



KIOWA TRIBE

P.O. Box 369 • Carnegie, Oklahoma • 73015
Phone: (580) 654-2300 • Fax: (580) 654-1788
OFFICE OF THE LEGISLATURE

KIOWA TRIBE RESOLUTION NO. KL-CY-2025-00X

2025 TRIBAL EMPLOYMENT RIGHTS OFFICE ORDINANCE ACT

At a duly called Session of the Legislature of the Kiowa Tribe held this ___ day of ____, 2025, the following Resolution and Law were adopted.

WHEREAS; the Legislature is vested with the authority to pass laws and resolutions pursuant to Article VI, Section 6(a) of the Constitution of the Kiowa Tribe; and,

WHEREAS; the Tribe passed a Tribal Employment Rights Ordinance (“TERO”) in 1997, and the Tribe currently operates a TERO office and as a guide to the interpretation and application of this Ordinance, the public policy of the Kiowa Tribe; and,

WHEREAS; TERO Ordinances require that all employers engaged in business on reservations give preference to qualified Indians in all aspects of employment, contracting, and all other business or economic development activities.

WHEREAS; the Kiowa Tribe TERO will promote The Commission has the full power, jurisdiction, and authority to take all actions necessary and appropriate to implement the provisions of this Ordinance to formulate, adopt, amend; and,

WHEREAS; the Legislature has determined that it is in the best interests of the Tribe to pass the TERO Ordinance Act to reaffirm TERO and to bring it into compliance with the Constitution of the Tribe.

NOW THEREFORE IT BE IT RESOLVED; that the Legislature hereby enacts the attached law entitled, “2025 Tribal Employment Rights Office Ordinance Act”.

CERTIFICATION

The foregoing resolution KL-CY-2025-00X, was duly voted upon and by the Kiowa Legislature on, _____, 2025, at a Legislative Regular Session ___ with a vote of () in favor and () opposed, () abstaining, and () absent, pursuant to the authority vested in the Legislature by the Constitution of the Kiowa Tribe.

Michael Primus
Speaker of the Legislature

LEGISLATURE - RESOLUTION NO. KL-CY-2025-00X:

SPONSOR: Warren Queton, District 7

CO-SPONSOR(S):

LEGISLATORS	YES	NO	ABSTAIN	ABSENT
Kyle Ataddlety District 1				
Michael Primus District 2				
Timothy Satepauhoodle District 3				
Cole DeLaune District 4				
Tiya Rosario District 5				
Ben Wolf District 6				
Warren Queton District 7				

DELIVERY OF THE RESOLUTION AND LAW TO THE CHAIRMAN

Resolution No. KL-CY-2025-00X, was presented to the Chairman of the Kiowa Tribe on the ____ day of ____, 2025, pursuant to the Article VI, Section 8(a)(iv) of the Constitution of the Kiowa Tribe, and will become effective after signature by the Chairman or veto override by the Legislature, and as otherwise required by the Constitution.

Michael Primus
Speaker of the Legislature

CHAIRMAN’S ACTION:

APPROVED

VETO - RETURNED TO LEGISLATURE WITH EXPLANATION:

On this ____ day of _____, 2025.

Lawrence Spottedbird
Chairman of the Kiowa Tribe

Presented by the Chairman to the Legislature on the ____ day of _____, 2025.

LEGISLATURE’S ACTION:

Override of Chairman’s veto:

YES

NO

LEGISLATORS	YES	NO	ABSTAIN	ABSENT
Kyle Ataddlety District 1				
Michael Primus District 2				
Timothy Satepauhoodle District 3				
Cole DeLaune District 4				
Tiya Rosario District 5				
Ben Wolf District 6				
Warren Queton District 7				

C E R T I F I C A T I O N

The foregoing resolution KLO-CY-2025-00X, was duly overridden and voted upon by the Kiowa Legislature on _____, 2025, at a Working Session with a vote of _____ in favor and _____ opposed, _____ abstaining, and _____ absent, pursuant to the authority vested in the Legislature by the Constitution of the Kiowa Tribe.

Michael Primus
Speaker of the Legislature

Section 1.1 Short Title

This enactment shall be known as the “2025 Tribal Employment Rights Office (TERO) Ordinance Act” (“TERO Act”).

Section 1.2 Purpose

The purpose of the “2025 TERO Ordinance Act” is to re-establish a TERO office to implement the TERO Act to ensure Indian Preference in employment and contracting, and to establish fees for doing business within the jurisdiction of the Tribe.

Section 1.3 Findings

(a). The Tribe passed a Tribal Employment Rights Ordinance (“TERO”) in 1997, and the Tribe currently operates a TERO office; and,

(b). The Legislature has determined that it is in the best interests of the Tribe to pass the TERO Act. This action is intended to reaffirm the 2025 Tribal Employment Rights Office Ordinance (TERO) and to ensure that it is fully compliant with the Constitution of the Tribe.

(c). The Kiowa Tribe Legislature has an ongoing commitment to uphold the rights and opportunities for our Kiowa Tribal members and community, by aligning the TERO with our Kiowa Constitution. This will further strengthen our governance and support our future economic development goals.

Section 1.4 TERO Law

(a). The Legislature hereby reaffirms the TERO law attached hereto.

(b). The outdated references to the prior “Business Committee” that appear in TERO shall be modified to say, “Chairman and Legislature”.

(c). The TERO fee schedules that appear in Section 11 of the TERO Act may be modified by the Commission in accordance with the “2025 TERO Ordinance Act”.