

under our Manual, have the same rights as Indians. You cannot give Siletz tribal members preference over other Indians. Lillie felt in-house advertising should be done away with so that tribal members would have a better chance at getting the jobs with the tribe. If there are no Indian applicants for an in-house position, then the Tribe should advertise outside the tribe so Indians can apply. Bud Lane suggested that tribal members look at the number of people who have been promoted in-house. The numbers will show an overwhelmingly significant number of those individuals were tribal members. We have a substantially larger amount of tribal members working for the tribe than non-Indians. Gary asked if the Council was going to consider what the General Council has expressed today. Dee said they would. Josh Rilatos stated that in 1977, restoration was for health, education and welfare. He is a tribal member and the talk he is hearing is that we need to help ourselves before we can help others. He asks if we are helping ourselves or letting our people go by the wayside. There are a lot of problems and dissension in our tribe. This is the first meeting he has attended and he would like people to think about Indian people. People keep bringing up the issue of white vs. Indian. There are only a few full-blooded Indians left in our tribe. This is not the issue. If the Federal government recognizes him as an Indian, he should be afforded the full rights. Everybody is against each other. He would like to see the Council act on some of the suggestions people are presenting today. We vote for the Council, they represent the people. If they do not represent us, the General Council make their complaints to the Council. Our people make a lot of complaints but nothing seems to be done about them. The Council is a representative of the health, education and welfare. If we cannot help ourselves how can we help anyone else outside of the tribe. He asked if it is based on family name. Frank Simmons responded that many people ask what the Tribe can do for them. He feels that we should use the cliché that John F. Kennedy used, "What can we do for the Tribe." Josh discussed the Elders Program asking for volunteers. Every elder he knows has grandsons. How can you ask a tribal member to volunteer when they do not have a job. Frank Simmons responded that he volunteers his time after work. Josh asked what STEDCO has done for tribal members. Dee reported that Ted would make a presentation on STEDCO. Alta Courville reported on 3 positions available at Chemewa which could be filled with Siletz Tribal members if they would apply. The NPAIHB has a nursing program and are looking for 10 students. None of these students are Siletz. There is a position open for CHR at the Salem Area Office. Four non-Indians and one Indian, not a Siletz Indian, applied for the position. People keep talking about training. If you want to get someone you have to get training. We cannot employ every tribal member with the few jobs we have. Elouise suggested the CETA/JTPA program provide a solution to this problem. Alta mentioned the concern over having aerobics instructors who are not properly trained to teach. Alta mentioned a workshop for training to become an aerobics instructor. She stressed informing our young people about the nursing program. Applications are through Tom Ball and the deadline is May 31st. We cannot all work in administration but we can train to work elsewhere, also. Gary Butler feels the jobs open and available are in Salem. Our home base is Siletz and we are trying to bring tribal members back. We are building 54 homes here and we have to have jobs here for them. He is afraid the training programs are encouraging them to move away. Alta pointed out that the nursing program would be beneficial to tribal members in that they would be qualified to work locally and at the hospital in Newport. Gary asked if Alta, as an elected tribal official, was going to consider the recommendations made today. Alta responded they would. Gary asked if the Council would be open to the suggestions today. Bud asked if the General Council would make a motion regarding this. Bud responded, using Gary as an example, explaining the benefits of in-house policies. Gary is opposed to non-tribal members working for the tribe.

MOTION #3 — Gary Butler moved to fire non-Indian members who work for the tribe and to train tribal members to take their positions. Seconded by Elouise Case. Discussion held. Bud felt it was breaking federal law to do this. A lot of our contracts are federally-funded and we cannot discriminate against non-tribal members. Lillie felt we were discriminating against our own Indian people by not allowing them to apply for these jobs. The in-house policy does not allow them to apply. Bud stated that we promote in-house, it is a policy to reward our employees to take on a higher paying position or a job with more responsibility. Bud agrees with this policy. He does not agree with discriminating against anyone, tribal member or non-tribal member, and he feels the Council is being asked to do this. Tina Jones stated it took her three years to get in the tribal organization and once she was hired she has been promoted by hard work and diligence. Tribal members who want jobs should go out and get training and then try for a job with the Tribe. It is hard to get your foot in the door but once you do you have the opportunity to work yourself up. Pauline said it was difficult to get your foot in the door. There are some people who have education and no experience that have trouble getting a job, also. Frank Simmons was glad tribal members were bringing this information out in the open. A lot of contracts mandate a certain amount of experience. The Council is unable to recommend someone for a position if they do not have this experience. Gloria Werth thought federal money should create jobs for tribal members and that our own money should be used only for tribal members. Bud Lane explained that the Council has looked at using timber monies for hiring of tribal members. We can enforce this with our own funds, and the council has talked about it before, but they need to take a hard look at this before putting a policy like this in place. Bud was concerned that by putting an unqualified person in the position, tribal members who they serve may suffer because they are not qualified. Lillie felt Bud was saying if a white person and tribal member were going for a position they would look at who was better qualified. We are getting federal grants and they do have job requirements. Some of the requirements are high and she talked to Mr. Witt to see if they needed to be so high. She referred to a Secretary position. The Tribe requires 60 or 70 words per minute. The federal government says that minimum qualifications are 30 words per minute. All tribal members are not highly trained people but some of them can go into the job with the experience they have. Elouise asked Lisa about the Receptionist position. Lisa responded she was hired under JTPA On-The-Job Training Program for this position. Elouise said she was curious because she thought it should go to a tribal member. Gary suggested that when a non-tribal member was hired they would be told that when a trained tribal member got out of school they would have to vacate the job for the tribal member. Tina Jones called for the question. Dee read the motion again. Gary Butler asked to retract his motion and stated that what he was trying to say is that when a tribal member became qualified for a position,

they would have preference and would be able to move right into the position a white person has. Dee noted Gary was rescinding his motion and Elouise agreed to rescind her second. Motion rescinded.

Dolly asked if Gary's motion was to train tribal members and fire non-tribal employees. Elouise said it was but he wanted to rescind the part about firing the employees. Gary continued that when tribal members are qualified for a position they would move into the position and non-tribal members would have to give up the position. Lori said this motion did not take into consideration what Lillie said about in-house. When the positions opened up in Portland, two staff from Siletz filled the positions through in-house and she had hoped these positions would be filled by tribal members from Portland. She asked how you would promote Indian people within your own organization. Dee said that promoting them would be like an in-house promotion. She asked if they were asking for training for a tribal member to replace a vacant position instead of promoting. Gary stated that a tribal member should be trained for the position. Dee said that it was contrary to what is being asked. They want the position advertised for all tribal members.

MOTION #3 — Gary Butler moved to train qualified tribal members to be placed in certain positions when a vacancy occurs, but advertise all vacancies. Seconded by Elouise Case. Discussion held. Alta asked how many tribal members would be trained for any one position and how will you decide who will be trained; of those trained, how will it be decided who will get the position. Josh asked how they expected to get rid of all white people in the tribe and other Indians employed. The focus should be to train Indian people to work in the mainstream because the tribe cannot employ every tribal member. Ted Werth feels in-house preference is a good thing but it can be abused. Those companies who run the best and do the best job all take care of their employees. By throwing out all the non-tribal members would have a negative impact on services to tribal members. He feels people are saying there are some positions that do not require a lot of education or experience and those positions can be filled by tribal members, even if they don't have all the training. He feels we should identify those positions and fill them with tribal members. A proposal is out to establish a Community College Service District for training using existing facilities. He feels a drawback to the Siletz area is that young people have to go away to go to school. This service district would open up opportunities, for employees who want to better their skills can utilize this Service District. Those employees who work their way up the ladder have put a lot of effort into obtaining training. Dolly asked if someone had asked for the question. Dee responded the motion was changed. Ted continued that a lot of tribal members have benefited from in-house preference to build up training for other positions. He felt we could not penalize non-tribal members working here for any mistakes that may have been made in the past. We need to identify entry-level positions and hire tribal members for those positions. Lillie stated the school district advertises all their positions even though someone in-house may be qualified for the position. She feels we should do so, also, as it gives tribal members a chance. Since Reggie was not an in-house employee he did not have an opportunity for applying for jobs with the tribe. Lori Johnson stated the tribe has waived minimum qualifications before and it should be done for others. Josh Rilatos said we should not drop the standard of minimum qualifications, but send our people for education or higher education because if we continue to drop the minimum qualifications it will not benefit the tribal members. The incentive should be to get an education. Dee stated there have been long discussions on whether it is better to hire a person with an education versus a person with a lot of experience. It is not easy to make those determinations. Gary read the motion again. Dee asked all tribal members who voted in favor of Gary's motion to raise their hands. Dee asked all tribal members who opposed Gary's motion to raise their hands. Motion failed 12 against, 10 for, 0 abstaining.

Dee said the Council would place this issue on their Saturday meeting agenda. Wilma Strong asked why the Council left off emergency assistance from Revenue Sharing funds. She felt this was the most help to our tribal members in need. She suggested paying Death Benefits from timber revenues in order to pay for emergency grants under Revenue Sharing. Wilma asked when the Tribe was going to close their rolls. Dee noted that other Tribes have closed their rolls for 6 months at a time. They close it because they cannot afford to keep an Enrollment Clerk working full-time. If we do this, our Bureau contract would be affected and we could not keep Shirley Strickler's position open. It used to be that they closed and the Bureau was responsible for certifying tribal members. Dee reported it was a unanimous decision of the Council not to put emergency grants in. The Council had a habit of not denying any request that came in and that pot of money is gone quickly and there isn't any more money to cover other special projects. Council thought that to cover most emergencies, usually when there is a death in the family, it was really important for them to have money to help pay for feeding people and other expenses as they come in. The Council has discussed the idea of buying an insurance policy for tribal members so there would be death benefits. It is part of the Comprehensive Plan to do that as soon as there is money coming in from our economic development projects. Bud pointed out the amount of money available for Revenue Sharing budget was \$7,000.00. Council figured the amount of requests for emergency grants would have depleted that money within a week. Pauline Ricks asked if there would be money for flags for the cemetery. Dee said in the Tribal Government — Cemetery Projects line item there is funding for this. Gary asked if council agreed on the archaeologists form so he could present it to other tribes. Council approved it at the last Council meeting. Gary reported SLPC sponsored a dinner honoring Art Benschell on April 26th, for being the second tribal member to be inducted into the Indian Athletic Hall of Fame so he would be recognized by his own people. There were many elders that were there and a lot of good feelings that day. SLPC thanked everyone that helped that day. There was one problem that SLPC would like to address. They were unable to get hot water to operate the dishwasher. They also did not have hot water from the taps. Tina Jones tried to help by finding the breaker for the hot water but was unable to. Gary contacted Danny Rilatos by phone requesting that he assist. He said he was unable to come up to the Community Center because he had walking pneumonia. He did not offer any suggestions to the problem nor instructions on how to fix it. Gary asked Danny to just show him where the switch was. Danny became abusive and began yelling. Gary felt that he should not have to take this abuse. SLPC feels that tribal employees should not be disrespectful to other staff and tribal members and that the Maintenance Supervisor should be available to help. They also want it noted that Danny was at work on Friday and Monday

and did not appear to be ill. He was also at the store on the weekend and they feel if he can go to the store he can come up on Government Hill to show them where the switch is. The SLPC had to heat water on the stove to wash dishes with and feel this would not pass a health inspection. SLPC asked that the Council look strongly into the allegations of unnecessary behavior on Danny's part. Tribal employees are here to serve tribal members.

CHAIRMAN'S REPORT

There are a lot of issues the Council has been concerned about in the areas of health and education. Council has spent a lot of time and money going to meetings to understand what the Assistant Secretary is promoting. Through the efforts of the Northwest tribes and our own, we have found out that Congress has not acted on the initiatives he has proposed and has defeated them nearly across the board. One area he does not have responsibility for is the area of health. One concern that will affect our tribe more than larger tribes is that IHS is proposing to phase out CHR's over a 3-year period. At the end of the three years they expect tribes to pick up the pay and activities of the CHR's. CHR's have been very visible in our tribe by contacting people in their homes, assisted the elderly and many other things. This initiative has not died and the proposal still stands to eliminate them. This will be a concern we will express to our Congressmen. The Veterans Memorial will be placed over by the cemetery. Unveiling will occur during the Memorial Day ceremony. The Tribe has adopted a concept paper on Land Acquisition, which will address payment for timber lands, operations and general use of the timber land. Leroy Wilder is preparing a bill which will be introduced into Congress explaining how we will obtain the land. We are currently working on an access trail to Harney/Evans/Baker Cemetery. At this time we are unable to use the road, but we have a crew working on the trail below.

STEDCO REPORT

Ted Werth reported the idea for a Fern Plant has been discussed for a long time. Our tribal members are being very helpful. They control most of the fern market. Ted contacted several places and found that most of the fern is being sent to Europe. We are in a position to control the supply of fern. Ted is in the process of acquiring a consultant with agricultural and forestry expertise. STEDCO is looking into creating a co-op which would be set up as a profit sharing venture owned mostly by tribal members who handle the fern. Ted noted prices for fern. Research shows the price overseas for fern is larger than the domestic market. STEDCO will be trying to tap into the market others have had for a long time. At this time we have at least a dozen tribal members involved in this operation and hope that upon starting operation we will hire more. Ted hopes to apply for a grant from EDA for this project to provide half of the money needed. Dee noted that Ted is the Executive Director for STEDCO.

SILETZ INDIAN HOUSING AUTHORITY REPORT

Dee called on Jeff to discuss the new Siletz Housing Project. There have been many discussions with the City of Siletz on the water agreement. Jeff reported he has been dealing with HUD, IHS, BIA and the City of Siletz. He is advertising for contractors with a closing date of June 5th for bids. He is pushing for start of the site development by July 1, 1987. There are two separate contracts out, one for a conventional contractor for site work and the other is turnkey for the housing. The turnkey contractor will submit the design concept to SIHA and the people moving into the home will have an opportunity to discuss what will go into their homes. Jeff is unsure where the water agreement issue is at. The City and the Tribe are negotiating this now. IHS will do an off-site water line up to a 150,000 gallon tank. SIHA has not gone through the selection process yet. Elouise Case is the Counselor and she is in training to understand what the requirements are for selecting names for the homes. SIHA applied for an additional 15 homes, and this was approved. There are vacancies. There will be a 25-year payment plan and it is based on 15% of your income. There is a \$1,500 down payment which the tribe has taken care of. There will be a minimum payment of \$87.00 per month. The owner will be responsible for any and all maintenance. Once the house is paid off, there are no taxes on it. Tribal members cannot buy the houses as real estate investment. If you choose to sell the house, it goes back to the Housing Authority and you can get some of your equity back. It is possible to rent the house out, with SIHA approval. The homeowners would still have to pay for all maintenance, even while renting them out. House payments received by the Housing Authority will go into an account which will earn interest. Part of this money would be returned as equity, but not all of it. The SIHA Board makes decisions on whether or not pets are allowed, etc. These regulations will be set up before the homeowner contracts are signed. SIHA must fill vacant houses to cover the expenses of the homes. Alta asked about renting the homes to low-income tribal members. She is concerned about those people who are not able to meet the financial commitments to buy. Jeff responded that this is the homeowner program. HUD requires SIHA to operate the homeowner program before they will consider a rental program to ensure there will be income to cover the costs associated with a rental program. Jeff has been looking into a rental program. The SIHA owns the homes until they are paid off. It is necessary to have children identified as the successor in the contract in the event of the parent's death. The successor will be held responsible to finish paying off the house. The first three years of fire insurance are paid by the Housing Authority. It is possible to build onto the house at your own cost.

TRIBAL HISTORIAN

Cynthia Viles showed a presentation of slides of tribal members dating from 1909 - 1940. Cynthia noted that a major influence was boarding schools. Group photographs were shown of hop farms, Chemawa students, house construction on Government Hill and exhibits of cultural artifacts. Tribal members identified the people they recognized. Cynthia will have the slides in her possession for an indefinite period and will be making copies or a video presentation of the collection so it can be checked out for viewing by interested parties.

ANNOUNCEMENTS

Lisa Norton has resigned her position as Miss Siletz. Cherie Williams will be taking her place. Darcy Jones is Little Miss Siletz for this year. A Memorial Day Ceremony will be held at Paul Washington Cemetery on Monday, May 25th, beginning at 10:00 a.m. The dinner will be served at 12:00 noon in the Tribal Community Center. Springfield Indian Education will be having a Pow-Wow honoring students on Saturday, May 16th, at Springfield High School.

Meeting Adjourned, 4:16 p.m.

Mary Alice Muncey
Tribal Council Secretary