



**THE MILLE LACS BAND OF  
OJIBWE INDIANS**

*Executive Branch of Tribal Government*

**COMMISSIONERS ORDER 208-00**

**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 THE CHIEF EXECUTIVE AND RATIFIED BY BAND ASSEMBLY**

**WHEREAS,** pursuant to 4 MLBSA § 10, the Commissioner of Administration has the authority to regulate the job performance of all persons employed within the Commissioner's jurisdiction, and

**WHEREAS,** it is the policy of the Band that certain rules and regulations regarding employees' 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 Personnel Policies Manual: Behavior of Employees, Page 46, Policy), and;

**WHEREAS,** it is the policy of the Band to prohibit its employees from engaging in any activity, practice or act which conflicts 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, but is not limited to, 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 (Personnel Policies Manual: Participation in Community Affairs, Page 59, § 6.)

**DISTRICT I**

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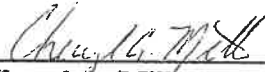
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**NOW THEREFORE**, be it ordered that all Mille Lacs Band employees are prohibited from engaging in any form of political activity during regular working hours of 8:00 a.m. through 5:00 p.m. or any time when the employee is representing the Mille Lacs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

**DATED,** at Vineland, Minnesota this twentieth day of March in the year two thousand.

  
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**Cheryl A. Miller**  
**Commissioner of Administration**

**APPROVED AS TO FORM,  
EXECUTION AND NUMBERING**

**EXPIRATION: June 20, 2000**

  
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**Adam Altman**  
**Solicitor General**

**OFFICIAL SEAL OF THE BAND**