



Saint Regis Mohawk Tribe

Chief Michael Conners
Chief Eric Thompson
Chief Beverly Cook
Sub-Chief Agnes Jacobs
Sub-Chief Benjamin Herne
Sub-Chief Kenneth Jock

TRIBAL COUNCIL RESOLUTION

2020 - 22

APPROVE REDUCTION OF TRIBAL GOVERNMENT STAFF DUE TO NOVEL CORONAVIRUS (COVID-19) PANDEMIC

WHEREAS, the Saint Regis Mohawk Tribal Council (the "Tribal Council") is the duly recognized governing body of the Saint Regis Mohawk Tribe (the "Tribe") and is responsible for the health, safety, education and welfare of all community members; and

WHEREAS, on March 11, 2020, the World Health Organization declared the novel coronavirus, COVID-19, outbreak a pandemic; and

WHEREAS, on March 13, 2020, the President of the United States declared the COVID-19 virus outbreak a national emergency; and

WHEREAS, On March 16, 2020 Tribal Council declared a "State of Emergency for Community of Akwesasne" (TCR 2020-17) due to the worldwide outbreak of the COVID-19; and

WHEREAS, in TCR 2020-18, in the interest of community health and safety, the Tribal Council ordered the closure of the Akwesasne Mohawk Casino and Resort (the "Casino"), effective March 17, 2020, until further notice is issued; and

WHEREAS, as a result of the COVID-19 pandemic and closure order, the Casino has laid off 720 employees; and

WHEREAS, the Casino provides approximately 80 percent of the annual Tribal General Fund (TGF) revenue that funds most tribal services in whole, or in part and the closure has resulted in an abrupt discontinuation of an essential revenue stream to the Tribe for an indefinite period of time; and

WHEREAS, continued staffing of non-essential tribal programs counters public health advisories regarding social distancing and workplace density control measures; and


WHEREAS, the Tribal Council must take into serious consideration the significant reduction in TGF revenues, and make prudent cash-management decisions to ensure the long-term viability of essential tribal operations and services; and

WHEREAS, the preservation of TGF funds is necessary and in the long-term best interest of the Tribe and the community of Akwesasne.

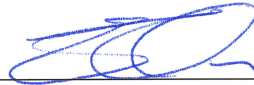
NOW, THEREFORE, BE IT RESOLVED, the Saint Regis Mohawk Tribal Council hereby:

1. Approves the reduction-in-force analysis, as presented by the Executive Director and senior management team, which was determined by Tribal Division Directors regarding essential staff for the purposes of the Tribal Government pandemic response; and
2. Approves the lay-off of approximately 300 non-essential staff, as determined by Tribal Division Directors and Program Managers, effective the payroll period beginning April 20, 2020; and
3. Approves the Executive Director, in discussion with Tribal Council, to determine the appropriate time and conditions where it shall be possible to recall tribal staff separated from employment due to the coronavirus pandemic to service, in part or in whole, as supported by a fiscal analysis determining the Tribe's fiscal ability to resume partial or full staffing and operations.


SAINT REGIS MOHAWK TRIBAL COUNCIL



Michael Conners
Tribal Chief

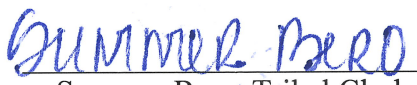


Eric Thompson
Tribal Chief

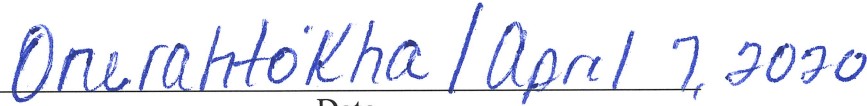


Beverly Cook
Tribal Chief

CERTIFICATION: This is to certify that the Saint Regis Mohawk Tribal Council pursuant to the authority vested therein duly passed the above resolution.



Summer Bero, Tribal Clerk



Date