

KICKAPOO TRADITIONAL TRIBE OF TEXAS

CHAPTER 23

LABOR & EMPLOYMENT RIGHTS CODE

TABLE OF CONTENTS

LABOR & EMPLOYMENT RIGHTS CODE

Section 23-101	7
Title.....	7
Section 23-102	7
Definitions	7
Section 23-103.....	9
Findings and Purpose.....	9
Section 23-104.....	10
Effective Date	10
Section 23-105.....	10
Severability	10
SUBCHAPTER 2: KTTT TERRITORIAL JURISDICTION	11
Section 23-201	11
Offenses	11
Section 23-202.....	11
Employment.....	11
Section 23-203.....	11
Employment Records	11
Section 23-204.....	12
Consent to Authority and Jurisdiction	12
Section 23-205.....	12

Banishment	12
SUBCHAPTER 3: SOVEREIGN IMMUNITY	12
Section 23-301	12
Findings	12
Section 23-302	13
Findings Regarding Federal Laws Applicable to Indian Tribes	13
Section 23-303	14
Preservation of Sovereign Immunity	14
Section 23-304	14
Waiver of Sovereign Immunity	14
SUBCHAPTER 4: PREFERENTIAL TREATMENT MANDATES	14
Section 23-401	14
Preference	14
Section 23-402	15
Job Descriptions	15
Section 23-403	15
Job Criteria	15
Section 23-404	15
Preferential Treatment in Recruiting	15
Section 23-405	15
Preferential Treatment in Hiring and Promotions	15
Section 23-406	16
Preferential Treatment in Layoffs and Reductions in Force	16
Section 23-407	16
Collective Bargaining	16
Section 23-408	16
Religious Freedom	16
Section 23-409	16
Discrimination by Tribal Employers and Covered Employers	16

Section 23-410.....	17
Discrimination by Labor Organizations	17
SUBCHAPTER 5: TRIBAL EMPLOYERS	17
Section 23-501	17
Employment at Will.....	17
Section 23-502.....	18
Condition Precedent to Submission of Complaint to Commission	18
SUBCHAPTER 6: COVERED EMPLOYERS	18
Section 23-601.....	18
Applicability	18
Section 23-602.....	18
Eligibility to Work in U.S.....	18
Section 23-603.....	18
Compensation	18
Section 23-604.....	19
Concerted Activity.....	19
Section 23-605.....	19
Safe Workplace.....	19
Section 23-606.....	19
Discrimination	19
Section 23-607.....	20
Family & Medical Leave	20
Section 23-608.....	24
Parental Leave	24
Section 23-609.....	24
Military Leave	24
SUBCHAPTER 7: RIGHT TO WORK	26
Section 23-701	26
Prohibited Conditions to Employment	26

Section 23-702.....	27
Prohibited Conduct.....	27
Section 23-703.....	27
Unlawful Contracts.....	27
SUBCHAPTER 8: TRIBAL EMPLOYMENT RIGHTS COMMISSION	27
Section 23-801.....	27
Creation	27
Section 23-802.....	27
Membership	27
Section 23-803.....	28
Chairman	28
Section 23-804.....	28
Quorum.....	28
Section 23-805.....	28
Powers	28
Section 23-806.....	28
Limitation on Powers.....	28
Section 23-807.....	29
Assistance	29
Section 23-808.....	29
Commission Member Conflicts.....	29
SUBCHAPTER 9: COMPLAINT PROCEDURES BEFORE TRIBAL EMPLOYMENT RIGHTS COMMISSION.....	30
Section 23-901.....	30
Complaint Requirements	30
Section 23-902.....	30
Immediate Dismissal and Notification	30
Section 23-903.....	31
Notice of Complaint	31
Section 23-904.....	31

Investigations.....	31
Section 23-905.....	32
Attorneys	32
Section 23-906.....	32
Determinations.....	32
Section 23-907.....	32
Power to Review and Require Testimony and Production of Records	32
Section 23-908.....	33
Bond.....	33
Section 23-909.....	33
Confidentiality	33
Section 23-910.....	33
Letter of Determination against Applicant or Employee.....	33
Section 23-911.....	34
Letter of Determination in Favor of Employee	34
SUBCHAPTER 10: COMPLAINT APPEALS BEFORE THE TRIBAL COURT.....	34
Section 23-1001.....	34
Appeal of Dismissal of Complaint	34
Section 23-1002.....	34
Appeal of Determination Against Applicant or Employee	34
Section 23-1003.....	35
Appeal of Determination in Favor of Applicant or Employee	35
Section 23-1004.....	35
Standard of Review of Determination by Commission.....	35
SUBCHAPTER 11: POSTING OF NOTICES.....	35
SUBCHAPTER 12: PROHIBITED CONDUCT	35
Section 23-1201	35
Rights Provided by this Subchapter.....	35
Section 23-1202.....	36

Proceedings in the Commission or Tribal Court	36
SUBCHAPTER 13: CIVIL LIABILITY	36
SUBCHAPTER 14: CRIMINAL RESPONSIBILITY	36
Section 23-1401	36
Preferential Treatment	36
Section 23-1402.....	37
Compensation	37
Section 23-1403.....	37
Complaints.....	37
Section 23-1404.....	37
Obstruction of Investigations.....	37
Section 23-1405.....	38
Punishment	38
SUBCHAPTER 15: EFFECTIVE DATE; REPEAL	38
Section 23-1501	38
Effective Date	38
Section 23-1502	38
Repeal of Prior Versions.....	38

SUBCHAPTER 1: GENERAL PROVISIONS

Section 23-101

Title

This law shall be entitled the “Labor & Employment Rights Code.”

Section 23-102

Definitions

Terms contained in this Labor & Employment Rights Code are defined as follows:

- a) “Age” as used in this Code means 40 or more years of age.
- b) “Applicant” means an applicant for employment with a Tribal Employer or Covered Employer.
- c) “Code” or “LERC” shall mean this Labor & Employment Rights Code.
- d) “Commission” or “TERC” shall mean the Tribal Employment Rights Commission.
- e) “TERC Director” shall mean the director of Tribal Employment Rights Commission.
- f) “Covered Employer” means any person with two or more employees, which employs employees within KTTT Territorial Jurisdiction. The term “Covered Employer” is different from, and specifically excludes, any Tribal Employer.
- g) “Employee” means an employee of either a Tribal Employer or Covered Employer, and includes full- time, part-time, temporary, seasonal, leased and shared employees.
- h) “Native American” means an enrolled member of a federally recognized Indian tribe other than KTTT.
- i) “KTTT” means the Kickapoo Traditional Tribe of Texas, a federally recognized Indian tribe.
- j) “KTTT Member” means a KTTT tribal member.
- k) “KTTT Reservation” means that area of land reserved for KTTT under federal law as a permanent KTTT homeland, which the federal government holds title in trust for KTTT.
- l) “KTTT Territorial Jurisdiction” means the KTTT Reservation and KTTT Tribal Land located in the United States of America.

- m) “KTTT Tribal Employer” means KTTT and every entity organized under Tribal Law with a principal place of business within the United States of America and which is wholly owned by KTTT. “KTTT Tribal Employer” specifically includes the Kickapoo Lucky Eagle Casino, LLC, Kickapoo Empire LLC, and Kickapoo Convenience Store, LLC.
- n) “Kickapoo” means an enrolled member of KTTT, the Kickapoo Tribe of Oklahoma or the Kickapoo Tribe of Kansas.
- o) “KTTT Tribal Land” means that area of land held in fee by KTTT which is not part of the KTTT Reservation.
- p) “Labor Organization” means (i) an organization, (ii) agency, (iii) union, or (iv) employee representation committee that exists, in whole or in part, to assist employees in negotiating with employers concerning grievances, labor disputes, wages, rates of pay, or other terms or conditions of employment.
- q) “Offense” is an act committed or omitted in violation of Tribal Law forbidding or commanding it, and to which criminal punishments attach upon conviction.
- r) “Person” means one or more individuals, Labor Organizations, partnerships, corporations, joint ventures, associations, agency, trusts or any other natural or artificial organization. The term “person” is intended to be as broad and encompassing as possible to ensure this Code’s coverage as to all employment within KTTT Territorial Jurisdiction, and the term shall be so interpreted by the Commission and the Tribal Court.
- s) “Qualified Native American” means a Native American who, with or without reasonable accommodation, meets the minimum qualifications for, and can perform the essential functions of the employment position that the Indian holds or desires. A Tribal Employer or Covered Employer may adopt reasonable promotion policies which reward employees who perform at higher levels of performance. Under these circumstances, a “Qualified Native American” means a Native American who, with or without reasonable accommodation, meets the higher performance requirements set out in the promotion criteria of the personnel policy.
- t) “Qualified KTTT Member” means a KTTT Member who, with or without reasonable accommodation, meets the minimum qualifications for, and can perform the essential functions of the employment position that the KTTT Member holds or desires. A Tribal Employer or Covered Employer may adopt reasonable promotion policies which reward employees who perform at higher levels of performance. Under these circumstances, a “Qualified KTTT Member” means a KTTT Member who, with or without reasonable accommodation, meets the higher performance requirements set out in the promotion criteria of the personnel policy.
- u) “School” means any (i) public school, (ii) private church school, church of religious charter,

or nonpublic school that regularly provides a course of grade school (pre-k-12) instruction, (iii) preschool, and (v) child care facility.

v) “Human Resources” means the Senior H.R. Director or Human Resource.

w) “Tribal Council” means the KTTT Tribal Council.

x) “Tribal Court” means the KTTT Tribal Court.

i. “Tribal Jail” means the KTTT Tribal Jail.

ii. “Tribal Law” means the KTTT Constitution and the KTTT Tribal Code.

iii. “Tribal **Leave**” means leave from work approved by the Tribal Council for KTTT religious or cultural activities.

Section 23-103

Findings and Purpose

A. Findings

1. KTTT is a federally recognized tribe. 25 U.S.C. § 1300b-11.
2. Federally recognized Indian tribes “remain a separate people with the power of regulating their internal and social relations, . . . making their own substantive law in internal matters, . . . and [enforcing] that law in their own forums [.]” See *Santa Clara Pueblo v. Martinez*, 436 U.S. 49, 55-56 (1978).
3. A federally recognized tribe has the “general authority, as sovereign, to control economic activity within its jurisdiction.” See *Merrion v. Jicarilla Apache Tribe*, 455 U.S. 130, 141-44 (1982).
4. Federally recognized Indian tribes also retain the inherent sovereign power to “exercise civil authority over the conduct of non-Indians on fee lands within its reservation when that conduct threatens or has some direct effect on the political integrity, the economic security, or the health and welfare of the tribe. . .” See *Montana v. U.S.*, 450 U.S. 544, 564-65 (1981).
5. A federally recognized Indian tribe “may regulate the activities of non-members who enter into consensual relationships with the tribe or its members through . . . contracts.” See *Montana v. U.S.*, 450 U.S. 544, 564-65 (1981).
6. A federally recognized Indian tribe retains “the power to exclude non-Indians from

Indian lands.” See *Merrion v. Jicarilla Apache Tribe*, 455 U.S. 130, 141-44 (1982).

7. The KTTT Reservation is an “Indian reservation” within the meaning of Section 703(i) of Title VII which provides: “Nothing in this subchapter shall apply to any business or enterprise on or near an Indian reservation with respect to any publicly announced employment practice of such business or enterprise under which a preferential treatment is given to any individual because he is an Indian living on or near a reservation.” 42 U.S.C. § 2000e-2(i).

B. Purposes

This Labor and Employment Rights Code is enacted:

1. In conjunction with KTTT’s sovereign authority to control economic activity within KTTT Territorial Jurisdiction to the benefit of KTTT and KTTT Members;
2. In conjunction with KTTT’s sovereign authority as to internal matters to define the rights and obligations of Employees of Tribal Employers regardless of the location of such employment;
3. In conjunction with KTTT’s sovereign authority over KTTT Territorial Jurisdiction to define the rights and obligations of KTTT Member and Non-Members regarding employment by Covered Employers and Tribal Employers located in or on KTTT Territorial Jurisdiction; and
4. To provide preferential employment opportunities and benefits to Qualified KTTT Members and Qualified Native Americans in employment by Tribal Employers and Covered Employers.

Section 23-104

Effective Date

This Code shall take effect immediately upon approval of the Tribal Council.

Section 23-105

Severability

If any provision of this Code, an amendment made by this Code, or the application of such provision or amendment to any person or circumstance is held to be unconstitutional or preempted by federal law, the remainder of this Code, the amendments made by this Code, and the application of such provisions to any person or circumstance shall not be affected thereby.

SUBCHAPTER 2: KTTT TERRITORIAL JURISDICTION

Section 23-201

Offenses

An Offense is committed under this Code by a person's own conduct or the conduct of another for whom he is criminally responsible if:

- a) The conduct or a result that it is an element of the conduct occurs inside KTTT Territorial Jurisdiction;
- b) The conduct outside KTTT Territorial Jurisdiction constitutes an attempt to commit an Offense inside KTTT Territorial Jurisdiction; or
- c) The conduct outside KTTT Territorial Jurisdiction constitutes a conspiracy to commit an Offense in KTTT Territorial Jurisdiction, and an act in furtherance of the conspiracy occurs inside KTTT Territorial Jurisdiction.

Section 23-202

Employment

This Code governs services by an Employee performed inside KTTT Territorial Jurisdiction and services outside KTTT Territorial Jurisdiction if:

- a) The services are performed for a Tribal Employer;
- b) The services are directed or controlled from KTTT Territorial Jurisdiction; or
- c) The services are ancillary to services primarily provided by the Employee inside KTTT Territorial Jurisdiction.

Section 23-203

Employment Records

KTTT does not recognize the jurisdiction of any court or agency outside KTTT Territorial Jurisdiction to subpoena employment records maintained on or in KTTT Territorial Jurisdiction. Only the Commission, the Tribal Court and the Tribal Council have the subpoena power to compel the production of employment records maintained on or in KTTT Territorial Jurisdiction.

Section 23-204

Consent to Authority and Jurisdiction

As a condition to working in and on KTTT Territorial Jurisdiction, every Employee consents to the authority and jurisdiction of the Commission and Tribal Court. As a condition to employing Employees in and on KTTT Territorial Jurisdiction, every Tribal Employer and Covered Employer consents to the authority and jurisdiction of the Commission and Tribal Court for the limited purpose of enforcement by the Commission and the Tribal Court of the provisions of this Code applicable to such employers.

Section 23-205

Banishment

Notwithstanding any other provision of this Code, an individual may, upon approval by a recorded vote by the Tribal Council, be banished from KTTT Territorial Jurisdiction, with or without cause.

SUBCHAPTER 3: SOVEREIGN IMMUNITY

Section 23-301

Findings

Regarding Federal and Texas Employment Laws KTTT makes the following findings as to federal, state, and local employment laws:

- a) As an "Indian tribe," KTTT is excluded entirely from coverage under Title VII of the Civil Rights Act of 1964 ("Title VII"). 42 U.S.C. § 2000e(b).
- b) As an "Indian tribe," KTTT is excluded entirely from coverage under the Genetic Information Nondiscrimination Act of 2008. 42 U.S.C. § 2000ff.
- c) As an "Indian tribe," KTTT is excluded entirely from coverage under the Americans with Disabilities Act. 42 U.S.C. § 12111.
- d) There is federal jurisprudence to support the conclusion that, as "a federally recognized Indian tribe," KTTT (i) is excluded entirely from coverage under the Age Discrimination in Employment Act, 29 U.S.C. § 621, et seq., see *EEOC v. Fond duLac Heavy Equip. & Constr. Co., Inc.*, 986 F.2d 246, 25-51 (8th Cir. 1993), and (ii) has sovereign immunity to claims under the Act regarding internal employment matters. See *Garcia v. Akwasasne Hous. Auth.*, 268 F.3d 76, 86 (2nd Cir. 2001).
- e) There is federal jurisprudence to support the conclusion that, as "a federally recognized

Indian tribe”, KTTT (i) is excluded entirely from coverage under the Civil Rights Act of 1866, 42 U.S.C. § 1981, and (ii) has sovereign immunity from claims under the Act regarding internal employment matters. See *Taylor v. Alabama Intertribal Council IV J.T.P.A.*, 261 F.3d 1032, 1035-36 (11th Cir. 2001).

- f) There is federal jurisprudence to support the conclusion that, as “a federally recognized Indian tribe”, KTTT has sovereign immunity from claims under the Fair Labor Standards Act, 29 U.S.C. § 201, *et seq.*, regarding internal employment matters. See *Lobo v. Miccosukee Tribe Indians of Florida*, 279 Fed. Appx. 926, 927 (11th Cir. 2008).
- g) There is federal jurisprudence to support the conclusion that, as “a federally recognized Indian tribe,” KTTT has sovereign immunity from claims under the Family & Medical Leave Act, 29 U.S.C. § 2601, *et seq.*, regarding internal employment matters. See *Chayoon v. Chao*, 355 F.3d 141 (2nd Cir. 2004).
- h) There is federal jurisprudence to support the conclusion that, “as a federally recognized Indian tribe,” KTTT has sovereign immunity from inspections under the Occupational Safety & Health Act, regarding internal employment matters. See *Donovan v. Navajo Forest Products, Indus.*, 692 F.2d 709, 710 (10th Cir. 1982).
- i) To the full extent authorized under federal law, KTTT maintains that, “as a federally recognized Indian tribe,” it has sovereign immunity from investigations or claims under other federal employment laws not specifically identified here.
- j) There is authority to support the conclusion that, as “a federally recognized Indian tribe,” KTTT has sovereign immunity from claims under state and local labor and employment laws. See FELIX S. COHEN, COHEN’S HANDBOOK OF FEDERAL INDIAN LAW (1982 ed.) at 259 (state civil laws are “generally not applicable to Indian affairs within the territory of an Indian Tribe, absent the consent of Congress”).

Section 23-302

Findings Regarding Federal Laws Applicable to Indian Tribes

Notwithstanding Section 23-301, KTTT acknowledges the obligations placed upon Tribal Employers and Covered Employers (as applicable) under the following laws:

- a) The Indian Self-Determination and Education Assistance Act, 25 U.S.C. § 450e(b), requires that preference be given to Indians in employment, training and subcontracting under certain categories of contracts; and
- b) The Indian Child Protection and Family Violence Prevention Act, 25 U.S.C. § 3201 *et seq.*, which may require that an Employee be denied employment or continued employment in a position which regularly works with Indian children if the Employee is convicted of any

felony, or two or more misdemeanor offenses, under federal, state or Tribal Law involving crimes of violence, sexual assault, molestation, exploitation, contact or prostitution, crimes against persons, or offenses committed against children.

Section 23-303

Preservation of Sovereign Immunity

To the extent KTTT or a Tribal Employer has sovereign immunity under federal, state or local employment laws, including without limitation the laws referenced in Section 23-301 of this Code, nothing contained in this Code shall be construed as waiving such sovereign immunity. All inherent sovereign rights of KTTT and each Tribal Employer are hereby expressly reserved, except as expressly provided herein.

Section 23-304

Waiver of Sovereign Immunity

- a) No Employee of KTTT or any Tribal Employer has the right or authority to waive sovereign immunity, if any, under any federal, state or local employment law, or consent to investigation or suit under federal, state or local employment law. Neither waiver of sovereign immunity nor consent to investigation or suit under federal, state or local employment law can be accomplished absent a recorded vote approving such action by the Tribal Council.
- b) By the adoption of this Code, the KTTT Tribal Council hereby waives the sovereign immunity of each Tribal Employer for the limited purpose of enforcement by the Commission and the Tribal Court of the provisions of this Code applicable to such employers. The sovereign immunity of each Tribal Employer is hereby expressly reserved with respect to any employment or other matters that do not directly arise from the provisions of this Code.

SUBCHAPTER 4: PREFERENTIAL TREATMENT MANDATES

Section 23-401

Preference

- a) KTTT Tribal Employers and Covered Employers shall give preference to available and Qualified KTTT Members in recruitment, hiring, promotions, layoffs and reductions in

force.

- b) Except as to available and Qualified KTTT Members, Tribal Employers and Covered Employers shall give preference to available and Qualified Native Americans in recruitment, hiring, promotions, layoffs and reductions in force.

Section 23-402

Job Descriptions

For every position of employment with a Tribal Employer or Covered Employer that has an applicable written job description, reference shall be made therein to the preferential treatment mandates for Qualified KTTT Members and Qualified Native Americans.

Section 23-403

Job Criteria

It shall be unlawful for a Tribal Employer or Covered Employer to adopt or use any job criterion or qualification for a position of employment which (a) has an adverse impact upon the employment opportunities of Qualified KTTT Members or Qualified Native Americans, and (b) is not shown by the Tribal Employer or Covered Employer to have a demonstrable relationship to the requirements of the position.

Section 23-404

Preferential Treatment in Recruiting

Prior to filling any open position of employment, a Tribal Employer or Covered Employer shall first post such a position for a period of ten (10) days in media readily accessible to KTTT Members and Native Americans.

Section 23-405

Preferential Treatment in Hiring and Promotions

For any open position of employment, a Tribal Employer or Covered Employer shall hire or promote a Qualified KTTT Member if available. A Tribal Employer or Covered Employer shall not refuse to hire or promote an available Qualified KTTT Member on the basis that another candidate, who is not a KTTT Member, is more qualified for the position.

Except where a Qualified KTTT Member is available, as to any open position of employment, a Tribal Employer shall hire or promote a Qualified Native American if available. A Tribal

Employer shall not refuse to hire or promote an available Qualified Native American on the basis that another candidate, who is not a Native American, is more qualified for the position.

Section 23-406

Preferential Treatment in Layoffs and Reductions in Force

In a layoff or reduction in force which requires a retention selection decision between a Qualified KTTT Member and an Employee who is not a KTTT Member, a Tribal Employer or Covered Employer shall retain the Qualified KTTT Member. A Tribal Employer or Covered Employer shall not refuse to retain a Qualified KTTT Member on the basis that another candidate, who is not a KTTT Member, is more qualified for the position.

In a layoff or reduction in force which requires a retention selection decision between a Qualified Native American and an Employee who is not a Native American, a Tribal Employer or Covered Employer shall retain the Qualified Native American. A Tribal Employer or Covered Employer shall not refuse to retain a Qualified Native American on the basis that another candidate; who is not a Native American, is more qualified for the position.

Section 23-407

Collective Bargaining

Modification of the preferential treatment mandates set forth in this Code to the detriment of Qualified KTTT Members and Qualified Native American is not a permissible subject of collective bargaining as to employment with a Tribal Employer or Covered Employer. It is unlawful for a Labor Organization to seek to enforce, and for a Tribal Employer or Covered Employer to enforce any provision in a collective bargaining agreement which is contrary or restrictive as to the preferential treatment mandates in this Code.

Section 23-408

Religious Freedom

Tribal Employers, Covered Employers and Labor Organizations shall make reasonable accommodations to the religious beliefs of Employees who are Kickapoo or Native American. This duty of reasonable accommodation includes granting Tribal Leave for KTTT Members, Kickapoos and other Native Americans.

Section 23-409

Discrimination by Tribal Employers and Covered Employers

It shall be unlawful for a Tribal Employer or Covered Employer to:

- a) Discriminate against any Qualified KTTT Member or Qualified Native American because such Qualified KTTT Member or Qualified Native American has been provided preferential treatment under this Code;
- b) Fail or refuse to hire or to discharge any Qualified KTTT Member or Qualified Native American, or otherwise discriminate against any Qualified KTTT Member or Qualified Native American with respect to the compensation, terms, conditions or privileges of employment of the Employee, because such individual is a KTTT Member or Native American; or
- c) Limit, segregate, or classify Employees of the Tribal Employer or Covered Employer in any way which deprives or tends to deprive any Qualified KTTT Member or Qualified Native American of employment opportunities or otherwise adversely affects the individual's status as an Employee, because such individual is a KTTT member or Native American.

Section 23-410

Discrimination by Labor Organizations

It shall be unlawful for a Labor Organization to:

- a) Exclude or expel from its membership or otherwise discriminate against any individual because such individual is a KTTT Member or Native American;
- b) To limit, segregate, or classify its membership or applicants for membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his/her status as an Employee or as an Applicant for employment, because such individual is a KTTT Member or Native American; or
- c) To cause or attempt to cause a Tribal Employer or Covered Employer to discriminate against an individual in violation of this Subchapter.

SUBCHAPTER 5: TRIBAL EMPLOYERS

Section 23-501

Employment at Will

Absent a collective bargaining agreement or a written employment agreement approved by a recorded vote of the Tribal Council, all employment with Tribal Employers is "at will", which

means that both the Employee and the Tribal Employer have the contractual right to terminate the employment relationship at any time, with or without cause, with or without notice.

Section 23-502

Condition Precedent to Submission of Complaint to Commission

Before an Employee of a Tribal Employer submits a complaint to the Commission under Section 23-901 of this Code, the Employee must first exhaust the grievance and appeals process provided in, and within the time allowed by, the Tribal Employer's employee handbook.

SUBCHAPTER 6: COVERED EMPLOYERS

Section 23-601

Applicability

This Subchapter applies only to Covered Employers.

Section 23-602

Eligibility to Work in U.S.

Covered Employers shall not knowingly hire or employ any individual who is not legally eligible to work in the United States. Covered Employers must verify the employment eligibility of all workers through an employment verification process which culminates in the completion of the I-9 Employment Eligibility Verification Form published by the Department of Homeland Security, U.S. Citizenship and Immigration Services.

Section 23-603

Compensation

- a) Covered Employers shall pay Employees for hours worked at a rate not less than \$7.25 per hour.
- b) Except as to any Employee in a bona fide executive, administrative, professional capacity, in the capacity of an outside sales Employee, or as a computer analyst, computer programmer software engineer or similarly skilled worker, no Covered Employer shall employ any Employee for a workweek longer than 40 hours unless the Employee receives compensation for such employment at a rate not less than one and one-half times the

regular rate at which the Employee is employed.

- c) Covered Employers shall pay all wages due their Employees on paydays designated in advance by the Covered Employer which shall be at least once during each calendar month. These wages shall be paid (i) in U.S. currency, (ii) by a written instrument issued by or on behalf of the Covered Employer that is negotiable on demand at full face value for U.S. currency, or (iii) by the electronic transfer of funds. A Covered Employer may not withhold or divert any part of an Employee's wages unless it is (i) ordered to do so by a court of competent jurisdiction, (ii) authorized to do so by federal law, or (iii) has written authorization from the Employee to deduct part of the wages for a lawful purpose.
- d) Notwithstanding any language of this Section to the contrary, commission and bonus payments may be made in accordance with the timetable of a written agreement between the Employee and Covered Employer.

Section 23-604

Concerted Activity

Employees of Covered Employers shall have the right to self-organization, to form, join, or assist Labor Organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities.

Section 23-605

Safe Workplace

Each Covered Employer shall provide its Employees employment and a place of employment which are free from recognized hazards that cause or are likely to cause death or serious physical harm.

Section 23-606

Discrimination

With the exceptions of the preferential treatment mandates for Qualified KTTT Members and Qualified Native Americans, it is unlawful for a Covered Employer:

- a) To fail or refuse to hire or to discharge any individual, or otherwise discriminate against any individual, with respect to the compensation, terms, conditions or privileges of employment, because of such individual's race, color, national origin, citizenship, ancestry,

religion, gender (including pregnancy), sexual orientation, marital status, age, disability, genetic information, political views or military service;

- b) To limit, segregate, or classify Employees in any way which deprives or tends to deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an Employee, because of such individual's race, color, national origin, citizenship, ancestry, religion, gender (including pregnancy), sexual orientation, marital status, age, disability, genetic information, political views or military service; and
- c) To discharge or otherwise discriminate against an Employee (i) for reporting a work-related injury or illness, or (ii) who, with no reasonable alternative, refuses in good faith to expose him/herself to a hazard that is likely to cause death or serious physical harm to him/herself or another Employee.

Section 23-607

Family & Medical Leave

Subject to the following conditions set forth below, Employees of Covered Employers with fifty (50) or more Employees within seventy-five (75) miles of KTTT Territorial Jurisdiction may be entitled to Family & Medical Leave.

a) Basic Leave Entitlement

Eligible Employees are entitled to up to 12 weeks of unpaid, job protected leave in a twelve-month period for the following reasons:

1. The birth of a child and to care for the newborn child within one year of birth;
2. The placement with the Employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
3. To care for the Employee's spouse, son, daughter or parent (but not in-law) who has a serious health condition; or
4. For a serious health condition that makes the Employee unable to perform the essential functions of the Employee's job.

When both spouses are employed by the employer, they are together entitled to a combined total of 12 workweeks of Family & Medical Leave within the designated 12-month period for the birth, adoption or foster care placement of a child with the Employees, for aftercare of the newborn or newly placed child, and to care for a parent (but not in-law) with a serious health condition. Each spouse may be entitled to additional Family & Medical Leave for other

qualifying reasons (i.e., the difference between the leave taken individually for any of the above reasons and 12 workweeks, but not more than a total of 12 workweeks per person).

b) Military Family Leave Entitlements

1. Eligible Employees whose spouse, son, daughter or parent is on military active duty or called to military active duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.
2. Eligible Employees may also take up to 26 weeks of leave to care for a military service member during a single 12-month period. A military service member is: (i) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or (ii) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible Employee takes Family & Medical Leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.

c) Benefits and Protections

1. During Family & Medical Leave, a Covered Employer must maintain the Employee's health coverage under any group health plan on the same terms as if the Employee had continued work.
2. Upon return from Family & Medical Leave, an Employee must generally be restored to the Employee's original or equivalent position with equivalent pay, benefits, and other employment terms.
3. Before an Employee returns to work from Family & Medical Leave for his/her own serious health condition, the Employee may be required to submit a fitness for duty certification from the Employee's health care provider, with respect to the condition for which the leave was taken, stating the Employee is able to resume work. A return to work may be delayed or denied if the appropriate documentation is not provided in a timely manner.
4. An Employee is entitled to reinstatement following Family & Medical Leave only if the Employee would have continued to be employed had such leave not been taken. Thus, an Employee is not entitled to reinstatement if, because of a layoff, reduction in force or other reason (e.g., misconduct during leave), the Employee would not be employed at the

time job restoration is sought.

5. A Covered Employer may lawfully deny reinstatement to a salaried, eligible Employee who is among the highest paid 10 percent of its Employees if such denial is necessary to prevent substantial and grievous economic injury to the Covered Employer's operations.

d) Eligibility Requirements

Employees are eligible for Family & Medical Leave if they have worked for a Covered Employer for at least 12 months and have 1,250 hours of service in the previous 12 months.

e) Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the Employee from performing the functions of the Employee's job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

f) Use of Leave

An eligible Employee does not need to use Family & Medical Leave in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

g) Substitution of Paid Leave for Unpaid Leave

An eligible Employee may choose or a Covered Employer may require use of accrued paid leave while taking Family & Medical Leave. In order to use paid leave for Family & Medical Leave, an eligible Employee must comply with the Covered Employer's normal paid leave policies.

h) Employee Responsibilities

1. Eligible Employees must provide 30-days advance notice of the need to take Family & Medical Leave when the need is foreseeable. When 30-days notice is not possible, the

Employee must provide notice as soon as practicable.

2. Employees must provide sufficient information for a Covered Employer to determine if the leave may qualify for Family & Medical Leave protection and the anticipated timing and duration of the leave.
 - i. When leave is taken to care for a family member, the requisite documentation may include proof of a family relationship (e.g., birth certificate or court document);
 - ii. The requisite documentation may include a medical certification from a health care provider of the serious health condition of the Employee or family member of the Employee; and
 - iii. If a Covered Employer has reason to doubt the Employee's initial medical certification, the Covered Employer may (A) with the Employee's permission, have a designated health care provider contact the Employee's health care provider in an effort to clarify or authenticate the initial medical certification; and/or (B) require the Employee to obtain a second opinion by an independent Covered Employer-designated provider at the Covered Employer's expense. If the initial and second medical certifications differ, the Covered Employer may, at its expense, require the Employee to obtain a third, final and binding certification from a jointly selected health care provider.
3. As part of any request for Family & Medical Leave, an Employee also must inform the Covered Employer if the requested leave is for a reason for which Family & Medical Leave was previously taken or certified.
4. During Family and Medical Leave, an Employee may be required to provide recertification supporting the need for leave.
5. No Employee shall retain secondary employment while on Family & Medical Leave.

i) Employer Responsibilities

1. Covered Employers must inform Employees requesting leave whether they are eligible for Family & Medical Leave. If they are, the notice must specify any additional information required as well as the Employee's rights and responsibilities. If they are ineligible, the Covered Employer must provide a reason for the ineligibility.
2. Covered Employers must inform Employees if leave will be designated as Family & Medical Leave and the amount of leave counted against the Employee's leave entitlement. If the Covered Employer determines that the leave is not protected Family & Medical Leave, it shall so notify the Employee.

Section 23-608

Parental Leave

Covered Employers shall grant four hours of leave with pay per calendar year to any Employee who is a parent, guardian, or person standing in loco parentis of a school- aged child so that the Employee may attend or otherwise be involved at that child's school. Any leave under this Subchapter, however, is subject to the following conditions:

- a) The leave will be at a mutually agreed upon time and date;
- b) The Employee may be required to provide a written request for leave at least 48 hours before the time requested for leave; and
- c) The Employee may be required to furnish written verification from the child's school that the Employee attended or was otherwise involved at the school during the time of leave.

Section 23-609

Military Leave

Employees of Covered Employers must be granted an unpaid leave of absence for military service, training or related obligations.

a) Military Service

An Employee is eligible for Military Leave if the Employee is a member of the following services: (1) United States Army and its reserves; (2) United States Navy and its reserves; (3) United States Air Force and its reserves; (4) United States Marines and its reserves; (5) United States Coast Guard and its reserves; (6) National Guard; (7) Public Health Service; or (8) Texas State Guard.

b) Reason for Leave

Military Leave must be provided for the following reasons: (1) voluntary and involuntary active duty; (2) active duty for training; (3) initial active duty for training; (4) inactive duty training; (5) full-time National Guard duty; and (6) examinations to determine fitness for military duty.

c) Continuation of Group Health Insurance

1. For a Military Leave of less than 30 days, an Employee is entitled to continued group health insurance coverage under the same conditions as if the Employee had continued

work.

2. For a Military Leave in excess of 30 days, an Employee may elect to continue group health insurance coverage for up to 18 months of Military Leave, but may be required to pay for the premium for the continuation coverage.

d) Employee Notification Requirements

An Employee who fails to obey certain notification requirements is subject to being terminated or ineligible for reemployment following Military Leave:

1. Where reasonably possible, an Employee must give advance notice he/she will be taking Military Leave.
2. Upon return from Military Leave, an Employee must provide notice of or submit an application reemployment in according with the following schedule:
 - i. *Service of 30 days or Less*: The returning Employee must report on the first full regularly scheduled work period on the first full calendar day following completion of the service, plus eight hours. If it is impossible or unreasonable for the remaining Employee to report within that period through no fault of his/her own, he/she must report as soon as possible. This reporting period also applies to a returning Employee who is absent from work for an examination to determine his/her fitness for military service.
 - ii. *Service of 31 to 180 Days*: The returning Employee must apply for reemployment no later than 14 days after military service ends, or, if it is impossible or unreasonable for the returning Employee to report within that period through no fault of his/her own, on the next calendar day on which it is possible.
 - iii. *Service of More than 180 Days*: The returning Employee must apply for reemployment within 90 days of the end of the military service.
3. A returning Employee whose military service was for more than 30 days must provide documentation within two weeks of his/her return (unless such documentation does not yet exist or is not readily available) showing the following:
 - i. The application for reemployment is timely (i.e., submitted within the required time period);
 - ii. The period of military service has not exceeded five years; and
 - iii. The returning Employee received an honorable or general discharge.

e) Reemployment Following Military Leave

The type of position to which a returning Employee will be reinstated depends on the period of service and on the returning Employee's abilities at the time of reinstatement.

1. *Service of 90 days or less.* The returning Employee will be reemployed in the position he/she would have held if he/she had continued in employment without interruption for military service, as long as he/she is qualified for that position. If the returning Employee would have been promoted if he/she had continued in employment but cannot be qualified for that new position after reasonable efforts by the employer, he/she may be employed in the position he/she held when military service began.
2. *Service of 91 days or more.* The returning Employee will be reemployed in the position he/she would have held except for the interruption for military service, or in a position of like seniority, status, and pay, if qualified for that position. If the returning Employee would have been promoted if he/she had continued in employment but cannot be qualified for either that new position or an equivalent one despite the employer's reasonable efforts, he/she will be reemployed in the position he/she held when the period of service began or in a position of like seniority, status, and pay.
3. *Returning Employees who cannot be qualified for the job.* If the returning Employee cannot be qualified for the job he/she would have held or the position he/she formerly held after the employer's reasonable efforts, and his/her inability to qualify is not related to a service-incurred or aggravated disability, he/she will be reemployed in any position of lower status and pay for which he/she is qualified, but with full seniority.
4. A disabled returning Employee whose disability was incurred or aggravated by military service and who cannot perform the job he/she would have held even after reasonable accommodation by the employer will be reemployed in: (1) any other position of equivalent seniority, status, and pay for which he/she is qualified or could become qualified through the employer's reasonable efforts; or (2) in the nearest approximation to an equivalent position consistent with the returning Employee's circumstances.

SUBCHAPTER 7: RIGHT TO WORK

Section 23-701

Prohibited Conditions to Employment

No individual or entity may require an individual to, as a condition of employment or continued employment with a Tribal Employer or Covered Employer to:

- a) become or remain a member of a Labor Organization;

- b) pay dues, fees, assessments, or other charges of any kind or amount to a Labor Organization;
or
- c) pay to a charity or third party any amount that is equivalent to or a pro rata part of dues, fees, assessments, or other charges required of members of a Labor Organization.

Section 23-702

Prohibited Conduct

It is unlawful for a Tribal Employer or Covered Employer to deny employment to an individual based upon failure to satisfy a condition that violates Section 23-701 of this Subchapter.

Section 23-703

Unlawful Contracts

A contract, agreement, understanding or practice, written or oral, expressed or implied between a Tribal Employer or Covered Employer and a Labor Organization that violates Section 23-701 of this Subchapter is unlawful and void.

SUBCHAPTER 8: TRIBAL EMPLOYMENT RIGHTS COMMISSION

Section 23-801

Creation

There is hereby created a Commission to be known as the Tribal Employment Rights Commission, which shall be comprised of five members.

Section 23-802

Membership

Members of the Commission shall be appointed by the Tribal Council for a term of four years according to such terms of compensation, if any, as determined by the Tribal Council. At least three members of the Commission shall be KTTT Members. Any individual chosen to fill a vacancy shall be appointed for the unexpired term of the member whom he/she shall succeed. Members of the Commission shall be reimbursed for expenses in accordance with the policies and procedures set forth in the KTTT Employee Handbook.

- a) The Tribal Council shall have exclusive authority to appoint, direct, suspend or remove the

Director of the Commission.

- b) The Director shall have such administrative ability, education and training as the Tribal Council determines. He/she may be removed by the Tribal Council for cause.

Section 23-803

Chairman

The Tribal Council shall designate one member to serve as Chairman of the Commission.

Section 23-804

Quorum

A vacancy in the Commission shall not impair the rights of the remaining members to exercise all powers of the Commission and three members thereof shall constitute a quorum.

Section 23-805

Powers

The Commission shall have the power and authority to:

- a) Receive, investigate, dismiss, and issue determinations as to any timely complaints filed as to a Tribal Employer, Covered Employer or Labor Organization alleging any violation of this Code;
- b) Receive, investigate, and issue determinations as to any employment matter referred to the Commission by the Tribal Council; and
- c) Petition the Tribal Court for interim and permanent orders consistent with the aforementioned powers.

Section 23-806

Limitation on Powers

The Commission shall only receive and dismiss a complaint:

- a) Which is not timely filed within the deadlines prescribed by this Code;

- b) By an Employee of a Tribal Employer who has not exhausted the grievance and appeals process provided in, and within the time allowed by, the Tribal Employer's employee handbook; or
- c) Which alleges a right not protected by this Code.

The Commission has no power or authority to investigate criminal conduct in violation of Subchapter 14 of this Code.

Section 23-807

Assistance

The Commission may be assisted in the performance of any function under this Subchapter by:

- a) Legal counsel employed or contracted by KTTT;
- b) Existing Employees of Tribal Employers, as approved by the Human Resources Director; or
- c) New employment positions, as approved by the Tribal Council.

Only Commission members, however, may issue dismissals and determinations.

Section 23-808

Commission Member Conflicts

The Commission shall recuse a member from participating in an investigation and making a determination if:

- a) The Commission member is an immediate family member or significant other of the Employee who filed a Complaint with the Commission; or
- b) The Commission member was involved in the incident which gave rise to the Employee's Complaint.

Immediate family members include a spouse, parent, sibling, or child. Either the Employer or the Employee may ask the Commission to recuse a Commission member if it is believed that either of the above criteria under this Section is met. In the event a quorum cannot be established due to more than one recusal of a Commission member, the Director, with the approval of the Tribal Council, will select a temporary alternate Commission member.

SUBCHAPTER 9: COMPLAINT PROCEDURES BEFORE TRIBAL EMPLOYMENT RIGHTS COMMISSION

Section 23-901

Complaint Requirements

To be eligible for consideration by the Commission, a complaint as to a Tribal Employer, Covered Employer or Labor Organization must:

- a) Be in writing;
- b) Be filed within sixty (60) days of the act or omission of the Tribal Employer, Covered Employer or Labor Organization that is the subject of the complaint;
- c) Provide the identity and current e-mail or mailing address of the Applicant or Employee making the complaint;
- d) Provide the date, place and nature of the complaint;
- e) Provide the general factual basis for the complaint (a complainant need not marshal all of its evidence in providing this general factual basis); and
- f) .As to Employees of Tribal Employers only, set forth the date, manner and outcome of the grievance and appeals process provided in the Tribal Employer's employee handbook.

Section 23-902

Immediate Dismissal and Notification

Within ten (10) days of receipt of a complaint under Section 23-901, the Commission shall determine whether the complaint shall be dismissed. The Commission shall dismiss a complaint if:

- a) The complaint is untimely under Section 23-901 of this Subchapter;
- b) The complaint does not relate to a Tribal Employer, Covered Employer or Labor Organization;
- c) The Commission determines that the complaint fails to allege a violation of this Code;
- d) As to Employees of Tribal Employers only, the Commission determines that the complaint fails to allege facts sufficient to establish that the Employee exhausted the grievance and

appeals process provided in, and within the time allowed by, the Tribal Employer's employee handbook.

Written notice of dismissal shall be forwarded by the Commission, via e-mail or first class mail, to the Employee and the Tribal Employer, Covered Employer or Labor Organization that is the subject of the complaint.

Section 23-903

Notice of Complaint

If the complaint is not dismissed by the Commission, the Commission shall forward, via e-mail or first class mail, on or before fourteen (14) days of receipt, a copy of the complaint to the Tribal Employer, Covered Employer or Labor Organization that is the subject of the complaint.

Section 23-904

Investigations

If the complaint is not dismissed by the Commission, the Director shall permit time for an investigation by the Commission to determine whether any covered employer has violated any provision of this law or any rule or order hereunder. The Director shall notify the Employee and the Employer, in writing, when the investigation begins, and when the investigation concludes. The Director or his/her delegate may enter, during business hours, the place of business or employment of any covered Employer for the purpose of such investigations and may require the covered Employer to submit such reports as he/she deems necessary to monitor compliance with the requirements of this law or any rule or order hereunder.

As part of the investigation, the Commission shall have the authority to:

- a) Request a written statement of position from the Tribal Employer, Covered Employer or Labor Organization that is the subject of the complaint;
- b) Request and conduct interviews of relevant witnesses;
- c) Request and obtain declarations or affidavits of relevant witnesses; and
- d) Request and review relevant files, records, reports, video and audio recordings, correspondence and other documents and electronically stored data.
- e) If necessary, hold a hearing with the Employer and Employee prior to making a determination. The Commission shall issue a Notice for Hearing at least five (5) days in advance of the hearing.

Section 23-905

Attorneys

At any time during the course of an investigation or if a hearing is set, the Employee may consult with an attorney or have an attorney appear on his/her behalf at a hearing. If an Employee is represented by counsel at a hearing, then the Employer may also have its counsel appear at the hearing.

Section 23-906

Determinations

The Commission shall make reasonable efforts to issue a determination within thirty (30) days of receipt of the complaint.

Section 23-907

Power to Review and Require Testimony and Production of Records

- a) As part of the investigation, an Employer may voluntarily submit written statements, and documents, including but not limited to employee personnel records, declarations, or affidavits of relevant witnesses, in support of its position for the Commission to review. Upon request to the Commission, and if approved, the Employee may supplement its Complaint. Both the Employer and the Employee may request the Commission to review relevant files, records, reports, video and audio recordings, correspondence and other documents and electronically stored data. The Commission may decline to review any request made by an Employer or Employee.
- b) For the purpose of investigations or hearings which, in the opinion of the Director or the Commission, are necessary and proper for the enforcement of this law, a Commissioner, the Director, or any field compliance officer designated by the Director may administer oaths or affirmations, subpoena witnesses, take evidence, and require the production of books, papers, contracts, agreements or other documents, records or information which the Director or the Commission deems relevant or material to the inquiry.
- c) Within five (5) days of receipt of a subpoena by the Commission, a person may file a petition in the Tribal Court seeking its revocation, modification or clarification. The Tribal Court shall have jurisdiction to hear the petition and grant or deny the petition, in whole or in part.
- d) If a person and or entity does not comply with a subpoena duly served by the Commission and either (i) does not petition for its revocation, modification or clarification with the Tribal

Court or (ii) has its petition to revoke the subpoena denied, in whole or in part, by the Tribal Court, the Commission may petition the Tribal Court to enforce the subpoena.

Section 23-908

Bond

If the Commission determines that there is a reasonable danger that a Covered Employer or Labor Organization will remove itself or its property from KTTT Territorial Jurisdiction during the investigation of a complaint under this Subchapter, the Commission may petition the Tribal Court to order the Covered Employer or Labor Organization to post a bond in an amount sufficient to cover possible remedies for the Employee.

Section 23-909

Confidentiality

Neither a complaint, nor information obtained by the Commission during the investigation of a complaint, shall be made matters of public record by the Commission before the issuance of a determination regarding the complaint.

Section 23-910

Letter of Determination against Applicant or Employee

Where the Commission completes its investigation of a complaint and finds against the Applicant or Employee as to all issues addressed therein, the Commission shall issue, via email or first class mail, a letter of determination to all parties to the complaint indicating the following:

- a) The specific finding of the Commission;
- b) The Sections of this Code relevant to the finding;
- c) The reason for the finding; and
- d) The right of the Applicant or Employee to appeal the finding to the Tribal Court and the deadline for filing the appeal.

The Commission's letter of determination shall be the final determination of the Commission.

Section 23-911

Letter of Determination in Favor of Employee

Where the Commission completes its investigation of a complaint and finds in favor of the Applicant or Employee filing the complaint as to all or part of the issues set forth therein, the Commission shall issue, via email or first class mail, a letter of determination as to all parties to the complaint indicating the following:

- a) The specific finding of the Commission;
- b) The Sections of this Code relevant to the finding;
- c) The reason for the finding; and
- d) A proposed remedy authorized under Subchapter 13 of this Code, the right of the Tribal Employer, Covered Employer or Labor Organization to appeal the finding to the Tribal Court, and the deadline for filing the appeal.

The Commission's letter of determination shall be the final determination of the Commission.

SUBCHAPTER 10: COMPLAINT APPEALS BEFORE THE TRIBAL COURT

Section 23-1001

Appeal of Dismissal of Complaint

- a) Within twenty (20) business days after the date of a notice of dismissal of a complaint by the Commission, the affected Applicant or Employee may file a notice of appeal with the Tribal Court. If a notice of appeal is not timely filed with the Tribal Court, the notice of dismissal becomes a final disposition as to the complaint.
- b) The Tribal Court may reinstate a complaint dismissed by the Commission only upon a finding that the Commission abused its discretion.

Section 23-1002

Appeal of Determination Against Applicant or Employee

Within twenty (20) business days after the date of a letter of determination by the Commission against an Applicant or Employee, the affected Applicant or Employee may file a notice of appeal with the Tribal Court. If a notice of appeal is not timely filed with the Tribal Court, the letter of determination becomes a final disposition as to the complaint.

Section 23-1003

Appeal of Determination in Favor of Applicant or Employee

- a) Within twenty (20) business days after the date of a letter of determination by the Commission in favor of an Applicant or Employee, the affected Tribal Employer, Covered Employer or Labor Organization may file a notice of appeal with the Tribal Court. If a notice of appeal is not timely filed with the Tribal Court, the letter of determination becomes a final disposition as to the complaint.
- b) In the event of an appeal of a letter of determination by the Commission, the Commission may petition the Tribal Court to order that the Covered Employer or Labor Organization post a supersedes bond as security for any monetary remedies set forth in the letter of determination.
- c) If a Tribal Employer, Covered Employer or Labor Organization does not comply with the remedies set forth in a letter of determination, but does not file a timely appeal with the Tribal Court, the Commission may petition the Tribal Court to enforce the letter of determination.

Section 23-1004

Standard of Review of Determination by Commission

The Tribal Court reviews *de novo* a letter of determination by the Commission.

SUBCHAPTER 11: POSTING OF NOTICES

Every Tribal Employer and Covered Employer shall post and keep posted in conspicuous places upon its premises where notices to Employees and Applicants for employment are customarily posted, a notice approved by a recorded vote of the Tribal Council explaining the rights and remedies set forth in this Code and KTTT sovereign immunity from federal, state and local employment laws.

SUBCHAPTER 12: PROHIBITED CONDUCT

Section 23-1201

Rights Provided by this Subchapter

It is unlawful for any Tribal Employer, Covered Employer or Labor Organization to:

- a) Interfere with, restrain, or deny the exercise of or the attempt to exercise, by an Applicant or Employee of any right under this Code;
- b) Discriminate against any Applicant or Employee because such Applicant or Employee has exercised any right under this Code; or
- c) Discriminate against any Applicant or Employee for opposing, or refusing to engage in, an Offense or employment decision or practice contrary to any right protected by this Code.

Section 23-1202

Proceedings in the Commission or Tribal Court

It is unlawful for any Tribal Employer, Covered Employer or Labor Organization to:

- a) Discriminate against an Applicant or Employee in any manner because the Employee has filed a complaint or appeal under this Code; or
- b) Discriminate against an Applicant or Employee in any manner because the Applicant or Employee has (i) given, is about to give or may give, any information in connection with any investigation or proceeding relating to any right provided under this Code or (ii) has testified, is about to testify or may testify, in any inquiry or proceeding relating to any right under this Code.

SUBCHAPTER 13: CIVIL LIABILITY

A Tribal Employer, Covered Employer or Labor Organization which violates any Subchapter of this Code shall be liable to any Applicant or Employee affected for:

- a) Such equitable relief as may be appropriate, including employment, reinstatement, promotion, transfer or expungement of records; or
- b) Any wages, salary, Employee benefits, or other compensation lost to the Applicant or Employee as a result of the violation.

SUBCHAPTER 14: CRIMINAL RESPONSIBILITY

Section 23-1401

Preferential Treatment

An Applicant or Employee commits an offense if the Applicant or Employee, in order to obtain

preferential treatment under this Code, falsely represents to a Tribal Employer or Covered Employer that he/she is a Native American.

Section 23-1402

Compensation

A Covered Employer commits an offense if it:

- a) Intends to avoid payment of wages owed to an Employee;
- b) Intends to continue to employ the Employee; and
- c) Fails after demand to pay those wages.

Section 23-1403

Complaints

An Applicant or Employee commits an offense if the Employee as to any complaint filed with the Commission under this Code:

- a) Makes a false statement or representation, knowing it to be false; or
- b) Knowingly fails to disclose a material fact.

Section 23-1404

Obstruction of Investigations

A person commits an offense as to any investigation by the Commission of a complaint filed under this Code, if the person, with the intent to obstruct, impede, influence, delay or prevent the receipt of information by the Commission or Tribal Court, knowingly:

- a) Makes a false statement or representation regarding a material fact;
- b) Fails to disclose a material fact;
- c) Uses force, the threat of the use of force, deception, harassment, intimidation, extortion or bribery to induce another person to make a false statement or representation regarding a material fact to the Commission;
- d) Uses force, the threat of the use of force, deception, harassment, intimidation, extortion or bribery to prevent the disclosure of material information by another person to the

Commission;

- e) Alters, destroys, mutilates or conceals, or attempts to alter, destroy, mutilate or conceal, material documents or electronically stored data;
- f) Uses force, the threat of the use of force, deception, harassment, intimidation, extortion or bribery to induce another person to alter, destroy, mutilate or conceal , or attempt to alter, destroy, mutilate or conceal, material documents or electronically stored data; or
- g) Conspires to commit an offense under this Section.

Section 23-1405

Punishment

An offense under this Subchapter shall be punishable upon conviction by a fine not to exceed One Thousand Dollars (\$1,000.00) or by a term of imprisonment in the Tribal Jail not to exceed one (1) year, or both.

SUBCHAPTER 15: EFFECTIVE DATE; REPEAL

Section 23-1501

Effective Date

This Code shall become effective as of the date it is enacted by the KTTT Tribal Council.

Section 23-1502

Repeal of Prior Versions

Enactment of this Code rescinds and repeals all prior versions, which shall be of no further force and effect except with respect to proceedings before the Commission or the Tribal Court initiated prior to the effective date, to which the immediately preceding version of this Code shall continue to apply.

READ, PASSED, APPROVED AND ENACTED at a duly called Tribal Council meeting on this ____ day of _____, 2017 as shown by our signatures.

KTTT Tribal Council


_____, Council Chairman

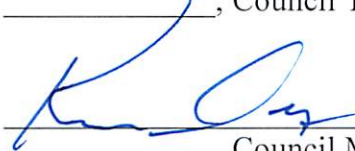
8-4-17
Date


_____, Council Secretary

8-4-17
Date


_____, Council Treasurer

8-4-17
Date


_____, Council Member

8-4-17
Date

_____, Council Member

Date