

RESOLUTION OF THE  
WHITE MOUNTAIN APACHE TRIBE OF THE  
FORT APACHE INDIAN RESERVATION

- WHEREAS, Tribal members, Michael Thomas, Reynold Newhall and Troy Tortice have come before the Tribal Council and have filed a complaint with the Tribal Council alleging that they were wrongfully terminated from their snow-making jobs at the Sunrise Ski Area by their supervisor, Bob Ortiz, and
- WHEREAS, Michael Thomas complains that he was fired without proper compliance with personnel procedures which require a verbal warning and a conference prior to firing and further, that he explained, on the day of his absence, to Bob Ortiz that he did not have transportation to the job but that other employees who have missed numerous days of work continued to be employed in the snow-making positions and that based on those facts, Mr. Thomas alleges, that he has been unduly discriminated against, and
- WHEREAS, Michael Thomas, Troy Tortice and Reynold Newhall also allege that Bob Ortiz uses threats, verbal abuse and embarrasses employees in the presence of others and is generally a non-communicative supervisor who has treated all three employees unfairly and has fired them without due process or proper notice, and
- WHEREAS, the Tribal Council concludes that these charges of arbitrary and capricious action on the part of Bob Ortiz should be reviewed to determine the true facts underlying the allegations made by the three former employees so that a fair and equitable resolution of the dispute can be recommended, and
- WHEREAS, the Tribal Council hereby authorizes Council Member, Raymond Endfield, Jr. who is employed as the Business Manager of the Sunrise Ski Resort to conduct an investigation and review of the events leading up to and subsequent to the termination of these three employees, and
- WHEREAS, pursuant to this resolution, Raymond Endfield, Jr. shall have the authority to review any and all persons who may have any relevant information as to the events leading up to the termination of these three employees, including, but not limited to fellow workers, other employees and supervisors.
- BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby authorize Raymond Endfield, Jr. to investigate and interview witnesses and all persons who may have relevant information regarding the termination complaints described herein.
- BE IT FURTHER RESOLVED that Mr. Endfield is to present a report as to findings at the next Tribal Council Meeting.

The foregoing resolution was on December 15, 1983 duly adopted by a vote of 9 for and 0 against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i) of the Amended Constitution and By-Laws of the Tribe, ratified by the Tribe June 27, 1958 and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

  
Chairman of the Tribal Council

  
Secretary of the Tribal Council

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FORT APACHE INDIAN  
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WINTERS, ARIZ.

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