



TABLED

**2023 Winter Convention
Portland, Oregon**

RESOLUTION # 2023 - 19

**“RAISING THE DANGERS OF NOT PROTECTING THE ENTIRE WORKFORCE OF
INDIAN COUNTRY AND ENCOURAGING WORKFORCE PROTECTION LEGISLATION”**

PREAMBLE

We, the members of the Affiliated Tribes of Northwest Indians of the United States, invoking the divine blessing of the Creator upon our efforts and purposes, in order to preserve for ourselves and our descendants rights rights secured under Indian Treaties and benefits to which we are entitled under the laws and Constitution of the United States and several states, to enlighten the public toward a better understanding of the Indian people, to preserve Indian cultural values, and otherwise promote the welfare of the Indian people, do hereby establish and submit the following Resolution:

WHEREAS, the Affiliated Tribes of Northwest Indians (ATNI) are the representatives and advocates for national, regional, and specific tribal concerns; and

WHEREAS, ATNI is a regional organization comprised of American Indians/Alaska Natives and and tribes in the states of Washington, Idaho, Oregon, Montana, Nevada, Northern California, and Alaska; and

WHEREAS, the health, safety, welfare, education, economic and employment opportunity, and preservation of cultural and natural resources and tribal sovereignty are primary goals and objectives of ATNI; and

WHEREAS, the purpose of the Council for Tribal Employment Rights and its member Tribal Employment Rights Offices (TERO) is to raise issues with Indian Tribes that affect the areas of tribal sovereignty, employment and employment rights; and

WHEREAS, the Council for Tribal Employment Rights did previously bring Resolution 2022-39 regarding Tribal Workforce Protection to ATNI in 2022; and

WHEREAS, since that time, only a few tribal governments have addressed this issue and/or enacted tribal workforce protection legislation; and

WHEREAS, the current political and judicial climate of the United States has made workforce protection a more urgent issue for tribal governments due to the increased dangers of legal exposure to hostile federal legislators as well as a U.S. Supreme Court somewhat unversed in Indian issues or outright opposed to tribal sovereignty; and

WHEREAS, the Council for Tribal Employment Rights seeks to relay this increased urgency with this follow-up resolution and to suggest some approaches for tribal governments to consider to remedy the problem on non-Indian tribal employees having no avenues of appeal open to them as tribal employees; and

WHEREAS, the Council for Tribal Employment Rights suggests first that tribal governments consider including protections for both Indian and non-Indian employees in their Human Resource/Personnel Policies; and

WHEREAS, the Council for Tribal Employment Rights further suggests that tribal governments consider enacting standalone Workforce Protection legislation that includes protections for non-Indian employees working within their tribal government and/or tribal governmental enterprises; now

THEREFORE BE IT RESOLVED, that ATNI concurs with the urgency of potential attacks to tribal sovereignty on this issue present in the current political and judicial climate of the United States; and

BE IT FURTHER RESOLVED, that ATNI does hereby encourage its member Indian tribal governments and Alaska Native villages to consider including protections for both Indian and non-Indian employees in their Human Resource/Personnel Policies; and

BE IT FINALLY RESOLVED, that ATNI does hereby encourage its member Indian tribal governments and Alaska Native villages to address the issue of workforce protection by enacting Workforce Protection legislation that includes protections for non-Indian employees working within their tribal governments and/or tribal governmental enterprises NOW to protect their tribal sovereignty.

CERTIFICATION

The foregoing Resolution was adopted at the Affiliated Tribes of Northwest Indians 2023 Winter Convention held at the Doubletree by Hilton in Portland, Oregon on January 22-26, 2023 with a quorum present.

Leonard Forsman, President

Norma Jean Louie, Secretary