



# LUMMI INDIAN BUSINESS COUNCIL

2616 KWINA ROAD • BELLINGHAM, WASHINGTON 98226 • (360) 384-1489

## **RESOLUTION #2004-147 OF THE LUMMI INDIAN BUSINESS COUNCIL**

### **TITLE: AFFIRMATION OF LIBC POLICY PROHIBITING FULL-TIME LIBC EMPLOYEES FROM SERVING AS INDEPENDENT CONTRACTORS TO THE LIBC AND ITS SUBORDINATE ENTITIES**

**WHEREAS**, the Lummi Indian Business Council is the duly constituted governing body of the Lummi Indian Reservation by the authority of the Constitution and Bylaws of the Lummi Tribe of the Lummi Reservation, Washington; and

**WHEREAS**, the Lummi Indian Business Council (LIBC) is the duly authorized governing body of the Lummi Nation, pursuant to Article IV of the Lummi Constitution; and

**WHEREAS**, the Lummi Indian Business Council has the authority and responsibility, pursuant to Article VI of the Lummi Constitution, to provide for the general well-being of Tribal members and the community, to adopt rules and regulations, maintain law and order, etc.; and

**WHEREAS**, the Lummi Indian Business Council has established an administrative governmental structure staffed by more than 600 employees to carry out policies, programs, plans, and services for the well-being of the entire community; and

**WHEREAS**, the LIBC has maintained a policy prohibiting full-time LIBC employees from contracting to serve as independent contractors to the LIBC and its subordinate entities in order to prevent conflicts of interest, or an appearance of a conflict of interest, and to avoid any questions about whether wage and hour rules and other federal and tribal regulations are being violated; and

**WHEREAS**, as a responsible employer, the Lummi Indian Business Council now finds that the policy prohibiting full-time LIBC employees from serving as independent contractors to the LIBC should be established in written form in the LIBC Personnel Policies, and the prohibition should also apply to entities in which full-time LIBC employees have an interest.

**NOW, THEREFORE, BE IT RESOLVED**, that the Lummi Indian Business Council acknowledges and affirms its long-standing policy prohibiting full-time LIBC employees, including full-time Tribal School professional employees, and entities in which full-time LIBC employees have an interest, from serving as independent contractors to the LIBC and its subordinate entities; and

**BE IT FURTHER RESOLVED**, the Lummi Indian Business Council hereby directs the Human Resources Director to address this matter and set forth the LIBC policy, as stated herein, in the LIBC Personnel Policies Manual; and

**BE IT FINALLY RESOLVED**, that the Chairman (or Vice Chairman in his absence) is hereby authorized and directed to execute this resolution and any documents connected therewith, and the Secretary (or the Recording Secretary in his absence) is authorized and directed to execute the following certification.

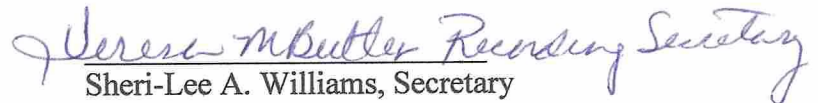
LUMMI NATION



Darrell Hillaire, Chairman  
Lummi Indian Business Council

### CERTIFICATION

As Secretary of the Lummi Indian Business Council, I hereby certify that the above Resolution #2004-147 was adopted at a **Special** Meeting of the Council held on the **25<sup>th</sup>** day of **October**, 2004, at which time a quorum of **9** was present by a vote of **8** For, **0** Against, and **0** Abstention(s).



Sheri-Lee A. Williams, Secretary  
Lummi Indian Business Council

