



WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

(Reinstating Sick Leave)

WHEREAS, The Constitution of the White Mountain Apache Tribe (“Tribe”) of the Fort Apache Indian Reservation provides, at Article IV, Section 1(s) that the Tribal Council (“Council”) shall exercise the power, “To...regulate subordinate organizations for economic and other purposes”; and

WHEREAS, Resolution No. 11-2008-260 “Approving Additional Cost Containment Measures” enacted on November 5, 2008, imposed austerity measures on the Tribe, including, *inter alia*, disallowing all sick leave, effective January 1, 2009; and

WHEREAS, The Council finds that reinstating sick leave for all Tribal employees at this time is appropriate and in the best interests of the Tribe and its members.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby reinstates sick leave, as provided for by Section F of the Tribe’s Personnel Policies and Procedures Manual for all Tribal Employees who are governed by that policy, effective immediately.

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.

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 Chairman, or in his 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 MARCH 1, 2023 duly adopted by a vote of NINE for, ZERO against, and ZERO abstention 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 November 10, 2021, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).

Kasey B. Velasquez 06/21/23

Vaneysa Johnson 06/21/2023

Kasey Velasquez, Chairman

Date

Vaneysa Johnson, Tribal Secretary

Date