

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

WHEREAS, the Tribal Council in 1991 adopted the Tribe's Drug and Alcohol Free Workplace Policy in order to promote public safety and a healthy work environment; and

WHEREAS, the Tribal Council concludes it would promote the purpose of the Drug and Alcohol Free Workplace Policy to amend the policy to permit additional limited flexibility to Tribal departments and enterprises to implement certain types of drug testing; and

WHEREAS, the additional forms of drug testing proposed under the amendment are pre-employment testing, testing for cause, and post-accident testing; and

WHEREAS, each Tribal department or enterprise would be authorized, but not required, to implement both the pre-employment testing or the testing for cause, provided that employees of that department or enterprise receive prior notice of the testing and the testing conforms with procedures established by the Tribal Personnel Department, in conjunction with the Tribal Legal Department; and

WHEREAS, the post-accident testing would be conducted only when an employee is involved in an accident while driving a Tribal motor vehicle, and would be subject to the direction of the Tribal Risk Manager; and

WHEREAS, the Tribal Personnel Department recommends the changes to the Drug and Alcohol Free Workplace Policies in order to better promote the health and safety of the Tribe's employees and to promote public safety; and


WHEREAS, the Tribal Council has reviewed the proposed amendments attached hereto.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the amendments set forth in the attachment and incorporated herein by this reference to the Tribe's Drug and Alcohol Free Workplace Policy.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that any Tribal Department, Enterprise or Program which wishes to implement pre-employment drug testing and testing for cause shall first contact the Tribal Personnel Department or Legal Department and strictly follow the guidelines set forth by those departments for the conduct of such testing.

Resolution No. 02-98-32

The foregoing resolution was on February 12, 1998, duly adopted by a vote of eight for and zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by the White Mountain Apache Tribal Constitution, including Article IV, Section 1 (a), (b), (h), (i), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe on September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council