

RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION

- WHEREAS, the Tribal Council of the White Mountain Apache Tribe has incorporated within the Tribal Personnel Policies and Procedures a grievance procedure which provides for a systematic resolution of employee complaints and criticisms by following the established five steps procedures, and
- WHEREAS, in order to assure fair and equitable treatment for all employees the grievance procedure allows employees to express their complaints in front of the Grievance Committee at the third step of the grievance procedures, and
- WHEREAS, the Grievance Committee is composed for five tribal employees and is subject to hear all cases that are appealed to that step, and
- WHEREAS, in recent hearings not all committee members have been attending, this resulting in postponements of hearings or allowing quorums to hear and make recommendations on cases, and
- WHEREAS, such practice is considered to be a sign of inequitable treatment for employees and further delays the resolution of complaints, and
- WHEREAS, the Tribal Council considers such practices to be a hindrance to the resolution of complaints and can only be resolved by requiring mandatory attendance of committee members except for cases that causes conflict.
- BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe to continue supporting the fair and equitable treatment through the Grievance Committee.
- BE IT FURTHER RESOLVED that continued support of Tribal Grievance Procedures would only strengthen the system at each level and thereby orders mandatory attendance of the committee for all grievance hearings except for cases that may cause conflict of interest.
- BE IT FURTHER RESOLVED that any committee member will be deleted if he/she misses any one meeting without notification.
- BE IT FURTHER RESOLVED that the membership of the Grievance Committee be revised as follows:

REGULAR MEMBERS

ALTERNATE MEMBERS

1. Gus Quintero, Sr.
2. Richard Palmer
3. Larry Plotkin
4. Maria Classay
5. Gertie Lupe

1. Michael Peterson
2. Florence Servillican
3. Tom Gonzales
4. Malye Malone
5. Vincent Altaha
6. Jerry Thorp
7. Betty Duryea
8. Rev. Arthur Guenther

BE IT FURTHER RESOLVED that the Personnel Director, in convening the Grievance Committee, be directed to screen the composition of the committee to disqualify any regular or alternate members who are related to the complainant (s) within the degrees of kinship specified by the nepotism provisions of the Tribal Personnel Policy.

BE IT FURTHER RESOLVED that the termination of members being replaced on the Grievance Committee become effective the day after completion of any grievance proceedings in which they are participating on the date of this resolution.

The foregoing resolution on was January 18, 1983 duly adopted by a vote of 9 for and 0 against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i & s) of the Amended Constitution and By-Laws of the Tribe, ratified by the Tribe June 27, 1958 and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council

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AGENCY
MILITARY APT

Secretary of the Tribal Council