



Nicole Lynn Butler will be 17 years old, Sept. 5th, 1997. Graduating Perry County High School, Linden, TN. Class of 1997

Parents Arthur Butler, & Sally Butler.

Congratulations Nicole, We are so Proud of you!!! We Love You!!!!

Mom, Jessica, Maranda & Keith

Rilatos/Kissinger Selina Rilatos and Scott Kissinger of Toledo OR are happy to announce their engagement.

Selina's parents are Ed and Gail Rilatos of Wrangell Alaska, and Terry Davenport of Aberdeen Washington.

Scott's parents are Jim and Betty Smith of Wrangell Alaska.

Selina works at Chinook Winds in Lincoln City OR as a Guest Service Rep. And is involved in the Tribal Management Program. Scott works for Mountain State Construction in Toledo.

The couple plans a September 13th Wedding at the Toledo Elks on Highway 229 in Siletz.



EDITORIAL

Ray Blacketer
Temporary Managing Editor

I am writing to express my concern regarding the recent tone of our Tribal Council. In March '97, when Council began discussing closing STEDCO, I agreed something needed to be done, but within the context of a plan. However, no such plan has been shared with Tribal Members. It seems the express plan was to close STEDCO to justify firing certain individuals. So, I am requesting information regarding Council's plan for STEDCO's liabilities & assets.

At that same meeting, our tribal Attorney gave a legal opinion in regards to our Council selling or diminishing tribal assets/property. He stated that Council, as a body, did not have the authority to diminish tribal assets at will. I maintain that our personnel, especially personnel who are highly trained or with specialized knowledge, are in certain respects, assets.

It's a common know fact that such individuals represent \$200,000 to \$300,000 dollars worth of knowledge and experience that we would need to either replace or re-train if we chose to fire them. To fire such people for no cause, other than personality or family differences is un-professional and violations of the Fair Labor Practices Act and Federal Personnel Laws and regulations.

In the Council Minutes I noticed discussion regarding un-founded allegations. It seems a Tribal Member made allegations of wrong doing about a Council Member. In the Minutes it stated that such "allegations" were not based on facts and were un-fair and should stop. However, I have watched the same type of attitude and behavior from Council. Council continually makes such statements with no evidence, proof or concrete examples about employees. In many cases the only evidence Council members provide is that somebody had called them and told them so and so is not doing their job! This has been going on for some time. Is this Fair?

Yet, now if a Tribal Council is accused, they want to punish people!! In addition, Council goes into executive session to discuss individual employees based on the same type of evidence; which is usually based on un-founded rumors. Yet, not giving the employee talked about a chance to confront their accusers or to present their facts.

There is another consideration. I have researched our tribal constitution regarding the statement in it which reads, "we will comply with any federal laws that may apply". I have asked several tribal attorney's about what extent federal law apply to our tribal administration and other entities. The opinion of those attorneys were that if Congress specifically exempted tribes from certain laws, then the tribe enjoyed immunity from that law. However, the federal law in question must specifically exempt tribes. If the exception is NOT included then the tribe is subject to those laws.

I mention this because the Administrative Procedures Act which allows governmental officials to be individually sued, does not exempt tribes from it. Which means if Tribal Council acts OUTSIDE their official capacities then each Council member is subject to be sued individually. If I remember right, the fine goes up to \$50,000.00

Why is this important? I would think that violating the Fair Labor Practices Act and Federal laws and Regulations could be construed as acting outside Councils official capacity. The same holds true of diminishing our tribal assets.

It appears Council is doing this. If I was in such a position, I would ask our Attorney for a definition of whether individual council members are subject to the Administrative Procedures Act, and just "what" constitutes acting within Councils official capacity and what constitutes acting outside of it. Our Tribal Constitution has given Council much power. However, much liability comes with much power.

In that respect Tribal Council are the final authority. As Truman said, "The Buck Stops Here". Council is ultimately responsible for administration, STEDCO, Gaming, & Housing. Yet, Council has continually blamed their managers and employees for decisions and actions that Council has implemented!!!

I have watched Council blame our employees and managers, including Gaming & STEDCO for mistakes or mis-management. However, in reality, council past and present has provided the direction and guidance that those mangers and employees acted under!!! In some cases, Tribal Council members sat as Chairman of those agencies, such as STEDCO.

We have invested much in Gaming. It is this Council's responsibility to insure our investment is not squandered. It has been a favorite ploy to point fingers at past council's, council members, past and present mangers for lost money. However, now, its within this current Council's arena to insure our assets are not diminished. Blaming others or acting on personal vendetta's or personalities is not a plan.

I am requesting information regarding this Council's Plan? Do you have one? How are you going to solve current Gaming problems? What is your plan for Administration? Again, firing people is a reaction, not a plan. I would suggest that in dealing with issues, that it would be prudent to error on the side of fairness. Would you like to be fired due to your manager not liking you? Or have allegations continually made that your not doing your job, and these allegations being made without proof or evidence? Would you want family members treated in such a manner?

If you have evidence of wrongdoing, job related incompetence or non-compliance then you have cause. However by continually threatening to fire people because you dislike them, or on rumors, or "just because", then this is harassment and discrimination. To me this indicates officials "acting outside" their official duties and capacities. Our past council, while not perfect, provided tangible progress. I know that many tribal members are watching to see if this current council is going to build upon what was made, or tear it down due to personality differences, personal vendetta's and dissension.

I am asking you to honor your statements you made while running for office. Instead of voting along the lines of family and friends, I am asking you vote along the lines of fairness and what is best for the tribe.

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To the Editor:

" No one can discriminate like an Indian". I have heard this times over in quiet circles, it offends me and I immediately take up a defense.

Although, I half to ask myself truthfully, can this be true or is this just another one of those taggings that seem to befall a down trodden society from the lowest levels.

Mr. Webster's definition of DISCRIMINATE, "To make a difference in treatment or favor on a basis other than individual merit".

We have had generations to learn, rounded up herded from our homelands, we were expected to drop our individuality our customs. We were branded as a generic group of savages, heathens, no ethics, minimal scruples, low mentality, who's definition? However are we becoming our own worst nightmare? Enablers, letting a crutch of aggression continue among our own people, a suffocating smog screen that threatens to suck the life of our very own soul.

If we are to continue on into the twentieth century we must build a strong foundation of compatibility, never before has so much been at stake.

The right to question the ethics or policies of our elected, appointed or hired is a right we're given as concerned tribal members, our officials accountability must stand accountable, however, to receive respect one must give respect, there is proper places and time to voice our objectives and creative imput, then get on with the challenges at hand.

Let us never forget, we are people of proud heritage, a nation of families surviving near extermination of our ancestors.

Respectfully respect our differences, thank our creator we are different, but equal we must listen and learn from our individuality.

Respectfully Submitted, Eva E. Clayton

(Letters to Editor, Conti. page 7)