

COMMISSIONER'S ORDER 36 - 90

Administration

A Commissioner's Order to comply with the Drug-free Workplace Act of 1988 (P.L. 100-690 Title V, Subtitle D).

- WHEREAS, Under the Drug-free Workplace Act of 1988, recipients of federal contracts and grants are required to certify that they will provide a drug-free workplace, and;
- WHEREAS, the Non-Removable Mille Lacs Band of Chippewa Indians though its many departments receive many numerous federal contracts and grants subject to the new regulations, and;
- WHEREAS, violations of the Act could lead to serious consequences such as termination, suspension and/or debarment from federal contracts and grants, and;
- WHEREAS, the Commissioner of Administration is authorized under Band Statute 1008-MLC-1 to issue an order pursuant to her lawful duty.

NOW THEREFORE, pursuant to the authority vested in me as Commissioner of Administration, I, Melanie Benjamin do hereby order that the Non-Removable Mille Lacs Band of Chippewa Indians intends to comply with the Act. All employees are expected to abide by the terms of this Commissioner's Order.

BE IT FURTHER ORDERED, that the Act requires that we establish the following policy to maintain a drug-free workplace and inform employees that:

- A) The Non-Removable Mille Lacs Band of Chippewa Indians prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace;
- B) Employees who violate the prohibition against controlled substances in the workplace are subject to disciplinary action up to and including dismissal, if warranted, or will be required to participate satisfactorily in a drug-abuse assistance or rehabilitation program;
- C) It is the goal to provide a continuing drug-free working environment for our employees. The Band will establish a drug-free awareness program through which the employees will be informed of the dangers of drugs in the workplace. Supervisors will be made aware of their responsibility and disciplinary procedures and reporting policies will be enforced. The Band encourages any employees with a drug-abuse problem to seek professional assistance. A list of available counseling centers is available in the office of the Commissioner of Administration.

DONE AND DATED, at Vineland, Minnesota on this seventh day of March, in the year one thousand nine hundred and ninety.

*Melanie Benjamin*  
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Melanie Benjamin  
Commissioner of Administration

APPROVED AS TO FORM  
AND EXECUTION

EXPIRATION DATE

*[Signature]*  
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Solicitor General

*Continuos*  
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OFFICIAL SEAL OF THE BAND