

NOTICE OF THE NAVAJO PREFERENCE IN EMPLOYMENT ACT

Employers must post this notice in a conspicuous place on its premises where notices to employees and job applicants are customarily posted.

Title 15, N.T.C., Chapter 7 requires that all employers doing business within the boundaries of the Navajo Nation or engaged in any contracts with the Navajo Nation, shall give preference in employment to enrolled members of the Navajo Nation, and submit an affirmative action program.

Navajo Preference in Employment Act (“NPEA”) applies to:

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|-------------|----------------------|-------------|---------------|
| o Hiring | o Termination | o Transfers | o Recalls |
| o Promotion | o Reduction-in-force | o Training | o Recruitment |

NPEA requires employers doing business within the territorial jurisdiction of the Navajo Nation to:

- Provide applicant with written job descriptions.
- Provide training to enhance the skills of Navajo Employees.
- Not discipline or discharge Navajo employees without just cause and written notification.
- Provide a work place free of prejudice, intimidation and harassment.
- Pay established Prevailing Wages for construction work.
- Provide Navajo Affirmative Action Program to employ Navajos in all job classifications including supervisory and management positions.

The ONLR requires employers to receive a NPEA orientation prior to commencing work on the Navajo Nation.

If you think your rights have been violated or see other possible violations of the Navajo Preference, call or write to the Office of Navajo Labor Relations for more information.

OFFICE OF NAVAJO LABOR RELATIONS

Post Office Box 1943
Window Rock, Arizona 86515
Phone: (928) 871-6800/6801
Facsimile: (928) 871-7088

Post Office Box 1704
Shiprock, New Mexico 87420
Phone: (505) 368-1142
Facsimile: (505) 368-1145



Post Office Box 2660
Chinle, Arizona 86503
Phone: (928) 674-2214
Facsimile: (928) 674-2216

Post Office Box 733
Tuba City, Arizona 86045
Phone: (928) 283-3100
Facsimile: (928) 283-3107

Post Office Box 550
Kayenta, Arizona 86033
Phone: (928) 697-5645
Facsimile: (928) 697-5647

NOTE: Copies of the Navajo Preference in Employment Act are available at any of the above