

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

WHEREAS, the Tribal Council acknowledges that it previously authorized a Drug and Alcohol Free Work Place policy for all tribal departments, enterprises and programs through Resolution No. 01-91-43 and endorsed through Executive Order No. 05-91-05; and

WHEREAS, the Tribal Council observes that it has always been in the interest of the Tribe that all employees of the White Mountain Apache Tribe in all of its enterprises, departments and programs should have secure knowledge in knowing that they are working in an environment free from the influence of drugs and alcohol and such security is never more important than in operations involving heavy equipment and dangerous machinery such as the Fort Apache Timber Company and Sunrise Ski Park and Resort; and

WHEREAS, the Tribal Council acknowledges that the Fort Apache Timber Company, Hon Dah Resort and Casino, and the Sunrise Ski Park and Resort all require random drug testing of their employees to secure a safe working environment and to provide the best service possible to patrons of those establishments; and

WHEREAS, the Tribal Council believes that random drug testing of all employees of the White Mountain Apache Tribe will encourage the safe working environment that promotes high standards of employee performance, health and safety as originally intended through the Drug and Alcohol Free Workplace Policy; and


WHEREAS, the Tribal Council recognizes that while most Central Tribe Departments do not require their employees to submit to random drug testing at this time, it is the desire of the Tribal Council to require such random drug testing in the near future after all employees have received notice of such a requirement and, as an example of its commitment, the Council desires that its members shall submit to random drug testing to be administered through the Department of Human Resources effective immediately.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs the immediate implementation of random drug testing for all members of the White Mountain Apache Tribal Council.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs the immediate implementation and orchestration of the necessary administrative and legal work required to make random drug testing applicable to all employees of the White Mountain Apache Tribe.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it directs the Tribal Attorney and the Director of the Human Resources Department to keep the Tribal Council abreast of the progress and steps taken to implement and orchestrate the intent of this Resolution, with a final report to the Tribal Council prior to installation of the random drug testing procedure.

The foregoing resolution was on October 3, 2002 duly adopted by a vote of SIX 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), (s), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe 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).


ACTING Chairman of the Tribal Council


Secretary of the Tribal Council