



TERO NEWS

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TERO News Letter:

TERO Staff has developed this newsletter to provide more information to our Native Community about TERO and the services we provide for our community.

TERO stands for Tribal Employment Rights Ordinance or Office. TERO Ordinances require that all employers/contractors who are engaged in operating a business or conducting work on reservations give preference to qualified Indians in all aspects of employment, contracting, and other business activities. TERO Offices were established and empowered to monitor and enforce the requirements of the Tribal Employment Rights Ordinance which is Tribal Law.

What is the purpose of TERO?

The purpose of the Bishop Paiute Tribes TERO Ordinance is to assist in employment on or near the reservation, prevent discrimination against Indians in employment practices of the reservation employers, ensure fair employment practices, require Indian Preference in employment and provide training for Tribal members to help them receive skills needed for employment or advancement.

The Bishop Tribal Employment Rights Ordinance or TERO was initiated in 1992 by the Bishop Tribal Council.

The Tribal Employment Rights Ordinance was amended and approved by the Tribal Council on June 28, 2012.





TERO COMMISSION

The TERO Commission is composed of five Bishop Tribal Members , as appointed by the Tribal Council.

- TERO Chairman**– Thomas Gustie
- Vice-Chairperson**—Emma Williams
- Secretary/Treasurer**—Clarissa Mashburn
- Commissioner**– Alan Williams
- Commissioner**– Vacant

TERO Staff

- TERO Manager** – Wasuyaa “Susie” West
- TERO Office Coordinator** – Kayla Stone
- TERO Compliance Officer** – William Falck

**Please visit our website at:
Bishoptero.com**

Please complete the inserted 2018 TERO Survey and return to the TERO Office by April 13th to receive a raffle ticket for our drawing. TERO will be giving away three gift cards, a \$50 card to Vons, Kmart and True Value.

“The Mission of TERO is to assist in and require fair employment practices and set forth Indian Preference requirements of reservation employers on or near the Bishop Indian reservation. In addition, TERO Is committed to promoting training opportunities and providing job referral services for Tribal members to achieve their highest potential in order to become competent and successful individuals.”

The TERO Office

The TERO Office is now located at 52 Tu Su Lane (former Toiyabe building). TERO office hours are 8:00 am to 5:00 pm.

If you are seeking employment opportunities then please stop by the TERO office to complete a TERO application and you will be added into the TERO Job Skills Bank.

When submitting a TERO Application we will now be requiring all applicants to attend a intake meeting with Kayla Stone, TERO Office Coordinator. This intake meeting will better assist the TERO staff on what skills you maintain and/or what skills are needed for employment, and to discuss what barriers you may have that prevent you from employment , if any.

You can also find a bulletin board with all the current jobs posted on it in our office. This bulletin board is constantly updated as new jobs are advertised. You are welcome to come in during office hours to look at the jobs or you can call us to find out what jobs are available and we will gladly communicate those to you.





TERO is required to enforce Indian Preference on the Bishop Paiute Reservation by:

Indian Preference

Indian preference is a legal right Tribal Members have that entitles them to first consideration to all employment, training, contracting, sub-contracting and business opportunities that exist on the reservation.

All employers/contractors are required to follow Indian Preference on the Bishop Paiute reservation.

Please see below the Tribal Indian Preference Tier for the Bishop Paiute Tribes TERO Ordinance (Section 6.0).



TERO Monthly Employment Reports

TERO Staff main responsibility is to enforce Indian preference; therefore, on a monthly basis TERO requires all Employers to submit a monthly hiring report to ensure that our Tribal Members are getting fair chance of employment and first preference to jobs on the reservation. If a Tribal Member/Native American is not selected for a position then the Employer will need to provide justification on why.

Compliance Plan Agreements

TERO requires all Contractors and Sub-Contractors that conduct work on the Bishop Paiute reservation to submit a Compliance Plan Agreement (CPA) for approval before commencing work. Once TERO receives the CPA, then it is TERO's responsibility to see if we have any Tribal Members or Native Americans that can fill any of those positions for that project. If so, TERO will request the Contractor to hire an individual from the TERO Job Skills bank. Contractors and sub-contractors are required to pay a 4% TERO fee, which is included in the CPA.

Tribal Indian Preference Tier:

- ◆ Bishop Paiute Tribal members
- ◆ Spouse or domestic partner of a Bishop Paiute Tribal Member.
- ◆ Indian from a Federally recognized Tribe,
- ◆ Indian from a Non-Federally recognized organized Tribe, or lineal descendant of someone listed on the California Judgment Rolls.
- ◆ All others

TERO FEES

(Employment Administrative Fees)

TERO is responsible for collecting fees from Employers and Contractors who are conducting business on the Bishop Paiute reservation. These TERO fees are utilized to finance operational cost of the TERO program. All TERO programs have the unique ability to generate their own operating income as well as contribute to the general fund of the Tribe. A majority of our funds go towards TERO trainings for our Native Community and TERO Assistance. TERO does not charge our Tribal Members and Small Tribally Owned Businesses TERO fees.

FILING A COMPLAINT

If you are filing a complaint against an Employer due to being unfairly treated, then you will need to make sure that you follow all your grievance steps within the policies at your current Employer, all steps must be exhausted before coming to TERO. For more information on the complaint process then please contact the TERO office.



TERO Job Skills Bank

The Bishop TERO office has a Job Skills Bank, which is a pool of individuals who are seeking employment in various fields. The Job Skills Bank was created to provide a resource to contractors or employers to showcase the local Native American workforce. The Job Skills Bank is also an assessment to identify training needs to develop individual employable/job skills. Once you are listed in the Job Skills Bank it is your responsibility to:

- ◆ Continually update your job skills application every 6 months.
- ◆ Check into the TERO office at least once a week to look for work.
- ◆ Attend TERO sponsored workshops & trainings to enhance your employable skills.
- ◆ Be prepared for hiring (have valid ID/Drivers License, SS Card etc.)
- ◆ Be dependable, on time for interviews, workshops and job sites.
- ◆ Be prepared for a drug/alcohol screening.



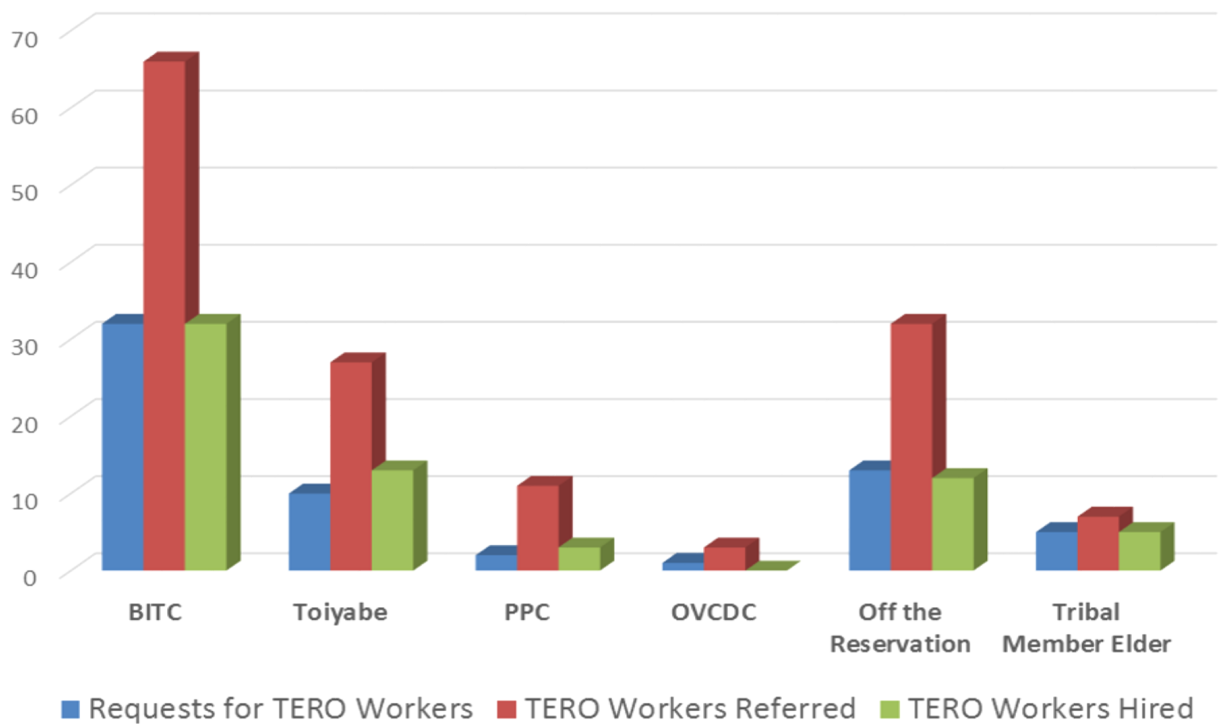
Application Assistance:

On Tuesday and Thursday from 9:00am to 11:00am TERO staff will assist clients with cover letters, resumes and applications. If you need help then please stop in at these times. If you cannot make it at the time above then please set up an appointment and TERO staff will assist you.

TERO Computer Workstation:
TERO provides access to two computers located in our office during office hours for clients to search for jobs, apply for jobs and to develop a resume.



2017 TERO Job Referrals



TERO Referral Process:

- ⇒ An employer will request to hire a temporary TERO Worker and also list the skills needed for this temp job.
- ⇒ A TERO Representative then contacts those active TERO workers from the Job Skills Bank with the skill set needed; please keep in mind we refer out by the Tribal Tier.
- ⇒ Once TERO has received confirmation on TERO workers availability then a list is composed and emailed to the employer along with their TERO Application.
- ⇒ Hiring is left to the employer as TERO only refers and does not hire; TERO will be notified of whom is selected for hire and if a background etc. needs to be submitted for further hiring procedures.

TERO maintains a record of whom is referred out and the outcomes of those referrals. This will be advertised yearly for the Tribal Community.

What are TERO Job Referrals?

Job Referrals are when TERO refers clients from the Job Skills bank to temporary positions on and off the reservation.

In 2017 the Tribal Employment Rights Office (TERO Office) had approximately sixty-three TERO Referrals (temporary hiring requests) from employers that were seeking to utilize TERO workers, the jobs varied from Laborer to Clerical and anything in-between. (Please refer to chart above)

We are proud to say that the Bishop Paiute Tribe makes a significant impact with utilizing TERO workers.

TERO staff will also contact clients if there is a permanent position advertised and the client has those qualifications or skills. However, it is the responsibility of the client to go and apply for these permanent positions when notified. If assistance is needed to help complete the application then TERO staff will assist the client.



TERO ASSISTANCE

TERO provides assistance for Bishop Tribal members with work boots, tools, gas vouchers or work clothes for new employment. In 2017 TERO assisted 22 Tribal Members.



TERO EMPLOYMENT ASSISTANCE POLICY

The purpose of this policy is to establish guidelines for Bishop Tribal Members who need assistance with any of the following items listed below.

The following is a list of approved assistance types funded by TERO:

1. Training Fee (Trainings other than TERO Trainings)
2. Bus Pass or Transportation Assistance
3. Drug testing payment assistance
4. Basic Tools
5. Work Clothes and Work Boots/Shoes
6. Any Certifications (OSHA/CPR/Food Handlers etc. fees)
7. Union Dues or License Fees/CA ID.



Tribal Members, who are in need of assistance with a new employment or temporary employment over 6 weeks, must have:

- Tribal Verification
- A formal notice of hire from employer.
- If requesting assistance for special clothing or tools then a notice from the Employer is needed.
- A quote from vendor
- A Bishop TERO Employment Assistance form outlining what the individual need is.

If requesting assistance for training costs (other than TERO trainings) then you must have:

- Tribal Verification
- A current Job Skills application on file with TERO (if unemployed).
- The Training information (Type of training, cost and location)
- Formal letter indicating why you need this training.
- A Bishop TERO Employment Assistance form.



The assistance must not exceed **\$200.00** total and will be considered only once per calendar year per person.

Those requesting more than the **\$200.00** limit, will have their request submitted to the TERO Commission at their next scheduled meeting.

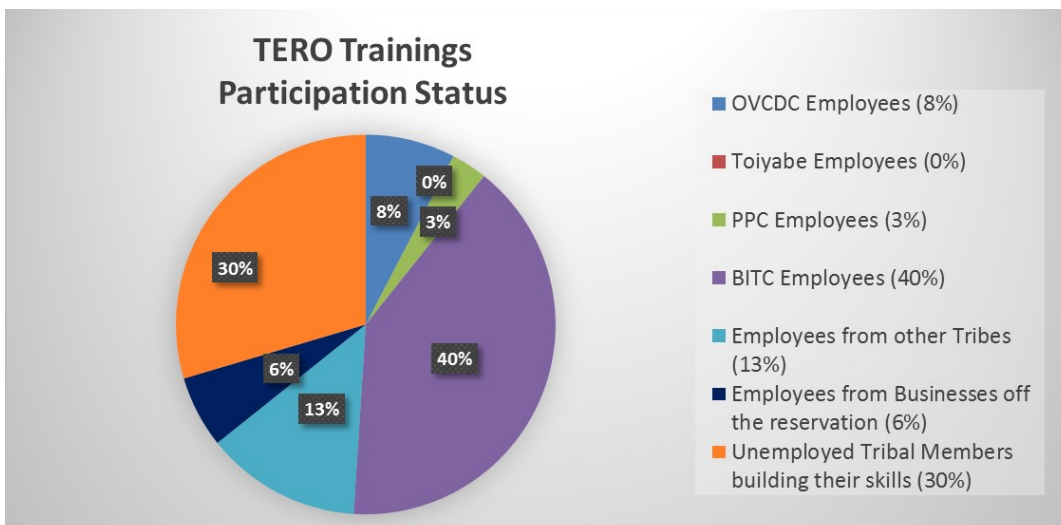
Failure to provide original receipts (not copies) within 3 days of receiving check could result in a gaming distribution garnishment or other means of collection to repay the Assistance Fee amount back to TERO.

TERO Trainings

TERO sponsors several workshops and trainings throughout the year for Bishop Tribal Members to gain skills for employment. TERO staff sends out a survey yearly to get input from our Native Community on what trainings are needed. If you want TERO to provide a training that you may benefit from, please complete a TERO Survey.



The above graph shows all the trainings we provided in 2017. Most of these trainings were requested by Tribal members and Employers, some we have yearly for those who are new to seeking employment.



TERO also collaborates with Tribal Employers to see what trainings are needed for their employees. TERO will pay for the cost of Tribal Employees to get trained within their employer.

TERO TRAININGS



Concrete Training



Beginners Carpentry
(Built a 8x8 shed)



Concrete Training



Cultural Monitoring



Heavy Equipment



Electrical Training



Beginners Carpentry



Painting Workshop



Heavy Equipment

Tribal Cultural Resource Monitor Training

Friday, Saturday and Sunday
March 30, 31, & April 1, 2018
8:00 am – 5:00 pm



LPPSR Community Building
975 Teya Rd. Lone Pine

All Tribal Monitors, old and new, are encouraged to attend. The focus will be on archaeological field work from the Tribal perspective. The class is limited to 25 people, so sign up soon.

For more information on the training, please contact Kathy Jefferson Bancroft at (406) 570-5289 or kathybnrcft@gmail.com.

Bishop Tribal Members MUST register through TERO.
TERO Office is located at 52 Tu Su Lane
760-873-7893
Transportation will be provided, if needed.



Sponsored by
The Intertribal Cultural Resources Committee
& Bishop TERO

Tribal Employment Rights Office

Heavy Equipment



April 9, 2018

OR

April 10, 2018

9:00 am to 5:00 pm

9am-11am Classroom portion
Tribal Chambers
50 Tu Su Lane

&

12pm-5pm Hands-On portion
CDD Lot -
270 See Vee Lane



Cost: \$200.00 per person

Registration Deadline: March 23, 2018

(No cost for Bishop Tribal Members, must register with TERO to participate)

* All students who successfully complete the training will be licensed for 5 years as qualified operators.

If interested please contact Kayla Stone or Susie West at the TERO Office
(760)873-7893.

GRID
ALTERNATIVES
JOB TRAINING



Bishop Paiute Tribe Youth Solar Job Training Program



Earn solar certificates in:

- Job Safety
- Fall Protection
- Array Layout
- Racking Installation
- Module Level Power Electronics Installation
- Module Installation
- Electrical Safety
- Electrical Layout
- Electrical Mounting
- Conduit Bending
- Conduit Installation
- Electrical Wiring

The Bishop Paiute Tribe is partnering with GRID Alternatives to offer the Bishop Paiute Tribe Youth Solar Job Training Development Program. This program will provide both classroom, hands-on solar education and paid job opportunities to youth 16-24 years old, to provide opportunities to learn more about solar power and illuminate career pathways in the booming solar industry.

Program Details: The Bishop Paiute Tribe solar job training consists of 3 phases.

Phase 1: 10 Tribal candidates, 16-24 years of age will be selected to participate in the Advanced Solar Futures Program, which consists of 6 in-class workshops. JUNE 18-29, 2018 at the Bishop Tribe Community Center, 405 N Barlow Ln.

Phase 2: 3 of the Phase-1 participants, 18-24 years of age, will be selected for a three-month paid Solar Construction Internship with the non-profit GRID Alternatives. At GRID Inland Empire, Riverside, CA.

Phase 3: 1 participant from phase 1 and 2 will be offered the opportunity to participate in the SolarCorp Fellowship Program. This is a 12 month full-time opportunity to work with GRID Alternatives. At GRID Inland Empire, Riverside, CA.

INFORMATIONAL MEETING—April 4, 2018, 5pm at the Tribal Chambers

[Contact the Bishop TERO Office for more information](#)

No prior experience is needed

Application Deadline:
April 25, 2018

Phase 1:
June 18—June 22, 2018



(760)873-7893

Susie.west@bishoppaiute.org
Kayla.stone@bishoppaiute.org



2018 Upcoming Trainings:

- Caregiver
- Business startup on the web & Google my business workshop
- How to develop a Bid Proposal
- Bookkeeping and Accounting
- Minute Taking Workshop

For more information on the above trainings such as date/time than please contact Kayla Stone or Susie West at the TERO Office (760)873-7893.

2018 Construction Projects

CALTRANS PROJECTS

Ed Powers Thin Blanket

Description: On US 395 from Barlow Lane to Sawmill Road. Project will add a 0.10 inch layer of dense graded hot mix asphalt over existing travel lanes and shoulders to extend pavement life. All work will be done in previously disturbed areas.

Estimated Construction Date: August/September 2018

South See Vee Signal

Description: A signal light will be installed at SR 168 (Line Street) at the southern intersections with See Vee Lane. Construct signalized intersection.

Estimated Construction Date: Fall 2018

COUNTY PROJECT

Pa Me Lane Rehabilitation Project

Description: County of Inyo has contracted with Qualcon to remove old pavement and replacing with new product on several roadways in the Southwest end of Bishop including Pa Me Lane. **Estimated Construction Date:** August 2018

This February Qualcon installed two culverts on Pa Me Lane and utilized two TERO Flaggers on this portion of the project.



If you are interested to be referred out for the above projects then please come into the TERO Office to complete a TERO Job Skills Application.

Potential positions to be filled are:

Flaggers

Laborers

Pavers

**Pa Me Lane
Rehabilitation
Project**



**TERO
Flaggers**



Tribal Employment Rights Office

52 Tu Su Lane
Bishop, Ca . 93514
Phone : 760-873-7893
Bishoptero.com

PLEASE
PLACE
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HERE

Return Service Requested