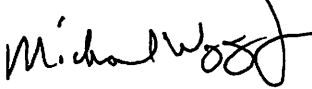


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O.Box 39 • Odanah, Wisconsin 54861

Memo

TO: Bad River Employees
FROM: Mike Wiggins Jr., Executive Director 
CC: Dee Gokee-Rindal, Tribal Operations
Ashley Stone, Human Resources Manager
DATE: May 7, 2021
SUBJECT: Return to Work

Effective Monday, May 10, 2021, all Bad River Tribal employees will return to the workplace full-time.

There has been a tremendous impact on our workforce due to the COVID-19 pandemic. It's been a difficult year as a Tribal Organization as we implemented essential steps to protect the health and welfare of our employees, their families, and surrounding communities. With this memo, I am informing all staff that the time has come to return to our desks and workplace settings. I am pleased to announce the full-time reopening of all departments organizational-wide.

To date, our clinic has successfully vaccinated 82% of our employee population and continues to vaccinate community members and elders in ever-increasing numbers. If you or a loved one have not been vaccinated, please call the Bad River Clinic and schedule the first shot. Vaccination is our Tribes best chance to continue safely gathering into the future with COVID-19 presumably here to stay in the United States. We depend on each other to be safe.

The Bad River Tribe is committed to ensuring we continue to serve our Tribal Members, community, and customers to the best of our ability. THANK YOU to every one of our employees for all you do for Bad River!

The Tribe will continue to implement best practices for preventing the transmission of the COVID-19 virus during the pandemic and employees are expected at a minimum to follow CDC guidelines:

1. Full-time employees are expected to report to their place of work, 40 hours per week unless noted otherwise in their job description.
2. Part-time and Limited-Term employees must submit their schedule to supervisors with specified hours scheduled to work.
3. Face mask/coverings are mandatory while at work interacting with others.
4. Social distancing will be followed to the best of our ability within the context of our work settings. We will need to work proactively to social distance as efficiently as possible during our return to work.
5. Unvaccinated employees will continue to participate in the weekly employee COVID-19 testing.
6. The Virtual School Year Memo will remain in effect until the end of the school year.
7. Anyone sick or showing symptoms of COVID-19 will not be allowed at work and will be directed to Public Health for a COVID-19 test.

Chi-Miigwech to our Bad River Tribal Members, employees, and community for the hard work and diligence in following CDC guidelines to keep everyone safe. Any questions regarding the following memo, please contact your Department Head or me at 715-292-2930.