

**LEGISLATIVE SUMMARY SHEET**

Tracking No. 0092-22

**DATE:** April 21, 2022

**TITLE OF RESOLUTION:** AN ACT RELATING TO HEALTH EDUCATION AND HUMAN SERVICES, LAW AND ORDER, AND NAABIK'ÍYÁTI' COMMITTEES AND THE NAVAJO NATION COUNCIL; AMENDING 15 N.N.C. §§ 302-308, THE PLAN OF OPERATIONS OF THE NAVAJO NATION LABOR COMMISSION

**PURPOSE:** This resolution, if approved, will amend the Plan of Operation for the Navajo Nation Labor Commission.

**This written summary does not address recommended amendments as may be provided by the standing committee. The Office of Legislative Counsel requests each committee member to review the proposed resolution in detail.**

5-DAY BILL HOLD PERIOD: 4:55pm; 05-06-22  
Website Posting Time/Date: 05-11-22  
Posting End Date: 05-12-22  
Eligible for Action: 05-12-22

Health Education & Human Services Committee

Thence

Law & Order Committee

Thence

Naabik'iyáti' Committee

Thence

Navajo Nation Council

PROPOSED NAVAJO NATION COUNCIL RESOLUTION  
24<sup>th</sup> NAVAJO NATION COUNCIL – Fourth Year, 2022

INTRODUCED BY

  
(Sponsor)

TRACKING NO. 0092-22

AN ACT

RELATING TO HEALTH EDUCATION AND HUMAN SERVICES, LAW AND  
ORDER, AND NAABIK'ÍYÁTI' COMMITTEES AND THE NAVAJO NATION  
COUNCIL; AMENDING 15 N.N.C. §§ 302-308, THE PLAN OF OPERATIONS OF  
THE NAVAJO NATION LABOR COMMISSION

BE IT ENACTED:

SECTION ONE. AUTHORITIES

- A. The Law and Order Committee is a standing committee of the Navajo Nation Council and has the power to review and make recommendations to the Navajo Nation Council on proposed amendments to and enactments in the Navajo Nation Code; and the Committee is the legislative oversight committee for the Navajo Nation Labor Commission. 2 N.N.C. §§ 164(A), 600(A), 601(B)(14) and (C)(1).
- B. The Health, Education and Human Services Committee is a standing committee of the Navajo Nation Council and has the power to review and recommend resolutions relating to employment and labor. 2 N.N.C. §§ 400(A), 401(B)(6)(a).
- C. The Naabik'iyáti' Committee is a standing committee of the Navajo Nation Council and has the power to review proposed legislation which requires final action by the Navajo Nation Council. 2 N.N.C. §§ 164(A)(9) and 700(A),
- D. The Navajo Nation Council is the governing body of the Navajo Nation and must review and approve enactments or amendments of positive law. 2 N.N.C. § 102(A) and 164(A).

1     **SECTION TWO. FINDINGS**

- 2     A.   The purpose of the Navajo Nation Labor Commission (“the Commission”) is to  
3         operate as a quasi-judicial body to hear, adjudicate and decide complaints filed under  
4         the Navajo Preference in Employment through its rules of procedure in an unbiased  
5         manner pursuant to 15 N.N.C. §§ 301-308.
- 6     B.   The Commission is established and has powers prescribed in its Plan of Operation  
7         as well as such additional powers as may be conferred to the Commission by law  
8         pursuant to 15 N.N.C. §§ 301.
- 9     C.   The Commission is the administrative oversight authority of the staff, program  
10        budget and Office of Navajo Nation Labor Commission to ensure the duties and  
11        responsibilities are in compliance pursuant to 15 N. N. C. § 304.
- 12    D.   The Commission is authorized to formulate overall administrative and operating policies  
13        pertaining to the function of the Commission and Office; and all formal substantive  
14        action shall be taken by written resolution of the Commission duly certified by the  
15        presiding officer or memorialized by written memorandum setting forth the action taken  
16        by the Commission pursuant to 15 N. N. C. § 304.
- 17    E.   There is a need to amend the Plan of Operations of the Navajo Nation Labor Commission  
18        to be in compliance with Resolution Nos. CMA-13-16 and CJY-42-16, and Navajo  
19        Nation Supreme Court Opinion, *Austin C. Bahe v. Navajo Nation Labor Commission and*  
20        *Concerning Navajo Engineering Construction Authority*, No. SC-CV-15-18 (Nav. Sup.  
21        Ct, June 29, 2018).
- 22    F.   On August 25, 2021, the Navajo Nation Labor Commission by Resolution No.  
23        NNLC AUGUST-25-2021 approved a Resolution to adopt and amend their Plan of  
24        Operation, attached hereto as **Exhibit A**.
- 25    G.   It is in the best interest of the Navajo Nation to amend 15 N.N.C. §§ 302 - 308, the Plan  
26        of Operations of the Navajo Nation Labor Commission.

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28     **SECTION THREE. AMENDMENTS TO 15 N.N.C. §§ 302 - 308**

29     The Navajo Nation hereby amends the Navajo Nation Code, Title 15 as follows:  
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~~The purposes of the Commission shall be to:~~

- The purpose of the Labor Commission is to operate as a quasi-judicial body to hear, adjudicate, and decide all complaints filed under the Navajo Preference in Employment Act (the “Act”) in accordance with its rules of procedure in an unbiased manner.

The Commission shall consist of five members.

- 22-020-1

1 ~~Director of the Division of Human Resources (“DHR”), the Directors of any~~  
2 ~~department within DHR, nor any person employed by DHR or its departments shall~~  
3 ~~be eligible to serve as a member of the Commission.~~

4 The five Commission members shall be 1) familiar with the Navajo Nation’s labor  
5 practices, human resources and employment; 2) a member of the Navajo Nation Bar  
6 in good standing, and; 3) two Commission members shall be licensed to practice law  
7 in either Arizona, New Mexico or Utah.

8 C. Officers. The officers of the Commission shall be elected every ~~four (4)~~ two (2) years  
9 from among the Commission by a majority vote of the Commission and shall consist  
10 of a Chairperson, Vice-Chairperson, and Secretary.

11 1. Chairperson. The Chairperson ~~of the Commission~~ shall preside over  
12 hearings, at meetings/deliberative sessions, and meetings /hearing of the  
13 Commission, assure in an orderly manner, and shall meetings/deliberative  
14 sessions/hearings in accordance with accepted Navajo Nation Labor  
15 Commission rules, and sign all documents / and pleadings as required for  
16 action of the Commission. related to complaints filed under the Act.

17 2. Vice-Chairperson. The Vice-Chairperson shall serve in the absence of the  
18 Chairperson, and in the ~~performance of this service~~ this capacity, shall  
19 exercise all ~~powers and bear all the~~ authority and responsibilities of vested  
20 in the Chairperson.

21 3. Secretary. The Secretary shall ~~carry out such duties as may be prescribed.~~  
22 In serve in the absence of the Chairperson and Vice-Chairperson, and in this  
23 capacity, the Secretary shall ~~preside at all meetings/deliberative~~  
24 ~~sessions/hearings of the Commission.~~ exercise all authority and  
25 responsibilities vested in the Chairperson and or Vice-Chairperson.

26 4. The Commission may recall former members to complete pending cases: or  
27 to establish a quorum when necessary.

28 D. Term of Office. Each member of the Commission shall serve for a term of four (4)  
29 years and until his or her successor is appointed.

30 E. Commission Vacancies.

- 1           1.   Resignation. Any A Commission member may resign by submitting written  
2           notice thirty (30) days prior to the effective date ~~written notice~~ of their  
3           resignation. The Commission shall accept the ~~and such~~ resignation shall be  
4           accepted by the Commission at the next Commission scheduled meeting.
- 5           2.   Removal. ~~Any member of the~~ A Commission member shall be removed  
6           from the Commission if:
  - 7               a.   Such member has been convicted of any crime reflecting upon such  
8               member's honesty or ability to fulfill the fiduciary obligations  
9               imposed by law upon such member; or
  - 10              b.   Such member violates the disclosure of conflicts of interest  
11              requirements set forth in the Navajo Nation Ethics in Government  
12              Law; or
  - 13              c.   Such member lacks diligence or commitment to fulfil the  
14              responsibilities of the Commission by failing to attend three (3)  
15              consecutive hearings, including meetings, absent a valid excusal or  
16              good reason for non-participation.
- 17           3.   ~~In the event~~ Removal of a Commission member ~~is found to be in violation~~  
18           of pursuant to § 303(E)(2)(a)-(c) ~~such member shall be removed from his~~  
19           ~~or her position,~~ shall be effective upon written notice of removal by the  
20           Chairperson ~~of the Commission~~ or designee. The Commission shall  
21           promptly submit the appropriate information and facts concerning the  
22           violation and removal to the appointing authority set forth at § 303(A).
- 23           4.   ~~In the event a~~ A vacancy is created on the Commission by reason of  
24           resignation, removal or any other reason, ~~such vacaney~~ shall be filled by the  
25           authority which is authorized to appoint members to such vacant seat, in  
26           accordance with the procedure prescribed in § 303(A) and (B).  
27           ~~Appointment of a replacement member shall be made within thirty (30) days~~  
28           ~~after the date the appointing authority receives written notification of the~~  
29           vacaney.  
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1 **§ 304. Authority, ~~d~~Duties and ~~r~~Responsibilities**

2 The Commission is authorized and directed to:

- 3 ~~A. Submit annual/quarterly reports of its activities to the Office of the Speaker of the~~  
4 ~~Navajo Nation Council for distribution to the Law and Order Committee and the~~  
5 ~~Navajo Nation Council;~~
- 6 ~~B. Formulate overall administrative and operating policies pertaining to the function of~~  
7 ~~the Commission;~~
- 8 ~~C. Regulate the course of hearings and conduct of participants;~~
- 9 ~~D. Administer oaths and affirmations;~~
- 10 ~~E. Rule on motions and other procedural matters;~~
- 11 ~~F. Grant applications for subpoenas and rule on petitions to revoke subpoenas;~~
- 12 ~~G. Inquire fully into all issues and obtain a complete record upon which Commission~~  
13 ~~decisions can be rendered;~~
- 14 ~~H. Receive, rule on, exclude, and limit evidence, lines of questioning, or testimony~~  
15 ~~which are irrelevant, immaterial, or unduly repetitious;~~
- 16 ~~I. Examine witnesses for the purpose of clarification of the facts and issues;~~
- 17 ~~J. Direct the submission of briefs and set the time for the filing thereof;~~
- 18 ~~K. Issue finding of fact, conclusions of law and order, and impose appropriate damages,~~  
19 ~~sanctions, fines and other relief for non-compliance;~~
- 20 ~~L. Set the amount of bond and such appropriate conditions thereto as the Commission~~  
21 ~~may deem necessary;~~
- 22 ~~M. Prepare and submit an annual budget;~~
- 23 ~~N. Exercise such other authority as may be conferred by law; and~~
- 24 ~~O. Hold deliberative sessions/meetings/hearings at such locations on the Navajo Nation~~  
25 ~~to accommodate the Commission/parties/witnesses. Upon approval by the~~  
26 ~~Chairperson.~~
- 27 A. The Commission may adopt and implement rules of procedure governing the  
28 processing of complaints and the conduct of hearings pursuant to 15 N.N.C. § 611 of  
29 the Act.
- 30 B. The Commission shall conduct hearings on complaints filed under the Act in

1 accordance with the Commission Rules of Procedure in a fair and unbiased manner.

2 C. The Commission may refer a complaint to a Peace Maker, Special Master, or  
3 Mediator upon a request by the parties or where deemed appropriate.

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5 **§ 305. Meetings, / ~~h~~Hearings, / ~~d~~Deliberative sSessions; ~~p~~rocedure**

6 ~~A. Meetings/hearings/deliberative sessions shall be called by the Chairperson or~~  
7 ~~designee of the Commission for business transactions or as required by pending cases~~  
8 ~~filed before the Commission. Three members of the Commission shall constitute a~~  
9 ~~quorum for the transaction of business.~~

10 ~~B. The Commission may hold meetings with the Law and Order Committee of the~~  
11 ~~Navajo Nation Council for informational and coordinating purposes as it deem~~  
12 ~~appropriate.~~

13 ~~C. The Commission shall adopt rules for the conduct of its meetings/hearings or~~  
14 ~~deliberative sessions and keep a record of all its proceedings and transactions. All~~  
15 ~~formal substantive action shall be taken by written resolution duly certified by the~~  
16 ~~presiding officer, or memorialized by written memorandum setting forth the action~~  
17 ~~taken~~

18 ~~D. Members of the Commission shall receive a two hundred fifty dollar (\$250.00)~~  
19 ~~stipend and shall be reimbursed for lodging, meals, expenses and mileage (at the~~  
20 ~~Navajo Nation rate) incurred in connection with the performance of their duties.~~  
21 ~~Commission members shall be eligible for any insurance provided by the Navajo~~  
22 ~~Nation to its employees, other boards, commissions, elected officials and other tribal~~  
23 ~~entities. All Commission expenses shall be paid from the budget of the Commission.~~

24 A. Hearings. Three (3) Commission members shall constitute a quorum. Hearings shall  
25 be conducted in accordance with 15 N.N.C. §611 and the Labor Commission Rules  
26 of Procedure.

27 B. Meetings; Deliberative Sessions. The Chairperson or designee may call a meeting or  
28 deliberative session to conduct business related to complaints filed with the  
29 Commission or related operational matters. Three (3) Commission members shall  
30 constitute a quorum for the transaction of business. Meetings may be held with the



1           Law and Order Committee or other entities.

2       C.   Hearings, Meetings, or Deliberative Sessions may be held via teleconference or by  
3           other electronic means in the event environmental conditions or other emergencies  
4           present a health risk if an in-person hearing or meeting were to be held.

5       D.   Commission members shall receive five hundred dollar (\$500.00) stipend for  
6           attending hearings, meetings or deliberative sessions, and: shall be reimbursed for  
7           expenses incurred while performing their duties, including lodging, meals, and  
8           mileage at the Navajo Nation government rate. Commission members shall be  
9           eligible for any insurance provided by the Navajo Nation for its employees.

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11   **§ 306. Personnel**

12       A.   The Commission may employ independent legal counsel and personnel as it deems  
13           necessary and ~~as provided in its budget~~ to carry out the duties and responsibilities  
14           ~~herein set forth~~ of the Commission.

15       B.—~~The Commission office personnel shall provide administrative support to the~~  
16           ~~Commission including, but not limited to: consist of an Executive Director who~~  
17           ~~serves under the general direction of the Chairperson or designee. The Executive~~  
18           ~~Director is authorized to employ and supervise administrative support staff.~~

- 19           ~~1.—Accepting and processing complaints, petitions, and related pleadings;~~  
20           ~~2.—Recording hearings and meetings;~~  
21           ~~3.—Administering oaths to witnesses;~~  
22           ~~4.—Accepting and maintain evidence;~~  
23           ~~5.—Providing information to the public, parties, legal counsel and other Navajo~~  
24           ~~Nation offices regarding the operations, requirements or public records of~~  
25           ~~the Commission, subject to principles of due process and the Navajo Nation~~  
26           ~~Privacy and Access to Information Act;~~  
27           ~~6.—Providing official records of the Commission to the Supreme Court as~~  
28           ~~necessary for appeals and petitions concerning Commission decisions; and~~  
29           ~~7.—Other duties as necessary to carry out the purposes and responsibilities of~~  
30           ~~the Commission as provided herein.~~

C. ~~The Commission office personnel shall consist of an Executive Director and such other support staff as needed and provided for in the Commission budget to provide administrative support to the Commission. The Executive Director shall be under the general direction and guidance of the Commission through its Chairperson. The Executive Director shall be authorized to employ and supervise additional personnel as needed and provided for in the Commission budget to carry out the purposes of the Commission. All personnel of the Commission office shall be employed and compensated pursuant to the Navajo Nation Personnel Policies Manual.~~  
The Commission administrative support staff shall consist of an Office Specialist, and a Recorder, or other personnel as deemed necessary.

#### § 307. Place of Office

The Commission shall have its ~~principal office and staff be located~~ in Window Rock, Navajo Nation, (Arizona). ~~The Commission may expand its offices as needed and provided for in the Commission budget.~~

#### §308. Amendment

This Plan of Operation may be amended from time to time by ~~the Intergovernmental Relations Committee of the Navajo Nation Council~~. Prior to any such amendment, the Health, Education and Human Services Committee shall review and recommend any change or proposed amendment to this Plan of Operation.

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#### SECTION FOUR. CODIFICATION

The provisions of these amendments of the Navajo Nation Code shall be codified by the Office of Legislative Counsel. The Office of Legislative Counsel shall incorporate such amended provisions in the next codification of the Navajo Nation Code.

1     **SECTION FIVE. SAVINGS CLAUSE**

2     Should any provisions of these amendments be determined invalid by the Navajo Nation  
3     Supreme Court, or the District Courts of the Navajo Nation, without appeal to the Navajo  
4     Nation Supreme Court, those amendments that are not determined invalid shall remain the law  
5     of the Navajo Nation.  
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7     **SECTION SIX. EFFECTIVE DATE**

8     The Navajo Nation Code amendment enacted herein shall be effective pursuant to pursuant to  
9     2 N.N.C. § 221(B).  
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**THE NAVAJO NATION**

Nona L. Elsitty, Chairperson  
Vacant, Vice-Chairperson  
Vacant, Secretary  
Loretta J. Danzuka, Member  
Casey Watchman, Member



Navajo Nation Labor Commission  
The Legislative Branch  
Anslem Bitsoi, Executive Director  
Victoria A. Dixon, Legislative Reporter  
Leflew R. Denny, Office Specialist

NNLC AUGUST- 25-2021

**AMENDING PLAN OF OPERATION FOR THE NAVAJO NATION LABOR  
COMMISSION AND PROGRAM #101014**

**WHEREAS:**

1. The Navajo Nation Labor Commission, (the Commission") shall have the powers prescribed in the Plan of Operation as well as such additional powers as may be conferred to the Commission by law; and
2. The Commission is the administrative oversight authority of the staff, program budget and Office of Navajo Nation Labor Commission to ensure the duties and responsibilities are in compliance pursuant to 15 N. N. C. § 304; and
3. The Commission is authorized to formulate overall administrative and operating policies pertaining to the function of and all formal substantive action shall be taken by written resolution duly certified by the presiding officer or memorialized by written memorandum setting forth the action taken by the Commission pursuant to 15 N. N. C. § 304; and
4. The Commission conducts quasi-judicial administrative hearings in accordance to Navajo Preference in Employment Act, 15 N. N. C. § 301 and § 601 et. seq.; and
5. The Commission is authorized to amend current rules in compliance with Resolution of the Navajo Nation Council, CMA-13-16, amending The Navajo Preference In Employment Act at 15 N.N.C. § 604, 611 and 614. Resolution of

the Navajo Nation Council, CJY-42-16, now requires all members of the Navajo Nation Labor Commission to be members in good standing of the Navajo Nation Bar Association, familiar with the Navajo Nation's labor practice, human resources and employment.

6. The Commission is authorized to amend the Plan of Operation for the Commission and Program. There is need to amend in compliance with Resolution of the Navajo Nation Council, CMA-13-16, CJY-42-16 and Navajo Nation Supreme Court Opinion, Austin C, Bahe v. Navajo Nation Labor Commission and Concerning Navajo Engineering Construction Authority, SC-CV-15-18.

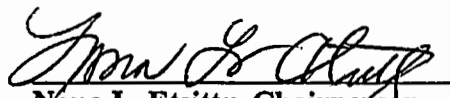
7.

**NOW THEREFORE BE IT RESOLVED THAT:**

1. The Commission hereby adopts and amends the Plan Of Operation herein annexed as Exhibit "A".
2. The amended rules shall become effective upon approval by Law & Order Committee of the Navajo Nation Council, Naabik'iyatai Committee of the Navajo Nation Council and the Navajo Nation Council.

**CERTIFICATION**

I hereby certify that the foregoing resolution was duly considered by the Commission at a duly called meeting at Navajo Nation Labor Commission Conference Room at Window Rock, Navajo Nation, Arizona at which a quorum was present and the same was passed by a vote of 04 in favor, 00 opposed and 01 abstention on this 25<sup>th</sup> day of August, 2021.

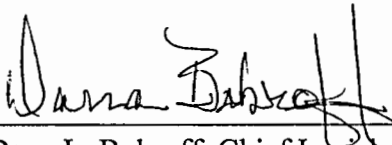
  
Nona L. Etsitty, Chairperson  
Navajo Nation Labor Commission

Motion by Loretta J. Danzuka  
Second by Casey Watchman



## MEMORANDUM

TO: Honorable Otto Tso  
24<sup>th</sup> Navajo Nation Council

FROM:   
Dana L. Bobroff, Chief Legislative Counsel  
Office of Legislative Counsel

DATE: April 20, 2022

SUBJECT: **AN ACT RELATING TO HEALTH EDUCATION AND HUMAN SERVICES,  
LAW AND ORDER, AND NAABIK'ÍYÁTI' COMMITTEES AND THE NAVAJO  
NATION COUNCIL; AMENDING 15 N.N.C. §§ 302-308, THE PLAN OF  
OPERATIONS OF THE NAVAJO NATION LABOR COMMISSION**

I have prepared the above-referenced proposed resolution and associated legislative summary sheet pursuant to your request for legislative drafting. Based on existing law and review of documents submitted, the resolution as drafted is legally sufficient. As with any action of government however, it can be subject to review by the courts in the event of proper challenge.

The Office of Legislative Counsel confirms the appropriate standing committee(s) based on the standing committees powers outlined in 2 N.N.C. §§301, 401, 501, 601 and 701. Nevertheless, "the Speaker of the Navajo Nation Council shall introduce [the proposed resolution] into the legislative process by assigning it to the respective oversight committee(s) of the Navajo Nation Council having authority over the matters for proper consideration." 2 N.N.C. §164(A)(5).

Please ensure that his particular resolution request is precisely what you want. You are encouraged to review the proposed resolution to ensure that it is drafted to your satisfaction.

THE NAVAJO NATION  
LEGISLATIVE BRANCH  
INTERNET PUBLIC REVIEW PUBLICATION



LEGISLATION NO: \_0092-22\_

SPONSOR: Otto Tso

**TITLE: An Act Relating to Health Education and Human Services, Law and Order, and Naabik'iyáti' Committees and the Navajo Nation Council; Amending 15 N.N.C. §§ 302 – 308, the Plan of Operations of the Navajo Nation Labor Commission**

**Date posted: May 06, 2022 at 4:55M**

Digital comments may be e-mailed to [comments@navajo-nsn.gov](mailto:comments@navajo-nsn.gov)

Written comments may be mailed to:

Executive Director  
Office of Legislative Services  
P.O. Box 3390  
Window Rock, AZ 86515  
(928) 871-7586

Comments may be made in the form of chapter resolutions, letters, position papers, etc. Please include your name, position title, address for written comments; a valid e-mail address is required. Anonymous comments will not be included in the Legislation packet.

**Please note:** This digital copy is being provided for the benefit of the Navajo Nation chapters and public use. Any political use is prohibited. All written comments received become the property of the Navajo Nation and will be forwarded to the assigned Navajo Nation Council standing committee(s) and/or the Navajo Nation Council for review. Any tampering with public records are punishable by Navajo Nation law pursuant to 17 N.N.C. §374 *et. seq.*