

June
2019
Issue 2

TERO NEWS

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—
Heidi Hart

Commissioner—
David Weaver

Commissioner—
Vacant

TERO is seeking a Tribal Member to sit on the TERO Commission board. If interested, put in a letter of intent at the Bishop Paiute Tribal Office.

TERO Staff

TERO Manager
Wasuyaa "Susie" West

TERO Office Coordinator
Jordan Frankson

TERO Compliance Officer
William Falck

The TERO Office is located at the Bishop Paiute Tribe, 52 Tu Su Lane. TERO is open Monday to Friday 8:00 a.m. to 5:00 p.m.
TERO Office number: 760-873-7893
Bishop Paiute Tribe Office number: 760-873-3584



Most asked questions about TERO **P.1**

Bishop Paiute Tribe's TERO **P.2**

TERO Compliance **P.2**

TERO Fees **P.3**

TERO Services **P.4**

Employer Percentage graphs **P.5**

Statistics on 2018 TERO Training **P.6**

Upcoming TERO Training **P. 6-7**

Most asked questions about TERO

What is TERO?

TERO Stands for Tribal Employment Rights Ordinance or Office. TERO requires that all employers who are engaged in operating a business 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.

What is the purpose of TERO?

The primary purpose of the TERO program is to administer and enforce tribally enacted Indian Preference law to ensure that Indian/Alaska Native people gain their rightful share to employment, contracting, subcontracting, and ensure fair employment practices on reservations.

What year was the Tribal Employment Rights Ordinance first enacted by Tribes?

Tribal Employment Rights Ordinance were initially enacted by Tribes in late 1976 and early 1977. Today there are almost 300 Tribes and Alaska Native Villages which are covered by TERO Ordinances.

Why was the TERO Ordinance enacted?

- To address the deplorable rate of poverty, unemployment and underemployment that exists among native people living on the reservations.
- To eliminate discriminatory and other historical barriers tribal members face while seeking employment and business opportunities on or near the reservations.
- To ensure that tribal members receive their rightful entitlements as intended and required under the Tribal and federal Indian preference employment law.
- To maximize tribal employment in all employment business opportunities on and near the reservations.

Bishop Paiute Tribe's TERO Ordinance

When was the Bishop Paiute Tribes TERO Ordinance enacted?

The TERO Ordinance was voted in by people of the Bishop Paiute Tribe and approved by Tribal Council in 1992.

The Purpose of the Bishop Paiute Tribes TERO Ordinance is:

- Assist in employment on or near the Bishop Paiute Reservation
- Prevent discrimination against Indians in the employment practices of Reservation employers
- Ensure fair employment practices for all employees
- Require Tribal/Indian Preference in employment
- Provide training for Tribal members to help them receive skills needed for employment or advancement

What does the TERO Ordinance do?

- SETS CONDITIONS: Mandates the tribal requirements for Indian preference that all covered employers must comply with in order to be eligible to perform work on reservations.
- ESTABLISHES AUTHORITY: Empowers the TERO Commission and Staff with sufficient authority to fully enforce all provisions of TERO ordinance.
- ASSIGNS RESPONSIBILITY: Defines and describes the duties and responsibilities of TERO staff and commission.
- DELINEATES PENALTIES FOR VIOLATIONS: Clearly spells out penalties employers may face for violations of tribal law.

TERO COMPLIANCE

All Contractors and Employers conducting business on the Bishop Paiute reservation are required to abide by the Tribal Employment Rights Ordinance (TERO). Employers operating within jurisdiction of TERO are required to give preference to Tribal Members/Native Americans in hiring, lateral transfers, promotions, training, contracting and sub-contracting.

Indian Preference:

Indian Preference is a unique legal right that Native Americans have that entitles them to first consideration to all employment, training, contracting, and business opportunities that exist on reservations.

Tribal Preference:

Some Tribes enforce Tribal Preference, which allows for their Tribal members to have first consideration over other Native Americans. The Bishop Paiute Tribe does enforce Tribal Preference. Tribal Preference is not allowed on federal/state contracts, which excludes two employers on the Bishop Paiute reservation from following Tribal Preference; however, they are still required to follow Indian preference.

Compliance Plan Agreements (CPA):

A Compliance Plan Agreement is a legally binding written document that sets the step by step process those employers/contractors must meet in order to comply with TERO. The Compliance Plan Agreement includes a requirement that employers/contractors must use the TERO job skills bank for hiring purposes and pay TERO fees for all work conducted on the reservation. A CPA also helps the Bishop Paiute Tribe confirm who is conducting work on our reservation. TERO staff provides a monthly report to the TERO Commission and Tribal Council with the list of approved CPA's.

Compliance by Employers:

All employers are required to inform their contractors that they need to complete a TERO Compliance Plan Agreement before commencing work on the Bishop Paiute Reservation. Most employers will have a Contracts person that will handle all contracts within that employer and this person will inform TERO of all approved contracts. The CPA allows for TERO to determine whether a TERO worker (Tribal Member/Native American TERO applicant) can be hired on with this contractor, however, this does

(Continued from page 2)

not refer to specialized contracts with only key employees. The CPA also allows for TERO to determine the TERO fees per each contractor. All contractors are required to pay TERO fees if the contract exceeds the amount of \$1000.

TERO ensures Tribal/Indian preference at all employers by collecting monthly hiring reports, these reports are due by the 5th of every month for the previous month of hires. If non- Native Americans are hired over Bishop Tribal Members or Native Americans than Employers are required to provide justification. TERO strongly encourages Employers that all positions should be filled with Tribal Members or Native Americans especially entry level positions; however, TERO understands that some positions require special qualifications and a certain amount of experience for the job to be conducted properly.

Compliance by Construction Contractors:

When Construction contractors come onto the reservation to conduct work they are required to submit a CPA and provide a list of all their workers. TERO does not remove any key workers from any contract. A key worker is a member of a contractor's or subcontractor's crew who is a regular permanent employee and is a supervisor or other key position such that the employer would face a serious financial loss if that position were filled by a person who had not previously worked for the contractor. However, the Compliance officer will request a TERO client in a position if TERO has a skilled applicant capable of performing the job. TERO encourages our workers to work hard and prove themselves, as contractors are always looking to hire for other projects off the reservation. TERO builds good working relationships with the Contractors; therefore, at times we can request a contractor to provide trainee positions as well. This means the contractor will train a TERO worker to learn new trades while being paid on the job. Over the years TERO has had several contractor's train TERO workers on framing, painting, stucco, electrical, drywall and even roofing.

ALL Contractors, Employers and Businesses on the Bishop Paiute Reservation are required to comply with the Tribal Employment Rights Ordinance.

The TERO Department would like to thank all Tribal Employers, especially OVDC, Paiute Palace Casino and Bishop Paiute Tribe, for all your continued effort to comply with the Tribal Employment Rights Ordinance and understanding the importance of following Tribal Laws, as it benefits our Tribal Members and our Community.

TERO FEE

What are TERO fees used for?

All Contractors/Employers are required to pay TERO fees. TERO fees are used to cover the operations of the TERO program, but we also generate money to provide many services to our Community.

Are TERO fees the same for all Tribes?

No. There are over 550 (federally recognized) independent Tribal Nations throughout the United States. While there is much in common between tribe, each is diverse in its own community culture, needs, values, and priorities. Each Tribe therefore makes its own legislative decisions to meet their own set of wants and needs.

Does TERO fees increase cost of projects?

No. Though any and all costs can increase a project cost, TERO fees are much lower than state taxes and other off reservation taxes.

Does TERO waive TERO fees?

The TERO Commission can waive TERO fees on a case by case basis. TERO does not charge our Bishop Tribal Member Contractors and our Small Indian owned Businesses TERO fees.

Are TERO fees/taxes legal?

Yes. Tribal authority to tax is equal to that of any other government. Taxation is a basic right of a sovereign government.

The Bishop Paiute Tribe resides in a rural area; therefore, we do not have a lot of construction projects, and our reservation is much smaller compared to many other reservations with a TERO program. This means that Bishop TERO does not generate as much money as the larger Tribes. However, the money that is generated by the Bishop TERO department is utilized to provide services for our Tribal Community.

Please refer to page 4 for TERO services.

TERO Services

TERO is not only here to ensure Indian Preference and Fair Employment practices on the reservation, TERO also provides the following services to the Native Community:

TERO Training:

TERO provides several trainings throughout the year to assist Tribal Members/Native Americans to gain skills needed for employment. TERO trainings are also advertised to the community and nearby Tribes. Some of these training are clerical, grant writing, solar installation, flagging, CPR/First aid, Class A, construction (carpentry, flooring, electrical, framing, drywall, etc.), safety training, business start-up and computer workshops (MS Word, Excel and Outlook). TERO staff sends out a survey yearly to get input from our Native Community on what trainings are needed.

TERO works with Employers to determine what kind of skills are needed to fill positions at their entity and TERO also collaborates with Employers to provide training for their employees such as Supervisor/Manager training, Customer Service training, safety, first aid/CPR, Work ethics and more. (Please refer to page 6 to see all the trainings provided in 2018).

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.

All Employers are required to utilize the TERO Job Skills bank when it comes to temporary positions. The TERO Office Coordinator will fill those vacant temporary positions with Native American applicants that are seeking work, per of the TERO Tribal preference tier. The length of temporary jobs can last from 1 day to 6 months, it all depends on the position. Same for Contractors, TERO also refers clients to Contractors that come onto the reservation to conduct work and these jobs may last from 1 week to 1 year depending on the project.

TERO Job Advertisement Board:

TERO receives Job Advertisements from Tribal Entities, Employment agencies and Employers off the reservation. Therefore, TERO advertises all open positions on an a Job Advertisement board in the TERO Office that is updated on a weekly basis. If TERO has a client that has the skills needed for any permanent vacant position, then TERO staff will contact this person to apply for the position.

TERO Assistance for Bishop Tribal Members:

TERO has a TERO assistance program for Tribal members. This program is for Tribal Members who were recently hired and need assistance with work clothes, works boots, tools or safety equipment and much more. This program will also help pay for trainings other than TERO Trainings that may help Tribal Members advance within their employment. TERO provided 25 Tribal Members with assistance in 2018.

Job Search & Application Assistance:

On Tuesday and Thursday from 9:00am to 11:00am TERO staff reserves this time to assist clients with cover letters, resumes and applications.

TERO Computer Workstation:

TERO has two computers in the office that is available to the public to search for jobs, apply for jobs and to develop a resume/cover letter, the TERO Computers are available only during our office hours.

Job Intakes:

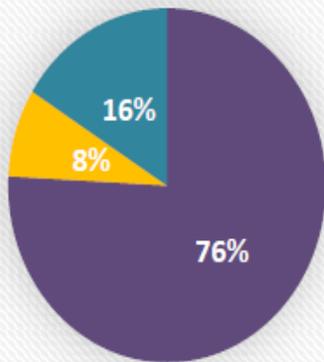
All TERO Clients are required to have a job intake with the TERO Office Coordinator, therefore, TERO can assist with barriers that may be preventing them from working. TERO has assisted clients with barriers such as, transportation to work, providing gas vouchers for clients to get to work, expungement of records, GED/ Diploma or help clients get their driver's license.

Job Fair:

TERO is a member of the Eastern Sierra Collaborators group. This group is made up of members from all different entities such as, TERO, OVCD, CIMC, BLM, Caltrans, Paiute Palace Casino and Inyo County. Every year we work together to provide a Job Fair for all Community members.

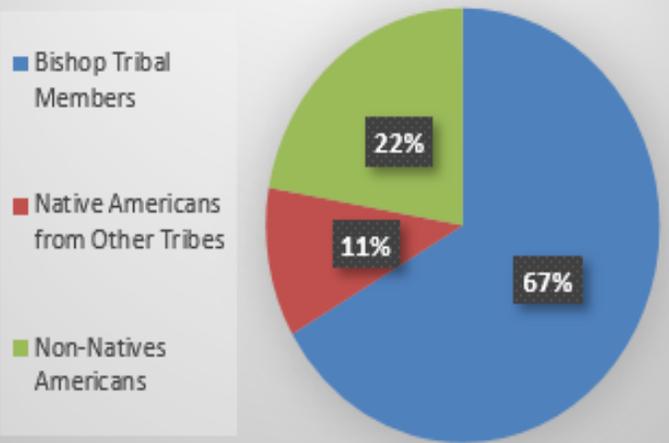
Percentage of Native Americans Employed by Tribal Employers on the Bishop Paiute Reservation

Percentage of Native Americans Employed by Bishop Paiute Tribe



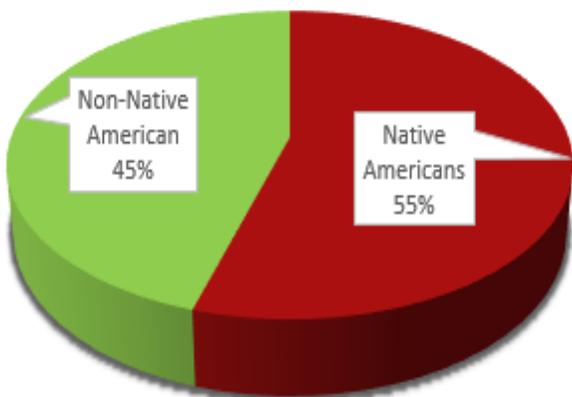
- Bishop Tribal Members
- Other Native Americans
- Non-Native American

Percentage of Native Americans Employed By OVCDC



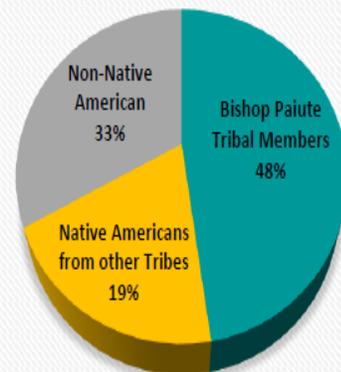
- Bishop Tribal Members
- Native Americans from Other Tribes
- Non-Natives Americans

Percentage of Native Americans Employed at Toiyabe Indian Health Project



- Native Americans
- Non-Native American

Percentage of Native Americans Employed by the Paiute Palace Casino



- Bishop Paiute Tribal Members
- Native Americans from other Tribes
- Non-Native American

Tribal Community

The Bishop Paiute Tribe and TERO would like to invite you to

Tribal Employment Rights Ordinance (TERO) & Tribal Employment Law Training

Richard McGee, Tribal Law Attorney, has been invited to the Bishop Paiute Tribe to provide a presentation on TERO Law and Tribal Employment Law.

July 23, 2019

at the

Community Center
405 N. Barlow, Bishop Ca.

1:00 P.M. to 4:00 P.M.

If interested or would like more information, Please contact Jordan Frankson or Susie West at the TERO Office at (760)873-7893



Tribal Employment Rights Office Confined Space Training

July 17, 2019

at the

Cultural Center
2300 West Line St.,
Bishop CA, 93514



8:00 A.M. to 5:00 P.M.

Cost of Training: \$50.00

* Limited number of scholarships available for Bishop Tribal members



Participants will receive a 1 Year Certification Card upon completion!

Deadline to register: July 15, 2019

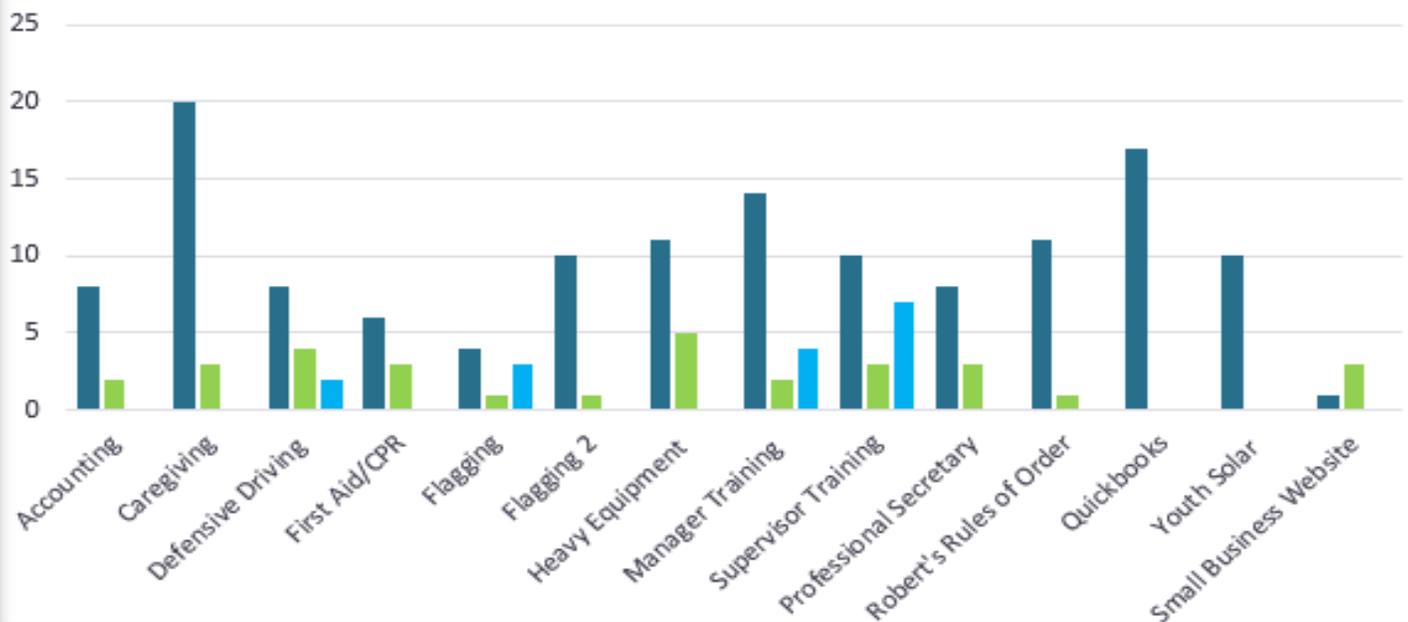


If interested, then you will need to register at the TERO office located at 52 Tu Su Lane, or you may contact Jordan Frankson or Susie west at (760)873-7893.



2018 TERO Training Participants

■ Bishop Tribal Members ■ Other Native Americans ■ Non Native Americans



Carpentry Training

for Beginners



This Carpentry training is proposed to begin in August 2019. The training will be a 2-week all hands-on training, participants are going to be building a small house (20x20 ft). TERO will send out a flyer with more information once the date is confirmed.

What you will learn in this training:

- | | | |
|----------------------|------------|-----------|
| • Framing | • Plumbing | • Drywall |
| • Electrical | • Painting | • Roofing |
| • Installing Windows | PLUS MORE | |

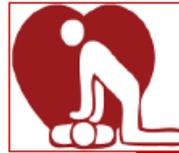


TERO will only be taking 6 participants for this training, and Bishop Tribal members will be given preference over non-Tribal members.



If you are interested or would like more information about the training, Please contact Jordan Frankson or Susie West at the TERO Office (760)873-7893.

Tribal Employment Rights Office



CPR/First Aid Training



July 12, 2019

8:00 a.m. to 5:00 p.m.

at the

Tribal Chambers

50 Tu Su Lane, Bishop Ca.

Cost of Training: \$30.00

*Participants will receive a 2 Year Certification

Limited number of scholarships available for Bishop Tribal members



If interested, then you must register at the TERO Office 52 Tu Su Lane, or you may contact Jordan Frankson or Susie West at the TERO Office at (760)873-7893.

Deadline to register: July 10, 2019

Tribal Employment Rights Office

OSHA 10 Hour Training

July 15th - July 16th

at the

Cultural Center

2300 West Line St., Bishop CA

9:00 am to 2:00 pm

Cost: \$100

*Participants will receive a 2 Year Certification upon completion!

Limited number of scholarship available for Bishop Tribal Members

Deadline to register: July 12, 2019



If interested, then you must register at the TERO Office located at 52 Tu Su Lane, or you may contact Jordan Frankson or Susie West at (760)873-7893, for more information.

GRANT WRITING

GRANT WRITING WORKSHOP

This workshop will help you understand the fundamental elements of a grant proposal and develop the skills needed to prepare competitive and successful grant applications.

Introduction to
Grant Writing Workshop

July 1, 2019

8:00 am to 12:00 pm

Advanced
Grant Writing Workshop

July 2, 2019

8:00 am to 12:00 pm

FREE WORKSHOP!!!

Located at

Tribal Chambers, 50 Tu Su Lane.

If interested, please complete a registration form at the TERO Office 52 Tu Su Lane.



BULK RATE
U.S. POSTAGE
PAID
BISHOP, CA

Tribal Employment Rights Office

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

Return Service Requested



Seeking Solar Workers?

GRID is providing a Solar Orientation and Hands-on training at the end of July to train more people on Solar Installation. Once participants have completed the Solar Installation training, they will receive a certification and become eligible to be referred out to Solar Contractors. Solar Contractors will pay \$15.29 an hour to install Solar on Tribal Homes and you will work 3-4 days a week depending on the home site and schedule.

For more information, contact the TERO office, 760-873-7893.

The GRID Orientation is approximately 2 hours and you will learn all the safety requirements needed for Solar Installation.

The Hands-on part will be 2-3 days of learning how to install Solar on Tribal Homes.

- EARN SOLAR CERTIFICATES IN:**
- Job Site Safety
- Fall Protection
- Array Layout
- Racking Installation
- Microinverter Installation
- Module Installation
- Electrical Safety
- Electrical Layout
- Electrical Mounting
- Conduit Bending
- Conduit Installation
- Electrical Wiring
- Monitoring and Communication