



WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

(Adopting Revised Wage Scale to Apply to all Contractors Hired by the Tribe)

WHEREAS, The Constitution of the White Mountain Apache Tribe of the Fort Apache Indian Reservation (“Constitution”) provides, as Article IV, Section 1(b) that the Tribal Council (“Council”) shall exercise the power “To negotiate, make and perform contracts and agreement of every description...”; and

WHEREAS, On August 4, 1977, by Ordinance No. 103, the Council established the White Mountain Apache Tribal Employee Rights Office, “to increase employment of Indians and to eradicate discrimination against the Indian people”; and

WHEREAS, The Tribe’s Labor Code provides that all contractors hired by the White Mountain Apache Tribe are required to adhere to the rules, regulations and standards established and enforced by the TERO Office, including hiring members of the Tribe at a specified minimum wage rate; and

WHEREAS, The current construction wage scale was approved in 2006 by Resolution No. 01-2006-11 and has not been revised for over 13 years; which results in workers being grossly underpaid; and

WHEREAS, The T.E.R.O Department, this day, recommends that the Council approve the Revised Construction Wage Scale (attached and incorporated herein by reference); and

WHEREAS, The Tribal Council has reviewed the Revised Construction Wage Scale and finds that its adoption is in the best interest of the Tribe and its members.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby adopts the attached Revised Construction Wage Scale, which all future construction contractors employed by the White Mountain Apache Tribe must comply with when hiring members of the Tribe employed as construction workers.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs the Tribal Employee Rights Office to make the Revised Wage Scale available to all firms bidding on construction projects within the Fort Apache Indian Reservation.

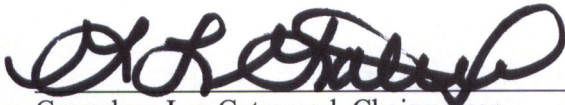
BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event this Resolution directly conflicts with the Tribal Constitution, Tribal Ordinances, or any material facts concerning the issues presented are later found to be false, this Resolution shall be deemed null and void and have no legal effect.

Resolution No. 06-2019-124

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event that this Resolution conflicts with a prior Resolution or Policy, this Resolution shall supersede and govern over the conflicting subject matter.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Chairwoman, or in her absence, the Vice-Chairman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

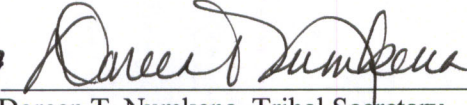
The foregoing resolution was on **JUNE 12, 2019** duly adopted by a vote of **TEN** for, **ZERO** against, and **ONE** abstentions by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it under the enumerated powers listed in Article IV, Section 1 of the WMAT Constitution, so ratified on September 30, 1993, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).



Gwendena Lee Gatewood, Chairwoman

6/12/19

Date



Doreen T. Numkena, Tribal Secretary

6-17-19

Date