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POLICY:

These personnel policies and the Kaw Nation's employee Handbook are not a contract. These guidelines and polices will assist in your day-to-day work activities, but these policies are not intended to be a contract or a guarantee of employment or any procedural rights. No statements in these policies are contractual commitments or obligations of the Kaw Nation to any individual employee or group of employees. Circumstances may arise in which the Kaw Nation Chair recognizes changes need to be made to these guidelines and policies and recommends amendments to the Tribal Council, who will ratify the amendments. For this reason, the Kaw Nation reserves the right, at any time, and without prior notice, to modify, rescind or supplement any or all of the guidelines or polices and to take actions which may be contrary to a guideline or policy set forth in these policies. When you sign the acknowledgment of these policies, you are not signing a contract, but merely acknowledging receipt of the policies and acknowledging that you have read the policies.

Employment with the Kaw Nation is voluntary and therefore, employees are free to resign at-will at any time with or without cause or reason. Likewise, the Kaw Nation may terminate the employment relationship at-will at any time with or without notice or cause for any reason deemed appropriate by the Kaw Nation. This policy is commonly referred to as employment at-will.

Contracted workers with the Kaw Nation are considered "independent contractors" for Internal Revenue Service purposes. The individual contract for each independent contractor shall solely control the terms and conditions of their association with the Kaw Nation. Independent contractors do not have any rights or benefits outside their respective contract. Independent contractors shall not accrue any rights or benefits under this Employee Manual. If any additional benefits are afforded to an independent contractor outside their respective contract, it shall not be considered a waiver or amendment to their respective contract.