

White Earth Reservation Business Committee

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News Release
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White Earth Reservation Business Committee announces new initiatives

The White Earth Reservation Business Committee is implementing progressive change to the regulatory roles assigned to the governing body under the current White Earth Gaming Ordinance. In order to align casino operations with the Business Committee's strategic direction, White Earth elected officials will no longer be administering constituent service needs utilizing casino ledger accounts, more commonly known as "comps." This policy change encompasses constituent requests at Shooting Star facilities, such as hotel stays and dining.

To further align the gaming operations with the Business Committee's strategic direction and complying with the intent of IGRA (Indian Gaming Regulatory Act), Shooting Star Casino will implement a Drug Free Workforce Initiative, effective today (Thursday, Aug. 2). The initiative will reinforce a zero-tolerance drug free workforce, which will affect all positions at the Casino. The initiative focuses on reinstating a zero-tolerance policy, including zero tolerance for THC. The new policy will alleviate the effects of the policy change enacted in January 2017, which impacted workers compensation (Plan document Page 1, Section I. Accident) and other health and safety impacts to team members and guests.

A new zero-tolerance policy has been distributed to all Shooting Star Casino team members. The policy includes details on the rollout of the initiative and testing phases with the goal being a 100 percent drug free workforce by

Jan. 1, 2019. Shooting Star will have steps in place to ensure a smooth transition to the reinstated zero tolerance policy. Initial testing began with the policy rollout today (Thursday, Aug. 2).

All team members in former THC-tolerant positions will be tested as soon as testing can be arranged on or about August 2. If the August test is positive for THC only, the test result will be recorded. The team member will be allowed to continue working during this period. Team members whose drug test results are negative for the presence of all illegal drugs will be considered compliant with the transition to the new policy.

The second phase of testing will be done on or about Oct. 1. This test must indicate a zero level or a decrease of THC from the August test. If the test result is negative for all other illegal drugs, and the THC level is decreasing, the team member will be allowed to continue working. Team members whose drug test results are negative for the presence of all illegal drugs will be considered compliant with the transition to the new policy.

The final phase of testing will be done on or about Jan. 1, 2019. This test must be zero for THC. Team members whose test results are negative for the presence of all illegal drugs will be considered compliant with the transition to the new policy and allowed to continue to work. During the time of transition to the new policy, any of the test results indicating an increased level of THC or a result not confirmed negative by the medical review officer will require dismissal of the team member.

“Shooting Star Casino is passionate about protecting the safety, health and well-being of our team members,” said Daniel Scott Stevens, interim general manager of Shooting Star Casino. “We’re excited to begin a new chapter of promoting wellness in the workplace through our Drug Free Workforce Initiative.

The goal of the Drug Free Workforce initiative is to provide steps to transition to the zero-tolerance policy, while focusing on business needs of

Shooting Star Casino and educating team members on the resources available for assistance.