



## STATEMENT OF PRINCIPLES

The California Nations Indian Gaming Association (CNIGA) supports the right of employees of the tribes to work in a safe and healthful environment, and to receive wages and benefits comparable to those persons employed by non-tribal governments whenever possible. Further, CNIGA supports the sovereign right of each tribal government to establish fair procedures which respect the right of employees of the tribes to collective bargaining.

*Adopted July 14, 1998*

*Re-affirmed by a unanimous vote October 20, 2016*

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**Protecting the sovereign right of California tribes to operate gaming on their lands.**