

One hundred and one individuals lost their jobs. It is projected that an additional 300 will also be terminated. With the 101 who lost their jobs, the projected savings is \$2,202,000. What was apparently off limits was \$1,220,400 the Board and current Chairperson receive for their salaries. Recall that during the March 18, 2008 Tribal Board meeting in Hessel, the Board voted to reduce their salaries with a vote of 6 to 5 but then simply ignored this when Tribal Members were not present and ordered the Chief Operating Office to keep them at the higher wage. Each Board member receives \$67,000 a year plus benefits for a total cost to the Tribe of about \$90,000!

Retaliation Layoffs? How do we know these were done in retaliation? In a memo from the HR director to all employees, the policy (see below) was specifically suspended to eliminate employee's rights to appeal (see for yourself below). One hundred percent (100%) of those laid off were done in retaliation for those who supported Aaron Payment as Chairperson or who had 'run-ins' with their supervisors.

One example is **Renee Robinson**, a Tribal Member with a Masters Degree in Public Administration who was paid through "Indirect" and BIA dollars. Eliminating her position did not save any Tribal dollars as this position was not funded with Tribal dollars. What is really egregious is that Renee Robinson was on medical leave for a broken back she sustained coming to work in the Tribal Administration parking lot!

Tony Osterhout, also funded by "Indirect" dollars so no savings here as well.

Darryl Brown, funded by advertising sales to the Sault Tribe news, no savings here.

Clarence Hudak - funded by Indirect, fired for being a Payment supporter? No savings here.

DJ Malloy - funded by Indirect, fired for being a Payment supporter? No savings here.

Krista Payment- funded by Indirect, fired for being a Payment supporter? No savings here.

Jan Manning, fired for being a Payment supporter?

Nathan Wright, candidate who lost by just 3 votes, fired for being a Payment supporter or for opposing certain Board members politics?

Greg Collins, budget director who holds an employment contract - fired for working closely and cooperatively with Payment? This termination will result in a contract liability of about \$350,000!

None of these positions saved Tribal dollars. Therefore what was the real reason they were terminated?

Now more than ever Tribal employees need labor protections. Rather than evolve to the point where these protections exist, the new Chairperson and Board have moved backward which will certainly fuel the desire to organize and unionize.

What is most telling is those who did not make this list because of their close affiliations with the Board or new Chairperson. Just some of the worst examples:

Fred Paquin - suspended for theft. Under investigation by the FBI and the BIA. Previously suspended for assaulting the Tribal Prosecutor's secretary. Due to the duress, both the Prosecutor and secretary have resigned working for the Sault Tribe. Fred is paid over \$90,000 a year so his gross pay for two weeks is nearly \$3,500!

Mike McCoy - Paid as the Tribe's Legislative Director for Lansing. Paid over \$100,000 a year to do absolutely nothing. The Tribe and/or Greektown also employs a lobbyist (Cusmano Kandler and Reed) at about \$200,000 a year. At the federal level, the Tribe employs three lobbyists: Capitol Group, Sonosky and Chambers, and Ogichtakwe at a collective \$600,000+ In total, the total amount spent on lobbyists is nearly \$1,000,000! Is Mike McCoy off limits because he is the Chairperson's cousin or because he is Cathy (McCoy) Abramson's brother or because he is DJ Hoffman's uncle?

Alan Bouschor - revenue in the UP Casinos is decreasing yet the Marketing director is still paid over \$100,000 a year. Recently the Board hired the outside marketing firm Red Circle at about \$300,000 a year yet continues to employ Alan Bouschor. Why because he is Bernard Bouschor's son? Did Alan apply for the position? Who signed his employment contract? None other than Bernard Bouschor - his father.

Michelle Bouschor - Keith Massaway's niece and Bernard Bouschor's daughter in law. Paid about \$70,000 to do **absolutely nothing**. Again, she appears to be off limits.

Cecil Pavlat - Hired as a repatriation specialist under a grant. The grant is now gone so he is paid exclusively under Tribal dollars. He has repatriated tribal remains maybe once over the last seven years. If he is not actively repatriation remains, what does he do on a daily basis?

To: All Team Members
From: Cheryl Bernier, Human Resource Director
Date: 8/10/2008
Re: Policy Revisions

Please be advised that several policy revisions were approved at the July 29, 2008 Tribal Board of Director's meeting. These changes became effective immediately. I have listed a summary of the policy revisions below.

Appeal Policy

Individuals will no longer have the right to appeal either temporary layoffs or elimination of positions during a time that restructuring must occur due to business needs.

Complaint Resolution Process (for Current Team Members)

Layoffs, demotions, reassignment of duties, etc. due to a legitimate restructuring and/or layoff plan are not subject to challenge through the complaint resolution process.

Layoff Preference Policy

In the event that management wishes to retain an individual that would have been laid off by placing the individual in the higher level position into an entry level position, a wage review will be completed on the individual.

Retaliation Policy

Layoffs, demotions, reassignment of duties, etc. due to a legitimate restructuring and/or layoff plan are not subject to challenge through the complaint resolution process.

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