ARE TRIBAL EMPLOYERS SUBJECT TO FEDERAL, STATE OR MUNICIPAL EMPLOYMENT LAWS?

Tribal employers and their agents are immune from investigation or suit under most federal, state and municipal employment laws.

WHAT IS THE MINIMUM WAGE FOR NON-EXEMPT OF THE TRIBE?

Non-exempt employees must be paid a minimum hourly wage of $7.25, and 1-1/2 times their regular rate of pay for all hours worked over 40 on a workweek. In addition, some positions are not subject to this rule due to the nature of the duties and responsibilities of those positions.

WHAT LAW GOVERNS EMPLOYMENR BY THE TRIBE?

Tribal law determines the obligations of Tribal employers.

IS THE TRIBE SUBJECT TO THE AUTHORITY OR JURISDICTION OF OUTSIDE AGENCIES OR COURTS?

The Tribe generally does not recognize the jurisdiction or authority of any federal, state or municipal agency or court to investigate or decide employment matters as to Tribal employers.

WHAT RIGHTS DO TRIBAL MEMBERS HAVE TO EMPLOYMENT WITH THE TRIBE?

Tribal members are entitled to preferential treatment in hiring, promotion and layoff decisions so long as they meet a job's minimum qualifications.

WITH WHOM SHOULD AN EMPLOYEE OF THE TRIBE FIRST SUBMIT AN APPEAL OF AN ADVERSE EMPLOYMENT ACTION OR COMPLAINT?

Appeals and complaints should first be submitted to the Senior Director of Human Resources. Only by pursuing this first step can an employee generally pursue further steps as to an appeal or complaint.

WHAT RIGHTS DO OTHER NATIVE AMERICANS HAVE TO EMPLOYMENT WITH THE TRIBE?

An available and qualified Native American is entitled to preferential treatment in initial hiring, promotion and layoff decisions so long as the Native American meets a job's minimum qualifications.

ARE YOU SAFE WORKING FOR THE TRIBE?

The Tribe prohibits employees from working in unsafe conditions, and shall report the unsafe condition to a supervisor or human resources immediately.

WHAT GROUPS ARE PROTECTED FROM DISCRIMINATION BY THE TRIBE?

Tribal employers may not discriminate against applicants or employees on the basis of gender, race, national origin, sexual orientation, disability, religion or age.

ARE EMPLOYEES PROTECTED BY WORKERS' COMPENSATION?

Employees are protected for work related injuries under the State's Workers' Compensation Program. If you are injured on the job, seek medical attention for it. When safe report the work-related injury to a supervisor or human resources.

WHAT LEAVE IS AVAILABLE TO EMPLOYEES?

The Tribe provides numerous categories of leave in its Employee Handbook. In addition to bereavement leave, leave of absence and traditional leave, the Tribe provides leave called Family Medical Leave (FML). FML extends leave to employees with a serious health condition that does not allow the employee to perform their job, leave for a family member's serious health condition and for the birth, adoption or foster care of a child. Employees are entitled to 12 weeks leave in a 12-month period. Employee health insurance is maintained while employees are on FML.

ARE FORMER EMPLOYEES OF THE TRIBE ELIGIBLE FOR UNEMPLOYMENT BENEFITS?

The Tribe has voluntarily elected to pay unemployment taxes to the State. To be eligible for unemployment compensation benefits, however, former employees must still satisfy the criteria established by the State. Tribal employers will contest any claim for unemployment benefits by a former employee who does not meet such criteria.

For other Questions Please Contact the Human Resources Department at 800-IAM-LOST