

Pyramid Lake Paiute Tribal Council

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RESOLUTION NO.: PL 100-21

RESOLUTION OF THE TRIBAL COUNCIL OF THE PYRAMID LAKE PAIUTE TRIBE NIXON, NEVADA

WHEREAS, the Pyramid Lake Paiute Tribe is organized pursuant to the provisions of Section 16 of the Indian Reorganization Act and is federally recognized by the United States Government through the Secretary of the Interior for the Administration of programs and services for the residents of the Reservation; and

WHEREAS, the Pyramid Lake Paiute Tribal Council is the duly elected governing body of the Pyramid Lake Paiute Tribe, charged with the responsibility of establishing policy and taking action to provide administration guidelines; and

WHEREAS, the Pyramid Lake Tribal Human Resources department acknowledges the importance of protecting employees and the public from possible exposure to the highly contagious COVID-19 coronavirus and variants which may result in adoption and creation of defined policies & processes related to this pandemic; and

WHEREAS, the Pyramid Lake Tribal Council having recognized the need for continuity of leadership for administration staff approved through Resolution No. PL12-16 the formation of the Executive team; and

WHEREAS, the Pyramid Lake Tribal Human Resources department under directive created and submitted a 2021 Mandatory Vaccination Policy for the Tribal organization to assist with continued response to the Covid-19 Pandemic; and

WHEREAS, the Executive Team in conjunction with Tribal Chairperson & Vice Chairman have reviewed the proposed 2021 Mandatory Vaccination Policy and recommends approval of the same; and

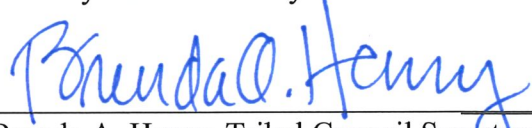
WHEREAS, all employers need to consider how best to decrease the spread of acute respiratory illness and lower the impact of COVID-19 in their workplace the Tribal Administration hereby incorporates provisions to address the Covid-19 and variant response during this pandemic period; and

NOW, THEREFORE BE IT RESOLVED, that the Pyramid Lake Paiute Tribal Council, governing body of the Pyramid Lake Paiute Tribe, hereby accepts the recommendation of the Executive Team, Human Resources and EOC Committee and approves the attached State of Emergency Supplementation:

**PYRAMID LAKE PAIUTE TRIBE
MANDATORY VACCINATION POLICY**

CERTIFICATION

It is hereby certified that the foregoing resolution of the Pyramid Lake Paiute Tribal Council, the governing body of the Pyramid Lake Paiute Tribe, composed of ten members, of whom ten (10) constituting a quorum were present at a meeting duly held on the 6th day of August, 2021 was adopted by the affirmative vote of eight (8) for and one (1) against and zero (0) abstentions pursuant to the authority contained in the Constitution and By-Laws of the Pyramid Lake Paiute Tribe.



Brenda A. Henry, Tribal Council Secretary
Pyramid Lake Paiute Tribal Council

**PYRAMID LAKE PAIUTE TRIBE
MANDATORY VACCINATION POLICY**

CVD. A. PURPOSE

In accordance with the Pyramid Lake Paiute Tribe's duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees and their families; our customers and visitors; and the community at large from infectious diseases, such as COVID-19 or influenza, that may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

CVD. B. AUTHORITY OF TRIBE

All employees are required to receive vaccinations as determined by approval of Tribal Council effective the date of resolution. Employees not in compliance with this policy will be placed on unpaid leave until their employment status is determined by the Executive Team in conjunction with Human Resources.

CVD. C. PROCESS OF VERIFICATION / STATUS

Employees will be notified by the Human Resources department as to the type of vaccination(s) covered by this policy and the timeframe(s) for having the vaccine(s) administered. Pyramid Lake Paiute Tribe will provide either onsite access to the vaccines or a list of locations to assist employees in receiving the vaccine on their own. When not received in-house, vaccinations should be run through employees' health insurance where applicable and otherwise be submitted for reimbursement.

All employees will be paid for time taken to receive vaccinations. For offsite vaccinations, employees are to work with their supervisors to schedule appropriate time to comply with this policy.

Before the stated deadlines to be vaccinated have expired, employees will be required to provide proof of vaccination.

CVD. D. APPLICANTS FOR EMPLOYMENT ELIGIBILITY

All applicants for employment are required to provide proof of vaccination in the form of the official vaccination card. Verification will be discreet and consist of determination of eligibility only. All requirements will be applied across the board during recruitment of positions with the Tribal Organization and be the sole responsibility of the Human Resources Department.