



## SLIPPERY ROADS

This logging truck lost its trailer while descending icy highway 26 west of Warm Springs. Ice on roads and highways caused accidents and school closures Friday, November 8.

## Views aired at meeting (Continued from page 1)

agement plan, the budget planning process, changes in personnel employment policies and employment statistics from 1977 through 1984.

The letter states, in part, that "We appreciate the vast amount of information the Tribal Council has to cover, but we also appreciate not being treated as children who are to be seen and not heard."

The letter also questioned the budgeting process. "...the budget is presented to the people at the general council so that we can have our input. We have to wonder where our input is, if the budget has been approved prior to these meetings."

The letter, signed by Clements and Sanders, also asked "if the Tribal Council is accountable to the people, then who is management accountable to?" The petitioners estimated that in 1986, "each tribal member will contribute \$7,600 to the budget. Is that not enough reason to have questions? The letter also questions "why the social programs are directed at the treatment stage and not at the preventative stage. Can it be that the Tribe wants our people to be dependent on these programs so that we will not question what is going on within our tribal organization?"

In reverting back to the 1974 management plan, the petitioners "request the return of the powers of the Tribal Council and the management of tribal affairs to the office of the secretary/treasurer/general manager. As it is stated in the constitution and By-Laws" of the Tribe.

The petitioners questioned if there really is tribal member input into the budgeting pro-

cess as set up in the 1981 Comprehensive Plan. The circular budgeting process graph shows member input at every level of budget preparation.

As to the amendments concerning employment policies, it was suggested that tribal members be given preference as stated in the 1974 management plan. As stated, "enrolled members of the Tribes shall have preference for employment for all positions. In the event there are no enrolled members who qualify, then married into the tribe and other Indians will be given preference."

"If however, no applicant having preference can qualify, the position will be filled with a non-preference applicant with the understanding that their employment will terminate as soon as local qualified help having preference is available."

A proposed policy to be included in the personnel policy manual says that "tribal members shall receive preference and that if no applicant for the vacant position has been deemed to meet the minimum qualifications for the job, the chosen applicant will be a tribal member and paid at a rate lower than the first step of the job group in which the position has been evaluated until such time as the employee is considered qualified."

It was also recommended that a "reduction in force" policy be adopted "to protect the tribal members and those married into the tribe" should organization-wide layoffs be necessary. "To protect these people, we need an RIF policy worded in such a way to prevent as much as possible the laying off of the reservation people."

Another suggestion was to

introduce TERO (Tribal Employment Rights Incorporated) on the reservation. "The benefit of joining TERO is that the Tribe would have more control over the outside contractors coming on to the reservation and seeing that more local people are hired on projects while the bidding process is going on... this organization would not be telling the Tribe what to do, but would only be another enforcement for them to utilize. It would be a big benefit and help."

The employment statistics presented showed that in 1977 57 percent of tribal employees were tribal members. In 1984, 59 percent of the tribal employees were members. In 1977, approximately 22 percent of Kah-Nee-Ta employees were tribal members. In 1984, 24 percent were tribal members. Although there were 45 fewer positions at the mill in 1984 than in 1977, the number of tribal members working there has increased by 25 percent.

Most of the concerns mentioned at the November 20 meeting were also heard at the November 12 meeting. New, younger voices, however, were heard, echoing the same sentiments as their older, and sometimes more vocal, counterparts.

Aurolyn Stwyer stated she felt the "petition is healthy." Tribal members have been able to air their frustrations, she feels. And, "we've become educated on tribal government. Something good is going to come from this." She stated she felt that the "zero-base budget doesn't encourage savings at the end of the year. If the money is not all spent, then the department is penalized the following year."

Lloyd Smith, Sr. encouraged tribal members not to be afraid to speak out. "I've listened and it's encouraging that so many people have gotten up." Smith attributed lack of involvement at district meetings to "a feeling of hopelessness."

Of particular concern is the police department and the entire law enforcement system. Claims of brutality, officer insensitivity to cultural needs and beliefs, undue harassment and unfair enforcement practices were mentioned. Justice Service Administrator Gerald Smith explained that individual complaints will be handled on a personal basis.

High unemployment rate among tribal members, lack of communication from tribal council, shortage of education funds and alleged conflicts of interest were among the many concerns mentioned at the meeting. At the conclusion of the meeting, Council chairman Zane Jackson said, "These meetings were great. Many people were able to speak and express themselves. We will do everything we can to see if we can straighten out the problems we see. I think it's more of an organizational thing than money. You're helping us."

Jackson concluded, "I commend Janice and Shirley. They sparked a lot of interest among tribal members." All eligible voters, those 21 and over or married are encouraged to vote. If not enough eligible voters go to the polls, the vote will be declared invalid.

## Tips given on life insurance

Over the past several years, the types of life insurance policies sold by insurance companies have multiplied. No longer is it simply a decision between whole life insurance and term insurance. The products sold today meet the needs of a diverse population that has become increasingly sophisticated and astute when faced with financial decisions. While the variety of insurance products may create some confusion among consumers, the better their chances of purchasing a policy that meets their family's particular needs. The problem then becomes one of keeping on top of developments in the insurance field.

Term life insurance and whole life insurance are the two traditional types of insurance policies. All others are variations of these two types of insurance plans. In order to understand the non-traditional policies, it is helpful to have a firm understanding of both term and whole life insurance.

If your policy has a renewable feature, it guarantees that you can continue your insurance policy when your term expires regardless of your health. However, the price will rise with your age. If you are a 35-year-old woman, the cost of a \$100,000 annual renewable term policy typically might be around \$200. If your a 65-year-old woman, that same policy would cost \$1,800 to \$2,000.

Term insurance is also available in a form that decreases over time—pay less to the beneficiary as time passes. It is often used to protect a long-term decreasing debt, such as a home mortgage.

Whole life insurance is protection that can be kept in force for the policyholder's whole life—hence its name. The most common type is called straight life ordinary life insurance, under which the premium remains the same each year—the costs are averaged on a yearly basis over the policyholder's lifetime. What distinguishes whole life from term in addition to its level premium is the build-up of a fund known as "cash value." It accumulates over the years on a tax-deferred basis if you surrender your policy, you can receive the cash value in a lump sum. You only pay taxes if the cash value exceeds the sum of the premiums that you have paid.

You can also use the cash value to pay missed premiums, to purchase an annuity upon retirement, or as a fund that can be borrowed at interest. It is important to remember that the amount borrowed and not paid back is deducted from the death benefit.

Universal life insurance is designed to provide the policyholder with permanent protection. Under universal life an explicit yearly charge is made for the insurance protection and administrative expenses. Funds not earmarked to pay for protection are credited with tax-deferred interest that reflects current market conditions.

Universal life offers greater flexibility than whole life. For example:

1. Premium payments can be

made at any time and in any amount after the initial payment—provided enough cash value has accumulated to pay for the cost of the insurance protection. Traditional whole life policies require specific, regular payments.

2. You can reduce or increase the amount of death protection in the same policy. Acquiring more insurance in the traditional term or whole life policy usually means buying new policies.

Universal life policies are designed to meet long-term needs. There are fees and charges involved with these policies that might result in a loss to policyholders if surrendered shortly after issue.

Excess interest whole life insurance is also known as fixed premium universal life or adjustable cash value whole life. It combines some features of whole life with the fund mechanics of universal life. As in a traditional whole life insurance policy, the specified premium must be paid to keep the policy in force, but the company can adjust the premium rate after issue according to market conditions. The policyholder cannot exercise any discretion as to the amount or timing of premium payments, and the policy has a fixed death benefit. The case value in an excess interest policy accumulates the way the cash value accumulates in a universal life policy.

Under one variety, if the premiums paid in the first several years the policy is in force are large enough and if market conditions are favorable, premiums for one or more years may be reduced to zero—and thereby vanish. That is why the type of policy also may be called vanishing premium life insurance.

Variable life insurance is another type of permanent insurance. With variable life the policyholder can earmark most of his or her premium, less mortality and other charges, for one or more separate investment funds. These might be fixed income investment, stocks, bonds or a money market fund. You are allowed to switch your investments two, three, four or five times a year—depending on company policy. An important difference between universal and variable life is that only under variable life can you control the investment of your cash value.

Like traditional whole life, today's variable life involves fixed premiums; part of each premium goes for insurance protection charges, and part for the cash value; you can surrender each policy for its cash value; and you can borrow against the cash value at interest.

Variable life, universal life and other policies that have a cash value share three important tax advantages:

1. Earnings generated by the policy are not taxed while the policy remains in force.
2. If you cash in the policy, only the amount that exceeds the net amount you paid into the policy is taxable.
3. The death benefit is not taxable as ordinary income or capital gain. It is added to the policyholder's taxable estate. The amount free of federal estate

tax will rise to \$600,000 in 1987.

Flexible premium variable life insurance is another form of permanent protection. This is a product that is still in the development stage, but companies hope to start issuing it soon. It combines aspects of universal life—policyholders can raise or lower their premiums in a single—contract with aspects of variable life—the death benefit and cash value will vary in relation to the performance of funds in a separate account. Unlike currently issued variable life, there is no required minimum death benefit under flexible premium variable life.

Adjustable life insurance is another form of permanent protection. In this type of policy, the policyholder can raise or lower the face amount of the policy, increase or decrease the premium and lengthen or shorten the protection period. If the death benefit is increased, the insured must provide evidence of insurability.

Indexed life insurance may be term or whole life. In such a policy, the face amount, cash value or premium rate is adjusted each year in accordance with the Consumer Price Index or some other yardstick. If the policy is term insurance, the annual premium may go up or down in line with the change in the face amount of the policy. If the insurance is whole life, the premium death benefit or cash value may increase or decrease.

It is difficult to plan ahead for one's family in the event of death. Economic conditions can change rapidly—making the best plans worth a lot less than we hope or, on the positive side—a lot more. For some consumers, the newer products can make the planning easier.

However, it is wise to keep in mind that newer products are not the answer for every consumer. If you own a traditional whole life or term policy, think twice before accepting someone's suggestion that it should be replaced. Find out if you are still insurable; find out what provisions in the old policy may not be duplicated in the new one. And remember, you are older now than when you first purchased your existing policy and premiums go up with age. This does not mean that you should automatically reject the idea of a new policy—just proceed with caution.

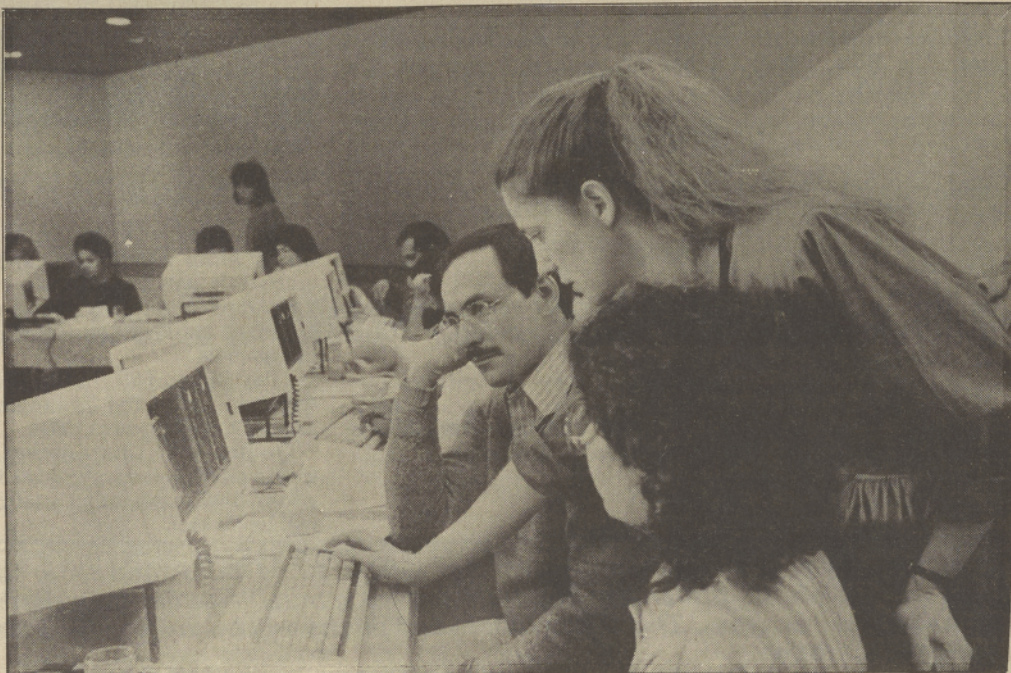
You should ask your present agent or company for an opinion about the new proposal to get both sides of the argument.

Finally, there are a few rules to follow to make sure that you are a good insurance consumer.

1. Know what your life insurance needs are before any purchase.
2. Shop around and compare costs.
3. Read the policy and make sure you understand it.
4. Buy only the amount of life insurance you need and can afford.
5. Buy your life insurance from a company that is licensed in your state.



Hamilton Greeley created the above illustration in honor of the dedication of the Sinnasho Longhouse addition. Dedication ceremonies were scheduled for Friday, November 22.



A computer workshop sponsored cooperatively by Central Oregon Community College, University of Oregon and Warm Springs Training Services department familiarized supervisors with the capabilities of computers.