

Potential Amendment to the Employment Relations Act (6 HCC § 5)

18. Other Workplace Policies.

a. Second Job.

(1) Employees, ~~excluding exempt employees,~~ may hold a second ~~part-time~~ job within the Nation, provided that the ~~total hours worked by the employee does not exceed the permissible forty (40) hours per week or the equivalent of a full-time position.~~ The second job must not adversely affect the employee's primary ~~part-time~~ job performance and responsibilities. The second job shall be paid at the base rate. Any overtime pay will be calculated in accordance with Ho-Chunk Nation policies and shall be the weighted average of the pay for both jobs. The affected Department shall be responsible to pay from their budget any regular pay and overtime pay associated with the second job.