must be submitted in writing.
2. This transaction must have management approval with verification from the Human Resource Department.
3. This transaction is only available for individuals who are in what would be considered a documented critical health condition. The recipient must have exhausted all of his/her accrued vacation and sick time.
4. Team members donating hours cannot reduce their hours of sick leave below 20 hours.
5. Team members can not donate or transfer any more than 24 hours of sick leave.
6. Team members can not donate sick hours to another team member, if the receiving team member is not eligible for sick leave.

D. Conversion to Vacation Leave.

1. On the second anniversary of employment and thereafter, a team member may elect to convert accumulated sick leave to vacation leave at a ratio of 2:1, up to a maximum of 7 sick leave days for 3.5 vacation days. This election must be made on the team member's vacation accrual anniversary date.
2. Such a conversion cannot exceed the maximum accumulation of vacation leave allowed.
3. Check with Human Resources Department concerning the minimum amount of sick leave needed before you can trade for vacation time. Prior approval is required from your supervisor.

BOARD OF DIRECTORS MEETING
 meeting date 8-2-05
 Board Voting Matrix

U *U*

Resolution #	1	117	118																	
Cathy Abramson																				
<i>made/supported motion</i>																				
Lana Causley																				
<i>made/supported motion</i>																				
Denise Chase																				
<i>made/supported motion</i>																				
Joe Eitrem																				
<i>made/supported motion</i>																				
Todd Gravelle																				
<i>made/supported motion</i>																				
Robert Lambert																				
<i>made/supported motion</i>																				
Robert LaPoint																				
<i>made/supported motion</i>																				
Vic Matson Sr.																				
<i>made/supported motion</i>																				
Dennis McKelvie																				
<i>made/supported motion</i>																				
Tom Miller																				
<i>made/supported motion</i>																				
Fred Pagani																				
<i>made/supported motion</i>																				
Aaron Payment																				
<i>chairperson</i>																				
Paul Shagen																				
<i>made/supported motion</i>																				

Resolution 117 - Electronic Records Implementation Unanimous
 Resolution _____
 Resolution 118 - Sick Leave Policy - Unanimous
 Resolution _____
 Resolution _____
 Resolution _____
 Resolution _____
 Resolution _____
 Resolution _____
 Resolution _____

- 1 = Made Motion
- 2 = Supported Motion
- Y = Yes
- N = No
- N/A = Not in attendance
- A = Abstained

U = Unanimous -