

FAQs about Authorized Access for Band Member Construction Employees August 2023

Question:	Answer:
Why do I need a background check to work construction at the casino?	For construction workers to do their job, they need access to restricted areas. Restricted areas are those that would require an associate badge to enter; we also call these “behind-the-house” areas. Our job is to make sure that the Gaming Enterprise is safe, and we ensure that by doing simple background checks on people who need access to restricted areas.
What are the guidelines used when the Gaming Regulatory Authority (“GRA”) authorizes access?	<p>We use these guidelines:</p> <ul style="list-style-type: none"> • Felony/Gross Misdemeanor Convictions. The GRA Board shall not authorize access to any applicant who has been convicted (date of final disposition) of a non-driving related felony or gross misdemeanor within the two (2) year period preceding application. If you do have a conviction of this type within the past two years and are a Band member, you may qualify for a waiver. See below. • No Authorized Access for Specific Crimes. The GRA Board shall not authorize access to any applicant who has ever been convicted of the following offense: Criminal Sexual Conduct Convictions (1st – 4th degree, including but not limited to rape, attempted rape, and criminal sexual conduct with a juvenile. 5th degree criminal sexual conduct <p>No pending Felony/Gross Misdemeanor Charges. Active stays of adjudication for felonies and gross misdemeanors constitute pending charges.</p> <ul style="list-style-type: none"> • Currently Authorized Access. The GRA Board shall suspend the authorized access of anyone with current authorization charged with a non-driving related felony or gross misdemeanor pending the outcome of the criminal proceedings. If a finding of not guilty or dismissal of the charges occurs, the Director may recommend reinstatement of the authorized access. • Duty to Report. Those with authorized access shall report any non-driving related felony or gross misdemeanor charges filed against them after initial

	<p>authorized access is granted to the OGR&C within five (5) business days of becoming aware they have been charged with such an offense. Failure to report the filing of such a charge constitutes grounds for suspension or revocation of authorized access, at the discretion of the GRA Board.</p> <ul style="list-style-type: none"> • Active Warrants. The GRA Board shall not issue authorized access to any applicant who has an active warrant in any jurisdiction. The GRA Board shall suspend the authorized access of anyone who fails to resolve an active warrant within ten (10) business days of notification from the OGR&C. The Director may recommend reinstatement of the authorized access following the resolution of the active warrant. • Substantial Period of Incarceration. The GRA Board shall not issue authorized access to any applicant who has not had the passage of at least two (2) years since the applicant completed any substantial period of incarceration. If this is you, you may still qualify for a waiver. See below.
I've worked construction at the property before and never had to do this background then, so why now?	All construction company employees must submit to backgrounding by the GRA, there are no exceptions.
I am nervous to do a background. Do I need to be worried that people will hear about my past?	You do not need to worry. The GRA has strict rules regarding data privacy. We use the background information only to make decisions on whether to authorize access or not; we never share that information.
What happens if I do not meet guidelines for authorized access so I can work construction?	We believe that people can change and grow; due to this we are happy to review applicants yearly. You may qualify for a waiver. See below.
What happens if I am charged with an offense after the board has authorized my access?	All applicants have a continuing duty to disclose any changes in the information submitted to the OGR&C that may have a material effect on the GRA Board's consideration of the applicant's suitability for licensure.
Who can I call to ask questions about the backgrounding process?	Joleen Vreeman, Vendor Licensing Investigator, can be reached at her work phone number (320) 384-4474. She is happy to help you with questions.

<p>What must I do to obtain a waiver?</p>	<p>Waivers. The guidelines listed above will not disqualify an enrolled Mille Lacs Band Member applicant from authorized access if the GRA Board waives such restriction in writing after the applicant has demonstrated to the Board sufficient rehabilitation and present fitness to hold authorized access by showing the following:</p> <p>A. Minimum of six (6) months with no conviction of any felony or gross misdemeanor of any kind.</p> <p>B. The passage of at least six (6) months since the applicant completed any substantial period of incarceration.</p> <p>C. Notarized affidavits from at least three (3) persons unrelated to the applicant, who have known him/her for at least the preceding five (5) years, attesting to the rehabilitation;</p> <p>D. The applicant may also submit a letter attesting to his/her rehabilitation;</p> <p>E. For any conviction, proof of compliance with any court ordered treatment program or aftercare program;</p> <p>F. For any crime where fines or restitution is ordered by the court, applicant should show proof of payment. Once licensed, the applicant shall provide the OGR&C proof they are making payments towards fines and restitution for at least three (3) months. Failure to provide proof of payment constitutes grounds for suspension of authorized access obtained through this Section;</p> <p>G. For any other crime, proof of sufficient rehabilitation as determined by the GRA Board. Applicants seeking a waiver must appear before the Board to attest to his/her rehabilitation. Applicants may file a written request to appear from any GRA office by phone;</p> <p>H. The Board may impose conditions on anyone with authorized access;</p> <p>I. The waiver process does not apply to applicants who have had a Gaming License revoked;</p> <p>K. Nothing in this section compels the GRA Board to grant the waiver; and</p>
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	L. Should the applicant be found in violation of the temporary exclusion lift for purposes of work or in violation of other Gaming Enterprise policies, the waiver can be rescinded by the GRA Board.
Is there a waiver process for MLB?	Yes, the MLB applicant can apply for a waiver once yearly, to the GRA Board. Joleen Vreeman, Vendor Licensing Investigator at (320) 384-4474 will help you start the process.
What if I am currently excluded from the property, can I still work construction there?	It depends on the reason(s) for which you were excluded. The GRA can elect to lift your exclusion while you are working construction at the Gaming Enterprise. This means you are eligible to come on property for the hours you work only and are not allowed on the gaming floor for anything other than work. This exception to your exclusion is dependent on you, the applicant, keeping your part of the agreement and following all Gaming Enterprise procedures. For those who have been excluded for more serious concerns, the GRA reserves the right to not allow you in the Gaming Enterprise to work.
How can I ask for a review of my exclusion or my charges?	You can begin by calling Cherie Ambrose, Community Liaison, at 320-384-4486. She will assist you to begin the process.

Last updated: 8/2/2023