

Continued from page 1

Dance, little girl's Round dance seven to eleven years of age and the little boy's, age seven to 11 War Dance. Concluding the dance competition Friday will be the Men's and Women's individual contests. Five semi-finalist will be chosen out of the men's and women's individual contests during each session.

Activities starting as early as 8 a.m. Saturday, will include the Pi-Ume-Sha Treaty Days Fun Run, Pi-Ume-Sha Rodeo, Fried Bread Golf tournament, Ladies and Men's Slow Pitch Softball tournament, Traditional Indian Dress Parade and a stickgame tournament.

Participants for the fourth annual dress parade will congregate and assemble at the Warm Springs Elementary at 8:30 p.m., with the parade starting at 10 a.m. Traditional Indian Regalia will be worn and displayed during the parade.

Categories include Men, Women, Boys and Girls walkers, mounted horses, drummer, floats, vans, pickups and floats with traditional Indian themes will be judged. Grand Marshal for the parade will be Herb Stwyer Sr., one of Warm Springs elders.

Ribbons for first, second third places, as well as cash prizes, will be awarded in each category.

Runners in the Fun Run should be lined up and ready to take off at the Community center at 8 a.m., Saturday, running either the 2.2 mile run or the 5.3 mile run. Registration forms can be picked up at the Intertribal Sports Store or at the Realty office from Jerry Sampson, coordinator of the Fun Run. Any questions about the run can be answered by Jerry. Registration deadline for the run is the day of the race. There is a \$7.00 fee which includes a T-shirt and number.

Prizes for the winners in the 5.3 mile run include a vinyl bag for the first place over-all runner with champion and the Pi-Ume-Sha logo displayed. The oldest and youngest runners will each receive a nylon bag, while first place

finisher in each group will receive running shorts.

The powwow entry begins at 1 p.m., Saturday for the afternoon session. During this session contests will include teen girl's Round Dance, teen boy's Fancy Dance, with two special contests, the "Kussa" Round Dance, 50 years and older and the "Old Warrior War Dance, 50 years and older.

An open give-away will begin following the last contest of the afternoon.

Also beginning at 1 p.m. will be the eighth annual stickgame tournament with \$1,000 and championship satin jackets for the first place winners. Entry fees will be \$75 and will cover a five-man team. Teams are expected from Nevada and Utah as well as all over the Northwest and Canada. For more information contact Liz Rhoan at 553-1224 or Adeline Miller at 553-1631.

The Saturday evening session will begin with grand entry at 7 p.m. and continue with the Girl's Buckskin Graceful War Dance (16 years and under) Boy's Straight Dance (16 years and under) and Women's Team Round Dance. Ending the Saturday competitions will be the Men's Open Team Dance Competition.

Grand entry Sunday will begin at 2 p.m. which will begin the finals of the Men's Straight Dance, Women's Individual Straight War Dance, Men's Fancy War Dance and Women's Fancy Shawl Dance. All these categories will be open to Men and Women aged 17 years and older.

Special ceremonies will be held Friday morning before the Pi-Ume-Sha Treaty Days in honor of Ray Meanus who passed away in July of 1982.

Meanus believed in the traditional way of life and his sister Beatrice Winishut will honor his traditional belief by conducting the ceremony.

He also made all of his own outfits and participated in powwow, winning the championship Men's Fancy War Dance during Pi-Ume-Sha last year.

Europeans tour reservation

by Marsha Shewczyk

The diversity of American forests intrigued 99 Bavarian foresters to join a two week tour of Pacific Northwest forests. An overnight stay at Kah-Nee-Ta introduced them to the trees of this region along with giving them a taste of native American culture.

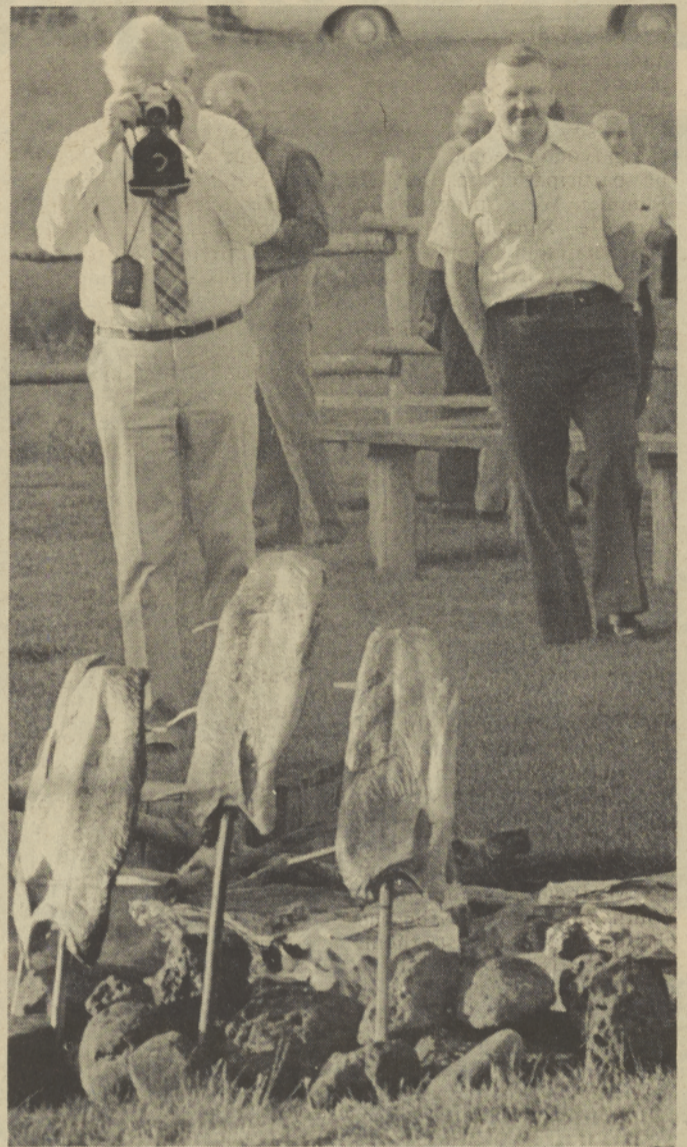
The foresters expressed an interest in American culture, particularly native American culture as they enjoyed baked salmon and Indian dancing. The main reason for their tour, however, was to learn more about America's forests and American silva-culture.

As in the United States, forests are valuable to Europeans both commercially and for recreation. Even though 33 percent of Bavarian land is covered with forests and 29 percent of Germany is forested, only five species of trees exist naturally. They are Norway spruce, white oak, silver fir, scotch pine and beech.

With over 100 species of trees growing naturally in the United States Europeans show great interest in their growth, management and possible adaptation in Europe. Douglas Fir has been transplanted to those countries, adapting well. Ten percent of land in Germany will soon be growing Douglas Fir.

Americans visiting Europe prior to this visit by Bavarian foresters learned much from their tour. Europeans, they found, have a great concern with safety, called Ergonomics, says U.S. forest service deputy chief Bob Buckman. He emphasized, "We've borrowed heavily from the Europeans" in the area of safety, especially in work with chain saws.

Americans visiting Europe observed techniques of steep include logging. They also picked up pointers on reducing the conflict between logging practices and recreational use. Some disease and insect



European foresters visiting Kah-Nee-Ta found native American culture of great interest. Many were busy with cameras taking photos of salmon being prepared and Indian dancers.

infestations have been brought over from Europe. Exchanges of this nature enable foresters to work on ridding the forests of such problems.

The tour, which began in Vancouver, British Columbia, will continue south through the

redwood forests of California. All species of trees are of interest including the stands of juniper found in this area. The juniper added a special background to the native American culture enjoyed by the foresters at Kah-Nee-Ta as they visit America.

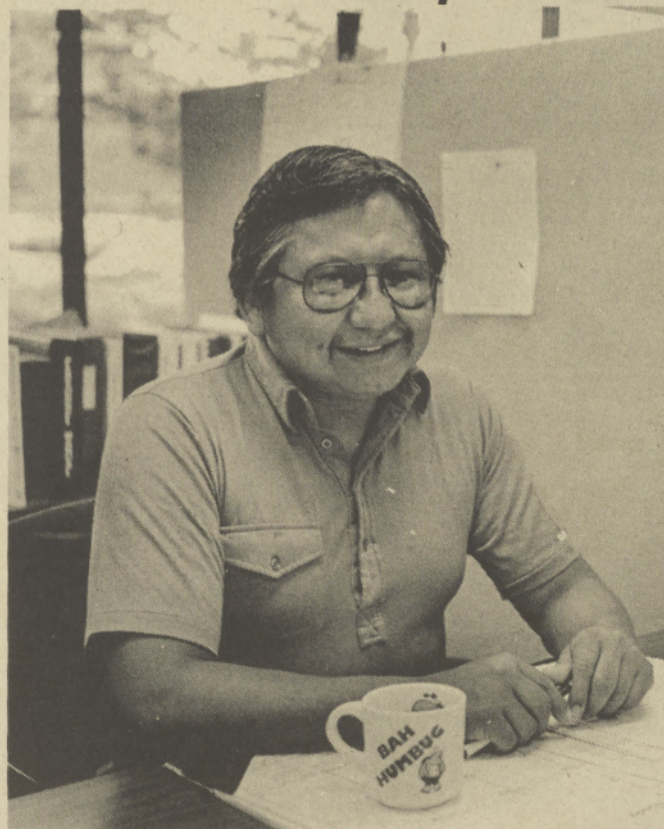
Heath named new personnel assistant

by Donna Behrend

With the retirement of assistant personnel director Mark Massey last month came the promotion of Benson "Benny" Heath to that position. Heath had worked since 1977 as assistant CETA director.

As assistant personnel director, Heath will be responsible for hiring all non-salaried personnel at WSPFI and reviewing employment paperwork. "About 15 percent of my time is spent on WSFPI employment. The rest of my time is spent in reviewing personnel actions and employee advice forms," says Heath.

Heath says that he hopes to improve the operations of the personnel department and to increase the department's function. "One of the key areas we're looking into is the impact of the personnel manual and what is was originally intended to do. Many departments are abusing the manual and getting around the established policies." One example he gave was job evaluations. Many supervisors give their employees raises by re-



Assistant personal manager-Benson Heath evaluating their job descriptions rather than through merit increases. Another function of the

department that Heath would like to see incorporated is employee interviews. "Once the department catches up, we would like to conduct all interviews (of prospective employees). We could ease other department's work loads by doing these interviews. Right now, we're not equipped to handle that. But in most corporations, the personnel department does the hiring." By doing this, says Heath, the tribal personnel department could "get in line" with other corporations nation-wide.

If time and money allows, especially time, the personnel manual will be worked on. "Some sections may need revision, updating and possibly deletion," says Heath.

The 36-year old tribal member stated that there will not be much change in WSFPI hiring. The most important change, effective immediately, is that only tribal members will be hired for operations at the mill based on the date of their application. Another stipulation, according to a memo released June 7 is that "after seven tribal members have been hired a person who is married to a

tribal member will be hired, based on the date of application. After another seven tribal members have been hired, the next one hired will be a person who is married to a tribal member." Heath stated there are 329 non-salaried employees at the mill. Of those, 103 are tribal members, 16 are married into the tribe, 11 are Indians of another affiliation and 199 are non-Indians. Tribal member employment represents a total of 31 percent of the work force at the mill.

Heath says he has gotten a "lot of feedback" because he is the first tribal member in the assistant personnel manager's position. "I know more people on a more personal basis," says Heath. "This makes them more accessible to some degree."

While he is not working, Heath enjoys golf, hunting, fishing, bowling and working with cattle. He is involved with Longhouse activities and serves as the reservation whipman, a position he shared jointly with Andrew David until David's retirement last year from Longhouse activities.