



## **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.N.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.

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**Navajo Preference in Employment Act** ("NPEA") applies to:

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

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### **OFFICE OF NAVAJO LABOR RELATION**

Post Office Box 1943 \* Window Rock, Arizona 86515

Phone: (928) 871-6800 Fax: (928) 871-7088

NOTE: Copy of the **Navajo Preference in Employment Act** are available at the above office and at [WWW.ONLR.NAVAJO-NSN.GOV](http://WWW.ONLR.NAVAJO-NSN.GOV)