

1 **Band Assembly Bill 21-04-63-25**

2
3 A Bill for an Act amending Title 15, chapter 4 to comprehensively reform the Band’s Tribal
4 Employment Rights Office code. The bill replaces the term “Indian” with “Anishinaabe,”
5 “Indigenous,” “Native,” or “Native American,” addressed in the Definitions section, to clarify
6 the meaning of these terms in relation to employing members of federally recognized Tribes. The
7 bill designates Mille Lacs Corporate Ventures as a covered employer, modifies the appointment
8 and recusal process for TERO Commission Members, and provides a set compensation rate for
9 meetings. The bill creates definitions for “contractor,” “employer,” and “covered,” as well as
10 “nepotism” and related terms like “reasonable cause” and “substantial benefit,” and adds
11 language providing for the professional development of Band members through covered
12 employers like MLCV. The bill authorizes individuals or businesses to file complaints against
13 the TERO Director, clarifying the Director’s accountability to the Commission and Band
14 government. The bill changes the one-time project fee from 0.5% to 1.5%.
15 The bill further creates a process for the hearing procedures and resolution of violations
16 investigated by the TERO Director, updates the minimum wage requirements, and adds a section
17 related to holiday pay. Clerical errors are also addressed in this bill.

18
19 A public comment period has been held on a previous version of this Bill (20-03-27-23) in
20 February of 2023. Act 27-23 was passed by the 3rd Session of the 20th Band Assembly in April
21 of 2023, and vetoed by then-Chief Executive Melanie Benjamin in May of 2023. An additional
22 public comment period took place on an updated version of this Bill (21-04-63-25) in August of
23 2025. The Band Assembly, pursuant to Legislative Order 28-20, shall make the final decision to
24 act or not act on the draft legislation, taking into consideration comments received.

25
26 The District I Representative introduced the following Bill on the 17th day of December, 2025.

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28
29 **BE IT ENACTED BY THE BAND ASSEMBLY OF THE NON-REMOVABLE MILLE**
30 **LACS BAND OF OJIBWE:**

31
32
33 **Section 1. Amending Title 15, chapter 4, subchapter 1.**

34
35 **§ 1001. Policy and Findings.**

36
37 (a) It is the policy of the Band to provide a preference in employment and contracting to
38 members of the Band and other federally recognized ~~Indian~~Native American tribes,
39 and to prioritize the hiring of certain individuals within the preferred group.

40
41 (1) This policy applies to employment and contracting by the Band’s government,
42 including all branches, departments, and agencies thereof; by all Band-owned
43 entities while they are engaged in commercial or economic activities on behalf
44 of the Band ~~within the Band’s~~son or near the Reservation; and by all persons
45 and entities doing business with the Band, including subcontractors of persons

46 or entities contracting with the Band, ~~within the Band's~~ son or near the
47 Reservation.

48
49 (2) This policy: ~~(A)~~ is intended to further the Band's overriding interests in self-
50 government, self-sufficiency, and economic development; ~~(B)~~ is directed to
51 the participation of the governed in the Band's governing bodies and in its
52 commercial and economic activities; ~~(C)~~ is intended to make the Band's
53 government and its commercial and economic activities more responsive to
54 the needs of its constituents; and ~~(D)~~ is intended to provide for the economic
55 security and employment of members of the Band and of other federally
56 recognized Indian Native American tribes and to overcome the effects of past
57 discrimination against such persons.

58
59 (3) Economic insecurity and unemployment are serious impediments to the
60 health, morale, and welfare of the Band. Employment and contracting
61 opportunities with the Band's government, MLCV, and with Band-owned
62 entities and other persons and entities doing business with the Band ~~within the~~
63 ~~Band's~~ son or near the Reservation, are important resources for members of the
64 Band and of other federally recognized Indian Native American tribes, who
65 have historically suffered from discrimination in employment and contracting
66 opportunities. As a result, Indian Anishinaabe and Indigenous people living on
67 or near the Band's Reservation have unique and special employment rights
68 under federal law, and the Band is obligated to implement those rights.

69
70 (b) Subject to the policy described in subsection (a) of this section, all employees subject
71 to the Band's jurisdiction are entitled to a workplace environment that prohibits
72 employment discrimination, ~~and nepotism~~, protects employees' wages, and promotes
73 health and safety.

74
75 (c) The provisions of this chapter are critically important to the health and welfare of
76 members of the Band and of other federally recognized Indian Native American tribes,
77 especially those residing on or near the ~~Band's~~ Reservation. Unemployment and
78 underemployment rates within the boundaries of the ~~Band's~~ Reservation are
79 consistently many times higher than the national and state averages. This pervasive
80 unemployment and underemployment ~~has~~ have directly contributed to serious social
81 problems and a lower quality of life for members of the Band and of other federally
82 recognized Indian Native American tribes residing on or near the ~~Band's~~ Reservation
83 and impeded the self-governance objectives of the Band.

84
85 (d) The Band declares that the public good and the welfare of the Band require the
86 enactment of this chapter, which is enacted pursuant to the Band's inherent sovereign
87 and political powers, in order to increase employment of and the number of
88 businesses owned by members of the Band and of other federally recognized
89 Indian Native American tribes, ~~especially within the Band's Reservation~~, and to
90 protect the workforce rights of Indian Anishinaabe or Indigenous employees and non-
91 Indian Native employees within the jurisdiction of the Band.

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§ 1002. Purpose.

This chapter is adopted by the ~~Mille Lacs Band of Ojibwe (the Band)~~Band, under its inherent sovereign and political powers, for the following purposes:

- (a) to promulgate Band laws and ~~rules~~regulations governing employment relations and contracting preference within the Band’s jurisdiction;
- (b) to establish the Band’s Tribal Employment Rights Office (~~TERO~~) in order to enforce the Band’s laws governing employment preference and priority and contracting preference, and to protect the rights of all members of the Band, members of other federally recognized ~~Indian~~Native American tribes, and all other employees within the Band’s jurisdiction;
- (c) to increase the employment of members of the Band and of other federally recognized ~~Indian~~Native American tribes;
- (d) to eradicate employment discrimination, protect employees’ wages, and protect employees’ health and safety within the Band’s jurisdiction;
- (e) to provide a fair, enforceable, and effective system of preferences and priorities in contracting and sub-contracting as it relates to the provision of supplies, services, labor, and materials to the Band’s government and to Band-owned entities and other persons or entities doing business with the Band, including subcontractors of persons or entities contracting with the Band, ~~within the Band’s~~on or near the Reservation; and
- (f) to supersede all other provisions of Band law that are inconsistent with the provisions of this chapter.

§ 1003. Severability.

If any provision of this chapter, or the application thereof to any person, business, corporation, ~~circumstance, or~~ government, including any agency or political subdivision thereof, ~~or~~ ~~circumstance,~~ is held invalid, the invalidity shall not affect any other provision or application of this chapter that can be given effect without the invalid provision or application, and to this end the provisions of this chapter are declared severable.

§ 1004. Definitions.

Unless otherwise provided in this section, all words in this chapter shall be construed according to their ordinary meaning. The following terms are defined for purposes of this chapter.

- 139 (a) **“Adverse action”** means an action taken to try to keep an individual from opposing
 140 a discriminatory practice or from participating in an employment discrimination
 141 proceeding. Adverse actions include termination, refusal to hire, denial of promotion,
 142 threats, unjustified negative evaluations, unjustified negative references, increased
 143 surveillance, or any other action, such as assault or unfounded civil or criminal
 144 charge, that are likely to deter reasonable people from pursuing their rights.
 145
- 146 (b) **“Anishinaabe” or “Indigenous” or “Native” or “Native American”** refers to a
 147 member of a federally recognized Native American tribe.
 148
- 149 ~~(a)~~(c) **“Anishinaabe or Indigenous certified entity”** means an entity, certified by the
 150 TERO Commission, in which 51% or more of the ownership interests are held by
 151 one (1) or more Anishinaabe or Indigenous persons and in which daily management
 152 and control is provided by one (1) or more Anishinaabe or Indigenous persons.
 153
- 154 ~~(b)~~(d) **“Band”** means the Mille Lacs Band of Ojibwe, a federally recognized ~~Indian~~Native
 155 American tribe, and includes the Band’s government, including all branches,
 156 departments and agencies thereof, ~~and all Band-owned entities while they are~~
 157 ~~engaged in commercial or economic activities on behalf of the Band within the~~
 158 Band’s Reservation. For purposes of this chapter, the term “Band” does not include
 159 MLCV.
 160
- 161 ~~(e)~~(e) **“Commission” or “TERO Commission”** means the Commissioner of the Tribal
 162 Employee Employment Rights Office.
 163
- 164 (f) **“Commission Member” or “Member”** means a director serving on the TERO
 165 Commission, appointed under § 1011 of this chapter.
 166
- 167 (g) **“Compliance plan”** means a document submitted by all covered employers and
 168 approved by the TERO Director. The compliance plan describes the necessary
 169 qualifications for each position subject to this chapter and further details the steps
 170 that covered employers will take to ensure full TERO compliance.
 171
- 172 (h) A **“Conflict of Interest”** means a situation that occurs when a TERO Commission
 173 Member is in a position to influence a decision that may result in a personal gain
 174 for that Member or for a Member of his or her immediate family.
 175
- 176 ~~(d)~~(i) **“Contractor”** means any business, person, or government entity that has entered
 177 into a contract for the provision of goods or services on or near Band lands or with
 178 the Band or MLCV.
 179
- 180 ~~(e)~~(j) **“Core crew”** means regular, permanent employees in supervisory or other key
 181 positions where an employer would face serious financial loss if the positions were
 182 filled by persons who had not previously worked for that employer.
 183

184 (k) “Covered” means the Band, MLCV, and any other employer, contractor,
185 subcontractor, or entity doing business on or near Band lands to which the laws of
186 this Chapter shall be applied unless otherwise provided for.

187
188 (f) ~~“Covered employer” means the Band and any entity, company, contractor, sub-~~
189 ~~contractor, corporation, or other business doing business with the Band, including~~
190 ~~subcontractors of persons or entities contracting with the Band, within the Band’s~~
191 ~~Reservation that employs for wages or other remuneration two (2) or more~~
192 ~~employees.~~

193
194 (g)(l) “Days” means calendar days, including holidays and weekends, unless otherwise
195 indicated.

196
197 (h)(m) “Director” or “TERO Director” means the director of the Band’s Tribal
198 Employment Rights Office.

199
200 (i)(n) “Disability” means, with respect to an individual:

- 201
202 (1) a physical or mental impairment that substantially limits one (1) or more major
203 life activities of such individual;
204
205 (2) a record of such an impairment; or
206
207 (3) the state of being regarded as having such an impairment.

208
209 An impairment does not have to be permanent to rise to the level of a disability.
210 Temporary impairments that take significantly longer than normal to heal,
211 long-term impairments, or potentially long-term impairments of indefinite
212 duration may be disabilities if they are severe.

213
214 (j) ~~“EEOC” means the federal Equal Employment Opportunity Commission.~~

215
216 (k)(o) “Elected Officials” means the Mille Lacs Band Chief Executive, Secretary-
217 Treasurer, and District Representatives.

218
219 (p) “Employer” means any entity, company, or business that employs for wages, or
220 other remuneration, two (2) or more employees or contractors, and is doing business
221 on or near the Reservation. This includes the Band and MLCV unless otherwise
222 designated.

223
224 (q) ~~“Immediate Family” includes~~ means a person’s spouse, a person’s biological or
225 adopted child, a member of a person’s household, and a person’s mother, father, and
226 sister, and brothers siblings.

227
228 (m) ~~“Indian” means a member of a federally recognized Indian tribe.~~

229

230 (n) ~~“Indian Certified Entity” means an entity, certified by the TERO Commission, in~~
231 ~~which fifty one percent (51%) or more of the ownership interests are held by one (1)~~
232 ~~or more Indians and in which daily management and control is provided by one (1)~~
233 ~~or more Indians.~~

234
235 (r) “MLCV” means Mille Lacs Corporate Ventures (formerly known as the Corporate
236 Commission of the Mille Lacs Band of Ojibwe) as established by 16 MLBS § 101 et
237 seq., and its subsidiaries.

238
239 (s) “Nepotism” means a conflict of interest involving the hiring, employing, promoting,
240 transferring, upgrading, or recalling an immediate family member who works for the
241 Band or for MLCV.

242
243 (t) “Person” shall include any natural person and any partnership, association,
244 corporation, legal representative, trustee, or receiver.

245
246 (u) “Reasonable cause” means facts or actions that would lead a reasonable person to
247 conclude that a violation has occurred given the totality of the circumstances.

248
249 (v) “Reasonable commuting distance” means the distance that a person seeking
250 employment could reasonably commute to and from work, and for the purposes of
251 this chapter shall be 100 miles one-way.

252
253 (w) “Reservation” means all lands within the exterior boundaries of the Mille Lacs
254 Indian Band Reservation as established by the Treaty of 1855, 10 Stat. 1165, all
255 lands held in trust by the United States for the benefit of the Minnesota Chippewa
256 Tribe, the Band or individual members of the Band, which are subject to the
257 jurisdiction of the Band, and all lands owned by the Band which are located within
258 one (1) of the districts designated in 2 MLBS § 11.

259
260 (x) “Substantial benefit” means a significant and appreciable advantage or positive
261 outcome.

262
263 (y) “TERO” means the Band’s Tribal Employment Rights Office established by this
264 chapter.

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266
267 **Section 2. Amending Title 15, chapter 4, subchapter 2.**

268
269 **§ 1011. TERO Commission and Recusal of Commission Members.**

270
271 (a) **TERO Commission Members.** ~~The TERO shall be managed by the TERO~~
272 Commission is a governing board and shall provide oversight of TERO in accordance
273 with this chapter. At all times there shall be at least one (1) ~~commission member~~
274 on the Commission from each Band district established by 2 MLBS § 11. The

275 Commission shall consist of seven (7) ~~commission-M~~members as appointed under
276 paragraph (1) below. Four (4) Board Members shall constitute a quorum.

277
278 (1) Appointment Process; Terms.

279
280 (i) The Chief Executive shall nominate four (4) individuals and submit
281 their names to the Secretary-Treasurer. Within 15 business days after
282 receipt of the nominations by the Secretary-Treasurer, the Secretary-
283 Treasurer shall ratify two (2) of the four (4) nominees to be Members
284 of the Board.

285
286 (ii) Each District Representative shall nominate two (2) individuals and
287 submit their names to the Chief Executive. Within 15 business days
288 after receipt of the nominations by the Chief Executive, the Chief
289 Executive shall ratify one (1) of the two (2) nominees to be a Member
290 of the Board.

291
292 (iii) The Secretary-Treasurer shall nominate four (4) individuals and
293 submit their names to the Chief Executive. Within 15 business days
294 after receipt of the nominations by the Chief Executive, the Chief
295 Executive shall ratify two (2) of the four (4) nominees to be Members
296 of the Board.

297
298 (iv) If the Chief Executive or the Secretary-Treasurer do not ratify one (1)
299 from any of the nominations sent to them within the time prescribed,
300 then the Band Assembly shall select such member by majority vote.

301
302 ~~(i)~~(v) If any elected official does not submit a nomination within 30
303 calendar days after a vacancy has occurred, then the Band Assembly
304 shall nominate two (2) individuals by majority vote and submit their
305 names to the Chief Executive for ratification to the Board within ten
306 (10) calendar days of receipt.

307
308 (vi) No member shall take office until swearing to the oath of office
309 pursuant to 2 MLBS § 8.

310
311 ~~(2)~~(vii) Each member shall be appointed using the following process: The
312 elected officials shall each nominate two (2) individuals and submit
313 their names to the Mille Laes Band Parliamentarian. The Chief
314 Executive and Secretary-Treasurer of the Band shall each nominate
315 two (2) additional individuals and submit their names to the Mille Laes
316 Band Parliamentarian. Within ten (10) calendar days after receipt of
317 the nominations, the elected officials shall convene and vote on one (1)
318 of the two (2) nominees submitted from each elected official to be a
319 member of the Commission. Members appointed by the Chief

320 Executive and District 1 Representative shall serve until December 1,
321 2018, and Members appointed by the Secretary-Treasurer, District II
322 Representative, and District III Representative shall serve until
323 December 31, 2020. Any subsequent appointment, other than to fill a
324 vacancy that occurs prior to the end of a term, shall be for four (4)
325 years.
326

327 ~~(3)~~(2) **Qualifications.** ~~Commissioners~~Commission Members shall be public officials
328 subject to the ~~Mille Laes-Band's Title 6 Ethics Code in 6 MLBS §§ 1151-~~
329 ~~1163.~~ At least three (3) of the ~~Commissioners~~Members shall have education
330 or experience in one (1) or more of the following areas:
331

- 332 (i) human resources;
- 333
- 334 (ii) tribal employment rights;
- 335
- 336 (iii) construction management;
- 337
- 338 (iv) career development and training;
- 339
- 340 ~~(iv)~~(v) regulatory enforcement; or
- 341
- 342 (vi) auditing or investigations.
- 343

344 ~~(4)~~(3) **Officers.** The TERO Commission Members shall select a Chairperson, Vice-
345 Chairperson, and Secretary at the first meeting of the Commission, and
346 annually thereafter. The Chairperson shall preside at all meetings of the
347 Commission and shall be authorized to sign required documents in
348 accordance with the powers of the Commission.
349

350 (b) **Recusal of Commission Members.** When confronted with a conflict of interest,
351 TERO Commission Members shall announce the nature of the conflict and recuse
352 themselves from any corresponding vote.
353

354
355 **§ 1012. Powers and Duties of the TERO Commission, and; Compensation.**
356

- 357 (a) The TERO Commission has the full power, jurisdiction, and authority:
358
 - 359 (1) to take all actions necessary and appropriate to implement the provisions of
360 this chapter;
 - 361
 - 362 (2) to interpret this chapter and any regulations adopted hereunder, subject to
363 judicial review;
364

- 365 ~~(2)~~(3) to approve or reject any and all ~~rules, regulations, and guidelines~~ formulated
366 by the Director to carry out the provisions of this chapter and to approve or
367 reject the amendment or rescission of any such ~~rules, regulations, or~~
368 ~~guidelines~~, provided that, except when an emergency exists, the TERO
369 Commission shall provide the public an opportunity to comment at a meeting
370 of the TERO Commission before approving any such ~~rules, regulations, or~~
371 ~~guidelines~~ or amendments or rescissions thereof;
- 372
- 373 (4) to approve or reject the use of TERO funds through the approval of the
374 TERO budget, with ratification by the Band Assembly and Chief Executive
375 under 3 MLBS § 3(b), and any subsequent amendments or modifications that
376 may be required to carry out the provisions of this chapter;
- 377
- 378 ~~(3)~~(5) to conduct hearings in accordance with such rules of practice and procedure
379 as may be adopted by the TERO Commission after providing the public an
380 opportunity to comment ~~on them~~ at a meeting of the TERO Commission;
- 381
- 382 ~~(4)~~(6) to order any relief or sanctions authorized by this chapter, and to petition the
383 ~~Mille Laes Band's~~ Court of Central Jurisdiction for such orders to enforce the
384 decisions of the TERO Commission and any sanctions imposed by the TERO
385 Commission, if necessary;
- 386
- 387 ~~(5)~~(7) to make recommendations to the Band Assembly ~~on~~ regarding amendments to
388 this chapter;
- 389
- 390 ~~(6)~~(8) to establish a system for certifying firms as Indian Anishinaabe or Indigenous-
391 o-Owned bBusinesses or Mille Laes Band- oOwned businesses;
- 392
- 393 ~~(7)~~(9) to maintain a list of cCertified bBusinesses;
- 394
- 395 ~~(8)~~(10) to assist enrolled Band mMembers in obtaining certification;
- 396
- 397 ~~(9)~~(11) to ensure the TERO Director is coordinating training and mentorship
398 programs for enrolled Band mMembers and Indians Anishinaabe or
399 Indigenous people;
- 400
- 401 ~~(10)~~(12) to monitor all contracting activities on Band Lands in consultation with
402 the elected officials;
- 403
- 404 ~~(11)~~(13) to inform the Band government, Band entities, employers, and
405 contractors and assist in presentations to the public on the requirements of
406 this chapter with respect to Indian Anishinaabe or indigenous employment
407 and contact preference and priority requirements;
- 408
- 409 ~~(12)~~(14) to oversee the cCertified bBusinesses receiving invitations to bid on
410 contracts;

- 411
- 412 ~~(13)~~(15) ~~to establish~~ ensure the TERO director establishes, oversees, and regularly
- 413 updates a comprehensive Band labor surplus pool and refers enrolled Band
- 414 Members and other Indians Anishinaabe or Indigenous people to an
- 415 eEmployer or cContractor for employment considerations;
- 416
- 417 ~~(14)~~(16) to assist procurement officers or delegated agents in the designation of
- 418 contracts appropriate for the set aside program;
- 419
- 420 ~~(15)~~(17) to develop and maintain an audit and reporting system which measures
- 421 the effectiveness of the Indian Preference Policy preference and priority
- 422 policy in this chapter in meeting its employment preference and priority goals
- 423 and objectives;
- 424
- 425 ~~(16)~~(18) to establish procedures for TERO’s regulatory proceedings;
- 426
- 427 ~~(17)~~(19) to establish procedures, forms, and policies necessary to carry out the
- 428 purposes of the chapter; and
- 429
- 430 ~~(20)~~ to enforce any employment and procurement laws and regulations, policies,
- 431 and procedures in accordance with this chapter.
- 432

433 (b) Compensation. Commission ~~M~~members may receive a stipend for attendance at

434 regular and special meetings in the amount of \$400.00 per meeting, but payment of

435 such stipend shall be limited to two (2) meetings per month~~their services at a rate~~

436 ~~established by the Band Assembly.~~ Commissioners Members shall be reimbursed for

437 actual expenses incurred on Commission business, including necessary travel

438 expenses, in a manner consistent with applicable Band policies and procedures.

439 Compensation for the attendance of trainings and conferences shall be considered a

440 separate meeting for each day.

441

442

443 **§ 1013. Tribal Employment Rights Office; Director.**

444

445 There is hereby established the Tribal Employment Rights Office as an agency of ~~the Mille Laes~~

446 ~~Band of Ojibwe government~~ the Tribal Employment Rights Office (also known as “TERO”).

447 The TERO Director ~~of the TERO~~ shall be an employee of ~~the TERO~~ under the direct

448 supervision of the TERO Commission and shall have the powers and duties prescribed in § 1014

449 of this ~~sub~~chapter.

450

451

452 **§ 1014. Powers and Duties of TERO Director.**

453

454 The Director shall have the following powers and duties:

455

- 456 (a) to formulate, amend, and rescind regulations ~~and, rules, and guidelines~~ necessary to
457 carry out the provisions of this chapter, subject to the approval of the
458 ~~Board~~Commission;
- 459
- 460 (b) to implement and enforce the provisions of this chapter, as well as any properly
461 adopted regulations, ~~rules, guidelines, and orders~~;
- 462
- 463 (c) to hire staff, expend designated funds from ~~an approved~~ a budget approved by the
464 TERO Commission, with ratification by the Band Assembly and Chief Executive
465 under 3 MLBS § 3(b), and obtain and expend funding from federal, state, and other
466 sources;
- 467
- 468 (d) to maintain a list of current ~~c~~Covered ~~e~~Employers, current employer permits and
469 work permits issued, and current ~~Indian~~Anishinaabe or Indigenous ~~c~~Certified
470 ~~e~~Entities;
- 471
- 472 (e) to maintain a record of all contracting projects subject to this chapter and the TERO
473 fees assessed for each project;
- 474
- 475 ~~(f)~~ to approve or deny compliance plans submitted by covered employers;
- 476
- 477 ~~(f)(g)~~ to process applications for certification of ~~Indian~~Anishinaabe or Indigenous
478 ~~c~~Certified ~~e~~Entities by the ~~Board~~Commission;
- 479
- 480 ~~(g)(h)~~ to grant TERO permits and collect TERO fees as authorized by this chapter, and to
481 report to the Commission on a quarterly basis the total fees collected as well as the
482 fee amounts collected from each employer;
- 483
- 484 ~~(i)~~ to report quarterly at a Band Assembly meeting and to the Chief Executive's Office
485 on a quarterly basis the total fees collected as well as the fee amounts collected from
486 each employer;
- 487
- 488 ~~(h)(j)~~ to establish training, mentorship, and workforce development programs, in
489 conjunction with the Mille Lacs other Band Department of Labor programs, for Band
490 members and other ~~Indians~~Anishinaabe or Indigenous people to assist them in
491 obtaining and retaining employment;
- 492
- 493 ~~(k)~~ to establish and maintain a Band labor surplus pool and refer enrolled Band members
494 and other Anishinaabe or Indigenous people to an employer or contractor for
495 employment considerations;
- 496
- 497 ~~(i)(l)~~ to process applications for and maintain a list of Band members and other
498 ~~Indians~~Anishinaabe or Indigenous people living on or near the Reservation who are
499 available for employment and to assist such persons with job placement; and
- 500

501 (m) to contract with federal and state entities for the provision of additional job
502 procurement services and funding consistent with the purposes of this chapter.

503
504 (n) to coordinate training and mentorship programs for enrolled Band members and
505 Anishinaabe or Indigenous people;

506
507 (j)(o) to enforce the provisions of this Chapter against the Band or MLCV in the Courts of
508 the Band after the disinterested members of the Commission determine that the anti-
509 nepotism rules of this Chapter have been violated.

510
511

512 **§ 1015. Intergovernmental Relationships.**

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514 The TERO Commission, acting through the Director, is authorized, ~~with the written concurrence~~
515 ~~of the Commissioner of Administration,~~ to enter into cooperative relationships with federal
516 employment rights agencies, ~~such as including but not limited to the EEOC~~ federal Equal
517 Employment Opportunity Commission and the Office of Federal Contract Compliance
518 Programs (~~OFCCP~~), and with state employment rights agencies, such as the Human Rights
519 Commission, in order to eliminate discrimination against ~~Indians~~ Anishinaabe or Indigenous
520 people on and off the Reservation, as well as to develop training programs for
521 Indians Anishinaabe or Indigenous people. The Director may also, ~~with the written concurrence~~
522 ~~of the Commissioner of Administration,~~ enter into cooperative relationships with federal
523 agencies, including but not limited to the Bureau of Indian Affairs, the Department of Labor, the
524 Federal Highway Administration, and the Internal Revenue Service, in order to implement any
525 federal employment or other workforce rights, authorities, or requirements as such agency may
526 lawfully delegate to the Band.

527
528

529 **Section 3. Amending Title 15, chapter 4, subchapter 3.**

530

531 **§ 1021. ~~Indian~~ Anishinaabe or Indigenous Preference ~~and Priority in Employment~~ Hiring.**

532

533 (a) All covered employers shall give preference to Anishinaabe or Indigenous ~~Indians~~
534 people living on or near the Reservation in the hiring, promotion, training, and all
535 other aspects of employment ~~within the boundaries of~~ on or near the Reservation,
536 provided that these individuals have the necessary qualifications. The priority for
537 ~~Indian~~ Anishinaabe or Indigenous hiring preference is as follows:

538

539 (1) Mille Lacs Band Member;

540

541 (2) First generation Band member descendant;

542

543 (2)(3) ~~member of another federally recognized~~ Indian Native American Tribe; and

544

545 (3)(4) all others.

546

547 (b) Every covered employer shall encourage ~~Indians~~Anishinaabe or Indigenous people
548 to seek promotional opportunities. For every opening in a supervisory position, the
549 employer shall inform ~~Indian~~Anishinaabe or Indigenous workers about the position
550 and encourage them to apply.

551
552 (c) No covered employer shall be permitted to maintain a position that no employment
553 opportunities exist in the fulfillment of any said contract in order to evade the
554 provisions of this section. The covered employer shall develop a goal statement
555 which is subject to advance approval by the TERO Director prior to the
556 commencement of any work. Additionally, no goal statement shall be approved
557 which contains less than ~~fifty percent (50%)~~ for each construction operation in
558 Indian Anishinaabe or Indigenous employment opportunities pursuant to any
559 contract.

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561

562 **§ 1022. Covered ~~Employer's Contractor's~~ Responsibilities.**

563

564 All covered contractors shall give preference to Anishinaabe or Indigenous people who apply for
565 employment or are employed by the contractor in hiring, training opportunities, and promotions
566 when such Anishinaabe or Indigenous applicants or employees are similarly qualified for the
567 position for which such hiring, training, or promotion is undertaken. The following procedures
568 shall be observed by all covered contractors involving employment within the meaning of this
569 Chapter, regardless of whether such performance occurs on or off the Reservation:

570

571 (a) Covered ~~employers~~contractors shall notify the TERO Director of openings in
572 employment positions subject to this chapter and provide job descriptions for such
573 openings at or before the time ~~at~~in which they advertise the openings. Job
574 descriptions shall not be written in a way to unnecessarily exclude Band members or
575 other ~~Indians~~Anishinaabe or Indigenous people from employment.

576

577 (b) All covered ~~employers~~contractors shall define in writing the title, necessary
578 qualifications, time and place of employment, and the rate of pay and fringe benefits
579 for each employment position in their work force that is subject to this chapter,
580 which shall be provided to the TERO Director as part of their compliance plan and
581 to applicants upon request.

582

583 (c) All covered ~~employers~~contractors shall comply with this chapter, all ~~rules and~~
584 regulations relating to it, and all guidelines and orders of the TERO Director.

585

586 (d) The requirements in this chapter shall not apply to any direct employment by the
587 ~~F~~federal or a state government or their agencies or subdivisions. However, such
588 requirements shall apply to all contractors or grantees of such governments and to all
589 commercial enterprises operated by such governments when they are doing business
590 with the Band within a reasonable commuting distance from the ~~R~~Reservation as
591 defined in this Chapter.

592

- 593 (e) Covered ~~employers-contractors~~ shall include and specify an IndianAnishinaabe or
594 Indigenous employment preference and priority policy statement in all job
595 announcements and advertisements and all employer policies that are subject to this
596 chapter.
- 597
- 598 (f) Covered ~~employers-contractors~~ shall post in a conspicuous place on their premises
599 for their employees and applicants an IndianAnishinaabe or Indigenous preference
600 and priority policy notice prepared or approved by the TERO Director.
- 601
- 602 (g) Covered ~~contractors-employers, except for construction contractors,~~ shall advertise
603 and ~~announc~~enotify the TERO Director of all openings in employment positions
604 subject to this chapter for publication on the Mille Laes Band Website. ~~Construction~~
605 ~~contractors, prior to starting work within the Reservation, shall provide a TERO~~
606 ~~eCompliance pPlan for the project to the TERO Ddirector.~~
- 607
- 608 (h) Covered ~~employers-contractor~~ shall use non-discriminatory job qualifications and
609 selection criteria in filling employment positions subject to the requirements of this
610 chapter. No covered ~~employer-contractor~~ shall use any job qualification criteria that
611 is unreasonable and unnecessary for the job function or that is otherwise intended to
612 interfere with or frustrate the serve as barriers to IndianAnishinaabe or Indigenous
613 preference or priority in employment intended by this Chapter, unless the covered
614 employer can demonstrate that such criteria or requirements are required by business
615 necessity.
- 616
- 617 (i) Regardless of the qualifications of any non-IndianNative applicant, any
618 IndianAnishinaabe or Indigenous person who demonstrates the necessary
619 qualifications for an employment position subject to this chapter:
- 620
- 621 (1) shall be selected by covered ~~employers-contractors~~ in the case of hiring,
622 promotion, transfer, upgrading, recall, and other employment opportunities
623 with respect to such position; and
- 624
- 625 (2) shall be retained by covered ~~employers-contractors~~ in the case of a reduction
626 in force affecting a certain class of positions until all non-Indians Natives
627 employed in that class of positions are laid-off.
- 628
- 629

630 **§ 1023. Core Crew.**

631

- 632 (a) Covered employers, may, if necessary, designate a core crew, which is exempt from
633 the IndianAnishinaabe or Indigenous preference and priority requirements of this
634 chapter.
- 635
- 636 (b) If a core crew is necessary, such core crew shall not exceed ~~twenty five percent~~
637 ~~(25%)~~ of the total employees of the project or /jobsite, except as otherwise provided
638 in subsection (c) of this section.

639
640 (c) The ~~TERO D~~irector may, at ~~his or her~~her or his discretion, grant a covered
641 employer a larger core crew designation upon a satisfactory demonstration by the
642 covered employer that a larger core crew is necessary due to unique or specialized
643 positions that are essential for the operation of the business. A covered employer
644 may appeal the decision of the ~~D~~irector to the ~~Board~~TERO Commission.
645

646
647 **§ 1024. ~~Indian~~Anishinaabe or Indigenous Preference in Contracting.**
648

649 (a) To the extent provided in § 1026 of this chapter, all covered employers shall give
650 preference in contracting and subcontracting to ~~Indian~~Anishinaabe or Indigenous
651 certified entities.
652

653 (b) If one (1) or more qualified ~~Indian~~Anishinaabe or Indigenous certified entities
654 submit a bid that is within ~~ten (10%) percent~~ of the lowest competitive bid, the
655 covered employer shall give ~~one of the~~ qualified ~~Indian~~Anishinaabe or Indigenous
656 certified entities submitting such a bid the opportunity to negotiate an acceptable bid.
657

658 (c) In accordance with §§ 1012 and 1014 of this chapter, the ~~TERO D~~irector shall
659 formulate and the ~~Board~~Commission shall approve regulations providing guidance
660 on implementing the requirements of this section and for implementing
661 ~~Indian~~Anishinaabe or Indigenous contracting preference when the awarding entity
662 uses a method other than competition to select a contractor.
663

664 (d) Whenever feasible, the covered employer shall submit to the ~~TERO D~~irector, at
665 least ~~thirty (30) calendar~~ days in advance of the deadline for the submission of bids
666 for a contract or subcontract, a list of all related contracts and subcontracts
667 contemplated by the covered employer in order to enable the ~~D~~irector to give
668 ~~Indian~~Anishinaabe or Indigenous ~~c~~Certified ~~e~~Entities the opportunity to prepare bids
669 for such related contracts and subcontracts.
670

671 (e) Any covered employer or ~~Indian~~Anishinaabe or Indigenous certified entity entering
672 into a contract under the ~~Indian~~Anishinaabe or Indigenous preference provisions of
673 this chapter consents to the jurisdiction of the Band's Court of Central Jurisdiction
674 for purposes of resolving any dispute arising under such contract, provided that
675 nothing in this subsection shall waive the sovereign immunity of the Band.
676

677
678 **§ 1025. ~~Indian~~Anishinaabe or Indigenous Certified Entities.**
679

680 The ~~Board~~TERO Director shall establish for approval by the TERO Commission a system for
681 certifying firms as ~~Indian~~Anishinaabe or Indigenous certified entities. This system shall include
682 detailed provisions to ensure that entities that are not truly 51% or more owned by
683 ~~Indians~~Anishinaabe or Indigenous people, or in which daily management and control is not

684 provided by ~~Indians~~IndianAnishinaabe or Indigenous people, are not granted ~~IndianAnishinaabe or~~
685 Indigenous preference certification.

686
687

688 **§ 1026. Applicability of IndianAnishinaabe or Indigenous Preference in Contracting.**

689

690 (a) Except as otherwise provided in this section, the ~~IndianAnishinaabe or Indigenous~~
691 preference in contracting required under § 1024 of this chapter shall apply ~~only~~ to
692 contracts and subcontracts to be performed on or near the Reservation and shall not
693 apply to the delivery of goods from a location outside the Reservation.

694

695 (b) Notwithstanding any other provision in this chapter, the ~~IndianAnishinaabe or~~
696 Indigenous preference in contracting required under § 1024 of this chapter shall not
697 apply to any contracts or subcontracts where the ~~Board~~TERO Commission
698 determines that application of that preference is specifically prohibited by federal
699 law.

700

701 (c) The ~~IndianAnishinaabe or Indigenous~~ preference in contracting required under
702 § 1024 of this chapter shall not apply to contracts awarded by the federal or a state
703 government or their agencies or subdivisions. However, the ~~IndianAnishinaabe or~~
704 Indigenous preference in contracting required under § 1024 of this chapter shall
705 apply to all subcontracts awarded by a federal or state contractor or grantee that is a
706 covered entity, whether or not the prime contract was subject to that preference,
707 except when the Board determines that application of that preference to that entity is
708 specifically prohibited by federal law.

709

710

711 **§ 1027. Other Preference and Priorities to be Consistent.**

712

713 Any provision for ~~IndianAnishinaabe or Indigenous~~ preference or priority in employment or
714 contracting contained in any Band policy, including any MLCV policy ~~of the Corporate~~
715 ~~Commission~~, must be consistent with the ~~IndianAnishinaabe or Indigenous~~ preference and
716 priority in §§ 1021 and 1024, which provide first priority to ~~Mille Laes~~enrolled Band members,
717 second priority to first-generation Band descendants, third priority to members of another
718 federally recognized ~~Indian~~Native American tribe, and ~~third-fourth~~ priority to all others.

719

720

721 **Section 4. Amending Title 15, chapter 4, subchapter 4.**

722

723 **§ 1031. Fees.**

724

725 Except as otherwise provided in § 1032 of this chapter, and ~~except as~~unless specifically
726 prohibited by federal law, the following fees are assessed on covered employers, other than the
727 Band and MLCV, for the privilege of doing business with the Band or MLCV ~~within~~on or near
728 the Reservation and to raise revenue for the operation of the TERO ~~office~~ and the enforcement
729 of this chapter.

730

731 (a) Every covered employer, other than the Band and MLCV, that enters into a contract
732 with the Band or MLCV totaling \$25,000.00 or more shall pay a one-time project fee
733 of ~~0~~1.5% of the total amount of the contract. The covered employer shall pay the full
734 amount of the fee before commencing work on the Reservation under the contract,
735 provided that the TERO Director may, for good cause shown by the covered
736 employer, authorize the fee to be paid in installments over the life of the contract,
737 and provided further that if the total amount of the contract is subsequently
738 increased, the covered employer shall pay the additional amount due ~~(0.5% of the~~
739 ~~increased amount of the contract)~~ at the time of the increase. In all cases, the full
740 amount shall be paid by the ~~contractor~~ covered employer upon the last pay
741 application. A covered employer other than the Band and MLCV that enters into a
742 contract with the Band or MLCV for less than \$25,000.00 shall pay the ~~0~~1.5% fee on
743 the total amount of the contract if the contract is amended or enlarged to \$25,000.00
744 or more within one (1) year after it was entered into. The fee imposed by this
745 paragraph does not apply to a covered employer that enters into a subcontract made
746 under a contract with the Band or MLCV where the fee has been paid on the total
747 amount of such contract.
748

749 (b) All covered employers ~~other than the Band~~ shall, as a condition of doing business on
750 or near the Reservation under a contract with the Band, consent to the Band entity
751 awarding the contract paying the fee imposed under subsection (a) of this section
752 directly to the TERO prior to the commencement of work under the contract and
753 subtracting the amount of the fee from the payments due to the covered employer
754 under the contract. Prior to making the payment, the Band entity awarding the
755 contract shall provide the ~~contractor~~ employer with a form prepared by the TERO, in
756 which the ~~contractor~~ employer grants its consent to the payment of the TERO fee
757 based on the amount it is entitled to receive from the Band entity. An ~~contractor~~
758 employer shall not be permitted to commence work on or near the Reservation until
759 it has executed this form, provided that this provision shall not apply if the
760 imposition of the fee with respect to the ~~contractor~~ employer is prohibited by federal
761 law.
762

763 (b)(c) If a covered employer has entered into a contract in the amount of \$25,000.00 or
764 more prior to September 30, 2026, but has not commenced the work under that
765 contract, the 1.5% fee shall be applied. If work has commenced prior to that date, the
766 fee shall remain at 0.5%.
767
768

769 § 1033. Fee Collection and Expenditure.

770
771 (a) ~~The TERO fees shall be collected by the director pursuant to TERO regulations. The~~
772 TERO fees shall be paid over to automatically withheld by the Band's Office of
773 Management and Budget (OMB) and shall be credited to the TERO account. These
774 funds shall be expended solely by the TERO, pursuant to a duly approved budget in
775 order to carry out the purposes of this chapter.
776

777 (b) The TERO Director Office, in conjunction with the Band's Department of
778 Labor, shall prepare a quarterly report as to all employment and training
779 expenditures. The report shall be made available to the legislative branch and
780 executive branch Band Assembly, Chief Executive, and TERO Commission each
781 calendar quarter.
782
783

784 **Section 5. Amending Title 15, chapter 4, subchapter 5.**

785
786 **§ 1041. Compliance Plan.**

787
788 (a) All covered employers, other than the Band, inclusive of construction contractors,
789 shall, no less than ten (10) business days prior to commencing business on or near
790 the R~~e~~reservation, prepare and submit to the TERO D~~e~~irector for her or his approval a
791 plan setting out how the employer it will comply with the requirements of this
792 chapter and its implementing regulations regarding Indian Anishinaabe or Indigenous
793 employment and Indian Anishinaabe or Indigenous contracting preference and
794 priority.
795

796 (b) A MLCV and all Band-owned entities, shall, no less than ten (10) business days
797 prior to entering into a contract with a non-Band contractor to be performed on or
798 near the R~~e~~reservation, prepare and submit to the TERO D~~e~~irector for her or his
799 approval a plan setting out how MLCV or the Band-owned entity will comply with
800 the requirements of this chapter and its implementing regulations regarding
801 Indian Anishinaabe or Indigenous employment and Indian Anishinaabe or Indigenous
802 contracting preference and priority in connection with such contract.
803

804 (c) A covered employer already doing business on or near the R~~e~~reservation on the
805 effective date of this chapter that has not prepared a compliance plan that has been
806 approved by the TERO D~~e~~irector under this section shall come into compliance with
807 the requirements of this section within thirty (30) business days of the effective date
808 of this chapter.
809

810 (d) The payroll records of all covered employers other than the Band shall be submitted
811 to the TERO D~~e~~irector within thirty (30) business days of his or her request. Any
812 covered employer required to submit a certified payroll pursuant to federal law under
813 the Davis-Bacon Act shall submit a copy of this certified payroll record to the TERO
814 D~~e~~irector.
815

816 (e) All covered employers other than the Band are required to report relevant changes
817 regarding their employees and employment positions to the TERO D~~e~~irector when
818 they submit the payroll records to the D~~e~~irector under subsection (d~~b~~) of this section,
819 including but not limited to new positions, terminations, layoffs, promotions, and
820 retirements.
821

822 (f) MLCV shall include in its plan(s) any good faith compliance efforts it will make to
823 provide opportunities for hiring, career development, and promotion of Anishinaabe
824 or Indigenous people, including:

825
826 (1) the active advertisement of positions through Band media outlets,
827 participation in Tribal job fairs, and regular reporting of position openings to
828 the TERO;

829
830 (2) the creation of career-development plans for Anishinaabe or Indigenous
831 employees, use of training or mentorship programs to encourage employee
832 engagement and advancement, and providing clear pathways to promotion;
833 and

834
835 (3) the compliance of its contractors or subcontractors pursuant to § 1022.
836

837
838 **§ 1044. Model Language.**
839

840 In order to implement the requirements of §§ 1042 and 1043 of this chapter, the TERO
841 Director shall provide to the covered employer:

- 842
843 (a) model language that shall be included in the notice to prospective contractors and
844 subcontractors, informing them of the requirements established by this chapter; and
845
846 (b) model language to be included in each contract and subcontract, imposing the
847 requirements set out in this chapter as terms of the contract.
848

849
850 **§ 1045. TERO Approval of Notices of Contracts and Contracts Awarded by Covered**
851 **Employers.**
852

853 Each covered employer, prior to issuing notice of a contract to prospective contractors or
854 subcontractors and prior to awarding a contract or subcontract, shall submit the proposed notice
855 and, contract or subcontract to the TERO Director for approval.
856

857
858 **Section 6. Amending Title 15, chapter 4, subchapter 6.**
859

860 **§ 1051. Prohibited Discrimination.**
861

862 Except as necessary to comply with the ~~Indian~~ Anishinaabe or Indigenous employment
863 preference priorities in subchapter 3 of this chapter, it shall be unlawful for a covered employer
864 to do any of the following acts wholly or partially based on the actual or perceived race, color,
865 religion, national origin, sex, age, sexual orientation, or political affiliation of any individual,
866 unless such characteristic is a bona fide occupational qualification:
867

- 868 (a) fail or refuse to hire, or discharge, any individual, or otherwise discriminate against
869 any individual, with respect to ~~his or her~~ or his compensation, terms and
870 conditions, or privileges of employment, including promotion;
871
872 (b) discriminate in recruiting individuals for employment; or
873
874 (c) limit, segregate, or classify employees in any way that would tend to deprive them of
875 employment opportunities.
876

877
878 **§ 1052. Religious Accommodation.**
879

880 It shall be an unlawful discriminatory practice for a covered employer to refuse to make a
881 reasonable accommodation for an employee's religious or spiritual observance, unless doing so
882 would cause undue hardship to the employer as determined by the TERO Director. A reasonable
883 religious accommodation is any adjustment to the work environment that will allow the
884 employee to practice ~~his or her~~ or his religion, such as flexible scheduling, voluntary
885 substitutions or swaps, job reassignments, and lateral transfers, if approved by the authorized
886 supervisor in accordance with the Band's Personnel Policy Manual. An accommodation would
887 cause an employer undue hardship when ~~the accommodation~~ would require more than ordinary
888 administrative costs, diminish efficiency in other jobs, infringe on other employees' job rights or
889 benefits, impair workplace safety, cause co-workers to carry the accommodated employee's
890 share of potentially hazardous or burdensome work, or conflict with another applicable law or
891 regulation.
892

893
894 **§ 1053. Discrimination Based on Disability.**
895

- 896 (a) It shall be unlawful for a covered employer to discriminate in any aspect of
897 employment against a qualified individual with a disability because of that disability.
898 However, it is not unlawful for a covered employer to use employment qualification
899 standards, tests, or selection criteria that are job-related and consistent with business
900 necessity that make an individual with a disability ineligible for an employment
901 position where the individual could not perform the job even with reasonable
902 accommodation. Nothing in this section shall prohibit a covered employer from
903 refusing to hire an individual with a disability for or from discharging such an
904 individual from an employment position if the individual, because of the disability, is
905 unable to perform the duties of the position, would perform the duties in a manner
906 that would endanger the health and safety of the individual or others, or is unable to
907 be at or go to or from the place at which the position is located.
908
909 (b) Subject to the provisions of subsection (c) of this section, a reasonable
910 accommodation for an individual's disability may include but is not limited to
911 making facilities readily accessible to and usable by disabled persons, job
912 restructuring, modifying work schedules, reassignment to a vacant position,

913 acquisition or modification of equipment or devices, and the provision of aides on a
914 temporary or periodic basis.

915
916 (c) An accommodation is not required if it would impose an undue hardship on the
917 employer's operation. In determining whether an undue hardship exists,
918 employers TERO may consider:

- 919
920 (1) the overall size of the business or organization with respect to the number of
921 employees and the number and type of facilities;
922
923 (2) the type of the operation, including the composition and structure of the work
924 force, and the number of employees at the location where the employment
925 would occur;
926
927 (3) the nature and cost of the accommodation;
928
929 (4) the reasonable ability to finance the accommodation at each site of business;
930 and
931
932 (5) documented good-faith efforts to explore less restrictive or less expensive
933 alternatives, including consultation with the disabled person or with
934 knowledgeable disabled persons or organizations.
935

936
937 **Section 7. Amending Title 15, chapter 4, subchapter 7.**

938
939 **§ 1061. Minimum Wage.**

940
941 ~~Any employee who is employed by a covered employer shall be paid an hourly wage of not less~~
942 ~~than \$7.50 per hour or the current United States Federal Government's minimum wage~~
943 ~~requirement, whichever is higher~~ Beginning October 1, 2026, covered employers shall pay each
944 employee wages at a rate that is at least 10% greater than the State minimum wage rate
945 established pursuant to Minn. State. § 177.24.
946

947
948 **§ 1062. Prevailing Wage.**

949
950 All covered employers are required to compensate ~~construction laborers~~ employees or
951 contractors according to the prevailing wage set by the U.S. Department of Labor according to
952 the Davis-Bacon Act for the county in which the work shall commence, unless the
953 ~~Board~~ Commission implements Band prevailing wage rates by rule, regulation, or guideline, in
954 which case the Band prevailing wage determination shall apply.
955

956
957 **§ 1063. Maximum Hours.**

958

959 No covered employer shall employ any of its employees for a work week longer than ~~forty (40)~~
960 hours unless such employee receives compensation for the additional hours at a rate not less
961 than one and one-half times the regular rate at which the employee is normally compensated.
962

963
964 **§ 1064. Holiday Pay.**

965
966 Beginning October 1, 2026, no covered employer shall require employees to work on a paid
967 holiday unless such employee receives compensation for the holiday work at a rate of not less
968 than double the regular rate at which the employee is normally compensated. Covered
969 employers shall set their own holiday schedule for purposes of this section.
970

971
972 **§ 10687. Guidance.**

973
974 For the purposes of interpreting this subchapter only, the ~~Board~~TERO Commission and the
975 Band’s Court of Central Jurisdiction may look to the Federal Fair Labor Standards Act (~~FLSA~~)
976 of 1938, 29 U.S.C., §§ 201-219, its implementing regulations, and related case law for
977 persuasive guidance, provided that nothing in this section shall be construed as an adoption by
978 the Band of that Act or its implementing regulations.
979

980
981 **§ 10698. Fringe Benefits.**

982
983 A covered employere must give an employee engaged in construction the option of electing to
984 receive any amount to which he or she is entitled as prevailing wage fringe benefits as a part of
985 her or his hourly pay unless it is determined that the application of this provision is specifically
986 prohibited by ~~f~~Federal law. The prevailing wage fringe benefits to which the employee is
987 entitled shall include, but not be limited to, the fringe benefit determination made by the U.S.
988 Secretary of Labor pursuant to the ~~Federal~~-Davis--Bacon Act or by the ~~Board~~TERO
989 Commission pursuant to this chapter. Every covered employer engaged in projects subject to the
990 ~~Federal~~-Davis-Bacon Act shall offer this option to each employee at the time he or she is first
991 employed.
992

993
994 **Section 8. Amending Title 15, chapter 4, subchapter 8.**

995
996 **§ 1073. Enforcement.**

- 997
998 (a) The TERO Director is authorized to enforce the rules and regulations adopted in §
999 1072 of this chapter pursuant to the enforcement provisions set out in subchapter 9 of
1000 this chapter, to the extent her or his authority has not been preempted by ~~f~~Federal
1001 law.
1002
1003 (b) For any employer over whom the TERO Director’s authority to enforce the
1004 requirements of this subchapter has been preempted by ~~f~~Federal law and for
1005 employers within the Reservation who are not subject to the jurisdiction of the

1006 Band, the Director shall work cooperatively with federal and state officials
1007 responsible for enforcing occupational safety and health requirements applicable to
1008 such employers to ensure maximum enforcement.
1009

1010
1011 **Section 9. Amending Title 15, chapter 4, subchapter 9.**
1012

1013 **§ 1082. Investigations.**
1014

1015 (a) On her or his own initiative or on the basis of a complaint filed pursuant to § 1083 or
1016 any other provision of this chapter, the TERO Director, or any field compliance
1017 officer designated by the TERO Director, ~~shall may~~ make such public or private
1018 investigations within ~~the reservation~~ her or his jurisdiction as the director deems
1019 ~~necessary~~:

- 1020
1021 (1) to ensure compliance with a provision in this chapter;
1022
1023 (2) to determine whether any covered employer has violated any provision of this
1024 chapter or its implementing regulations; or
1025
1026 (3) to aid in prescribing rules or, regulations, ~~or policies~~ hereunder.
1027

1028 (b) Separate from acting on any complaint filed, the TERO Director shall conduct
1029 regular compliance reviews to ensure that all covered employers are complying with
1030 the requirements of this chapter.
1031

1032 (c) The TERO Director or any field compliance officer designated by the TERO
1033 Director may, provided they are clearly identified as TERO staff, enter the place of
1034 business or employment of any covered employer for the purpose of an investigation
1035 or compliance review, at said place of business or employment, in a manner
1036 consistent with good safety practices and with the orderly operation of the business
1037 activity. The TERO Director or officer may:

- 1038
1039 (1) interview any employee or agent of the covered employer;
1040
1041 (2) review and copy any documents; and
1042
1043 (3) carry out any other activity the TERO Director or officer deems necessary to
1044 accomplish the investigation or compliance review, provided that, the TERO
1045 Director or officer shall comply with the requirements of subsection (e) of
1046 this section when reviewing or copying any confidential documents.
1047

1048 (d) For the purpose of investigations, compliance reviews, or hearings, which, in the
1049 opinion of the TERO Director or the TERO Commission, are necessary and proper
1050 for the enforcement of this chapter, the TERO Director or the Chairperson of the
1051 TERO Commission may administer oaths or affirmations, subpoena witnesses, take

- 1052 evidence, and require the production of books, papers, contracts, agreements, or
1053 other documents, records, or information that the TERO Director or the TERO
1054 Commission deems relevant to the inquiry.
1055
- (e) Any state or federal tax records, trade secrets, or privileged or confidential
1056 commercial, financial, or employment information subpoenaed or otherwise obtained
1057 pursuant to the provisions of this chapter or used at a compliance hearing or
1058 subsequent appeal to the Band's Court of Central Jurisdiction:
1059
1060
- (1) shall be regarded as confidential records of the TERO Commission or the
1061 Court;
1062
- (2) shall not be opened to public inspection;
1063
- (3) shall be used only by the TERO Director, the TERO Commission, or parties
1064 to a compliance hearing or subsequent appeal to the Court; and
1065
- (4) shall be used in a manner that, to the maximum extent possible consistent
1066 with the requirement of fairness to the parties, protects the confidentiality of
1067 the documents.
1068
- (f) Any person, including but not limited to any employee or official of the Band, who
1069 willfully discloses such confidential records, except as expressly authorized by this
1070 chapter or Court order, may be subject to a civil fine not to exceed \$500.00.
1071
- (g) Documents obtained from a covered employer under this section shall be returned to
1072 the employer at the conclusion of any investigation, compliance review, or hearing,
1073 including the end of any available appeal period.
1074
1075
1076
1077
1078
1079
1080
1081

1082 **§ 1083. Complaints Against the Parties Other Than the Band or the TERO Director.**
1083

1084 Any individual, group of individuals, business, or organization that believes any covered
1085 employer, ~~other than the Band, or the director or other TERO staff,~~ has violated any requirement
1086 imposed by this chapter or any regulation issued pursuant to it, may file a complaint with the
1087 TERO Director, ~~or, if the complaint is against the director or other TERO staff, with the~~
1088 ~~chairperson of the TERO Commission.~~ The complaint shall be in writing and shall provide such
1089 information as is necessary to enable the Director ~~or an independent party appointed by the~~
1090 ~~TERO Commission~~ to carry out an investigation. Within ~~fifteen (15)~~ calendar days after receipt
1091 of the complaint, and on a regular basis thereafter, the Director ~~or the independent party~~
1092 ~~appointed by the TERO Commission~~ shall provide the complaining party with a written report
1093 on the status of the complaint. The Director ~~or the independent party appointed by the TERO~~
1094 ~~Commission~~ shall, within ~~thirty (30)~~ calendar days of the date on which a complaint is filed,
1095 complete an investigation of the complaint. Upon request, the TERO Commission may grant the
1096 Director ~~or the independent party appointed by the TERO Commission~~ an extension of no more
1097 than ~~thirty (30)~~ calendar days to complete the investigation. If, upon investigation, the Director

1098 ~~or the independent party appointed by the TERO Commission~~ has reason to believe a violation
1099 has occurred, ~~he or she~~ the Director shall proceed pursuant to the provisions of this chapter.

1100
1101

1102 **§ 1084. Complaints Against the TERO Director.**

1103

1104 Any individual, group of individuals, business, or organization that believes the TERO Director
1105 has violated any requirement imposed by this chapter or any regulation issued pursuant to it may
1106 file a complaint with the Chairperson of the TERO Commission. The complaint shall be in
1107 writing and shall provide such information as is necessary to enable the TERO Commission or
1108 an independent party appointed by the TERO Commission to carry out an investigation. Within
1109 15 calendar days after receipt of the complaint, and on a regular basis thereafter, the TERO
1110 Commission or the independent party appointed by the TERO Commission shall provide the
1111 complaining party with a written report on the status of the complaint. The TERO Commission
1112 or the independent party appointed by the TERO Commission shall, within 30 calendar days of
1113 the date on which a complaint is filed, complete an investigation of the complaint. The TERO
1114 Commission may grant itself or the independent party appointed by the TERO Commission an
1115 extension of no more than 30 calendar days to complete the investigation. If, upon investigation,
1116 the TERO Commission or the independent party appointed by the TERO Commission has
1117 reason to believe a violation has occurred, TERO Commission or independent party shall
1118 proceed pursuant to the provisions of this chapter.

1119

1120

1121 **§ 10854. Complaints Against the Band.**

1122

1123 Any individual who believes the Band, including any office, division, branch, ~~subsidiary entity,~~
1124 ~~or commercial enterprise of the Band~~ or agency, other than the TERO Director or other TERO
1125 staff, has violated any requirement imposed by this chapter or any regulation issued pursuant to
1126 it may file a complaint with the TERO Director, but only after the individual has either:

1127

1128 (a) filed a complaint with and exhausted the administrative remedies provided by the
1129 involved office, division, branch, ~~subsidiary entity,~~ or ~~commercial enterprise of the~~
1130 ~~Band~~ or agency; or

1131

1132 (b) filed a complaint with the involved office, division, branch, ~~subsidiary entity,~~ or
1133 ~~commercial enterprise~~ or agency of the Band and 30 calendar ~~sixty (60)~~ days have
1134 passed since filing and no meaningful action has been taken on the complaint by that
1135 office, division, ~~subsidiary entity,~~ or ~~commercial enterprise~~ or agency.

1136

1137 Upon receiving a complaint that meets the requirements of this section, the Director shall
1138 proceed in the same manner as he or she would on a complaint filed pursuant to § 1083 of this
1139 chapter, except that the Director and the TERO Commission shall take into consideration any
1140 written decision concerning the complaint issued by the office, division, branch, ~~subsidiary,~~
1141 ~~entity,~~ or ~~commercial enterprise~~ or agency of the Band that is the subject of the complaint.

1142

1143

1144 § 10865. Resolution of Violations.
1145

- 1146 (a) If, after conducting an investigation or compliance review, the TERO Director has
1147 reasonable cause to believe a violation of this chapter or any regulation issued
1148 hereunder pursuant to it has occurred, including a failure by a party to comply with a
1149 subpoena or other request during an investigation, the Director shall notify the
1150 covered employer or covered entity in writing, delivered by registered mail and the
1151 email address of the covered employer on file with the TERO Commission,
1152 specifying the alleged violations. If the alleged violation arose as a complaint filed
1153 pursuant to §§ 1083-84 of this Title, the TERO Director shall deliver by registered
1154 mail and email on file with the TERO Commission a copy of the notice of violation
1155 to the complaining party.
1156
- 1157 (b) If, after conducting an investigation or compliance review resulting from a complaint
1158 filed pursuant to § 1083, the TERO Director determines that a violation of this
1159 chapter or any regulation issued hereunder has not occurred, the Director shall notify
1160 the complaining party in writing of the decision. The notice shall contain findings of
1161 fact sufficient to support the Director's decision, citations to all statutes or
1162 regulations the Director relied on in reaching her or his decision, and an analysis
1163 showing why reasonable cause does not support a belief that a violation of this
1164 chapter or any regulation issued pursuant to it has occurred. The notice shall also
1165 advise the complaining party of their right to request a hearing to appeal the
1166 determination to the TERO Commission.
1167
- 1168 ~~(b)~~(c) When the Director believes a violation has occurred, ~~T~~he Director shall make a
1169 good-faith effort to achieve an informal settlement of the alleged violation by
1170 meeting with the covered employer, and, if the alleged violation arose as a complaint
1171 filed pursuant to § 1083 of this Title, with the complaining party, and taking other
1172 appropriate action. When a complaint is filed pursuant to § 1083, the Director may
1173 accept a settlement agreement only after obtaining the signed written consent of the
1174 covered employer and the complaining party.
1175
- 1176 ~~(e)~~(d) If the Director is unable to achieve an informal settlement, he or she shall issue a
1177 formal notice of non-compliance, which shall advise the covered employer of its
1178 right to request a hearing. If the alleged violation arose as a complaint filed pursuant
1179 to § 1083 of this Title, the Director shall deliver a copy of the notice of non-
1180 compliance to the complaining party. The formal notice shall set out the nature of the
1181 alleged violation and the steps that must be taken to come into compliance. ~~¶~~The
1182 notice shall provide the covered employer with a reasonable time, which shall not be
1183 less than ten (10) business days from the date of service of such notice, to comply. If
1184 the Director has reason to believe that irreparable harm will occur during that
1185 period, the Director may require that compliance occur in less than ten (10) business
1186 days.
1187
- 1188 ~~(d)~~(e) If the covered employer or complaining party disputes the violation, as provided for
1189 in the formal notice, the covered employer or complaining party may request a

1190 hearing before the TERO Commission, which shall be held no sooner than five (5)
1191 business days and no later than ~~thirty (30) calendar~~ days after the date for compliance
1192 set forth in the formal notice. The Director, or the covered employer, or
1193 complainant party may ask the TERO Commission to hold the hearing sooner. The
1194 TERO Commission shall grant such a request only upon a showing that an expedited
1195 hearing is necessary to avoid irreparable harm.

1196
1197 ~~(e)~~(f) If a covered employer fails or refuses to comply and does not request a hearing, the
1198 Director shall request the Chairperson of the TERO Commission to convene a
1199 session of the TERO Commission for the purpose of imposing sanctions on the
1200 covered employer. This session shall take place as soon as necessary to avoid
1201 irreparable harm.

1202
1203 ~~(f)~~(g) If an independent investigator determines the TERO Director or TERO staff may
1204 have violated this chapter, the Chairperson shall convene a meeting of the TERO
1205 Commission to determine the resolving action to be taken by the Director and TERO
1206 staff, and the results thereof shall be reported to the Band Assembly and the Chief
1207 Executive.

1210 § 10876. Hearing Procedures.

1211
1212 (a) Any hearing held pursuant to this chapter shall be conducted by the TERO
1213 Commission. The hearing shall be governed by Robert's Rules of Order, or any other
1214 rules of practice and procedure that are hereafter adopted by the TERO Commission.
1215 The TERO Director, and the covered employer, and, if applicable, the complainant
1216 party, shall have the right to call and cross examine witnesses, as well as present
1217 physical evidence. The TERO Commission may consider any evidence that it deems
1218 relevant to the hearing. The TERO Commission shall not be bound by technical rules
1219 of evidence in the conduct of hearings under this chapter, and the presence of
1220 informality in any proceeding, as in the manner of taking testimony, shall not
1221 invalidate any order, decision, rule, or regulation made, approved, or confirmed by
1222 the TERO Commission. The Director shall have the burden of proving that the
1223 covered employer violated this chapter by a preponderance of the evidence. If the
1224 hearing is the result of an appeal by a complainant party pursuant to § 1086(b) of this
1225 subsection, the complainant party shall have the burden of proving, by a
1226 preponderance of the evidence, that reasonable cause exists to believe a violation of
1227 this chapter or any regulation issued hereunder occurred. An audio recording shall be
1228 made of each hearing. No stenographic record of the proceedings and testimony shall
1229 be required except upon arrangement by, and at the cost of, the covered employer.

1230
1231 (b) The Director shall prosecute the alleged violation on behalf of the TERO, including
1232 those resulting from a successful appeal by a complainant party pursuant to §
1233 1086(b) of this subsection. During the hearing and at all stages of the enforcement
1234 process provided for in this chapter, the Director may be represented by the Band's
1235 Office of the Solicitor General's Office. If the covered employer is an office or

1236 subsidiary of the Band Government and the ~~Band~~ Office of the Solicitor General's
1237 Office or the TERO Commission determines ~~if~~ that representation would create a
1238 conflict ~~to represent the director of interest~~, the Solicitor General ~~may~~ shall obtain
1239 outside legal counsel for the TERO Director.

1240
1241 (c) The TERO Commission shall sit as an impartial judicial body. The TERO
1242 Commission shall establish procedures and safeguards to ensure that the rights of all
1243 parties are protected and that there is no improper contact or communication between
1244 the TERO Commission and the Director during the hearing phase of the
1245 enforcement process.

1246
1247 (d) If the TERO Commission requires legal assistance during the hearing process, or at
1248 any other phase of the enforcement process, and ~~if~~ representation by the Office of the
1249 Solicitor General would ~~be~~ create a conflict of interest for the Band Solicitor
1250 General's Office to provide such representation, the Solicitor General shall attempt
1251 to retain outside legal counsel.

1252
1253 (e) The TERO Commission shall have the right to obtain outside legal counsel as it
1254 deems appropriate.

1255
1256
1257 **§ 10887. Sanctions.**

1258
1259 (a) If, after a hearing, the TERO Commission determines that the alleged violation of
1260 this chapter or a regulation issued pursuant to it has occurred, and that the party
1261 charged has no adequate defense in law or fact, or if a party was issued a formal
1262 notice of non-compliance and failed to request a hearing, the TERO Commission
1263 may:

1264
1265 (1) deny such party the ability to commence business on lands owned by or for
1266 the benefit of the Band or its members on the Reservation, provided that the
1267 party is not an office, division, branch, ~~subsidiary, entity, or commercial~~
1268 ~~enterprise or agency~~ of the Band;

1269
1270 (2) suspend such party's business activity on lands owned by or for the benefit of
1271 the Band or its members on the Reservation, provided that the party is not an
1272 office, division, branch, ~~subsidiary, entity, or commercial enterprise or~~
1273 ~~agency~~ of the Band;

1274
1275 (3) terminate such party's business activity on lands owned by or for the benefit
1276 of the Band or its members on the Reservation, provided that the party is not
1277 an office, division, branch, ~~subsidiary, entity, or commercial enterprise or~~
1278 ~~agency~~ of the Band;

1279
1280 (4) deny the ability of such party to conduct any further business with the Band
1281 or on lands owned by or on behalf of the Band or its members on the

- 1282 ~~Reservation~~, provided that the party is not an office, division, branch,
 1283 ~~subsidiary, entity or commercial enterprise or agency~~ of the Band;
 1284
- 1285 (5) impose a civil fine of up to \$500.00 per violation per day following the date
 1286 for compliance;
- 1287
- 1288 (6) order such party to make payment of back pay or other damages to any
 1289 aggrieved party;
- 1290
- 1291 (7) order such party to dismiss any employees hired in violation of the Band’s
 1292 employment rights requirements;
- 1293
- 1294 (8) reimburse any party who improperly paid a TERO fee or overpaid said fee,
 1295 but no interest shall be paid in such cases; or
- 1296
- 1297 (9) order the party to take such other action as is necessary to ensure compliance
 1298 with this chapter or to remedy any harm caused by a violation of this chapter,
 1299 consistent with the requirements of the laws of the Band and the Indian Civil
 1300 Rights Act, 25 U.S.C., § 1301, et seq.

1301

1302 (b) The TERO Commission’s decision shall be in writing and shall be served on the
 1303 charged party and, if applicable, the complaining party, by registered mail or in
 1304 person by an employee of ~~the~~ TERO no later than ~~thirty (30)~~ calendar days after the
 1305 close of the hearing. The decision shall contain findings of fact sufficient to support
 1306 the TERO Commission’s ordered relief; or lack thereof, citation to all statutes and
 1307 regulations the Commission relied on in reaching its decision, and an analysis
 1308 showing why the decision is reasonable and supported by facts, laws, and
 1309 regulations. Upon a showing by the TERO Director, complaining party, or the
 1310 charged party that further delay will cause irreparable harm, the TERO Commission
 1311 shall issue its decision within ten (10) business days after the close of the hearing. If
 1312 the party fails to comply with the TERO Commission’s decision within ten (10)
 1313 business days, the Director may file for ~~an injunction~~ equitable relief in the Band’s
 1314 District Court of Central Jurisdiction. The District Court shall grant such ~~injunctive~~
 1315 equitable relief as is necessary to prevent irreparable harm pending an appeal or
 1316 expiration of the time for the party to file an appeal.

1317

1318

1319 **§ 10898. Appeals.**

1320

1321 (a) An appeal to the Band’s ~~District Court of Central Jurisdiction~~ may be taken from any
 1322 formal order of the TERO Commission by any party adversely affected thereby,
 1323 including a complainant. To take such an appeal, a party must file a notice of appeal
 1324 in the Band’s ~~District Court of Central Jurisdiction~~ and serve a copy of the notice of
 1325 appeal on the TERO Director and any other party to the proceeding no later than
 1326 ~~twenty (20)~~ calendar days after the party receives a copy of the TERO Commission’s
 1327 decision.

- 1328
1329 (b) The notice of appeal shall:
1330
1331 (1) set forth the order from which the appeal is taken;
1332
1333 (2) specify the grounds upon which reversal or modification of the order is
1334 sought;
1335
1336 (3) be signed by the appellant or her or his legal representative; and
1337
1338 (4) comply with any other requirements for actions filed in the ~~Band's District~~
1339 ~~Court of Central Jurisdiction~~, as established by ~~that~~the Ceourt.
1340
1341 (c) Except as provided elsewhere in this chapter, the order of the TERO Commission
1342 shall ~~be stayed~~remain in full force and effect pending the determination of the Court
1343 in the absence of an injunction staying the TERO Commissioner's order. The TERO
1344 Director may petition and, for good cause shown, the Court may order the party
1345 filing the appeal to post a bond sufficient to cover the monetary damages that the
1346 TERO Commission assessed against the party or to assure the party's compliance
1347 with other sanctions or remedial actions imposed by the TERO Commission's order
1348 in the event that order is upheld by the Court.
1349
1350 (d) The Court shall sit without a jury, confine its review to the Commission record, and
1351 apply an abuse of discretion standard. The filing of briefs and oral argument must be
1352 made in accordance with the Band rules governing civil cases~~review the decision of~~
1353 ~~the TERO Commission de novo~~.
1354
1355 (e) The Court may affirm a formal order of the Commission, remand the case for further
1356 proceedings, or reverse the formal order if the substantial rights of the appealing
1357 party have been prejudiced because the formal order is:
1358
1359 (1) in excess of the statutory authority or jurisdiction of the Commission;
1360
1361 (2) made upon unlawful procedure; or
1362
1363 (3) unsupported by evidence.
1364
1365 ~~(e)~~(f) If a party has failed to come into compliance with a decision of the TERO
1366 Commission from which no appeal has been taken, or a decision of the Court, within
1367 20 calendar days after receipt of notice of such decision, the TERO Director shall
1368 petition the Court and the Court shall grant such orders as are necessary and
1369 appropriate to enforce the orders of the TERO Commission or Court.
1370
1371 ~~(f)~~(g) If the order of the TERO Commission is reversed or modified, the Court shall
1372 specifically direct the TERO Commission as to further action the TERO Commission
1373 shall take in the matter, including making and entering any order or orders in

1374 connection therewith, and the limitations, or conditions to be contained therein.

1375

1376

1377 **§ 109089. Monitoring.**

1378

1379 If, when carrying out inspections at work sites or otherwise carrying out their responsibilities
1380 under this chapter, the TERO Director or TERO compliance officers have reason to believe
1381 that a requirement of a tribal, federal, state, or local law, act, or regulation, other than the
1382 ones included in this chapter, may have been violated by a party, the Director and TERO
1383 compliance officers are authorized to document such possible violations, to report said
1384 violations to the appropriate enforcement agency, and, to the extent that resources permit and
1385 the Director determines it to be appropriate, assist that agency in its attempt to investigate and
1386 cure the possible violation.

1387

1388

1389 **EFFECTIVE DATE.** This bill shall take effect immediately upon signature by the Chief
1390 Executive, or lack of a veto, as provided in 3 MLBS § 17.

Act 63-25
(Band Assembly Bill 21-04-63-25)

Introduced to the Band Assembly on this
Seventeenth day of December in the year
Two thousand twenty-five.

Passed by the Band Assembly on this
Seventeenth day of December in the year
Two thousand twenty-five.


Sheldon Boyd, Speaker of the Assembly

APPROVED

Date: _____

Virgil Wind, Chief Executive

OFFICIAL SEAL OF THE BAND

VETO



Virgil Wind, Chief Executive 12-29-25
Date



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", written over a horizontal line.

Virgil Wind
Chief Executive

Letter from Chief Executive Virgil Wind to Band Assembly

Re: Act 63-25

December 29, 2025

Page 2 of 2

CC:

Danielle Smith, Parliamentarian/Clerk of the Band Assembly

Jared Miller, Legislative Counsel

Reen Reinhardt, Revisor of Statutes