



Mashantucket Pequot Tribal Nation
Mashantucket Employment Rights Office
Pequot Museum
110 Pequot Trail P.O. Box 3180
Mashantucket, CT 06338-3180

Tel 860 396 6508
Fax 860 396 6511
MERO@mptn-nsn.gov

MERO PROCEDURAL MODIFICATIONS IN RESPONSE TO COVID-19 (July 28, 2020)

As the MERO continues to navigate the COVID-19 response, below are updated procedural modifications.

Offices:

The physical offices of the MERO at the Pequot Museum are open on a limited basis. Building access safety protocols are in place. Appointments are required.

Time Requirements:

Preference Law: Certain time requirements under the Tribal and Native American Preference Law, Title 33, have been relaxed. Please see *MERO Order Regarding Preference Law Deadlines* (July 8, 2020)

Labor Relations Law: The time requirements under the Mashantucket Pequot Labor Relations Law remain unchanged. As a reminder, with respect to prohibited practice cases, "...no violation of law shall be found based on any prohibited practice occurring more than one hundred eighty (180) days prior to the filing of the claim with the MERO." 33 M.P.T.L. ch 1 § 7(b)(2).

Filing a claim, petition or charge:

Modifications to filing requirements that were introduced in March, 2020, that allow claims, petitions and charges to be filed electronically, continue in effect, as further revised below:

- Any MERO requirements for original (wet signature) documents are waived, including for claims, petitions and charges under the Tribal and Native American Preference Law, Title 33, and Mashantucket Pequot Labor Relations Law, Title 32. An electronic signature will be accepted wherever a wet signature is required or requested under the following conditions:
 - The signature must be a marking that is visible in both electronic and print formats.
 - The signature must appear in the area of the document designated for the signature. If a MERO document does not accommodate the filer's preferred electronic signature, please contact the MERO.

- By electing to sign a document electronically and applying an electronic signature, the individual consents to conducting business with the MERO electronically and agrees that their electronic signature is the legally binding equivalent of the individual's handwritten wet signature.
- Any claim, petition or charge may be filed with the MERO electronically within the applicable time period, by forwarding a copy of the fully completed document via email to uhaerter@mptn-nsn.gov.
- U.S. Mail, fax and hand delivery filing options continue to be available for those who prefer not to file electronically. Individuals who elect to file by U.S. Mail, fax or hand delivery are encouraged to notify the MERO Director by telephone or email to expect the filing in order to avoid any missed deadlines or processing delays.
- If a matter is time sensitive, the filer may so indicate. The processing of any matter that is not requested by the filer and approved by the MERO Director to be processed on an expedited, time-sensitive basis may be stayed (processing stopped temporarily) at the MERO Director's discretion if deemed necessary due to processing challenges resulting from the COVID-19 response.
- Regardless of how a claim, petition or charge is filed with the MERO, the individual or party submitting the filing is responsible for timely submission. A filer is invited to follow-up with the MERO Director by telephone or email if a timely acknowledgement of receipt by the MERO is not received.

The above procedural modifications shall remain in place until revised or revoked.



Ursula L. Haerter
MERO Director

07-28-20

Date

Mobile 860-608-1409
Office 860-396-6508
Email: uhaerter@mptn-nsn.gov