

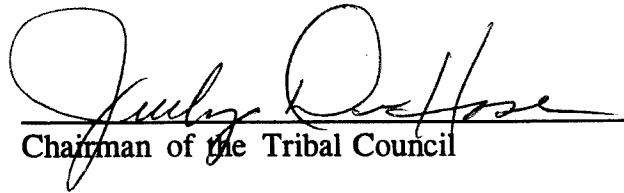
**RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION**

- WHEREAS,** Lester Buck, the General Manager of the Fort Apache Timber Company (FATCO) has come before the Tribal Council this date and has requested Tribal Council approval for a new sick leave policy for sawmill employees as well as approval for a change in FATCO's annual leave policy; and
- WHEREAS,** previously the FATCO sawmill did not offer sick leave benefits to its employees; and
- WHEREAS,** the Tribal Council has reviewed the sick leave policy presented for its approval by Mr. Buck and concludes that the sick leave policy should be approved; and
- WHEREAS,** the Tribal Council has also reviewed the proposed change in the annual leave policy which would allow each employee to carry over one week (40 hours) of annual leave time to the next year but that the previous practice of allowing annual leave to be paid in lieu of taking vacation time off would be discontinued; and
- WHEREAS,** the Tribal Council does not wish at this time to approve FACTO's proposed annual leave policy but instead recommends and directs the General Manager, Lester Buck, to make the sawmill employees aware of the different options that might be available under the annual leave policy and to honor pending requests for annual leave pay in lieu of vacation time because sawmill employees have relied upon prior mill practices which allowed payment of annual leave in lieu of vacation time.
- BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the sick leave policy of the Fort Apache Timber Company as outlined in the attached November 22, 1994 Sick Leave Policy Memorandum from R. Lester Buck, General Manager, FATCO to FATCO employees, incorporated by reference herein.
- BE IT FURTHER RESOLVED** by the Tribal Council that it hereby withholds approval of the proposed change to the annual leave policy outlined in the November 22, 1994 Memorandum and directs R. Lester Buck, General Manager, to ame FATCO employees aware of different options for annual leave in order to determine the best option or policy for annual leave and then to return to the Tribal Council for approval thereof.

BE IT FURTHER RESOLVED by the Tribal Council that directs the General Manager, R. Lester Buck, to honor pending requests for annual leave pay in lieu of vacation time but not beyond May 1, 1995.

The foregoing resolution was on January 04, 1995, duly adopted by a vote of nine for and zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (i), (s), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).

A C T I N G


Chairman of the Tribal Council

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Secretary of the Tribal Council

FEB 21 1995

FORT APACHE INDIAN AGENCY
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