

WAKANAKISING ODAWAK STATUTE # 2021-_____
AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010
FAIR EMPLOYMENT

SECTION I. REPEAL of WOS 2019-012 Amendment to Fair Employment

SECTION XI. EMPLOYEE LIVING WAGES

A. In order to maintain a minimum standard of living necessary for health, efficiency and general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of Odawa Indians has set forth the following to establish a LTBB Living Wage:

- 1.** The LTBB Living Wage shall be based on based on the formula from the United States Department of Agriculture (USDA) and Native American Housing Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market Rent price as found at Rentdata.org, an independent organization; and the basis of the formula is as follows: the rent for an average 2 to 3-bedroom rental housing cost, multiplied by twelve (12) months, divided by percentage rate of rent required by NAHASDA (30%) divided by the yearly standard hours of 2080, sets the living hourly wage.
- 2.** The LTBB Living Wage adjustment shall be automatic and shall continue to increase by three (3) percent at the beginning of each fiscal year unless it is either repealed or replaced by Tribal Resolution, or Statute.

SECTION II. REPLACE

SECTION XI. EMPLOYEE LIVING WAGES

A. In order for all employees within the Tribe’s jurisdiction to have a decent standard of living, as set forth in the Tribe’s Constitution, Tribal Council

establishes a *Decent Standard of Living Wage* as 1.5 times the *Living Wage* ($Living Wage \times 1.5 = Decent Standard of Living$).

1. The LTBB Living Wage shall be based on based on the formula from the United States Department of Agriculture (USDA) and Native American Housing Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market Rent price as found at Rentdata.org, an independent organization; and the basis of the formula is as follows: the rent for an average 2 to 3-bedroom rental housing cost, multiplied by twelve (12) months, divided by percentage rate of rent required by NAHASDA (30%) divided by the yearly standard hours of 2080, sets the living hourly wage.
2. The *Decent Standard of Living Wage* as 1.5 times the *Living Wage*.
3. In order to achieve a *Decent Standard of Living Wage* for all employees the Tribe is taking an incremental step to achieve this goal by having all employees within the Tribe’s jurisdiction be paid at a minimum \$13.00 as of June 1, 2021 and shall be known as the *Minimum Wage*;
4. Employees that are paid less than the *Decent Standard of Living Wage* ($\$17.85 \times 1.5 = \26.77) shall have a 7% increase on June 1, 2022, and then an 8% increase on June 1, 2023, and then a 9% increase on June 1, 2024, and then a 10% increase for every June 1st until a “*Decent Standard of Living Wage*” is achieved, or it is repealed or replaced either by Tribal Resolution or Statute.

SECTION III. EFFECTIVE DATE

Effective upon signature of the Executive or thirty (30) days from Tribal Council approval whichever comes first or if the Executive vetoes the legislation, then upon Tribal Council override of the veto.

CERTIFICATION

As the Tribal Council Legislative Leader and Tribal Council Secretary, we certify that this Statute was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on June 24, 2021 at which a quorum was present, by a vote of 8 in favor, 0 opposed, 0 abstentions, and 1 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Fred Harrington Jr.	X	_____	_____	_____
Fred Kiogima	X	_____	_____	_____
Tamara Kiogima	X	_____	_____	_____
Melissa Pamp	X	_____	_____	_____
Leroy Shomin	X	_____	_____	_____
Marty Van De Car	X	_____	_____	_____
Marcella R. Reyes	_____	_____	_____	X
Julie Shananaquet	X	_____	_____	_____
Emily Proctor	X	_____	_____	_____

Date: _____

 Emily Proctor, Legislative Leader

Date: _____

 Julie Shananaquet, Tribal Council Secretary

Received by the Executive Office on _____ by _____

Pursuant to Article VII, Section D, Subsection 1 of the Little Traverse Bay Bands of Odawa Indians Constitution adopted on February 1, 2005 the Executive concurs in this action of the Tribal Council.

Date: _____

 Regina Gasco Bentley, Tribal Chairperson

Received from the Executive on _____ by _____