



WHITE MOUNTAIN APACHE TRIBE

A Sovereign Tribal Nation

(Terminating Utility Authority Director)

WHEREAS, the White Mountain Apache Tribal Council has heard from enrolled Tribal members their concerns and frustration with the work environment that exists at the Utility Authority; and

WHEREAS, among other issues, the primary concern revolved around disagreements with management over disciplinary processes and allegations of inappropriate use of language and unkind and unfair decisions that Tribal members deem detrimental to their work environment and threatening to their livelihoods without provocation; and

WHEREAS, after considerable discussion about Tribal member concerns, it is the opinion of the Tribal Council that terminating the Utility Authority Director is in the best interest of the Tribe.

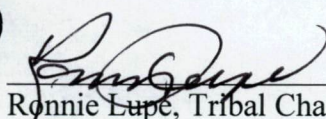
BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby terminates the employment of the Utility Authority Director for reasons discussed with enrolled Tribal members. Concerns regarding the disciplinary approach, inappropriate use of language and a perceived hostile work environment by Tribal members are enough to justify cause as far as this Council is concerned and for this reason the Council deems it appropriate to move forward without the assistance of the current Utility Authority Director, Mr. Randy Weatherspoon.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event that this Resolution conflicts with a prior Resolution or Policy, this Resolution shall supersede and govern over the conflicting subject matter.


BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that in the event this Resolution directly conflicts with the Tribal Constitution, Tribal Ordinances or Federal Laws, or any material facts concerning the issues presented are later found to be false, this Resolution shall be deemed null and void and have no legal effect.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Chairman, or in his absence, the Vice-Chairman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

The foregoing resolution was on **JULY 22, 2014** duly adopted by a vote of **SIX** for, **ZERO** against, and **THREE** abstentions by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it under the enumerated powers listed in Article IV, Section 1 of the WMAT Constitution, so ratified on September 30, 1993, and federally recognized pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934 (48 Stat. 984).


Ronnie Lupe, Tribal Chairman

12/22/14
Date


Doreen T. Numkena, Tribal Secretary

1-5-2015
Date