

# Kah-Nee-Ta Employees Of The Month

## Amelia Tewee Is A Veteran At Kah-Nee-Ta

Assistant Front Desk Manager Amelia Tewee has been growing along with Kah-Nee-Ta. Three of her eight years at the resort predate the building of the Lodge, and with that expansion came increased responsibility for Amelia.

"I've always like Kah-Nee-Ta," said December's Employee of the Month. She got hooked when she worked at the Village bathhouse for three years and

after several years of child care and classroom work Amelia wanted to return to Kah-Nee-Ta.

This time she found herself madly sending out invitations for the opening of the Lodge and when the ceremonies were over Amelia settled into the office job she had sought in Reservations.

Two years of endlessly ringing phones made an opportunity to move out front to the desk look attractive. Amelia has been

greeting guests and helping to make them comfortable for three years.

Amelia admits she was scared to face the public but with a little push from management she took the step and is happy she did. She likes meeting people and her confidence has grown. Now Amelia is ready for new challenges — although she says she always had to "get pushed."



AMELIA TEWEE

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as the result of the Memorandum of understanding signed by the Tribes, the Bonneville Power Administration and the three northwest states early last year. In this memorandum the signators pledged to work together to enhance the anadromous fishery in the Columbia River for all user groups.

An allocation plan for the harvest of fish was presented by the Tribes and accepted by all parties in March of 1977. By this plan, treaty fishermen are to receive 40 per cent of the harvestable upriver spring salmon and non-treaty fishermen 60 per cent. The fall run is to be divided 60 per cent for treaty and 40 per cent for non-treaty fishermen.

Last fall it was estimated that Indians had caught only 40 per cent of the run when the season was closed. The plan allows for adjustments to be

made in the next run of the same species.

The Fish Commission felt that economic losses should be compensated as soon as possible and sought to establish an assistance program that would go beyond the 1977 shortfall. In support of its grant request, the Commission stated, "A treaty Indian fishing right is assured of its continuation with economic viability."

### Terms of the loan program

As Sampsel explained at an Agency District Meeting January 5, "This is a program to help people. It isn't going to be hardnosed but it is going to be business-like."

Applications, which are available through the local Fish and Wildlife Committee, can be filled out by fishermen or their helpers and submitted to the American Indian National Bank

with the assistance of Commission field agents.

Eligible loan recipients will be those Indian commercial fishermen: a). who are enrolled members of the tribes of the Commission (a certificate of enrollment or enrollment number is required with the application); b). who are bona fide commercial fishermen who actually fished in the 1977 fall season; c). who because of the failure of this season, "face the destruction of their livelihood."

Loans will be awarded for operational expenses not met due to the shortfall, the purchase of fishing gear for the 1978 fishery, to replace or repair existing equipment and for other expenses incurred by the shortfall for which no other funding is available.

Final action on a loan request will be made by the Bank. A single loan may not exceed \$10,000.

Recipients will have five years to repay their loans at an interest rate of one per cent. Interest only is to be paid the first year, and thereafter the loan amount and interest are to be paid in four equal annual payments.

Loan repayments will go into a revolving fund to be used for future assistance.

An Executive Committee of tribal representatives has been set up by CRITFC to work with the Bank on implementing and reviewing the loan plan. Members of this committee are: Philip David (Warm Springs), Levi George (Yakima), Kathryn Brigham (Umatilla), and Clifford Allen (Nez Perce).

The eight-year veteran is now thinking about entering the CETA management training program or perhaps attending college.

Amelia, a tribal member, seems to be quite committed to the concept of training — especially fellow tribal members. Amelia took a few months off from the Lodge front desk to work with management trainees at the Village desk and now enjoys helping to train at the Lodge.

"They don't have enough Indians working here," said Amelia, a problem which she attributes partly to many tribal members being unwilling to give up their weekends, traditionally filled with powwows and rodeos. "I fought to have weekends,

too," she said. It was a "hard adjustment" for Amelia but she decided it was worth it.

And finally Amelia is being rewarded for her many growing years. Her supervisor Paul Beebe, who has worked with Amelia since September, wondered why she hadn't been honored earlier. "You couldn't find a more loyal person," said Beebe. "She does a nice job with her fellow employees and she's been most helpful. She's terrific and everybody thinks so."

Amelia was surprised to be named Employee of the Month. "They all like me, she said of her co-workers, "but sometimes I get short-tempered."

Apparently her loyalty and her commitment to training both herself and others are what count.



DOT MCDONALD

## For Dot McDonald It's The People

In her second job since devoting twenty years to raising a family, Dot McDonald is finding a great deal of satisfaction and, to her surprise, some very real rewards.

Dot was named Employee of the Month for her eager and uncomplaining work as the head cashier in the River Room, a job which often goes beyond the cash register.

"I do a little bit of everything," said Dot, especially in the slow months. During the winter she doubles as the hostess, and can also be found waiting tables, busing and even rolling up her sleeves to wash dishes.

Her supervisor, Village Manager Clark Lewis, has not let Dot's willingness to work go unnoticed. "She's the kind of person that when she's asked to do something she never says "That's not part of my job description,"" said Lewis. This, in addition to her loyalty, was a big reason why the Village department heads voted for Dot for employee of the month of December.

Dot has been filling in as cashier at the Lodge's Juniper Room on weekends, and says she likes the "change of pace."


The cashier launched her employment at Kah-Nee-Ta in February of this year as a banquet waitress at the Lodge. She trained as a cashier in the Appaloosa Room where she also waited tables and bused.

Dot was happy to move down to the Village, however. "I enjoy it down here — it's more relaxed, more of a family atmosphere."

What she has liked about all her positions is meeting people. Even that can be challenging, though. Dot noted that the cashier gets most of the complaints if there is something wrong with the food or service. But she takes a constructive approach. "To appease them," she said, "I'll find out exactly what is wrong."

Dot and her husband who is a garbageman at Kah-Nee-Ta, live in the hamlet and enjoy the remoteness of the resort. "We'd never move back to Portland," Dot said.

Although they plan eventually to develop property they own in Willamette Pass and find jobs there, for now Dot is content to stay and enjoy the people and her work at Kah-Nee-Ta's River Room.



**Spilyay Tymoo**

**(COYOTE NEWS)**

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