



NCA 23-062

CLASSIFICATION: #37. TRIBAL GOVERNMENT

A LAW OF THE MUSCOGEE (CREEK) NATION AMENDING MCNCA TITLE 37, CHAPTER 3, ENTITLED "EMPLOYEES", TO AMEND THE MINIMUM HOURLY WAGE FOR EMPLOYEES OF THE MUSCOGEE (CREEK) NATION

Be it enacted by the National Council of the Muscogee (Creek) Nation:

SECTION ONE. FINDINGS. The National Council finds that:

A. The minimum wage for the Muscogee (Creek) Nation has been set at 10.15 per hour and hasn't been addressed in over thirteen years.

B. The Nation wishes to increase the minimum wage over the next fiscal year to \$15.00 per hour.

SECTION TWO. AMENDMENT. This amendment shall be codified in Title 37, Chapter 3 of the Code of Laws of the Muscogee (Creek) Nation; provided that for purpose of codification of said amendment and its inclusion in pocket parts of the Code of Laws of the Muscogee (Creek) Nation, the Office of the Attorney General is hereby authorized: (1) to approve any changes related to the manner in which sections, articles, chapters and sub-chapters are designated consistent with the format in the Code of Laws published in 2010 by West Publishing Company; (2) to include footnoted references to the legislative history in said pocket parts to the Code of Laws; and (3) to note in said pocket parts any editorial correction of minor clerical or grammatical errors in the following amendment, without further National Council approval:

SECTION THREE. AMENDMENT. MCNCA Title 37, § 3-901 is hereby amended to read as follows:

§ 3-901. Establishment of minimum wage rates

The Muscogee (Creek) Nation, its independent agencies, except the ~~Gaming Operations Authority Board~~ **Muscogee Nation Gaming Enterprise (MNGE)** and all casinos under the management of the ~~Gaming Operations Authority Board~~ **MNGE**, Muscogee (Creek) Nation Business, **LLC** Enterprise and Tribal Trade and Commerce Authority, and any other entity owned by the Muscogee (Creek) Nation shall, to each employee who, in any workweek, is an employee of the Muscogee (Creek) Nation, its independent agency, except the ~~Gaming Operations Authority Board~~ **MNGE** and all casinos under the management of the ~~Gaming Operations Authority Board~~ **MNGE**, Muscogee (Creek) Nation Business, **LLC** Enterprise and Tribal Trade and Commerce

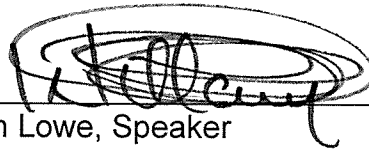
Authority, or any other entity owned by the Nation, and while working in such a capacity is engaged in commerce or in the production of goods, pay wages at the following rates:

Not less than seven dollars and sixty-seven cents (\$7.67) per hour during the period beginning on October 1, 2007 and ending on September 30, 2008, not less than nine dollars and twenty-five cents (\$9.25) per hour during the year beginning on October 1, 2008 and ending on September 30, 2010, and not less than ten dollars and fifteen cents (\$10.15) per hour beginning on October 1, 2010, **not less than fifteen dollars (\$15.00) per hour beginning on October 1, 2023** and continuing thereafter until and unless amended by law.

SECTION FOUR. EFFECTIVE DATE. This Act shall become effective immediately upon proper approval and execution in accordance with the requirements of the Muscogee (Creek) Nation Constitution.

ENACTED by the Muscogee (Creek) National Council on this **17th** day of **June, 2023.**

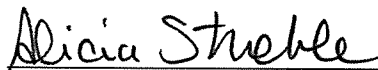
IN WITNESS WHEREOF, the Speaker of the Muscogee (Creek) National Council has hereto attached his signature.



William Lowe, Speaker
National Council
Muscogee (Creek) Nation

CERTIFICATION

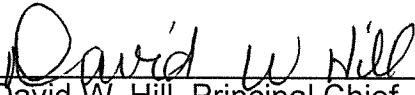
I, the undersigned, certify that the foregoing is a true extract from the minutes of the Muscogee (Creek) National Council comprised of Sixteen members with **Sixteen** members attending this meeting on the **17th** day of **June, 2023** and that the above is in conformity with the provisions therein adopted by a vote of **15** in favor, **0** against and that said Law has not been rescinded or amended in any way and the above is the signature of the Speaker of the National Council.



Alicia Stroble, Recording Secretary
Muscogee (Creek) National Council

APPROVAL

I, the Principal Chief of the Muscogee (Creek) Nation, hereby affix my signature on this 27th day of June, **2023** to the above Law, **NCA 23-062** authorizing it to become a Law under Article VI., Section VI., of the Constitution of the Muscogee (Creek) Nation.



David W. Hill, Principal Chief
Muscogee (Creek) Nation

