



TRIBAL EMPLOYMENT RIGHTS OFFICE

DECEMBER 2020
VOLUME II — ISSUE II

TERO

NEWSLETTER



ATTENTION TRIBAL RESIDENTS

The TERO Office will be closed to the public for in person office visits and daily check ins until further notice. This office closure is due to the current COVID-19 (Corona Virus) pandemic. The TERO Staff will continue to assist community members or TERO clients by either phone or over email. Please do not hesitate to contact us if you have any questions or need assistance.

Email: susie.west@bishoppaiute.org or jordan.frankson@bishoppaiute.org

TERO Office: 760-873-7893 or TERO Cell Phone: 760-920-3691

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INTERESTED IN BECOMING A TERO COMMISSIONER?

**Please submit your letter of intent to the Tribal Office.

(see more details on page 2)

NEED A HAZARDOUS TREE REMOVED?

Southern California Edison is on the Bishop Paiute Reservation removing hazardous trees along the power lines. If you have any hazardous trees, shrubs, and/or any other different vegetation near your power lines on your property, and you would like to have the hazardous vegetation removed or trimmed, please feel free to contact Southern California Edison's support line. If you have any questions regarding a vegetation location or have hazardous vegetation that needs to be removed, please contact Southern California Edison or the Bishop Paiute Tribe.

Southern California Edison's Support Line:

(800)655-455

Environment Management Office (EMO):

(760)873-3584

(Please ask for Thomas Gustie, Natural Resources Specialist)

Public Works Department:

(760)873-6638

(Please ask for Peter Bernasconi, Public Works Director)



TERO OFFICE INFORMATION



TERO STAFF:

WaSuYaa "Susie" West

>> TERO Manager

susie.west@bishoppaiute.org

William Falck

>> TERO Compliance Officer

william.falck@bishoppaiute.org

Jordan Frankson

>> TERO Office Coordinator

jordan.frankson@bishoppaiute.org



Survey Details

Please complete a TERO survey if you are interested in participating in this raffle.

Raffle Details:

- \$50 Ace Gift Card
- \$50 Gas Card
- \$50 Vons Gift Card

IMPORANT DETAILS:

All TERO Training Surveys must include your name and mailing address on it to be entered into the raffle. Please submit your survey to our TERO Office located at:
50 Tu Su Lane,
Bishop CA, 93514

RAFFLE WILL BE HELD ON:
Friday, January 15th, 2021

TERO OFFICE CONTACT INFORMATION:

TERO Office Location — 50 Tu Su Lane, Bishop CA, 93514

TERO Office Phone Number — (760) 873-7893

TERO Office Cell Phone — (760) 920-3691

TERO Office Fax Number — (760) 87304143



TERO Commissioners:

Thomas Gustie — TERO Chairperson

Heidi Hart — TERO Treasurer

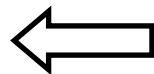
June Piper — TERO Commissioner

TWO (2) VANCANT TERO COMMISION SEAT



There is two (2) available TERO Commission seats!

If you are interested in joining the TERO Commission and becoming a TERO Commission, please submit a letter of intent to the Tribal Office located at 50 Tu Su Lane, 760-873-3584.



TERO COMMUNITY TRAINING SURVEY

The TERO Office would like to get the community's input as much as possible to see what trainings and workshops would be beneficial for our community future growth in employment development. The TERO Department provides various trainings and workshops through out the year that will enhance the participates knowledge, help them gain skills, and receive certificates in their desired interest(s). The TERO Department has pushed back the raffle from July 7th, 2020 to January 15th, 2021 to make sure every community member has a chance to submit their TERO Training Survey to entered into the raffle. TERO Training Survey can be submitted by email, mail, or put in the TERO box at the Bishop Paiute Tribal Office located at 50 Tu Su Lane, Bishop CA, 93514.

If you are interested in participating in this survey and have any questions or if you need the TERO Training Survey emailed or mailed to you, please contact Susie West or Jordan Frankson at the TERO Office at 760)873-7893 or by direct email.

Please submit your completed TERO Training Survey to the TERO Office by January 11th, 2021 by 5:00PM



take our
survey





TERO ASSISTANCE SERVICES



TERO ASSISTANCE ◦

The TERO Office provides assistance to those who are newly employed with a permanent position or a temporary position that is longer than six (6) weeks. This assistance applies to work clothes, work tools, work boots, DMV license fee, live scan fee, or any certification assistance. For more information about our TERO Assistance, please contact the TERO Office.

TERO TRAININGS ◦

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. 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.

JOB ADVERTISEMENTS SENT OUT WEEKLY ◦

During the pandemic, the TERO Office has been sending out Job Advertisements weekly to TERO Clients by email. The TERO Office also sends out flyers for different tribal departments and neighboring entities for upcoming events, trainings, and workshops.



JOB SEARCH & APPLICATION ASSISTANCE ◦

During the pandemic, the TERO staff is still assisting clients over the phone with job searches, and completing a employment application, building a employment resume and/or cover letter. If you need assistance contact the TERO Office.

COMPUTER WORKSHOP ◦

The TERO Office will be having computer workshops mid year 2021 to help those who are interested in learning how to use a computer. TERO will be going over Microsoft Office programs during this workshop to show those who are interested in learning how to use MS Word, MS Excel and Publisher.

FILING A TERO COMPLAINT ◦

The purpose of the Tribal Employment Rights Ordinance is to prevent discrimination against Indians in the employment practices of Reservation employers and contractors, and secondarily to prevent other types of discrimination in employment practices of employers and contractors and ensure fair employment practices for all employees . If an individual believes an employer has violated this Ordinance, they may file a complaint with TERO. Before an individual can file a complaint they must exhaust all internal/department grievance procedures prior to filing a TERO complaint. If you have any questions on the filing a complaint, please contact the TERO Office.



THE TERO OFFICE IS HERE TO HELP!

TERO FORMS CAN BE FOUND ON THE TERO WEBSITE AT:

BishopTERO.com

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. 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.



DETAILS ABOUT THE BUSINESS PERMIT APPLICATION

The Bishop Paiute Tribe's amended Business Permit and Utility Tax Ordinance which was approved by the honorable Bishop Paiute Tribal Council on Tuesday, September 15, 2020.

The Business Permit Application will need to be submitted to the TERO Office with the necessary paperwork and/or needed documentation by February 1, 2021



BUSINESS PERMIT APPLICATION

The TERO department will be mailing out the amended Business Permit Ordinance and the Business Permit Application to all businesses on the Bishop Paiute Reservation on Friday, December 18, 2020. Therefore, all businesses on the Bishop Paiute Reservation will be required to complete a Business Permit Application and submit to TERO for approval to obtain a Business Permit, this will be required for all Businesses on the Bishop Paiute Reservation.

The amended Business Permit and Utility Tax Ordinance can also be found the Bishop Paiute Tribe's website or a copy can be provided by TERO staff upon request or available for pick up at the TERO Office located at 50 Tu Us Lane, Bishop CA, 93514 and can be emailed if needed.

For more information about either the Business Permit Application and/or Business Permit and Utility Tax Ordinance, please contact the TERO Office at (760)873-7893.



AVAILABLE ONLINE TRAININGS THAT CAN BE TAKEN ANYTIME ONLINE

ANY BISHOP TRIBAL MEMBER INTERESTED IN TAKING ANY OF THE FOLLOWING TRAININGS PLEASE CONTACT TERO

- OSHA 10HR
- Confined Space Training
- Hazmat
- IHS Food Handlers Training

Proposed virtual TERO Trainings for 2021:

- Preparation for Employment Workshop
- Class A Driver's License
- Informational Meeting about UNIONS
- How to develop a Business Plan
- Workplace Ethics Training
- Record Expungement Workshop
- How to get a General Contractors License Class
- Roberts Rules of Order
- Secretarial/Clerical Workshop
- Grant Writing Workshop

Proposed Hands-on Trainings for 2021 (proposed mid-year):

- Introduction to HVAC and Refrigeration
- Basic Construction Training
- Advanced Electrical/Plumbing Training
- CPR and First Aid
- Hospitality—Customer Service
- Care Giving Training



TERO CLIENT EMPLOYMENT SUCCESS STORIES

CONGRATULATIONS GRACE!



Manahuu,



My name is Grace McClenaghan and I currently work for the Bishop Paiute Tribe in the fiscal department. Earlier this year I applied for a temporary position through the TERO department and with that opportunity it led me to a full-time position. I would like to thank the staff for their hard work and dedication and their efforts in helping me gain employment!

Sincerely,

Grace McClenaghan



Doug Watterson III was referred out to Bishop Paiute Tribe's Public Works Department at the beginning of this year 2020 and was hired for the Public Works Maintenance Dept. He continues putting in the effort for his position and his team members in the Public Works Department!

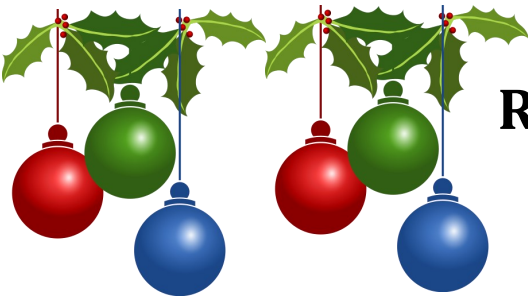
GOOD JOB DOUG!



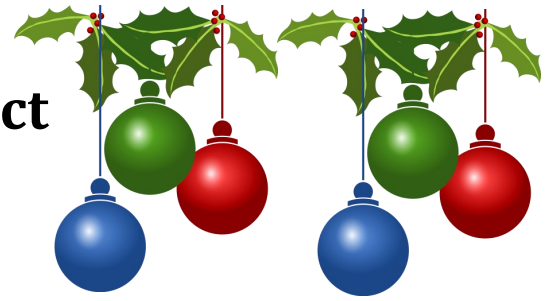
The TERO Staff and TERO Commission would like to congratulate all the 73 TERO clients who have been hired on at their employment establishments!

NOIATACTAARGNOC





Reservation Project Updates



**CASINO EXPANTION PROJECT:
GRAND OPENING OF NEW WANAAHA CASINO
OCTOBER 31, 2020**

23 TERO clients were hired on throughout the Casino Expansion Project. The main contractor for this project was Gilbane Construction



**168 SAFETY ROAD PROJECT:
COMPLETETION DATE:**

July 24, 2020 to August 4, 2020



The TERO Office provided two (2) TERO clients one (1) laborer and (1) flagger for the contractor Intermountain Slurry Seal who conducted on the Bishop Paiute Reservation and Bishop area for the 168 Safety Project.

**WEST LINE RETAIL CENTER PROJECT:
GRAND OPENING OF THE YUHUBI NOBI
GAS STATION & MARKET:**

January 2021



FINISHING PHASE:

Final installment of equipment and appliances


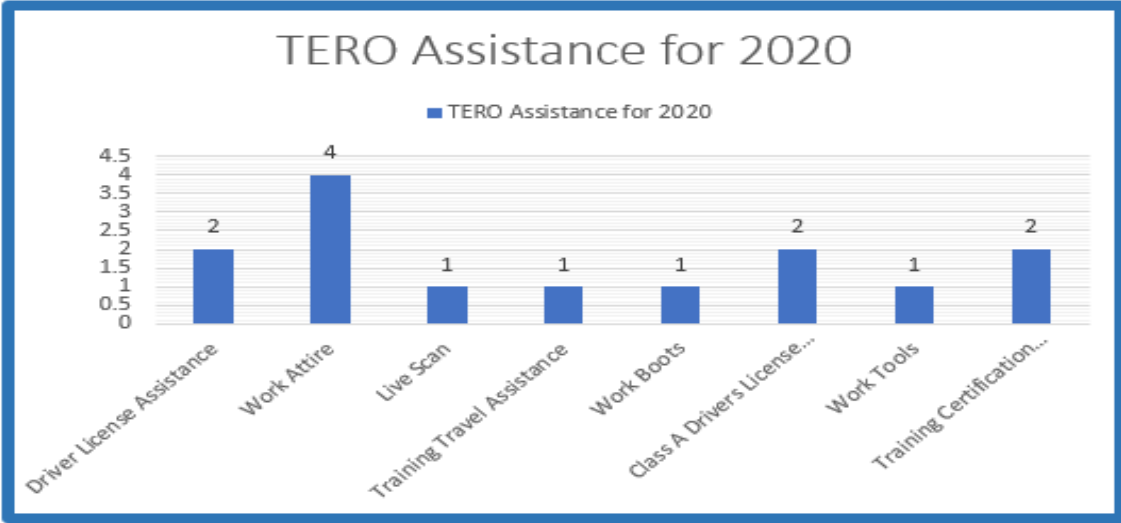
MAIN CONTRACTOR(S) ON THE PROJECT:

KENDALL ENGINEING—Tribally Owned
TRIBAL CDD FORCE ACOUNT CREW



TERO STATISTICS 2020

Here is a graph to represent the number of TERO Clients referred out to local businesses and contractors who conducted work on the Bishop Paiute Reservation. This graph also shows the number of TERO Clients hired on with the local business or contractor.

TERO assisted **14** Bishop Paiute Tribal Members get the needed work attire, work equipment, and training for their new employment or to help them advance within their current employment field!



CULTURAL MONITORING TRAINING



TERO TRAININGS 2020

Due to the current COVID-19 (Corona Virus) TERO was unable to have trainings and all trainings were postponed to 2021. The TERO Department is looking forward to having virtual online trainings and hands on training later in the year 2021!

OSHA 10 HOUR TRAINING



BISHOP ON-SITE TRAINING




LONE PINE ON-SITE TRAINING




Merry Christmas



BULK RATE
U.S. POSTAGE
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BISHOP, CA
PERMIT NO. 36

**TRIBAL
EMPLOYMENT
RIGHTS OFFICE**

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Bishop CA, 93514

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(760)873-4143

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To: