

# Seneca Nation of Indians

**President - J. Conrad Seneca**  
**Clerk - Lenith K. Waterman**

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AT THE REGULAR SESSION OF COUNCIL OF THE  
SENECA NATION OF INDIANS HELD ON  
FEBRUARY 08, 2025, AT THE WILLIAM SENECA  
BUILDING ON THE CATTARAUGUS TERRITORY.

CN: R-02-08-25-14

EXECUTIVES PRESENT:

PRESIDENT	—	J. CONRAD SENECA
TREASURER	—	AL E. GEORGE
CLERK	—	LENITH K. WATERMAN

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## TO APPROVE TRIBAL EMPLOYMENT RIGHTS ORDINANCE AMENDMENT

**MOTION:** by Christina Reiller, seconded by Kevin Seneca, that the Seneca Nation Council approves the following resolution:

**WHEREAS** the Seneca Nation has the inherent sovereign power to enact laws which promote fair and equitable employment on the Seneca Nation's Territories and for projects and programs that the Nation is a party; and

**WHEREAS** the Seneca Nation adopted a Tribal Employment Rights Ordinance (TERO) in 1993 and has Amended the Ordinance on occasion to meet the growing needs of the Nation and its people; and

**WHEREAS** the Tribal Employment Rights Commission (Commission) exists by authority of the Seneca Nation Council; and

**WHEREAS** pursuant to Section 7 of the Ordinance, Powers of the Commission, the Commission has the full power, judication and authority to: Formulate, adopt, amend, and rescind rules regulations, and guidelines necessary for the Commission to effectively carry out the terms and conditions of the TERO; and,

**WHEREAS** the Commission recommends amending Section 11, Employment Rights Fee, to facilitate administration and enforcement of the law for contracts that involve work both on-Territory and off-Territory,

**NOW, THEREFORE, BE IT RESOLVED,** the Seneca Nation Council hereby amends Section 11 of the Tribal Employment Rights Ordinance to redesignate subsection A as subsection A.1 and to add a new subsection A.2 which reads as follows:

- A.2. For all Contracts that involve work both on-Territory and off-Territory the effective fee under subsection A.1 paid by the Contractor may be prorated for and applied to just the percentage of contract work on-Territory so long as the Contractor and all Sub-Contractors have a Compliance Plan in place focused on achieving at least 51% native employment goals.

ALL IN FAVOR

MOTION CARRIED

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CERTIFICATION

I hereby certify the foregoing extract is a true and correct copy from the minutes of the Regular Session of Council of the Seneca Nation of Indians held on February 08, 2025, on the Cattaraugus Territory, original of which is on file in the Clerk's Office of the Seneca Nation of Indians.

IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the seal to be affixed at the William Seneca Building, on the Cattaraugus Territory, on the 12th day of February 2025.

ATTEST:



LENITH K. WATERMAN, CLERK  
SENECA NATION OF INDIANS

{SEAL}