



Mille Lacs Band of Ojibwe Indians

*Executive Branch of Tribal Government
Office of the Chief Executive*

Hand delivered and E-mailed

December 29, 2025

Sheldon Boyd, Speaker of the Assembly
Carolyn Beaulieu, District I Representative
Wendy Merrill, District II Representative
Harry Davis, District III Representative

Re: Act 63-25

Dear Honorable Members of the Band Assembly:

I am writing to veto Act 63-25. I appreciate the work put into this Act as I know this hasn't been an easy project to work on. The Band Assembly held multiple public comment periods, received comments, and worked through each and every comment to get to where we are today, and that process is not easy. As much as the Band Assembly, I wish to see the TERO Act signed into law. However, I have decided to veto this Act so we can compromise on the following three issues:

- 1) I prefer that the Act include a provision which expressly sets a Band member hiring goal for Mille Lacs Corporate Ventures and its subsidiaries.
- 2) I prefer that the minimum wage for tribal government employees be increased to \$20.00 per hour. I discussed the numbers with the Commissioner of Finance well over a year ago, and although we are trying to obtain a flat budget, I think this small increase is in the best interests of our employees.
- 3) The Act removes the TERO statute's definition of "Covered Employer" and instead defines the terms "Covered" and "Employer" separately, along with the term "Contractor." As of now, I do not believe I have a full enough understanding of how the statute would apply to the various employers operating within the Band's civil-regulatory jurisdiction.

I look forward to the compromise hearing and believe we can reach a compromise to get this Act signed into law.

Miigwech,

A handwritten signature in blue ink, appearing to read "Virgil Wind", is written over a horizontal line.

Virgil Wind
Chief Executive

Letter from Chief Executive Virgil Wind to Band Assembly

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CC:

Danielle Smith, Parliamentarian/Clerk of the Band Assembly

Jared Miller, Legislative Counsel

Reen Reinhardt, Revisor of Statutes