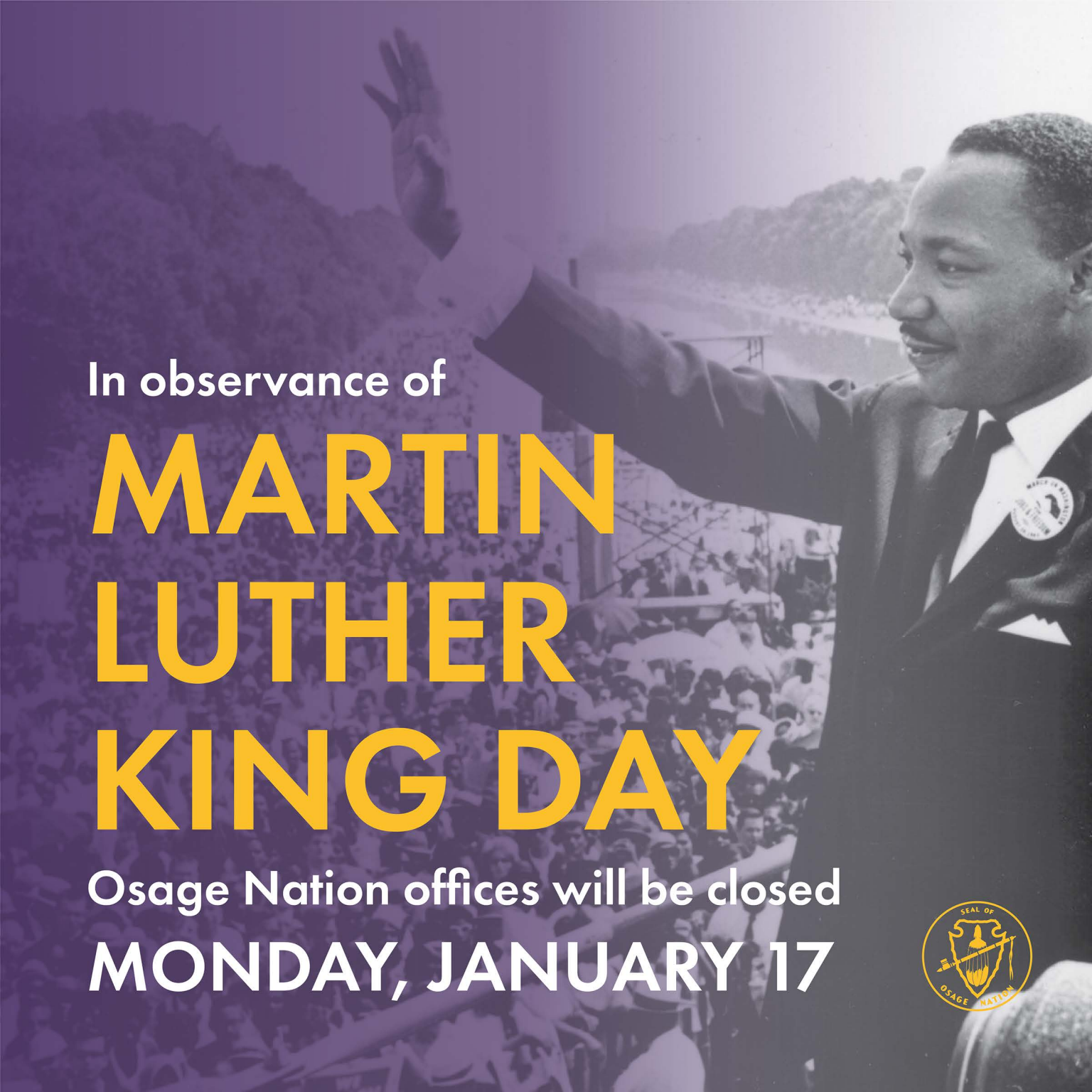


# **OSAGE NATION EMPLOYEE ANNOUNCEMENTS**





In observance of

# MARTIN LUTHER KING DAY

Osage Nation offices will be closed

**MONDAY, JANUARY 17**





# WE HAVE THE TOOLS TO FIGHT OMICRON

Get Vaccinated + Get Boosted + Get Tested + Wear a Mask

Individuals with questions related to COVID-19, the COVID-19 vaccine, the COVID-19 booster, or scheduling a test, can call the WZZHC Covid-19 Hotline at (918) 287- 0028.

be the example

# MASK UP





OSAGE NATION

# COVID-19 *protocol*

**ALL EMPLOYEES TO *WEAR A MASK* AND *PRACTICE SOCIAL DISTANCING* WHEN INSIDE NATION BUILDINGS UNLESS ALONE IN YOUR OFFICE**

## TEST POSITIVE

- Stay Home for 5 days, then return to work and wear a mask.
- After proper documentation is received in HR, COVID leave will be entered.

## EXPOSED NEGATIVE

- Get Tested. If negative, return to work, wear a mask and monitor symptoms.
- PTO/LWOP must be utilized for any time missed.

## EMPLOYEE PARENT OF CHILD

- School closure. If the capability exists, the parent may be granted the ability to work from home with the approval from supervisor and DO, after all attempts to find childcare are exhausted.
- COVID leave may be granted after all options are exhausted. HR must receive written notification of any school closing before leave will be granted.

## EXPOSED POSITIVE

- Get Tested. if positive, stay home for 5 days, then return to work and wear a mask.
- After proper documentation is received in HR, COVID leave will be entered.

## DEVELOP SYMPTOMS

- Get tested. If negative, return to work, wear a mask and continue to monitor symptoms.
- PTO/LWOP must be utilized for any time missed.

## EMPLOYEE'S CHILD EXPOSURE

- Get the child tested.
- Employee take PTO/LWOP until the results are confirmed. Negative results, PTO/LWOP stands. If the results are positive, COVID leave will be granted if approved working from home is not granted. If child cannot be tested due to age or lack of scheduling availability, and HR receives quarantine instructions from a healthcare facility, COVID leave will be granted.

**ANY "EXPOSURE" MUST BE ACCOMPANIED BY WRITTEN DOCUMENTATION FROM A HEALTH CARE PROFESSIONAL AND BE PROVIDED TO THE WZZHC AND HUMAN RESOURCES.**

- School closings due to COVID must be verified by HR through written documentation.
- If an employee calls and needs a letter to return to work, they will need to be seen by a provider, so notify the WZZHC when scheduling the testing appointment.
- The ability to work from home must be requested and verified by the Direct Supervisor with final approval from the Director of Operations or the Chief of Staff accompanied by a sound work plan formulated and supervised by that employees Director.



**WELCOME CENTER**

***closed***

**TO THE PUBLIC**



# *closed to the public*

Osage Nation Real Estate Services and Tribal Development will be closed to public until **January 18, 2022.**

We are still accepting documents, please call 918-287-5257 for Real Estate Services or 918-287-5509 for Tribal Development before delivery.

2022 OSAGE HEALTH

# OPEN ENROLLMENT ENDED

*For both the health benefit card and  
the Plan F/Part D benefit*

The 2023 Open enrollment period will begin on October 1, 2022





## OSAGE NATION ELDER NUTRITION **AS OF JANUARY 11, 2022**

- ◆ The Pawhuska Elder Nutrition Center is closing the dining room area at the Pawhuska Center.
- ◆ The Fairfax Center is shifting to sack lunches due to staffing shortage.
- ◆ Drive-up meals are available for those that want to pick-up meals.
- ◆ Meals will continue to be delivered to homebound elders.

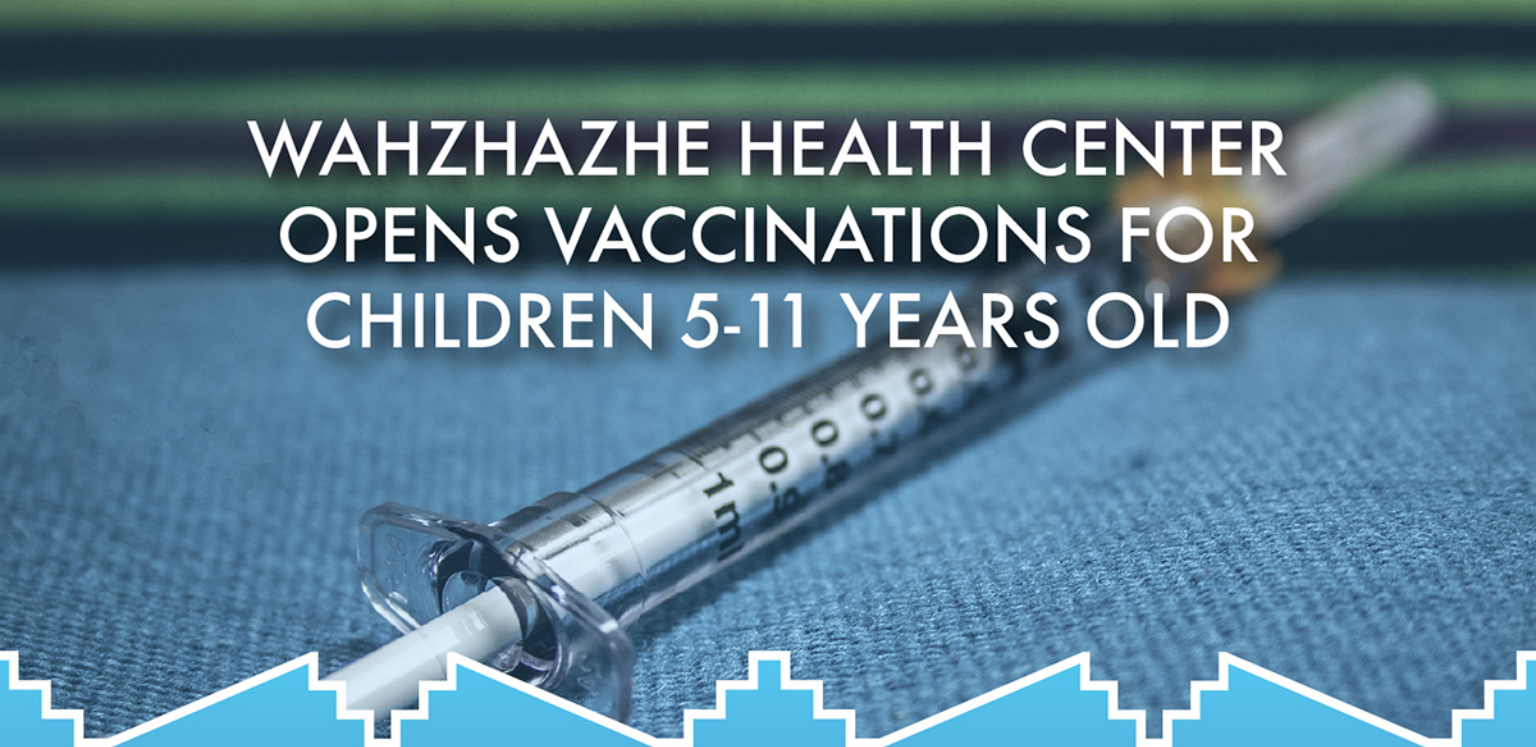
For questions, please call (918) 287-5452



The Wahzhazhe  
Health Center is  
providing  
COVID-19 booster  
shots to all eligible  
individuals ages  
16 and up.

To check on  
eligibility and  
schedule, call:  
918-287-0028

# WAHZHAZHE HEALTH CENTER OPENS VACCINATIONS FOR CHILDREN 5-11 YEARS OLD



Following Center for Disease Control (CDC) recommendations, the Wahzhazhe Health Center (WZZHC) has expanded the Pfizer-BioNTech COVID-19 Vaccine availability for children 5 through 11 years old.

For all questions please contact the WZZHC Covid-19 Hotline at:

**(918)-287-0028**



# **CULTURAL GARDENER CLASS**

*February 2  
9:00am-12:00pm*

**HARVEST LAND**

102 MIDLAND STREET, PAWHUSKA, OK

## **FORCING TULIP BULBS & MOSAIC STEPPING STONES**

*This class will be forcing tulip bulbs and  
mosaic stepping stones! Participants  
will take their projects home with them.*

### **TO REGISTER EMAIL**

*[on-training@osagenation-nsn.gov](mailto:on-training@osagenation-nsn.gov)*

*Class capacity is 20. All others will be put on a waiting list.*



OSAGE NATION EDUCATION DEPARTMENT

# ***TINKER AIR FORCE BASE*** **FIELD TRIP**

**Tuesday**  
**March 15, 2022**

Youth attendees will have the opportunity to tour Tinker Air Force Base and receive information on a variety of Air Force and civilian career fields that students may be interested in pursuing.

## **SIGN UP TODAY!**

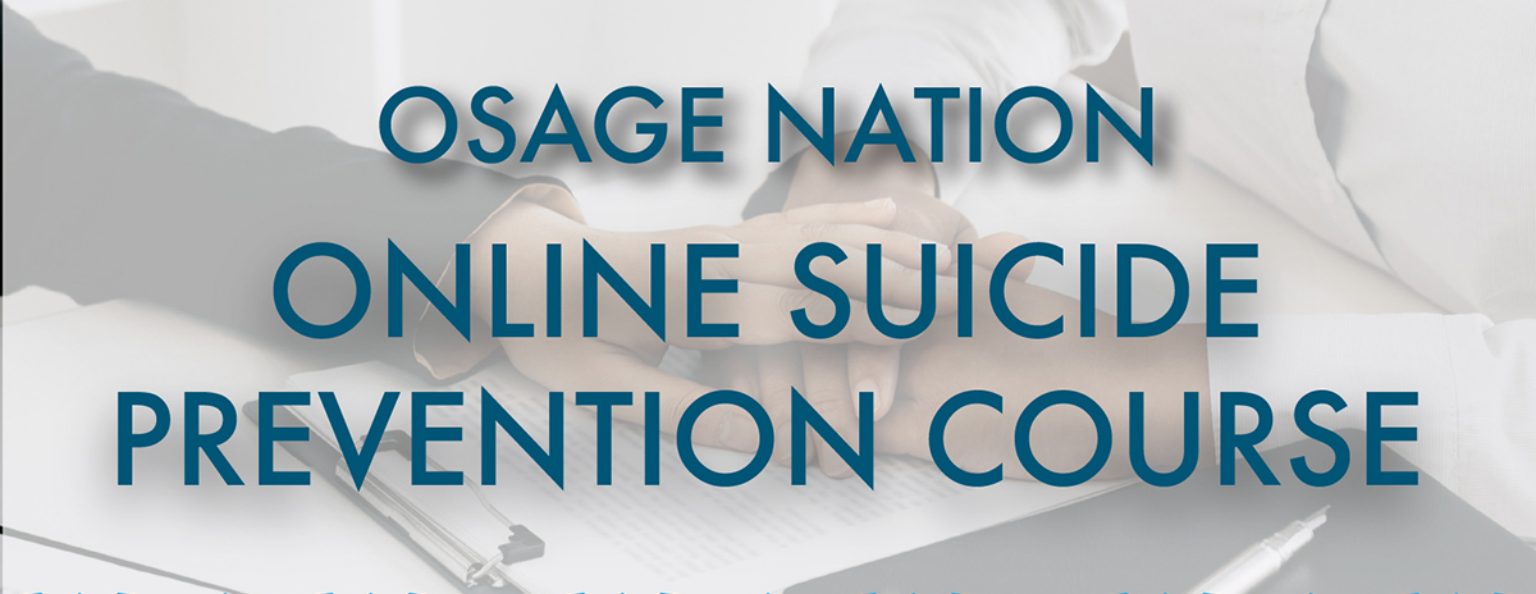
OSAGE PREFERENCE & NATIVE YOUTH 6TH-12TH GRADE

Availability will be first-come, first-served basis,  
limited spots available for this trip

**FOR MORE INFORMATION**

CALL (918) 287-5300 OR EMAIL  
[EDUCATION@OSAGENATION-NSN.GOV](mailto:EDUCATION@OSAGENATION-NSN.GOV)





# OSAGE NATION ONLINE SUICIDE PREVENTION COURSE

The Osage Nation Prevention Program is offering free access to the online suicide prevention course LivingWorks Start.

Participants can register and complete the course on their own device or sign up to utilize the Pawhuska Business Development Center computer lab on designated days. The computer lab will be available on a first come first serve basis to those who sign up.

To register, go to:

**<https://forms.osagenation-nsn.gov/view.php?id=88693>**

For questions, please call 918-287-5595



# OSAGE ARP TEMPORARY MEMBERSHIP FOR INFANTS

For infants under 365 days, according to the Osage Nation Membership Law they qualify for benefits as temporary members. Temporary members will not be issued a membership number.

**Parents/Guardians of newborns (0-12 months of age) must complete and submit a paper application with supporting documents directly to the email address.**

**TMFI Task Force will verify eligibility for temporary membership**

**Temporary Membership for Infants Task Force will forward the application to Osage ARP – RT Consulting LLC for the application to be processed.**

**Email packet to [tempinfantsarp2@osagenation-nsn.gov](mailto:tempinfantsarp2@osagenation-nsn.gov)**

Temporary Membership for Infants Task Force  
[tempinfantsarp2@osagenation-nsn.gov](mailto:tempinfantsarp2@osagenation-nsn.gov)



# OSAGE ARP CASH ASSISTANCE

Assistance is available, up to \$2000, per Osage member

Assistance is to recover from a negative economic impact caused by COVID-19

Program will open 08/04/21 and remain open until further notice

## APPLICATION PROCESS

- ◆ Go to [www.osagenation-nsn.gov/cash-assistance](http://www.osagenation-nsn.gov/cash-assistance)
- ◆ Submit an electronic application
- ◆ All submissions must include Osage Nation Membership number and Social Security number

Osage ARP Cash Assistance Program  
4 Main St., Peterborough, NH 03458

OsageARP@rtconsultingllc.com  
(603) 255-8149

# NOW HIRING ON-CALL HOLIDAY STAFF



- **EVENT SERVERS**
- **BANQUET SERVERS**
- **KITCHEN STAFF**

Need extra money for the holidays? Osage Casino Hotel is looking to hire dependable candidates to join our teams at **Tulsa**, **Skiatook** and **Ponca City** locations. Must be 16+, pass standard background check to qualify and must have reliable transportation.

*Contact us today!*

[Tonya.caves@osagecasino.com](mailto:Tonya.caves@osagecasino.com)



**IT'S OKAY  
TO ASK  
FOR HELP.**



OSAGE NATION FAMILY VIOLENCE PREVENTION

# PEER SUPPORT GROUP

DOMESTIC VIOLENCE, FAMILY VIOLENCE, SEXUAL ASSAULT,  
HUMAN TRAFFICKING, AND STALKING



**BEGINNING JANUARY 5, 2022**

A safe place where survivors can come to talk with one another about their experiences, challenges, and share their struggles in a courageous, confidential and welcoming group environment.

**WEDNESDAYS FROM 3:30 – 4:30 PM**

For more information contact Corrie O'Banion 918-287-0094

1201 E. 11th Street, Pawhuska, OK 74056



# ACTIONS CONSIDERED ABUSIVE



It's important to note that domestic violence doesn't always manifest in one specific way. Physical and sexual assaults, or threats to commit them, are the most apparent forms of domestic violence. Emotional, psychological, and financial abuse can often be just as extreme as physical violence.

## FINANCIAL ABUSE

- ◆ Controlling every penny spent in the household
- ◆ Talking the victim's money or refusing to give them money for expenses

## EMOTIONAL ABUSE

- ◆ Telling the victim they can never do anything right
- ◆ Showing jealousy of the victim's family/friends and time spent away
- ◆ Accusing the victim of cheating
- ◆ Embarrassing or shaming the victim with put-downs
- ◆ Telling the victim they are a bad parent or threatening to hurt, kill or take away their children
- ◆ Destroying the victim's property

## PSYCHOLOGICAL ABUSE

- ◆ Looking at or acting in ways that scare the person they are abusing
- ◆ Controlling who the victim sees, where they go, or what they do
- ◆ Stalking the victim or monitoring their victim's every move
- ◆ Preventing the victim from working or attending school, harassing the victim at either, keeping their victim up all night so they perform badly at their job or in school.

# **OSAGE NATION FOSTER FAMILIES NEEDED**



**Become an Osage Nation  
foster parent.....**

**Protect our Children  
Preserve our Culture**

**Osage Nation Social Services is  
seeking Osage families nation wide  
to positively influence the lives of  
tribal foster care youth.**

***CHANGE A CHILD'S LIFE TODAY !***

**To request more information, please call  
(918) 287-5335  
or  
1-800-460-4615**

**STRESSED?  
ANXIOUS?  
WORRIED?  
REACH OUT**

**CRISIS TEXT LINE |**

TEXT  
**OSAGE**  
to  
**741741**

SPEAK ANONYMOUSLY WITH A FREE, 24/7, AND  
CONFIDENTIAL CRISIS COUNSELOR.

# ARE YOU AN OSAGE ARTIST OR OSAGE OWNED BUSINESS?

How can we help  
promote you or  
your business?

Email us and lets  
work together!

visitorscenter@  
osagenation-nsn.gov





# COVID EMERGENCY RENTAL ASSISTANCE PROGRAM

THE OSAGE NATION HOUSING DEPARTMENT

The temporary **COVID Emergency Rental Assistance (ERA) Program** operates on a supplemental funding from the US Treasury Department to help combat the risk of homelessness caused by the COVID-19 pandemic. It only serves **Osage households** who are low income, or newly low income due to layoffs, business loss, health issues or other financial factors directly caused by COVID.

*The service area has been expanded to serve Osages living in the entire State of Oklahoma.* The program provides past due rent and utilities as well as future rent. It also assists with COVID caused relocation expenses.

Eligible applicants must be Osage, 18 years of age or older, and residents of the State of Oklahoma (or relocating to Oklahoma). Total household income cannot exceed 80% of U.S. median income limits, as published by the U.S. Department of Housing and Urban Development. For more information, please click the link below to read the full policy.

This application can be found online at  
[www.osagenation-nsn.gov/what-we-do/housing](http://www.osagenation-nsn.gov/what-we-do/housing)

# WAHZHAZHE HEALTH CENTER BEHAVIORAL HEALTH SERVICES



A HELPING HAND  
FOR THOSE IN  
NEED.

715 GRANDVIEW  
PAWHUSKA, OK 74056  
918-287-9357

## **Behavioral Health Services include:**

- Individual Psychotherapy and Counseling by licensed mental health providers
- Group/Family Therapy
- Psychiatry and medication management



\*In the event of a crisis or emergency please call 911  
or visit your nearest emergency room.



# Osage Nation

## Financial Assistance

### EMPLOYMENT AND TRAINING PROGRAM

**Serves low-income Native Americans within the Osage Reservation by assisting in employment and job training activities. The goal of this program is to help participants in becoming self-sufficient.**

#### Services Available

- Career Development— Resume Building, Jobs skills
- Employment Assistance—Job Searches
- Education Assistance — Trade school assistance
- On-the-Job Training—Learn a trade, while working for a private company

#### Contact Information

Osage Nation Financial Assistance

Welcome Center, 239 W. 12th St., Pawhuska OK 74056

Phone: 918-287-5325 Email: [Financial-Assist@Osagenation-nsn.gov](mailto:Financial-Assist@Osagenation-nsn.gov)

# Osage Nation

## Financial Assistance



### Temporary Assistance for Needy Families

ASSISTANCE FOR NATIVE AMERICAN FAMILIES  
LOCATED IN OSAGE COUNTY THAT QUALIFY  
UNDER THE INCOME POVERTY GUIDELINES.

*General Assistance available  
for Native American  
individuals residing in Osage  
County that qualify under the  
income poverty guidelines.*

*Osage Nation Financial Assistance  
office hours Monday—Friday from  
8am—4:30pm. Please call 918-  
287-5325 for assistance or email  
financial-assist@osagenation-  
nsn.gov*

LOCATED IN THE WELCOME CENTER

239 W. 12TH STREET PAWHUSKA OK 74056

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Geoffrey M. Standing Bear  
Principal Chief

**Osage Nation**  
Office of the Principal Chief



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Raymond Red Corn  
Assistant Principal Chief

**EXECUTIVE MEMORANDUM**

FROM: Principal Chief Geoffrey M. Standing Bear

A blue ink signature of Geoffrey M. Standing Bear, written in a cursive style.

TO: All Employees

DATE: October 27, 2021

RE: 2022 Holiday Schedule

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The holidays to be observed for the year 2022 are as follows:

|                                         |                        |
|-----------------------------------------|------------------------|
| New Year's Day (Observed)               | January 3, 2022        |
| Martin Luther King Day                  | January 17, 2022       |
| Presidents' Day                         | February 21, 2022      |
| Osage Nation Sovereignty Day (Observed) | March 14, 2022         |
| Good Friday                             | April 15, 2022         |
| Memorial Day                            | May 30, 2022           |
| Juneteenth (Observed)                   | June 20, 2022          |
| Independence Day Holiday                | July 4, 2022           |
| Labor Day                               | September 5, 2022      |
| Osage Day                               | October 10, 2022       |
| Veterans Day                            | November 11, 2022      |
| Thanksgiving Holiday                    | November 24 & 25, 2022 |
| Christmas Holiday                       | December 23 & 26, 2022 |
| New Year's Eve (Observed)               | December 30, 2022      |



OSAGE NATION  
PAYCOM PAYROLL SCHEDULE  
CALENDAR 2022

| Pay Period | Begins     | Ends       | Pay Date   |
|------------|------------|------------|------------|
| 1          | 12/20/2021 | 1/2/2022   | 1/7/2022   |
| 2          | 1/3/2022   | 1/16/2022  | 1/21/2022  |
| 3          | 1/17/2022  | 1/30/2022  | 2/4/2022   |
| 4          | 1/31/2022  | 2/13/2022  | 2/18/2022  |
| 5          | 2/14/2022  | 2/27/2022  | 3/4/2022   |
| 6          | 2/28/2022  | 3/13/2022  | 3/18/2022  |
| 7          | 3/14/2022  | 3/27/2022  | 4/1/2022   |
| 8          | 3/28/2022  | 4/10/2022  | 4/15/2022  |
| 9          | 4/11/2022  | 4/24/2022  | 4/29/2022  |
| 10         | 4/25/2022  | 5/8/2022   | 5/13/2022  |
| 11         | 5/9/2022   | 5/22/2022  | 5/27/2022  |
| 12         | 5/23/2022  | 6/5/2022   | 6/10/2022  |
| 13         | 6/6/2022   | 6/19/2022  | 6/24/2022  |
| 14         | 6/20/2022  | 7/3/2022   | 7/8/2022   |
| 15         | 7/4/2022   | 7/17/2022  | 7/22/2022  |
| 16         | 7/18/2022  | 7/31/2022  | 8/5/2022   |
| 17         | 8/1/2022   | 8/14/2022  | 8/19/2022  |
| 18         | 8/15/2022  | 8/28/2022  | 9/2/2022   |
| 19         | 8/29/2022  | 9/11/2022  | 9/16/2022  |
| 20         | 9/12/2022  | 9/25/2022  | 9/30/2022  |
| 21         | 9/26/2022  | 10/9/2022  | 10/14/2022 |
| 22         | 10/10/2022 | 10/23/2022 | 10/28/2022 |
| 23         | 10/24/2022 | 11/6/2022  | 11/11/2022 |
| 24         | 11/7/2022  | 11/20/2022 | 11/25/2022 |
| 25         | 11/21/2022 | 12/4/2022  | 12/9/2022  |
| 26         | 12/5/2022  | 12/18/2022 | 12/23/2022 |