



The Eastern Band of Cherokee Indians

Principal Chief Richard G. Sneed

Vice Chief Alan B. Ensley



Adam Wachacha

Chairman

Snowbird &

Cherokee Co. Township

David Wolfe

Vice-Chairman

Yellowhill Township

Tribal Council Members

Tom Wahnetah

Yellowhill Township

Bucky Brown

Snowbird &

Cherokee Co. Township

Richard French

Big Cove Township

Perry Shell

Big Cove Township

Bo Crowe

Wolfstown Township

Chelsea Saunooke

Wolfstown Township

Tommye Saunooke

Painttown Township

Dike Sneed

Painttown Township

Albert D. Rose

Birdtown Township

Boyd Owle

Birdtown Township

EXECUTIVE ORDER # 15 (2020)

June 2, 2020

EBCI Workforce Mask Requirement

On May 28, 2020, I issued Executive Order No. 14, in which I described certain COVID-19 protection measures that would apply as the Tribe embarked on its phased re-opening of businesses and public spaces. I am issuing this Executive Order to clarify protection measures that apply to Tribal employees as we return to work on June 8, 2020. The information in this Order applies to all employees who work for the Tribe or a governmental entity of the Tribe such as the Cherokee Indian Hospital Authority and the Cherokee Boys Club (hereafter "Tribal government employee").

Our closure was successful and helped flatten the curve of COVID-19 exposure and infection on Tribal trust lands. The virus, however, has not disappeared. It continues to threaten our health, safety and economy, just as it does in every other community in the world. It is very important that we continue our efforts to protect ourselves and each other. All Tribal government employees are required to act responsibly and to take necessary steps to protect the community and our work force from exposure to the virus.

Health officials have made it clear that wearing a face covering or mask helps protect the person wearing the mask and the people around him or her. Wearing a face cover or mask is an easy but very important step that will help slow the spread of the virus in the community and our workforce. **Therefore, government employees whose job activities require them to be physically close to others are hereby required to wear a face covering or face mask while on duty and when in close proximity to others. "Close proximity" means within six (6) feet or less.**

Each supervisor and manager shall be responsible for enforcing compliance with this requirement. Each supervisor and manager should use the following list as guidance to evaluate the employees in their charge. This list is not exhaustive but highlights the types of duties that require employees to be in close proximity to others: health care providers; child care providers; emergency service providers; law enforcement; court and legal staff; food handlers; detention staff; construction staff; educators; social workers and anyone present in groups of more than 5 people at a time in the same indoor space *and* in close proximity,

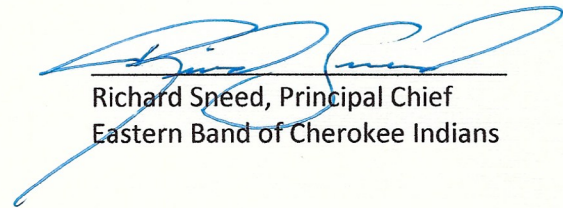
including but not limited to in-person meetings, open Court or Tribal Council sessions in the Council House.

In addition, all government employees are encouraged to follow the latest guidelines issued by the Centers for Disease Control and North Carolina for preventing the spread of COVID-19. These include frequent hand washing, social distancing, and alternative work environments approved by management.

Due to the serious nature of COVID-19 exposure and the devastating effects infection can have on our small community and work force, any Tribal government employee who violates this Executive Order may be subject to corrective action measured in relation to the impact the violation may have on the health and safety of our community and other employees. Violation of this Executive Order will be considered insubordination, and the full range of consequences that arise from insubordination will apply, up to and including termination.

These are new times for the Tribe, as they are for every community, but we have already shown that we can walk this path successfully. We have flattened the curve, and we want to keep it flat as we return to work. By working together and leading by example, that is, by following the protective actions described in this Order - we show our commitment to the public we serve, and to those who serve our public.

This order is issued under authority granted in Cherokee Code Chapter 166, Article II, and the Declaration of State of Emergency issued on March 13, 2020. It is a supplement and amendment to that Declaration and shall remain in effect while the Tribe is under the State of Emergency.



Richard Speed, Principal Chief
Eastern Band of Cherokee Indians