

**RESOLUTION**

**WHEREAS**, it is the recommendation of the Management & Budget/Community Development Committee to enact the following amendments to the Employee Policy Manual (EPM) effective immediately upon CBC approval.

Section 3.10 Traditional Leave. Employees in full time regular, part-time, or seasonal status will be granted 24 hours paid Traditional Leave each calendar year. Requests for paid Traditional Leave must be approved by the Immediate Supervisor and must be requested on the approved leave form as far in advance as possible. In recognition of the diversity of our employees, "Traditional Leave" is given on the basis that the Tribes recognizes the culture, traditions and diversity of all individuals, whether or not the individual is a member of the Tribes. This leave is not paid upon separation or after resignation or when termination notice has been provided.

**THEREFORE, BE IT RESOLVED**, that we, the Colville Business Council, meeting in a **SPECIAL SESSION** this **21<sup>st</sup> day of November, 2019** acting for and in behalf of the Colville Confederated Tribes, Nespelem Washington, do hereby approve the above recommendation of the Management & Budget/Community Development Committee.

The foregoing was duly enacted by the Colville Business Council by a vote of **12 FOR 0 AGAINST 0 ABSTAINED**, under authority contained in Article V, Section 1(a) of the Constitution of the Confederated Tribes of the Colville Reservation, ratified by the Colville Indians February 26, 1938, and approved by the Commissioner of Indian Affairs on April 19, 1938.

**ATTEST:**



**Rodney Cawston, Chairman  
Colville Business Council**

cc: Jack Ferguson, Committee Chair  
Naomi Yazzie, Committee Secretary  
Francis Somday, Executive Director  
William Nicholson II, Chief Financial Officer  
Dept. or Program: Erica A. deLeon, Central Accounting



