



Mashantucket Pequot Tribal Nation  
*Mashantucket Employment Rights Office*  
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**MASHANTUCKET PEUQUOT FAMILY AND MEDICAL LEAVE LAW, TITLE 51 M.P.T.L.**  
**PROPOSED REGULATIONS OF THE MERO**  
**MERO PR2023-001-T51**

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**I. Summary Information**

- A. Summary of Proposal:** The Mashantucket Employment Rights Office (MERO) has proposed regulations implementing the Mashantucket Pequot Family and Medical Leave Law (“MFML Law”), Title 51 M.P.T.L.. The MFML Law provides leave and workplace protections to eligible employees of the Mashantucket Pequot Tribe who require time away from work to attend to family or medical issues. The MERO is authorized to develop regulations for the implementation of the Law.
- B. Due Date for Comments:** You can help shape the MERO’s regulations by commenting on the proposed regulations. To ensure consideration, comments must be received by the MERO Director by 11:59 p.m. on Monday, November 20, 2023.

**C. Form of Comment Submissions:**

1. Written comments, which are preferred, may be submitted to the MERO Director:
  - by email to [uhaerter@mptn-nsn.gov](mailto:uhaerter@mptn-nsn.gov),
  - by fax to 860-396-6511, or
  - by U.S. Mail to:  
Ursula L. Haerter, Director, MERO  
Pequot Museum  
P.O. Box 3180  
Mashantucket, CT 06338-3180.
2. Oral comments may be submitted to the MERO Director:
  - by telephone at 860-396-6508 (office) or 860-608-1409 (mobile)
  - in person with the MERO Director by appointment, or
  - during a Zoom session (see below)

**D. Zoom Sessions for Questions or Comments:** Questions or comments may be presented to the MERO Director during a Zoom session. Please see, *Participating in MERO Public Comment Opportunity Zoom Sessions*, attached, for the schedule, participation instructions, and the availability of paid administrative leave for preference individuals to attend.

**E. Reference Number:** The proposed regulations reference number, which must appear on any submitted written comment, is MERO-PR2023-001-T51.

**F. Additional Information about Public Comment Opportunity.** If any changes are made to the length or format of the public comment opportunity, the changes will be announced through the MERO website, *MERO.mptn-nsn.gov*. Currently, the MERO does not anticipate any changes to the public comment opportunity.

**G. Publication of Comments:** All timely filed comments, including oral comments as summarized by the MERO Director, will be addressed in the final rule and published on the MERO website for a period of at least 30 days after final regulations are posted. When you provide your comments to the MERO Director, you may request that the MERO not publish your name and other personally identifiable information.

**H. Contact:** For further information, contact the MERO Director, Ursula L. Haerter, at [uhaerter@mptn-nsn.gov](mailto:uhaerter@mptn-nsn.gov), 860-396-6508 (office), or 860-608-1409 (mobile). An appointment is required to meet in person.

**II. Background Information:**

**A. Mashantucket Pequot Family and Medical Leave Law**

In 2022, the Judicial Committee, a standing committee of the Tribe's legislative body, the Tribal Council, developed a comprehensive family and medical leave law to provide leave and workplace protections to eligible employees of the Tribe who require time away from work to attend to family

or medical issues. During the development phase, the public was invited to comment on the text of the proposed new law. All comments were conveyed to the Judicial Committee, which considered the feedback in developing its final recommendation to the Tribal Council.

In January, 2023, the Tribal Council adopted the Judicial Committee's final recommendation and enacted the new law, the Mashantucket Pequot Family and Medical Leave Law, Title 51 M.P.T.L. The effective date of the new law is October 1, 2023. The MERO is charged with developing regulations for the implementation of the MFML Law.

### III. Developing Regulations:

- A. **Purpose:** The proposed regulations support the MFML Law by comprehensively addressing compliance, administration and enforcement of the law.
- B. **Authority:** The proposed regulations are issued under the authority vested in the MERO by the Tribal Council, including through Title 31, the Mashantucket Employment Rights Law, and Title 51, the Mashantucket Pequot Family and Medical Leave Law.
- C. **Comment Period:** Notice of the proposed regulations and an opportunity to comment of not less than forty-five (45) calendar days will be provided the public.

#### D. Form of Comment Submissions:

1. Written comments, which are preferred, may be submitted to the MERO Director:
  - by email to [uhaerter@mptn-nsn.gov](mailto:uhaerter@mptn-nsn.gov),
  - by fax to 860-396-6511, or
  - by U.S. Mail to:
    - Ursula L. Haerter, Director, MERO
    - Pequot Museum
    - P.O. Box 3180
    - Mashantucket, CT 06338-3180.
2. Oral comments may be submitted to the MERO Director:
  - by telephone at 860-396-6508 (office) or 860-608-1409 (mobile)
  - in person with the MERO Director by appointment, or
  - during a scheduled Zoom session. Please see, *Participating in MERO Public Comment Opportunity Zoom Sessions*, attached.
  - **Important:** Paid administrative leave is available for preference individuals to attend up to two (2) Zoom sessions. Please see, *Participating in MERO Public Comment Opportunity Zoom Sessions*, attached.
  - **Important:** Unless you inform the MERO Director that you are offering oral comments for consideration, any remarks will not be considered oral comments and you will be expected to submit in writing any comments you wish to have considered.

- E. **Publication of Comments:** All timely filed comments, including oral comments as summarized by the MERO Director, will be addressed in the final rule and published on the MERO website for a period of at least 30 days after a final rule is posted.

**Important:** When you provide your comments, you may request that the MERO not publish your name and other personally identifiable information. If the MERO Director does not receive a timely request to omit personally identifiable information, your comments may be published with any personally identifiable information included in the submission.

- F. **Effective Date:** The effective date of the regulations shall be the date of publication of the final regulations.
- G. **Severability:** Should any part of the regulations be invalidated by a court of competent jurisdiction, the invalidated part shall be severed and the remaining parts shall remain in full force and effect.
- H. **Headings & Numbering:** Headings generally identify the topic of the section and, where applicable, the section or subsection of the MFML Law addressed. The numbering of each regulation provision generally identifies the section or subsection of the MFML Law that it interprets, followed by sequential numbering of regulation provisions applicable to that section or subsection of the law.
- I. **Additional Information About Development of MFML Law Regulations.** Any additional information the MERO may wish to share about the development process, such as any modifications to the process or specific requests for feedback on particular aspects of the regulations, will be communicated by posting on the MERO website, *MERO.mptn-nsn.gov*.

- IV. **Proposed Regulations:** Enclosed are the Mashantucket Pequot Family and Medical Leave Law Proposed Regulations of the MERO, MERO-PR2023-001-T51.

Ursula L. Haerter, MERO Director  
October 4, 2023.