

## Do You Know Which Employment Laws Apply to Your Tribal Business?

There are a multitude of federal and state employment laws, which may apply to your business. These laws can affect almost every aspect of your relationship with your employees.

As a Tribe and a business owner, you should know the answers to these questions:

- Do you know whether your business is required to pay Federal minimum wage or California minimum wage?
- Do you know whether you are required to pay your employees overtime?
- If so, do you know if you are required to pay daily overtime or weekly overtime?
- Do you know whether you can hire only other Tribe members?
- Do you know if you can treat employees who are Tribe members differently than you treat employees who are not Tribe members?
- Do you know if you have voluntarily waived your right to sovereign immunity from employment-related claims?

If you do not know the answer to these questions, find out before a problem arises. At Procopio, we have a full-service employment practice with a focus on Native American issues. We can assist you with all your employment needs.

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