

RESOLUTION  
OF  
THE PAPAGO COUNCIL

Res. No. 615

WHEREAS, The Papago Council by Resolution No. 300 provided that all Tribal employees shall be allowed the same annual and sick leave privileges as are granted like employees of the Indian Service provided, that applications for such leaves shall be subject to prior approval by the Chairman of the Papago Council, or such person as he may designate, and

WHEREAS, The regulations of the Bureau of Indian Affairs have been modified from time to time therefore requiring that the Tribal employees change their practice so as to conform with the modifications as they occur, and

WHEREAS, Recent changes in the Indian Bureau's leave regulations effective January 1, 1952, seriously handicap Tribal employees in the enjoyment of their leave privileges and involves certain difficulties in the compliance to such regulations,

THEREFORE BE IT RESOLVED BY THE PAPAGO COUNCIL, That Resolution No. 300 be and is hereby rescinded and the following regulations adopted.

SECTION I EMPLOYEES OF THE PAPAGO TRIBE

- A. Employees of the Papago Tribe who are regularly appointed by a resolution of the Papago Council shall be entitled to all of the leave privileges contained herein.
- B. Persons who may be serving in temporary positions or who may from time to time be hired for special jobs or projects, or in cases where the need is urgent or an emergency exists, whether the appointment be by a resolution of the Papago Council or by the Chairman of the Papago Council or other official of the Papago Tribe, shall not be entitled to the leave privileges contained herein unless authorized by the Papago Council under Section III C.

SECTION II ANNUAL LEAVE

- A. Annual leave shall be accrued at the rate of 10 hours per month or 15 days per annum and shall not exceed 15 days at any time.
- B. Each regularly appointed employee of the Papago Tribe who is entitled to annual leave benefits shall be required to take all of the leave accrued each calendar year so as to clear annually any accrual that may result.
- C. Upon termination, whether voluntary or forced, any employee who may have accrued annual leave shall be paid in lump sum for the accrual.

### SECTION III SICK LEAVE

- A. Sick leave shall be accrued at the rate of 10 hours per month or 15 days per annum Provided, that an accumulation may be made up to 30 days but shall not exceed 30 days at any time. Any accumulation of sick leave days in excess of 30 days shall be forfeited.
- B. Upon termination from a regularly appointed position an employee of the Papago Tribe shall forfeit all sick leave days which may have been accumulated during his tenure unless at the time of his termination his situation was such as to qualify him for sick leave, if authorized by the Papago Council.
- C. Persons who may be serving in temporary positions as outlined under Section I B, may be entitled to sick leave if circumstances are such as, in the discretion of the Papago Council, entitles such employees to such sick leave.
- D. Sick Leave may be taken to visit a doctor or a dentist, in accordance with Section IV A, but all sick leave taken must be accompanied by a medical certificate which each employee must submit to the Secretary of the Papago Council upon return to active duty.

### SECTION IV APPROVAL OF LEAVE

- A. All leave shall be subject to the prior approval of the Chairman of the Papago Council or such person as he may designate Provided, that exceptions may be made in cases of emergency or where the circumstances justify such exceptions. In such cases the approval of the Chairman, or person designated by him, shall be made retroactive to the beginning of such leave. Leave taken by the Chairman of the Papago Council shall be approved by the Papago Council.
- B. A record of all leave taken by the employees of the Papago Tribe shall be kept by the Secretary of the Papago Council.

BE IT FURTHER RESOLVED, That effective as of the date of approval of this resolution the above regulations shall be in force Provided, that the leave earnings of all the present employees shall be figured from January 1, 1952, in accordance with this resolution, and

BE IT FURTHER RESOLVED, That all prior year annual leave accumulations of present employees shall be used as soon as practicable or lump sum payment made therefor, and

BE IT FINALLY RESOLVED, That any and all leave regulations which may be in conflict with the above regulations are hereby rescinded.

The foregoing resolution was on May 2, 1952, duly enacted by the Papago Tribal Council by a vote of 16 for and 0 against, pursuant to authority vested in it by Sec. 3 (a) of Article V of the Constitution of the Tribe ratified by the Tribe on December 12, 1936 and approved by the Secretary of the Interior on January 6, 1937, pursuant to Sec. 16 of

the Act of June 18, 1934, (48 Stat. 984). Said Resolution is effective as of the date of its approval by the Superintendent of the Papago Agency, and is subject to the rescission by the Secretary of the Interior, pursuant to Sec. 6, Article V of the Constitution and By-Laws of the Papago Tribe.

THE PAPAGO COUNCIL

By: Mark Manuel  
Mark Manuel, Vice-Chairman

Attest:

Rosanda Mico  
Rosanda Mico, Secretary & Treasurer

APPROVED: 5/8/52

Harry L. Stevens  
Harry L. Stevens, Superintendent