

June
2023
Issue 1

TERO NEWS

TERO COMMISSION

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

TERO Chairperson-
Emma Williams

Vice-Chairperson-
Crystal Andreas

Secretary/Treasurer-
Jo Barlow

Commissioner-
Thomas Gustie

Commissioner-
Heidi Hart

TERO Staff

TERO Manager
WaSuYaa "Susie" West

TERO Office Coordinator
Kayla Stone

The TERO Office is located at the Bishop Paiute Tribal Building, 50 Tu Su Lane. TERO is open Monday-Friday 8:00 a.m. to 5:00 p.m. TERO Office number: 760-873-7893 Bishop Paiute Tribal Office number: (760) 873-3584



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TERO OPENER

COMMUNITY MEMBERS, BUSINESSES ON THE RESERVATION, CONTRACTORS AND TERO CLIENTS...

Come join us at the TERO Opener
on June 21, 2023 at 50 Tu Su Lane
3pm to 6pm

Come meet TERO Staff and the TERO Commission; ask questions about TERO, get to know what services we provide and sign up for TERO Trainings!

We will be raffling off several items such as lawn chairs, garden basket, flowers, bluetooth speakers, portable car battery charger, gift cards (\$100 Vons, \$100 Smart & Final and \$60 Whiskey Creek) etc.

MINI INDIAN TACOS WILL BE PROVIDED BY THE BISHOP TRIBAL ELDERS PROGRAM

For those Tribal Community members that still have questions regarding the Business Permit & Utility Tax Ordinance...

The purpose for the Business Permit & Utility Tax Ordinance

Tribal Council amended the Business Permit and Utility Tax Ordinance in 2020 to confirm what businesses are operating on the Bishop Paiute Reservation. Neither the Tribe nor any other entity or business on the Reservation had a comprehensive list of businesses. This included which businesses are Tribal Member owned and Native American owned. Such a list is important to ensure that the Tribe and other business entities on the Bishop Paiute Reservation are giving preference in contracting to such businesses. In other words, it is important to the Indian preference provisions of the Tribe's TERO law to establish business permits and lists of businesses for the Bishop Paiute Tribe and Reservation. (The Utility Tax is only for businesses that come on the reservation that provide electricity, gas, telephone, cable, and etc.)

There also has been a growing concern over the years that business is being conducted on our Reservation by businesses that are not conducting themselves within responsible safety and environmental guidelines. The TERO Commission and Department has been concerned that some business activity may be out of compliance with the TERO Ordinance, which is tribal law, in addition to the possible violations of the Tribe's environmental and safety laws and policies. Establishing a comprehensive list of businesses on the Reservation through requiring a business permit is the first step to fairly regulating how those businesses conduct their business on the Reservation.

TERO was delegated to enforce the Business Permit section of the Business Permit and Utility Tax Ordinance

Tribal Council delegated the duty of processing the Business Permit applications, issuing the Permits, and enforcing the Business Permit portion of the Ordinance to TERO because TERO has already established lines of communication with a number of businesses/employers on the Reservation over the years in attempts to ensure Indian preference was being followed, CPA plans were being executed and TERO fees were being paid. Those established lines of communications have greatly assisted in my department's efforts to implement the new provisions of the Business Permit and Utility Tax Ordinance.

Is there a Business Permit fee that has to be paid for all Businesses on the Bishop Paiute reservation?

Yes, there is a fee of **\$25 application processing fee for all businesses** to pay, and a **\$500 business permit fee for Non-Indian Owned businesses** to pay. This \$25 fee that all businesses have to pay is for the application processing fee and the reason we are charging the \$25 application processing fee is because TERO staff will be sending out the letters to businesses, updating all the lists, sending out information to TERO Commission to for review and approval, confirming whether payments have been made and issuing the permits. **TERO will receive an estimate of \$1200 yearly in fees from businesses** and this fee was merely to cover some of the TERO's costs in implementing the Ordinance, however, **the TERO Commission has approved for this \$1200 to go to a 2023 Tribal Youth graduate. Therefore, I would like to thank all the Businesses that have paid their application fee to TERO and completed the application. I will be sending a letter out to all those business that still need to submit an application and pay the \$25 fee.**

Business Permit Information continued:

The Business Permit Fee and Application Fee is Not a Tax

The application fee and business permit fees are just that, fees. They are service fees as the Tribe is providing a service to establish a business list to benefit everyone, and that fee is required to take advantage of doing business here on the Reservation. The Bishop Paiute Tribe has the full right to regulate businesses on the Reservation. The fees are not based on a percentage of business profits, percentage of income or percentage of value land like property tax. The fee also is not taking away any Tribal Members' right to have a business on their land assignment, it is just requiring that they have a permit to conduct business. As mentioned on the front page it will also assist the TERO Department in ensuring larger employers are using Tribal Member owned and Indian owned businesses and giving them priority, it is critical to enforce those provisions of the TERO Ordinance.

Will these fees (mentioned above) affect Tribal Member or Indian Owned Businesses?

The Business Permit does not affect the Tribal Member owned businesses financially, as they only pay a \$25 annual application process fee, **they do not pay the \$500 permit fee** (only the non-Indian Owned Businesses pay the \$500). If you know of an Indian owned business that has been affected financially by paying \$25 a year, then please refer them to me as I will work with them on this matter.



TERO Services

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

- ▶ **JOB REFERRALS** – TERO refers clients to Employers for temporary work when requested and to Contractors when conducting work on the Bishop Paiute reservation.
- ▶ **TERO TRAININGS** – TERO provides several trainings a year to help clients gain skills needed for employment.
- ▶ **TERO ASSISTANCE** – TERO provides Bishop Tribal Members with work boots, work clothing and tools that are needed for new employment.
- ▶ **TERO COMPUTERS** – TERO has two computers in the office for Community members to come in and utilize for job searching, develop a resume or to apply for jobs online.
- ▶ **IF YOU WANT TO LEARN MORE ABOUT OUR TERO SERVICES THEN PLEASE COME TO THE TERO OPENER ON JUNE 21, 2023 AT 3PM IN THE TERO OFFICE.**

2023 Construction Projects

BISHOP PAIUTE TRIBAL PROJECTS

BPDC Retail Center Project- Construction of a retail Building with 6 retail spaces. The retail center will be located at the corner of See Vee and West Line Street.

Estimated Construction date: July 2023

Hotel Project- Construction of a 76 room, 4 story hotel with office and conference space, and fitness center. The hotel will be located adjacent to the Wanaaha Casino.

Estimate Construction date: 2024

CALTRANS PROJECTS

Meadow Farms Caltrans Sidewalk & Pavement Project

Description: On US 395 from See Vee Lane to Barlow Lane. Caltrans will be re-paving the highway and putting in a sidewalk on both sides of the highway from See Vee Lane to Barlow Lane.

Estimated Construction Date: 2024

Seeking Workers!

TERO is seeking Tribal Members or other Native Americans who have experience working in the following construction trades: **Carpenters Laborers Framers Drywallers Electricians Roofers Painters Concrete Layers Plumbers Heavy Equipment Operators Etc.**

TERO will be working with the General Contractors and sub-contractors for the Casino Hotel Project, Retail Center project and the Caltrans Road Project to make sure Tribal Members and other Native Americans are hired for all the different phases of work.

If interested, come into the TERO Office to complete a TERO application.



***Backhoe
Training
Proposed for
August 2023***



Whether you are a new or established Native entrepreneur, artist, or business owner, then attending an Empowerment Workshop can be your bridge to growth, learning, and success. Registering for this workshop provides Native entrepreneurs with tools to start, expand, and grow their business.

If you need assistance with registering online for this On-site Business Training, then please come to the TERO office and we can assist you with registering.



Free On-Site Business Training

Learn Steps to Start or Grow Your Small Business

Wanaaha Casino
Bishop, CA
July 18-19, 2023
8:00 AM - 4:00 PM

Register and reserve your seat at the link below:
<https://nativesba.sisterskyinc.com/workshop/empowerment-workshop-16-2/>
Limited Seats Available









Prepare for a Construction Related Career!

STARTS
June 26, 2023
MONDAY - FRIDAY
8AM - 4PM
Register at ValleyBuild.net

CEMENT WORKERS
ELECTRICIANS IBEW
PLUMBERS / PIPEFITTERS
OPERATING ENGINEERS
SHEET METAL WORKERS
TEAMSTERS
PAINTERS
IRON WORKERS

Join us to learn how you can obtain new skills & hands-on training.

Must meet the following entry requirements:

- High school diploma or GED
- Age (18) or older and able to pass a drug screen
- Valid driver's license and reliable transportation
- Able to work in all types of weather
- Good physical condition and able to stand for (8) hours / lift (25+) lbs.
- Commit to a (6) week training program held (5) days a week

For questions & appointments contact
David Hudgins
Building Trades
Pre-Apprenticeship Readiness
Coordinator/Recruiter
661.301.7200
hudginsdw@outlook.com

Valley Build MC3 Pre-Apprenticeship Readiness Program

What is a MC3 Program?

Multi-Craft Core Curriculum (MC3), with this program you can pick up the tools and techniques of Skilled Trades, from plumbing to electrical work to sheet metal and iron work, under the guidance of master craftworkers.

If you are interested in a Construction related Career then this Training may be great for you!!!

This training is out of the area so reliable transportation is needed. TERO can assist with the training and travel cost for the MC3 training.

For more information, stop by the TERO Office or you may call to speak with TERO staff at (760) 873-7893.

Tribal Employment Rights Office

EXPUNGEMENT INFORMATIONAL PRESENTATION WORKSHOP

JUNE 14, 2023



9:00 am to 11:00 am

Owens Valley Paiute
Shoshone Cultural Center
2300 W. Line Street, Bishop

THIS PRESENTATION WILL BE GIVEN BY THE INYO COUNTY PROBATION DEPARTMENT. THE WORKSHOP PARTICIPANTS WILL LEARN ABOUT THE ELIGIBILITY CRITERIA, PROCEDURE FOR EXPUNGEMENT, WHO CAN FILE A PETITION, WHERE IT CAN BE FILED, INFORMATION ABOUT THE NEEDED FORMS, AND THE COURT INFORMATION FOR THE HEARING AND DISMISSAL OF CHARGES.

PENAL CODE
SECTION 1203.4



Register at the TERO Office
located at 50 Tu Su Lane or call
Susie West at 760.873.7893.

FREE WORKSHOP !!!

Registration Deadline: June 9, 2023

CULTURAL MONITORING TRAINING

JULY 1, 2023

&

JULY 2, 2023

8:00 AM TO 5:00 PM

OWENS VALLEY PAIUTE
SHOSHONE CULTURAL CENTER
2300 W. LINE STREET
BISHOP, CA

Transportation will be available for Tribal Elders.

JULY 8, 2023
ONLINE TRAINING
OVERVIEW

Certificate upon
completion of
training!

Sponsored by the Bishop TERO Office
in conjunction with Darren Delgado,
Bishop THPO Officer and Wendy
Teeter, PhD, RPA,
Cultural Resource Archaeologist



WATER AND LUNCH
WILL BE PROVIDED

FREE TRAINING

Must register with the TERO Office at 50 Tu Su Lane, Bishop CA or
call Kayla Stone at (760) 873-7893 to participate in the training. For
more information please contact Darren Delgado at (760) 873-3584.

Google Docs

Instructed by: Pion Ghaffari, BITC I.T Director



WHEN: 08/02/2023

TIME: 9AM-NOON

**WHERE:
BISHOP PAIUTE TRIBAL
CHAMBERS 50 TU SU LANE**

COST:FREE

Learn how to add and edit
images, create document
templates, create reports,
create joint project
proposals/reports etc.
and more...



Register with the Bishop TERO
Office at (760)873-7893 or 50 Tu
Su Lane, Bishop Ca 93514

TRIBAL EMPLOYMENT RIGHTS OFFICE

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.



JULY 12 & 13, 2023

(Must attend both days)

START AT
9 AM - 12 PM

**BISHOP PAIUTE
TRIBAL CHAMBERS**

50 TU SU LANE
BISHOP, CA



BONNIE BOBB
BITC GRANT WRITER

IF INTERESTED, YOU WILL NEED TO
REGISTER AT THE TERO OFFICE LOCATED
AT 50 TU SU LANE OR YOU MAY
CONTACT SUSIE WEST AT 760-873-7893.

DEADLINE TO REGISTER: JULY 7, 2023

**FREE
WORKSHOP !!!**

TRIBAL EMPLOYMENT RIGHTS OFFICE



Come learn
about
Electrical &
Plumbing!

ELECTRICAL & PLUMBING TRAINING

JUNE 26-30, 2023

8:00 AM TO 4:00 PM

(Lunch on your own 12pm to 1pm)

AT THE
TRIBAL MAINTENANCE FACILITY
50 TU SU LANE

(Located on south side of Tribal Office building)

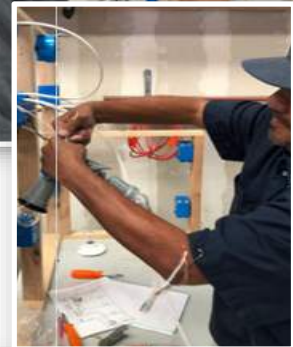
Cost per person: \$350

(Limited number of scholarships may be available for
Bishop Tribal Members, must submit for approval)

IF INTERESTED, REGISTER WITH THE TERO
OFFICE LOCATED AT 50 TU SU LANE OR
CONTACT SUSIE WEST AT 760-873-7893.

DEADLINE TO REGISTER: **JUNE 16, 2023**

PARTICIPANTS ARE
REQUIRED TO ATTEND
BOTH WORKSHOPS



Electrical & Plumbing Training



Tribal Employment Rights Office

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

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

Return Service Requested

ARE YOU LOOKING FOR WORK?

TERO is seeking those with the following skills to fill temporary positions throughout the year:

**Cashiers - Cooks - Clerical/Receptionists
Teacher Aides - Flaggers - Laborers**

**If interested, please complete a TERO application or contact the TERO Office for more information 760.873.7893.
(Applications are available online at bishoptero.com)**