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3 **WAKANAKISING ODAWAK STATUTE**
4 **AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010**
5 **FAIR EMPLOYMENT**
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8 **SECTION I. REPEAL**
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10 **SECTION XI. EMPLOYEE LIVING WAGES**
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12 **A.** In order to maintain a minimum standard of living necessary for health, efficiency and
13 general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of
14 Odawa Indians has set forth the following to establish a LTBB Living Wage that is set at
15 \$10.50 per hour:

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- 17 **1.** \$8.25 an hour, beginning three months after the legislation is enacted.
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- 19 **2.** \$9.25 an hour, beginning one year after the legislation is enacted.
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- 21 **3.** \$10.50 an hour, beginning two years after the legislation is enacted.
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- 23 **4.** Starting the third year after the legislation is enacted, the Living Wage will be
24 adjusted annually by the beginning of the fiscal year, based on the Federal Consumer
25 Price Index. Such living wage will be approved by Resolution by the Tribal Council.
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28 **SECTION II. REPLACE**
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30 **SECTION XI. EMPLOYEE LIVING WAGES**
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32 **A.** In order to maintain a minimum standard of living necessary for health, efficiency and
33 general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of
34 Odawa Indians has set forth the following to establish a LTBB Living Wage:
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- 36 **1.** The base of the LTBB Living Wage shall be \$_____ an hour, and shall
37 begin at the next fiscal year, January 1st, after the enactment of this amendment.

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2. Each fiscal year thereafter one percent (1%) plus the cost of living according to the Federal Consumer Price Index shall be added to the base LTBB Living Wage, cumulatively, for example for fiscal year 2020 the base LTBB Living Wage shall be \$_____, for FY; 2021 the base LTBB Living Wage shall be \$_____ plus 1% and 2% if the COLA is 2% for a total sum of \$_____; for FY 2022 the base LTBB Living Wage shall be \$_____ plus 1% and 2% if the COLA is 2% for a total sum of \$_____.

3. The Federal Consumer Price Index can be found the United States Department of Labor, Bureau of Labor Statistics, <https://www.bls.gov/cpi/>.

4. The LTBB Living Wage adjustment shall be automatic and shall continue each fiscal year until this Amendment is either repealed or replaced.