

Nisqually Indian Tribe
Tribal Council Resolution No. 129 -2020

A Resolution Setting Self-Quarantine and Return to Work Policy for Employees

WHEREAS, the Nisqually Indian Tribe is the successor descendent entity of the Nisqually Nation signatory to the Treaty of Medicine Creek of 1854 (10 Stat. 1132), and unto this day has retained and maintained its Tribal identity, its governing body, and its sovereign powers; AND

WHEREAS, the Nisqually Indian Tribe is a federally recognized American Indian Tribe organized under its governing Constitution and Bylaws approved by the U.S. Secretary of the Interior on September 9, 1946 and amended on October 28, 1994, pursuant to Section 16 of the Indian Reorganization Act, 25 U.S.C. 476; AND

WHEREAS, the Nisqually General Council is the duly constituted governing body of the Nisqually Tribe, and the Tribal Council is the duly elected representative body of the General Council by the authority of the Tribe's Constitution and Bylaws, as amended; AND

WHEREAS, The Tribal Council in Tribal Council Resolution 23-2020, on March 11, 2020, declared a State of Emergency because of the COVID-19 epidemic; AND

WHEREAS, The Tribal Council in Tribal Council Resolution 24-2020, on March 16, 2020, appointed Mary Szafranski as the Tribe's Public Health Officer; AND

WHEREAS, Mary Szafranski, as the Public Health Officer has recommended that employees self-quarantine under certain conditions, AND

WHEREAS, The Tribal Council finds that following the Public Health Officers advice regarding the self-quarantine of employees to be in the Tribes best interests by assuring continued operations and safeguarding the health of tribal members.

NOW, THEREFORE, BE IT RESOLVED that the Nisqually Tribal Council does hereby adopt the following employee policy, *effective Thursday, November 12, 2020*, regarding the return to work of employees who have traveled out of state, had contact with a person who has tested positive for COVID-19, experienced symptoms, or tested positive for COVID-19. No employee shall return to work except in accordance with the following policies:

Any employee of the Nisqually Indian Tribe that travels out of state or has been in close contact with any person that has tested positive for COVID-19 shall notify their supervisor and self-quarantine for a period of 14 days following their return.

Any employee of the Nisqually Indian Tribe that has fever or chills (in the absence of an alternative illness that explains these symptoms), a cough, sore throat, runny nose, shortness of breath, unexplained loss of smell or altered sense of taste or has been instructed by a healthcare professional to get tested for COVID-19 shall notify their supervisor, get tested for COVID-19, and stay home until they receive results from the test and at least 48 hours have passed since the employee experiences any of the listed symptoms.

Any employee that has tested positive for COVID-19 shall inform their supervisor and the Nisqually Nurse Monitoring Program of their test result and shall stay home until that program authorizes their return to work.

Any employee required to stay home to comply with this policy may work from home if approved by their supervisor. Supervisors shall only approve work from home if there is sufficient work available that the employee is capable of doing from home.

Any employee required to stay home to comply with this policy that is unable to work from home may use any accrued vacation leave.

Any employee required to stay at home may also use sick leave, if consistent with the policies governing the use of sick leave found within the employee manual. In addition, if required to stay at home to comply with this policy and the employee does not have any accrued vacation leave, that employee may use sick leave.

Any employee required to stay at home that does not have sufficient vacation or sick leave must take leave without pay. Any such employee may apply for Shared Annual Sick leave consistent with the policies in the employee manual.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Nisqually Human Resource Department shall ensure that all employees are promptly made aware of this policy.

Certification

I certify that the above Resolution was adopted at a regular meeting of the Nisqually Tribal Council held on the 18 day of November 2020 at the Nisqually Administration Building, at which time a quorum was present and voting 2 FOR 0 AGAINST 0 ABSTENTIONS.

ATTEST:



E. K. Choke, Chairman
Nisqually Indian Tribe



Jackie Whittington, Secretary
Nisqually Indian Tribe