

Oneida Tribal Law Office

P.O. BOX 152 • ONEIDA, WISCONSIN 54155
PHONE 414/869-2724

REPORT

TO: ONEIDA GENERAL TRIBAL COUNCIL
FROM: JERRY HILL, TRIBAL ATTORNEY
DATE: December 1, 1982
RE: Arts and Crafts Project

On November 1, 1982, this office was directed to report on the above matter. Specifically, it was requested that the inventory control of the Arts and Crafts Shop be investigated to determine the existence of civil or criminal liability of the parties involved. This report has been reduced from Tribal correspondence showing the statements and reports made by various persons involved regarding the inventory and personnel problems and controversy of the Arts and Crafts Shop. This report was developed from the materials and within the time available, but should not be construed as a final report on this matter.

The Arts and Crafts project had been under consideration for some time before it was finally opened in early June, 1982, at the Archiquette Building. The manager of the project apparently was hired in March of 1982 though the correspondence does not show whether or not she had been hired through the procedures provided in the Oneida Tribal Management System.

Since early March, 1982, there was concern about the development of the inventory. Although narrative proposals submitted by the Shop Manager referred to development of inventory and a system for control of same, it does not appear that any formal written plan existed prior to the opening of the Shop in June, 1982 or after.

Thus, the concerns of the Tribe, expressed through the Tribal Manager, concerning the inventory were known to the Shop Manager and the Oneida Business Committee for several months prior to the opening of the Arts and Crafts Shop in June, 1982. Additionally, it appears that the time schedule proposed for the operation of the Shop was not met, i.e. the Shop was scheduled to open on May 1, 1982 but did not open until one month later. For these reasons, the correspondence shows a developing controversy in the area of planning and development and control of inventory for the Shop.

The opening of the Shop in June and its subsequent operation further compounded problems in management. The record of the correspondence shows that much confusion was generated because of the absence of the Shop Manager for travel and other reasons. Furthermore, it appears that the hiring of a sales person added another ingredient into the continuing confusion in the operation of the Shop. Throughout the months of July and August, 1982, the sales person at the Shop complained about its operation and lack of control or direction from the Shop Manager. The sales person was subsequently laid off and instituted proceedings to protect her employment rights under the Oneida Tribal Management System.

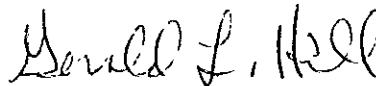
Another matter leading to the closing of the Arts and Crafts Shop in late August, 1982, was the unavailability of the Shop Manager to participate in getting an inventory for purposes of accountability. In one memo, the Shop Manager apparently declined to assist in the inventory closing which included a reference to non-inventoried items, stating that her attorney advised her against participating in the inventory process.

CONCLUSION

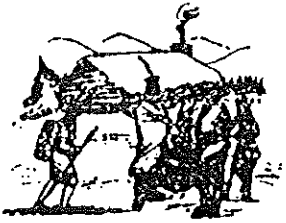
The Arts and Crafts Shop was opened in June, 1982, without a complete and formal written list of inventory, its source, costs or mark-up. The original narrative proposal shows that the anticipated results were somewhat grandiose. Subsequent correspondence shows confusion on the part of the Shop Manager as to actual operation of the enterprise, compounded by personnel management problems which were never resolved, for various reasons.

Because of the lack of adequate records and time constraints, it was not possible to thoroughly determine whether or not any action should proceed against the former Shop Manager. It would be necessary to show specific details and identification of each item of inventory being considered. Under these circumstances, such a determination could not be substantiated without a fully audited inventory and, therefore, no action is recommended other than that a full report in writing on this matter be made to the Oneida General Tribal Council upon final liquidation of the inventory.

Respectfully submitted,



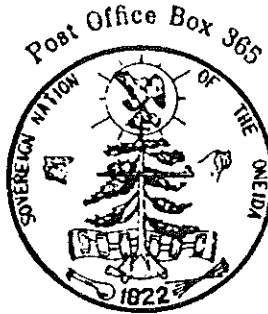
GERALD L. HILL
Tribal Attorney



Onidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Oneida Tribe of Indians of Wisconsin

Phone: 869-2771



Oneida, WI 54155



USWA GENOLUN YATEKE
Because of the help of this Onida Chief in cementing a friendship between the Onidians and the Colony of Pennsylvania, a new nation, the United States was made possible.

MEMORANDUM

TO: General Tribal Council

FROM: Oneida Business Committee

DATE: November 29, 1982

SUBJECT: Arts & Crafts

We would like to make the following recommendation for liquidating the Arts & Crafts inventory:

1. Have an open to the public sale to be held prior to Christmas.
2. Contact vendors to liquidate remainder of inventory.
3. Hold another liquidation sale after the first of the year.
4. Turn the inventory over to the museum.

OBC:ab