

TERO NEWS

Bishop Tribal Employment Rights Office



MORE STORIES IN THIS ISSUE:

TERO Trainings & Updates - 2
Statistics & Contact Info - 3

WHAT IS THE IMPORTANCE OF TERO

TERO enforces Tribal Laws!!!!

Purpose of TERO Ordinance:

- Assist in employment on or near the Bishop Paiute Reservation.
- 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.
- Ensure fair employment practices for all employees (TERO handles complaints of violations of hiring, termination, layoffs, promotions, wages, discrimination and more)
- Enforce Indian Preference law to ensure that Indian people gain their rightful share to employment, training, contracting, subcontracting and business opportunities.
- Provide training for all Indians to help them receive skills needed for employment or advancements.
- Ensure TERO fees are collected from all contractors/entities etc. to provide revenue for the TERO Office, Commission, client trainings, and Tribal Councils general fund.

**For further information please review the TERO Ordinance which is found at www.bishoptero.com or call 760-873-7893 for a copy.

JOBS SKILLS BANK

Job Skills Application and Policy have been revised please contact TERO Office for current documents

Tribal Skills Bank: Skills bank was established to assist the placing of Native Americans in positions with employers/contractors.

Temporary Job Referrals: When seeking to fill ANY temporary job position, every employer/contractor shall give notice to the TERO Manager and allow the TERO Manager a reasonable time (3 days) to locate and refer a qualified Indian (TERO Client) to said employer/contractor.

TERO Client Responsibilities: register every 3 months, check in via phone or email weekly, update contact info, if need be, attend TERO trainings, conduct yourself in an appropriate manner (no use of foul language/inappropriate behavior etc.)...

****Please review the TERO Ordinance & Job Skills Policy for further information.**

BEFORE YOU FILE A TERO COMPLAINT

If employees have issues with their employer, they need to exhaust all administrative remedies with their employer. Once those steps are taken, and, if an employee still has an issue with their employer, then the employee has a right to file a formal complaint under the TERO Law.

If you do file a complaint, either mail or e-mail it to the TERO Manager. Please do not fax the complaint.

UPCOMING TERO TRAININGS

For registration info please call TERO Office

Intermediate MS Excel-Pending

Flagging-Make Appointment

Customer Service-February & August

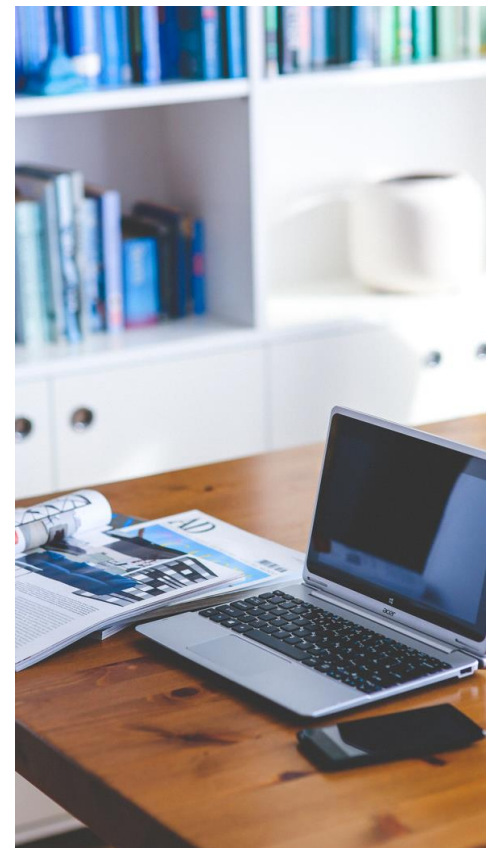
Job Readiness/Interviewing- March & August

Leadership Secrets for Professional Success- April

Class A- Pending

TERO 101 for the community & Tribal Council- Dates pending

****Flyers with further information to be advertised soon.**



CONTACT INFO

To join the TERO Commission please submit your letter of intent to Charlene Keller, Administrative Assistant to Tribal Council

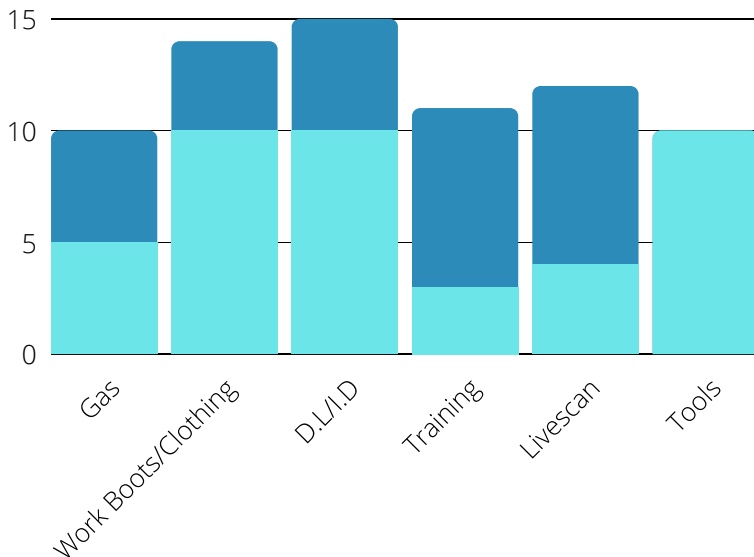
TERO Commission:

- Floyd Piper- Member
- Vacant
- Vacant
- Vacant

TERO Staff:

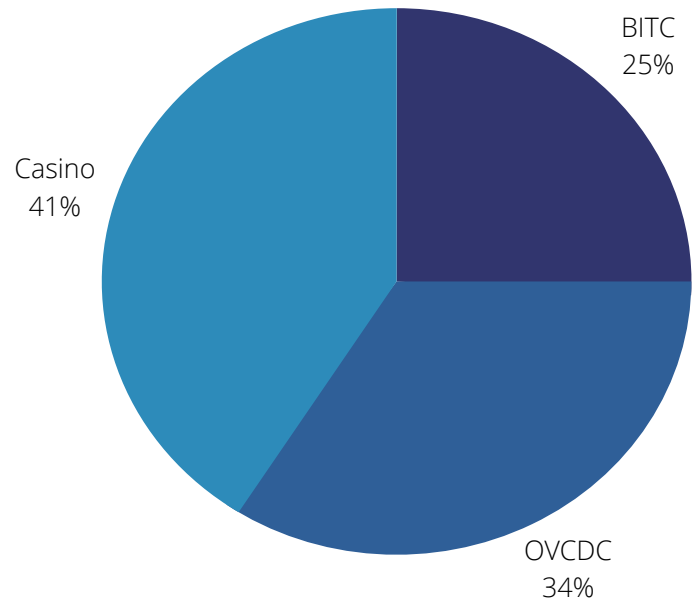
- TaVu Chavez, TERO Manager, tavu.chavez@bishoppaiute.org
 - Kayla Stone, Office Coordinator, kayla.stone@bishoppaiute.org
- Office (760)873-7893
www.bishoptero.com

**At this time (per Tribal Council) we are only to the public for importance matters (such as filing a complaint) due to COVID restrictions.
Please call (760)873-7893 if you have any questions.



2021 TERO Assistance- Total of 42 requests for Tribal Members

2021 Native American Hires



TERO staff's 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 receiving an opportunity for employment and first preference to jobs on the reservation. If a qualified Tribal Member/Native American is not selected for a position, then the employer will be required to provide justification on why.

"Nothing will work unless you do"
-Maya Angelou



Tribal
Employment
Rights Office
50 Tu Su Lane
Bishop Ca
93514
(760)873-7893

**

**Return Service
Requested**

BULK RATE
U.S Postage
PAID
BISHOP, CA
PERMIT NO. 36

To:

