



Lac du Flambeau Band of Lake Superior Chippewa Indians

TO: TRIBAL COUNCIL
 FROM: JOSEPH G. WILDCAT, SR. PRESIDENT 
 DATE: MARCH 27, 2020
 RE: POLL VOTE

Pursuant to Tribal Council action taken at a Special Meeting held on November 2, 1987, the Tribal President shall endorse and authorize poll votes, provided that monetary expenditures from the General Fund shall NOT be allowed by Poll Vote, and that the Enrollment Department Personnel shall circulate all poll votes.

Therefore, I have authorized this Poll Vote. Do you approve of Coronavirus Workplace Policy revision- Employees who are sent home due to COVID-19 concerns, but who can not work from home, will receive normal wages on the next pay date (4-16-20)? (see attachments)

	APPROVE	DISAPPROVE	ABSTAIN	COMMENT	DATE
George Thompson					
William Stone, Sr.					
Jamie Allen					
Brittany Allen					
Dee Allen					
Racquel Bell					
Jerome BigJohn					
Eric Chapman, Sr.					
Melissa Doud					
John Johnson, Sr.					
Charles Theobald					



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**NOTICE TO EMPLOYEES:
CORONAVIRUS WORKPLACE POLICIES**

REVISIONS EFFECTIVE: 03/27/2020

**EMPLOYEES WHO ARE SENT HOME DUE TO COVID-19 CONCERNS, BUT
WHO CAN NOT WORK FROM HOME, WILL RECEIVE
NORMAL WAGES ON NEXT PAY DATE**

Effective 03/18/2020, Tribal Council voted in favor of ensuring that all persons employed by the Tribe, whether currently working from home or on Emergency Leave, would receive a paycheck on April 2nd. Tribal Council is continuing to make every effort to ensure that Tribal employees suffer as little financial hardship as possible, as a result of the financially devastating COVID-19 pandemic. To that end, and in an effort be fair to all employees, Tribal Council has implemented the following emergency policy:

- A. All employees who have been designated as "Off-Site Workers" will continue to work at home pursuant to the emergency policy entitled "EMPLOYEES PERMITTED TO WORK FROM HOME," which went into effect 03/17/2020.
- B. All employees who can not work from home but are not present in the workplace due to Emergency Leave Days as a result of partial shut-down, isolation, or the need to care for children, elders, or other family or household members, will receive a regular paycheck on pay date 04/16/2020, and will not be charged sick time or annual time.
- C. To receive pay, employees who can not work from home but are not present in the workplace due to Emergency Leave Days as a result of partial shut-down, isolation, or the need to care for children, Elders, or other family or household members, must document their Emergency Leave time by completing an EMERGENCY LEAVE DAY REPORT form (attached to this emergency policy). Employees must submit the completed forms to their Supervisors, upon their return to work.
- D. *Employees must understand that many grant programs will not permit payment for hours not worked, and the General Fund is very limited, so there is no guarantee that funds will be available to pay everyone for subsequent unworked pay periods. So, even though it may seem unfair, unworking employees with available sick time or accrued annual time may be required to use that time in order to receive subsequent paychecks if the partial shutdown continues, or is expanded to a full shutdown; or, employees may be faced with the necessity of applying for Unemployment Compensation.*