

OMAHA TRIBE OF NEBRASKA

Executive Officers

Jason Sheridan, Chairman
Leander Merrick, Vice-Chairman
Alan Harlan, Treasurer
Cheyenne Robinson, Secretary



Members

Galen Aldrich Sr.
Dustin Lovejoy
Jerome Hamilton

RESOLUTION NO. 25-34

OF THE

OMAHA TRIBE OF NEBRASKA

RE: AMENDMENT TO SECTION VI OF THE PERSONNEL MANUAL, TITLED "FAMILY MEDICAL LEAVE ACT" TO INCLUDE HOLIDAY INCENTIVES

WHEREAS: The Omaha Tribe of Nebraska is a federally recognized Indian tribe, organized under a constitution and bylaws approved by the Secretary of Interior on April 30, 1936, pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934; and

WHEREAS: pursuant to Article III, Sec.1 of the constitution of the Omaha Tribe of Nebraska, the governing body of the Omaha Tribe shall also be known as Tribal Council; and

WHEREAS: Article IV, Section 1 (j) of the Constitution of the Omaha Tribe of Nebraska provides the Omaha Tribal Council with the power to safeguard and promote the economy and general welfare of the Omaha Tribe; and

WHEREAS: Article IV, Section 1 (m) To adopt resolutions regulating the procedures of the Tribal Council itself and of other Tribal agencies and Tribal offices; and

WHEREAS, the Tribal Council recognizes the importance of updating and maintaining policies within the Tribal Personnel Manual to ensure alignment with the Tribe's operational needs and to provide clear guidance for employees; and

WHEREAS, Section VI of the Personnel Manual, titled "Family Medical Leave Act Leave," currently states that employees returning from FMLA leave are entitled to reinstatement into their job or a job of equivalent status/pay/benefits "including COLA raises"; and

WHEREAS, the Tribal Council has determined that adding the language "and holiday incentives" after "including COLA raises" will further clarify and enhance the benefits afforded to employees returning from FMLA leave;

NOW, THEREFORE, BE IT RESOLVED, that the Omaha Tribe of Nebraska hereby amends the Personnel Manual, Section VI, Family Medical Leave Act Leave, as follows:
"The employee shall be entitled to automatic reinstatement into their job or job of equivalent status/pay/benefits including COLA raises **and holiday incentives** upon return from the FMLA leave provided that the employee gives notice within one week of anticipated date of return."

BE IT FURTHER RESOLVED, that the Tribal Administration shall immediately update and distribute the amended Personnel Manual to all employees to ensure compliance and awareness of the revised policy; and

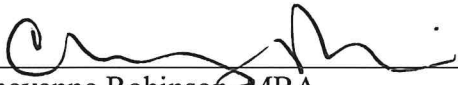
BE IT FINALLY RESOLVED, that this resolution shall take effect as of October 19th, 2024 immediately upon adoption.

CERTIFICATION

This is to certify that the foregoing resolution was considered at a duly called meeting of the Omaha Tribal Council on the 6 day of December, 2024, and was adopted by a vote of: 4 for; 0 against; 1 abstaining; with the Chairman not voting. A quorum of 5 was present.


MEMBERS VOTE:	YES	NO	ABSTAIN
Jason Sheridan			Abstain
Leander Merrick	X		
Alan Harlan			Absent
Cheyenne Robinson	X		
Dustin Lovejoy			Absent
Galen Aldrich Sr.	X		
Jerome Hamilton	X		

Submitted by:


Cheyenne Robinson, MBA
Secretary, Omaha Tribal Council

12/16/24
Date

Attest:


Jason Sheridan, Chairman
Omaha Tribal Council

12-16-24
Date