



RESOLUTION No. 002

FOR COMPLIANCE OF ENTITIES UNDER THE CATAWBA INDIAN PREFERENTIAL HIRING ORDINANCE

Enacted by the Zone Authority Commission

[September 26th, 2022]

PREAMBLE

- (1) Whereas the Catawba Indian Preferential Hiring Ordinance was enacted on February 19th 2021 by the General Council of the Catawba Indian Nation pursuant to the powers vested to it under Article III, Section 1 and Article IV of the Nation's Constitution and By-Laws, ratified August 30, 1975, as may be amended from time to time, and as consistent with Section 4.2 of the Nation's 2020 Employee Policies and Procedures Manual on Indian Preference and the special exemption for Indian Preference provided for under Section 703(i) of Title VII of the Civil Rights Act of 1964.
- (2) Whereas the purpose of the Preferential Hiring Ordinance is to regulate the employment conditions under which the Green Earth Zone will employ personnel for its operations and give preferential treatment to Catawba citizens.
- (3) Whereas, by means of this Ordinance, the Catawba Nation and the Green Earth Zone also wish to raddress the effects of historic and contemporary employment discrimination against Catawba citizens on or near the Catawba Indian Nation's ancestral land;
- (4) Whereas the Zone Authority is empowered by Green Earth Zone Civil Ordinance Title II Chapter 1 to promulgate regulations relevant to the Green Earth Zone, and to ensure compliance with the Catawba Indian Nation's laws, including long-standing commitment to the preferential hiring of qualified Catawba citizens.

RESOLVES:

1. In compliance with the Catawba Nation's Preferential Hiring Ordinance, entities that are registered within the Green Earth Zone and have a physical presence beyond a mailing address on the Catawba Nation's Reservation shall give preference in hiring citizens of the Catawba Nation and other tribal citizens to the greatest extent possible.
2. Also in compliance with the Nation's Preferential Hiring Ordinance, entities that are registered within the Green Earth Zone and have no physical presence on the Nation's Reservation beyond a mailing address are encouraged to consider hiring citizens of the Catawba Nation and other tribal citizens. To encourage and ensure compliance with the Ordinance, the Green Earth Zone shall provide all registered entities a database of Catawba citizens interested in working for registered entities within a month of their incorporation.
3. The Zone shall also provide incentives to entities that hire Catawba citizens and other Native-Americans, such as reducing their annual fees, upon providing evidence that the entities hired Catawba citizens and other tribal citizens in accordance with the Preferential Hiring Ordinance.



SAM TRIMNAL
CHAIRMAN
ZONE AUTHORITY COMMISSION

