



“Commitment To Progress Since 1977”

To our Friends & Colleagues,

The 2011 National TERO Convention was successful thanks to the speakers & presenters, the sponsors, the volunteers, the Peppermill Hotel-Casino & Spa, our gracious hosts the Pacific Northwest TERO Region & the Walker River Paiute Tribe & to all of you who came & participated in the sessions, events & activities. This year’s theme was **“Skilled Tribal Workers Build Your Sovereign Nations”** and the agenda focused on planning, developing and managing a skilled tribal workforce utilizing sovereignty based tribal laws, training programs & job creation initiatives to put our people to work.

The convention was attended by 187 participants representing 43 Indian Tribes & Alaska Native Groups, there were also 40 representatives from organized labor, Indian businesses, public sector agencies & private sector firms.

For those who were not able to attend the following highlights summarize this year’s event.

I. The event kicked off on Saturday with the meeting of the CTER Board of Directors meeting & the election of officers. Congratulations to those who were elected by acclamation of the quorum of board members present:

Chairman, Larry Ketcher, Cherokee Nation of Oklahoma, Tahlequah, OK
Vice Chair, Stephanie Saucedo, Gila River Indian Community, Sacaton, AZ
Secretary, Francene Shakespeare, Shoshoni & Arapaho Tribes, Ft. Washakie, WY

II. The CTER Golf Scramble was held Sunday Morning at the beautiful & challenging Lakeridge Golf Course with 40 players competing. The winners were:

1st Place Team with a 9 under par 62 was Bob O’Daye, Shawn O’Daye, Carlos Concha & JJ Malon.

2nd Place Team with a 3 under par 68 was Elvida Martinez, Victoria Guzman, Kenny Richardson & Paul Torrez.

3rd Place Team with a 9 under par 68 was Jon Overacker, Larry Vance, WC Germandt & Rob Dougherty.

While no one won the \$25,000 Hole-In-One prize money on hole #6 Shawn O'Daye came very close at 1' 11". Other closest to the pin winners included:

Elvida Martinez, 13' 1" on the par 3 #2

Alan Roberts, 6' 5" on the par 3 #12

Larry Vance, 14' 6" on the par 3 #15

The long hitters of the day were:

Men's Long Drive, Bryan Sample at 290 yards.

Women's Long Drive, Shelley Kinerson at 245 yards.

Longest Putt, Chad Williams 12' 8".

Appreciation goes out to the Lakeridge Golf Club Staff, CTER Staffer John Barkley & Board Member Brian Porter for organization, coordination & sponsorship, special thanks to the Swinomish TERO for sponsoring the Hole-In-One Prize.

III. At the Welcome Feast & Honoring Ceremony the colors were posted by the Schurz Ladies Auxiliary Post 6825 to a grand entry song provided by the Young Chief Drum. After a Flag Song & an Honor Song Wesley Jim a tribal elder & spiritual leader gave the invocation. The Honorable Charles Quartz, Tribal Councilman from the Walker River Paiute Tribe welcomed the group to their territories & gave an overview of the tribe, its plans & challenges. Teri Gobin welcomed the group to the Pacific Northwest TERO Region. We were blessed this year in that no one from the TERO community made their final journey so the feast was also a celebration & thanksgiving. During the feast Wesley Jim sang some of the traditional songs from the Paiute tribe explaining their meaning & significance as he sang.

Appreciation goes out to our gracious hosts of the feast the Pacific Northwest TERO Region & the Walker River Paiute Tribe for the good food, and the spiritual & cultural sharing that set a wonderful tone for the convention.

IV. The 1st General Assembly started after a continental breakfast sponsored by the Pacific Northwest Regional Council of Carpenters with Kelsey Packineau, Yakama Nation TERO Compliance Officer, introducing the Honorable Raymond Smartlowit, Yakama Nation Tribal Councilman & TERO Commissioner, who gave the invocation.

The Honorable Melanie McFalls, Chairwoman of the Walker River Paiute Tribe provided a welcome address in which she expressed her best wishes & appreciation for the convention being in their tribal territories.

The morning session was highlighted by:

-An update on the finalization of the CALTRANS State Transportation TERO Policy by Lorenda Sanchez, Executive Director of the California Indian Manpower Association.

-A report by CTER General Counsel, Dan Press on some of the legal challenges facing not only the TERO tribes but could affect all other tribes as well, specifically the Chickasaw Nation v. NLRB, a new Tribal Project Labor Agreement between Gilbane Building Company & the Norwich-New London Building Trades on the Mohegan Tribal Community & Governmental Center, and the CTER/EEOC MOU on the Tribal Workforce Protection Act (TWPA).

The morning concluded with the presentation by the Honorable Tom Dowd, Director of Program Operations of the Office of Federal Contract Compliance Programs. He discussed the leadership position of the OFCCP & their plans to expand the CTER/OFCCP MOU & the Native American joint compliance & enforcement programs to be nationwide.

V. The Itche Shikaake Scholarship Awards Luncheon was sponsored by the Laborers Employers Cooperation & Education Trust (LECET). CTER gave out three scholarships to the following recipients:

Itche Shikaake (Dan Press) Scholarship was awarded to Shelby L. Gibson of the Cherokee Nation of Oklahoma, she is from Stillwell, OK

CTER #1 was awarded to Gabriella T. Moreno of the Pasqua Yaqui Tribe. She is from Tucson, AZ

CTER #2 was awarded to Emmanuel Sandoval of the Gila River Indian Community. He is from Whittier, CA & we were fortunate to have Mr. Sandoval & his guest in attendance & appreciated his remarks to the group.

Congratulations & best wishes to the awardees. Our appreciation to LECET for sponsorship, to the CTER Scholarship Committee, to all those who donated items & to all who bought raffle & silent auction tickets for making the scholarships possible.

VI. The Afternoon Workgroup Agenda included;

-New TERO & Commission Training, Facilitated by John Navarro, Special Consultant to CTER.

-Tribal TERO Data-Base Development & Operation, Facilitated by Larry Hernandez, Owner of IT Consulting.

-Davis –Bacon Wage Rates, Facilitated by Gwendolyn Tolberg, HUD Specialist.

-SBA (8) a Federal Government Contracting, Facilitated by Merle Holden, Procurement Specialist, United Indians of All Tribes Foundation.

Native Construction Careers Institute Training (NCCI), Facilitated by John Barkley, CTER Director of NCCI Field Operations.

VII. The Fun Run/Walk had forty-nine entries take the 1.2 mile challenge around the lake adjacent to the Peppermill Hotel. The winners were;

- 1st** **Leon Hillman** from Karuk, Alaska.
- 2nd** **Floyd Jameson**, Southern Ute Tribe, Ignacio, Colorado
- 3rd** **Cydney Kobl**, (Youth) Sisseton-Wahpeton Tribe, Agency Village, South Dakota
- 4th** **Chantel Kobl**, (Youth) Sisseton-Wahpeton Tribe, Agency Village, South Dakota
- 5th** **John Barkley**, CTER Staff & member of the Confederated Tribes of the Umatilla Indian Reservation, Pendleton, Oregon
- 49th** **Conrad Edwards**, CTER President & member of the Confederated Tribes of the Colville Indian Reservation,

Appreciation goes out to the Tulalip Tribes for sponsoring the T-shirts & the water & to the Pacific Northwest TERO's for guiding the participants around the course.

VIII. The 2nd General Assembly started with an invocation by Rob Dougherty, TERO Jobs/Business Coordinator from the Cherokee Nation.

The Honorable Orville St. Clair, Councilman from the Shoshone-Arapaho Tribes of Ft. Washakie, Wyoming provided an excellent presentation on the role of tribal leaders & the investments tribes must make in their TERO development & operations. He discussed the importance of allowing the TERO fees to fund TERO operations first & described some of the commitments made by his tribal council & what the TERO has been able to do in terms of additional training, construction & building inspection services.

Harold Monteau, noted Indian attorney who has written several articles for Indian Country Today spoke on how tribal governments, enterprises, casinos & other tribal entities should utilize TERO in their employment, training contracting & supplying. He gave several examples of how some of the tribal entities give lip service to Indian preference many ignore their own policies & the law when hiring, training & providing business opportunities to Indian/Native people & businesses.

Ms. Ursula Haerter, MERO Director for the Mashantucket-Pequot Tribe provided a review of the MERO that has not only the tribal workforce protection act in it but has added a section on a Tribal Labor Relations Board (TLRA) similar to the NLRA the feds used in the San Manuel case but under the sovereign authority of the Tribe.

Mr. Tim Sharp, Organizer & Representative of Laborers Local #942 out of Fairbanks, Alaska finished up the morning with an update on the weatherization program they are running for the villages of the Yukon Koyukuk Sub-region. The program started out as an NCCI program has placed almost 100 native workers in the Laborers union & they are weatherizing up to 6 villages in the sub-region. Tim also took issue with the TRLA section of the MERO saying he hoped there would be no need for a TRLA or an NLRA if we partner correctly.

IX. The Afternoon Workgroup Agenda included;

- TERO Commission Hearing Procedures, facilitated by Teri Gobin, TERO Director for the Tulalip Tribes.
- Tribal Project Labor Agreements, Facilitated by Lee Adolph, CTER Director of TPLA Field Operations.
- TERO Certification Best Practices, Jon Overacker, TERO Director, Cherokee Nation of Oklahoma & Robin Bitrick, TERO Director, Confederated Tribes of the Umatilla Indian Reservation.
- Mediation Training, Facilitated by Nancy Frost, US EEOC, Seattle Field Office.
- TERO Compliance Data Management, Facilitated by Kelvin Lawrence, Owner of Lakota Technology

X. The 3rd General Assembly started with a prayer song & invocation by John Bastian, retired TERO Commissioner from the Quinault Nation.

The Shoshone & Arapaho Tribes of Ft. Washakie, WY TERO Staff provided a panel discussion of the innovative TERO developments they have accomplished over the past several years. The panel included Stanford St. Clair, TERO Director, Starr Weed, Electrician, & David Ferris Sr., Building Inspector. They showed a DVD of the construction & opening of their new TERO facility that was built with TERO fees & houses their TERO offices, their housing remodel & construction group & their building inspector. They are one of the first TERO's to employ a staff building inspector to insure quality control & code compliance on all work done on the reservation.

The Walker River Tribe of Schurz, NV also provided a panel discussion & DVD presentation on the CTER Native Construction Careers Institute (NCCI) training program they recently completed. The panel included the Honorable Charles R. Quartz, Tribal Councilman & Residence Coordinator, Genia Williams, Office Manager, TERO Director, Tammy Carrera, Economic Development, Director Leslie Williams. The presentation was the action steps taken by the tribe with the CTER Director of Field Operations to retrofit a closed convenience store into a Tribal Technology & Learning Center a second project was the remodel of the home of a tribal elderly couple who had been waiting for four (4) decades to get their home remodeled & weatherized. The DVD included the action steps taken & the other tribal resource programs that provided support services, training stipends, construction materials, recruitment, counseling, drug screening & placement. It was an outstanding presentation & CTER has received many positive comments from the conferees.

The morning session concluded with a panel discussion on Tribal Day Work Employment & Training Programs that included the TERO & employment & training directors from three tribes that have tribally sponsored day labor programs for tribal members & other natives. The panelists were Larry Ketcher, Director of Compliance & Certification, Cherokee Nation of Oklahoma, Lonnie Susienka, TERO Director from the Fond du Lac Band of the Lake Superior Chippewa and Delmer Jones, TERO Director from the Leech Lake Band of Chippewa. They discussed how they have synergistically put together tribal, federal & other resources to develop employment & training day labor programs. The concept involves establishing a stipend for day laborers to go out and assist on tribal projects as temporary workers. It helps

the participant out while the TERO & other programs work on getting them more permanent work. The program has proven successful in all three tribal sites.

XI. The Afternoon Workgroup included:

- Best Compliance Review Practices, US DOL/OFCCP
- TERO & Indian Preference Application in Alaska, John Navarro, Special Consultant to CTER.
- Veterans Employment Services, Darrol Brown, US DOL Director of Veterans Services
- Tribal Project Labor Agreements, Lee Adolph, CTER Director of TPLA Field Operations

XII. The Convention Banquet was a fitting conclusion to the 2011 convention with the Honorable Larry Ketcher, CTER Chairman served as the master of ceremonies. The colors were posted by the Schurz Ladies Auxiliary Post #6825 and the invocation was provided by Mr. Lorren Sammaripa, Walker River Paiute Spiritual Leader & Tribal Councilman. Conrad Edwards CTER President & member of the Colville Tribal Enterprise Corporation (CTEC) provided the sponsors remarks. CTEC has sponsored the banquet for two years in a row & are the first Indian/Native business to do so. After a feast of prime rib the Annual TERO Awards were given out to:

TERO Director of the Year was awarded to Bryan Lussier, TERO Director, Red Lake Band of Chippewa, Redby, MN

TERO Program of the Year Award was awarded to co-winners; the White Earth Band of Chippewa Indians, Naytahwaush, MN the Bishop Paiute Tribe of Bishop, California

TERO Staff Person/Commissioner of the Year was awarded to John Bastian (Many Hats), retired TERO Commissioner & former Compliance Officer for the Quinault Nation, Taholah, WA.

With the closing prayer delivered by Lorren Sammaripa & the retreat of the colors the 2011 National TERO Convention came to a close.

Special thanks goes out to the banquet sponsors the Colville Tribal Enterprise Corporation & to the TERO Awards Selection Committee, to the Honorable Lorren Sammaripa for his sacred words & to the Schurz Ladies Auxiliary Post #6825 for their contribution to the success of the banquet & the convention.