

# 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. 25-35

### OF THE

## OMAHA TRIBE OF NEBRASKA

### RE: AMENDMENT TO PERSONNEL MANUAL TO PROVIDE PAID MATERNITY AND PATERNITY LEAVE

**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 current Personnel Manual, Section 7 – Employment Leave Benefits, IV. Maternity Leave, A. Policy, states:

"If all annual leave and sick leave has been exhausted, leave without pay shall be used for the balance of the granted maternity leave"; and

**WHEREAS,** the current Personnel Manual, Section 7 – Employment Leave Benefits, V. Paternity Leave, A. Policy, states:

"Paternity leave for employees with maternity status spouses/significant other may be granted up to six weeks. A male employee may be granted annual leave, sick leave, or leave without pay to care for his minor children or to assist the mother of his newborn child while she is convalescing from childbirth or related medical conditions. Provisions of this policy also apply to employees with newly adopted children, from birth to twelve years of age. A note from the family's doctor citing the need for this care shall be required. Sick leave and annual leave may be used for maternity leave with pay. If all annual leave and sick leave has been exhausted, leave without pay shall be used for the balance of the granted maternity leave"; and

**WHEREAS**, the Tribal Council has determined that updating these policies to provide **8 weeks of paid maternity leave** and **4 weeks of paid paternity leave** would support employee well-being, improve gender equity, and align with the Tribe's values of family and community; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Omaha Tribe of Nebraska hereby amends the Personnel Manual as follows:

## **Section 7 – Employment Leave Benefits**

### **IV. Maternity Leave**

#### **A. Policy**

"The Omaha Tribe offers **eight** weeks of paid maternity leave for eligible employees. After paid leave is exhausted, employees may use accrued annual or sick leave or request additional unpaid leave."

### **V. Paternity Leave**

#### **A. Policy**

"The Omaha Tribe offers **four** weeks of paid paternity leave for eligible employees with maternity-status spouses/significant others or with newly adopted children, from birth to twelve years of age. After paid paternity leave is exhausted, employees may use accrued annual or sick leave or request additional unpaid leave to care for their minor children or to assist the mother of their newborn child while she is convalescing from childbirth or related medical conditions. A note from the family's doctor citing the need for this care shall be required."

**BE IT FURTHER RESOLVED**, that the Tribal Administration shall implement and communicate these policy changes to all employees, ensuring they are included in the updated Personnel Manual and distributed promptly; and


**BE IT FINALLY RESOLVED**, that this resolution shall take effect immediately upon adoption and shall apply to all eligible employees henceforth.

**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

12/6/24  
Date

**Attest:**

  
\_\_\_\_\_  
Jason Sheridan, Chairman  
Omaha Tribal Council

12-6-24  
Date