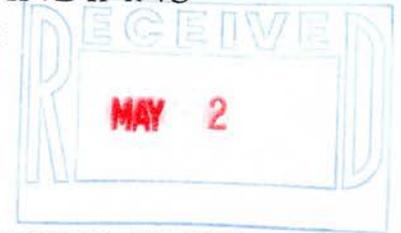




MILLE LACS BAND OF CHIPPEWA INDIANS  
Executive Branch of Tribal Government



Commissioner's Order 58-94

A COMMISSIONER'S ORDER PROHIBITING ALL EMPLOYEES OF THE MILLE LACS BAND OF OJIBWE FROM ENGAGING IN ANY FORM OF POLITICAL ACTIVITY FOR HIM/HERSELF OR ANY OTHER INDIVIDUAL DURING REGULAR WORKING HOURS OR ANY TIME WHEN EMPLOYEE IS REPRESENTING THE MILLE LACS BAND OF OJIBWE UNLESS ENDORSED BY CHIEF EXECUTIVE AND RATIFIED BY BAND ASSEMBLY.

**WHEREAS,** pursuant to Mille Lacs Band Statute 1142-MLC-3, Section 8.04, the Commissioner of Administration has the authority to regulate the performance of their duties by all persons employed for the Mille Lacs Band of Ojibwe, and;

**WHEREAS,** it is the policy of the Band that certain rules and regulations regarding employee behavior are necessary for the efficient operation of the Government and for the benefit and safety of all employees. Conduct that interferes with operations, discredits the Mille Lacs Band or is offensive to Band members or fellow employees will not be tolerated (Mille Lacs Band of Ojibwe Personal Policies: Behavior of employees Page 46), and;

**WHEREAS,** it is the policy of the Band to prohibit its employees from engaging in any activity, practice or act which conflicts with or appears to conflict with the interests of the Band, and;

**WHEREAS,** any employee engaging in political activities must do so as individuals on his/her own time and not as representatives of the Mille Lacs Band, and;

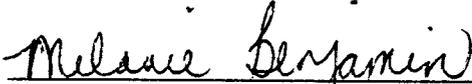
**WHEREAS,** employees are prohibited from utilizing any Band property for any political activities which may include posting election flyers and/or notices, utilizing copy machines, fax machine, telephone and any supplies, and;

**WHEREAS,** any employee planning to campaign for, seek or accept appointments to public office must give prior notice of his/her intentions to his/her immediate supervisor and the Commissioner of Administration.

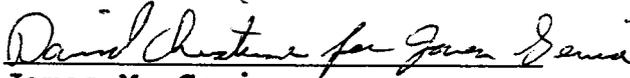
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**NOW THEREFORE**, be it ordered that all Mille Lacs Band employees are prohibited from engaging in any form of political activity during regular working hours of 8:00 a.m. through 5:00 p.m. or any time when employee is representing the Mille Lacs Band of Ojibwe. If any employee violates this order, the employee will be subject to disciplinary actions.

**DATED**, At Vineland, Minnesota this twenty-eighth day of April in the year one thousand nine hundred and ninety-four.

  
\_\_\_\_\_  
Melanie Benjamin  
Commissioner of Administration

**APPROVED AND NUMBERED AS TO  
FORM AND EXECUTION**

  
\_\_\_\_\_  
James M. Genia  
Solicitor General

**OFFICIAL SEAL OF THE BAND**