

# The Chippewa Cree Tribe of the Rocky Boy's Reservation

Phone: (406) 395-4478 or 4210 - Finance Office  
(406) 395-4282 or 4321 - Business Committee

96 Clinic Road  
Box Elder, Montana 59521

Resolution No. 30-22

## A RESOLUTION

**HEREBY AMENDING THE CHIPPEWA CREE TRIBAL PERSONNEL POLICIES AND PROCEDURES MANUAL, SECTION 8.6, TO INCLUDE AND INCORPORATE TWO ADDITIONAL TRIBAL HOLIDAYS.**

**WHEREAS**, the Chippewa Cree Tribal Business Committee is the governing body of the Chippewa Cree Tribe ("Tribe") of the Rocky Boy's Indian Reservation, Montana, by authority of the Constitution and By-Laws of the Chippewa Cree Tribe approved on the 23rd day of November 1935, and

**WHEREAS**, pursuant to their inherent sovereignty and Constitution and By-Laws, the Chippewa Cree Tribal Business Committee is charged with the duty to promote and protect the health, security and general welfare of the Chippewa Cree Tribe, and

**WHEREAS**, the Chippewa Cree Tribal Business Committee deems it in the best interest of the Chippewa Cree Tribe to amend the Chippewa Cree Tribal Personnel Policies and Procedural Manual, specifically, Section 8.6 include the following:

### 8.6 HOLIDAYS

It is the policy of the Chippewa Cree Tribe to observe Federal Holidays and to substitute, at their discretion, Columbus Day for Native American Day for all tribal employees who are regular or on probationary status. The following days shall be designated as holidays for those employees:

- a. New Year's Day
- b. Martin Luther King Day
- c. President's Day
- d. Chief Rocky Boy's Birthday (April 16)
- e. Memorial Day
- f. Independence Day
- g. Labor Day
- h. Founder's Day (September 7)
- i. Native American Day (Fourth Friday in September)
- j. Veteran's Day
- k. Thanksgiving Day
- l. Christmas Day
- m. Juneteenth National Independence Day
- n. Indigenous Peoples' Day

The Chippewa Cree Business Committee reserves the right to designate any other day as a holiday by the official order of the Chippewa Cree Business Committee.

The following exceptions applies

- a. Any tribal employee will not be granted holiday pay for the above holidays if he/she is on unauthorized leave the day preceding or following the holiday. If there is no pre-approved leave of if the employee is not sick on the preceding holiday the employee is not eligible for holiday pay. If the employee is on emergency leave he/she will be eligible for holiday pay.
- b. Those employees in a classification not eligible for these holidays will be granted Leave Without Pay.

**WHEREAS**, the Chippewa Cree Tribal Business Committee shall adhere to the fifteen (15) calendar day notice requirement within Section 19.1 of the Chippewa Cree Tribal Personnel Policies and Procedures Manual, and

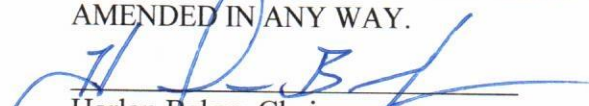
**WHEREAS**, the Chippewa Cree Tribal Business Committee affirms that all resolutions, the Chippewa Cree Tribal Personnel Policies and Procedures Manual or parts of the same, that are inconsistent with the provisions of this Resolution, are hereby repealed to the extent of such inconsistency, now

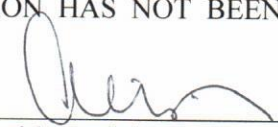
**THEREFORE BE IT RESOLVED**, that the Chippewa Cree Tribe shall amend the Chippewa Cree Tribe Personnel Policies and Procedures Manual, Section 8.6, to include and incorporate two additional Tribal Holidays.

**BE IT FINALLY RESOLVED**, that the effective date of the adopted amendment to the Chippewa Cree Tribal Personnel Policies and Procedures Manual shall be fifteen (15) days from the date this Resolution is executed as confirmed within certification.

**CERTIFICATION**

I, THE UNDERSIGNED, AS SECRETARY/TREASURER OF THE BUSINESS COMMITTEE OF THE CHIPPEWA CREE TRIBE HEREBY CERTIFY THAT THE BUSINESS COMMITTEE IS COMPOSED OF NINE (9) MEMBERS OF WHOM ~~EIGHT (8)~~ MEMBERS CONSTITUTING A QUORUM WERE PRESENT AT THE MEETING THEREOF, DULY AND SPECIALLY CALLED, NOTICED, CONVENED AND HELD THIS 28<sup>th</sup> DAY OF February, 2022, AND THAT THE FOREGOING RESOLUTION WAS DULY ADOPTED AT SAID MEETING BY THE AFFIRMATIVE VOTE OF seven (7) MEMBERS FOR AND zero (0) MEMBERS AGAINST AND zero (0) MEMBERS ABSTAINED, AND THAT THE RESOLUTION HAS NOT BEEN RESCINDED OR AMENDED IN ANY WAY.

  
Harlan Baker, Chairman  
Chippewa Cree Tribe

  
Chassidy Parisian, Secretary/Treasurer  
Chippewa Cree Tribe