

# Resource, wildlife habitat, topics of concern on Timber Tour

The Timber Committee scheduled a tour for September 10, 11, 1986 which drew a group of about fifty people ranging from the Forestry, Natural Resources, Water Master, Committee members and several interested individuals. The tour covered, particularly, the north end of the reservation, where the group viewed the proposed timber sales and past management procedures of the logging areas, animal shelter and stream control.

The first day the areas covered the Cold Turkey Logging, the Simnasho Cable Logging, and the Triangle timber sale. The methods used in each area were discussed at length by all who were involved with the area, such as the stream protection to protect the salmon runs up stream for spawning, shelter for the wildlife and range animals. There were some gopher damaged forest viewed by the group and methods to prevent further damage were explained. Other areas covered on the two-day tour were the Bits and Pieces logging unit, the Passage Way Logging unit and the Snowbrush logging unit.

In recent years it is obvious that the timber stands are getting smaller in diameter and there is a definite need for improvement of production at the Warm Springs Forest Products Industries mill. Ralph Minnick, WSFPI, explained the present situation regarding the output at the mill at the present time. At the present time the average run in logs ranging from 11-12 inches in diameter in all species. By the year 1989, fifty percent of the allowable cut trees would average from 6-12 inches. This data base was presented to the Tribal Council for their consideration, with the main focus on the smaller log operation.

WSFPI made an in house study on the present stage where they ran logs 13 inches in diameter and larger with the results showing a good output and a gain. Then they ran logs that were 12 inches and under. With the mill at its present condition the results showed a great reduction in output and a large loss. A lumber consulting firm out

of Portland, Dubal, Beck and Humpherys made a similar study throughout the mill and the results were similar to the one WSFPI made. The cost would really take its toll if the mill would stay with its present system which is not equipped to handle small logs.

So now there is a lot of "if's" banging around, where everyone is pondering the next move.

The decision to be made now is: Should we go into a small log operation along with the existing saw mill to handle the small logs? Like everything else there is a cost at first in getting established but in the long run it could prove a valuable investment for future development.

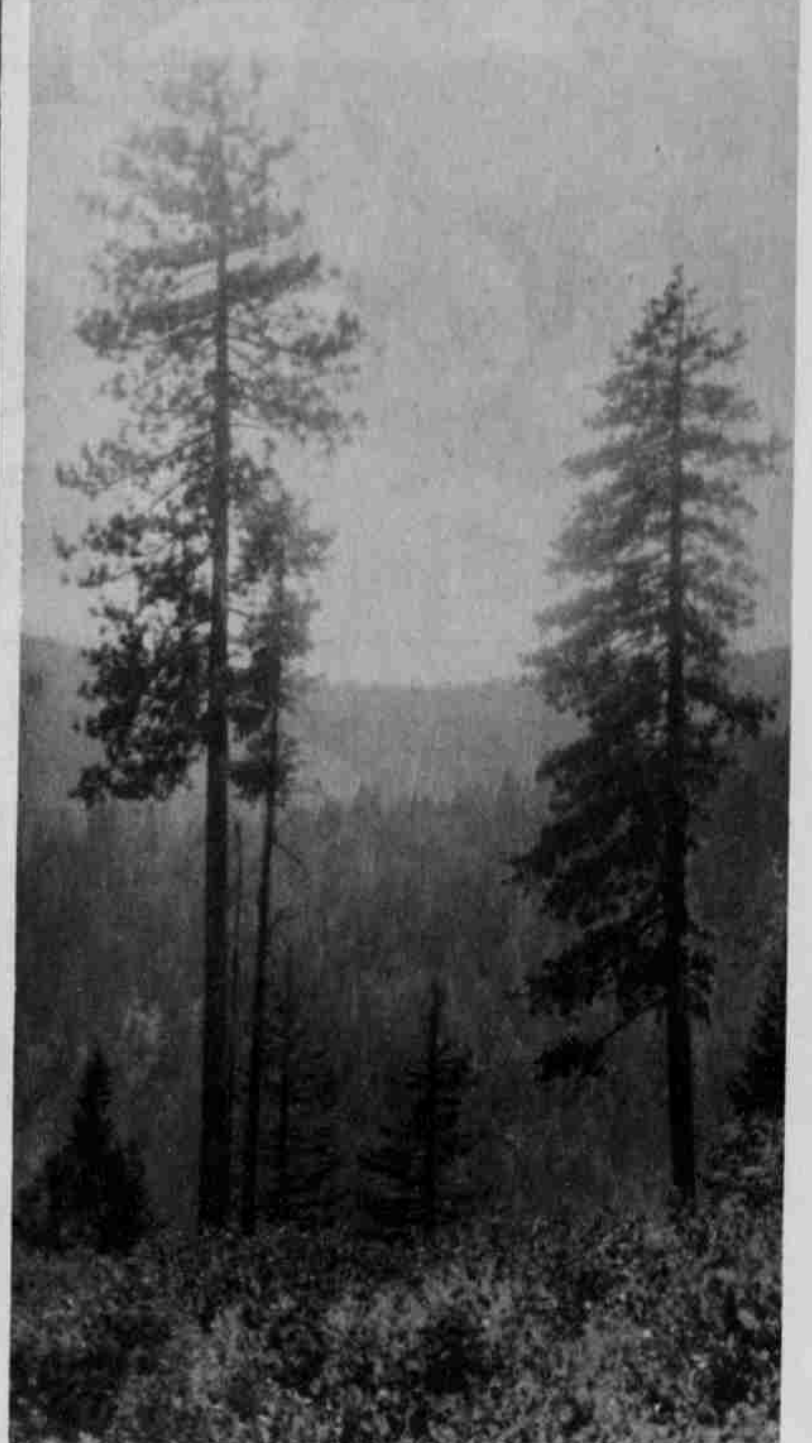
The Timber Committee and their Secretary did an excellent job in putting together a fine agenda and also providing such a fine lunch each day. It is important to keep the tribal members informed on what's happening with our Forests.



Ralph Good speaking on logging methods on the Sidwalter Butte area.



Jim Knibbs, pointing out the area for cable logging in the Simnasho area.



Snowbrush causes problems for the small planted trees.

## New leave policy proposed— (Continued from page 1)

often, puts the burden of an employee's taking time off on the supervisor who must check up on the employee to see if he is really ill.

After review of the survey the Wellness Committee outlined five proposals aimed at wellness and reducing the use of sick leave and leave without pay hours. Tribal Council favored one proposal in particular and asked that it be proposed to tribal employees for their response.

The proposal presented to department representatives September 16 calls for the combination of sick leave and annual leave into something called personal leave. These hours could be used for any reason including vacation, illness, school

conference, etc. When all personal leave time is expended the employee would be required to use leave without pay time.

Annual leave hours would accumulate as they currently do depending on time of employment with the tribe. Additional hours would be given to the employee to use for wellness days or illness, whichever is necessary. These would total 48 hours annually.

Employees would be encouraged to use all hours. Only 40 hours, or an amount yet to be determined, would be carried over. Any hours beyond that would be sold back to the Tribe at the end of the year.

Should illness strike, and employee would use personal leave time

for the first two weeks. For longer illness, short term disability would be used. Benefits would be paid according to years of service. For example, an employee with one to two years of service would draw 50 percent of his salary in the third and fourth week and 50 percent in weeks five and six. He could not draw beyond that.

An employee with three to nine years would draw 75 percent in weeks three through six, 50 percent in weeks seven through ten and those with five years or more service would draw from long term disability insurance in weeks 11 through 52.

A ten year employee would draw

75 percent of his salary for weeks three through ten, 50 percent in weeks 11-52 and long term disability up to two years.

"This short term disability program combined with the present long term program would allow disability benefits for all employees with greater benefits for employees with longer years of service," according to the Wellness Committee report.

In converting from the present leave plan to a new plan, 40 hours could be carried over with the excess annual leave being sold back to the Tribe with full payment.

One-half of the monies now obligated for sick leave would transfer

into an account set aside to find the short term disability program available to eligible employees. The remainder of sick leave accumulated by the employee would be set aside in an individualized bank for that employee. This leave time could be used in conjunction with the short term disability after two weeks of illness. With this time an employee may be able to draw full salary during time of illness until this leave time runs out. There would be no way to add to this time. It would only occur at conversion time.

The proposed plan does present some problems. The plan requires budgeting of time; it allows the supervisor to address the problem

of leave without pay as it involves mismanagement of time; it removes 48 hours of sick leave time now available for employees; It allows less carry-over from year to year; Some employees may feel loss of security upon losing accumulated sick leave. The committee, however, feels benefits lie further down the line.

Employees have already expressed some concerns over the proposed policy and the Wellness Committee is requesting more input and ideas regarding the leave policy. The next meeting for discussion of the personal leave plan is September 30 at 12:00 noon at the Community Center.

## Council on drug abuse advises a "No" vote on marijuana initiative

Continued from page 1

rest of the law is unaffected.

If the measure succeeds, the following change would be made to the law. Section 2 would be added to the law: "Notwithstanding any other provision of law, no person 18 years of age or older shall be subject to criminal liability or be subject to any permit or license requirement or to any fine or forfeiture, solely for the private possession or cultivation of marijuana for the person's own consumption."

This section creates a defense under ORS 161.055.

The Governor's Council on Alcohol and Drug Abuse Programs along with the Warm Springs Alcohol and Drug Council support a NO vote on Measure No. 5. A statement to that effect has been issued by the Governor's Council. It reads:

"The Governor's Council on Alcohol and Drug Abuse Programs, having considered the arguments both for and against Ballot Measure No. 5 (The Marijuana Initiative), unanimously recommends against passage.

"Voting NO on Ballot Measure No. 5 is important to stop what is potentially one of the most destructive initiatives ever placed before Oregon voters. The negative consequences that could come from passage of this measure extend into each of our lives—affecting our economy, our rights, our institutions, our health and public safety.

"If these statements sound extreme it may be due to the perception that marijuana is not as "bad" as some of the drugs in the news these days—such as cocaine, crack and Mexican tar heroin. The truth is that marijuana is far from harm-

less. In fact, the potency of marijuana continues to increase and is already 10 times more powerful than just ten years ago.

\*35% of Oregon clients in drug outpatient treatment programs are there because of a primary problem with marijuana.

\*Marijuana smoke contains more tar, carbon monoxide, and carcinogens than cigarette smoke.

\*Marijuana use damages the lungs, heart, brain, reproductive organs and immune system. It negatively affects memory and motivation. This is particularly devastating to school-aged youths' intellectual development.

\*In business and industry, it is a growing cause of absenteeism, accidents, and reduced productivity.

"Proponents of Measure No. 5 assert the right of an adult to be free to grow or possess marijuana for personal use. The Council notes that other people have rights too, such as the right to be free from marijuana smoke while in a public place—or the right to be free from workers or drivers who are under the influence of marijuana. The Council also notes that the Measure drops below age 21 to include anyone 18 years of age or older as being eligible for the "automatic" defense provided those growing or possessing marijuana.

"No matter what the reason for including those 18 years of age, the effect is profound; namely, the effect is to include individuals who are still in high school and who are the likely providers of marijuana to younger school students.

"This direct access to junior and senior high school students is particularly worrisome because a recent statewide survey of 8th graders revealed that 27 percent had used marijuana, 12 percent had used it within the last month, and two percent used it daily. A survey of 11th graders showed the following increases: 56 percent had used mar-



juana, 28 percent had used it in the last month and nearly six percent used it daily.

"Proponents of the Measure admit that the drug is harmful. A legion of desperate parents and family members throughout Oregon already know that marijuana is destructive—almost beyond their comprehension—to a child's development and a family's ability to function.

"Proponents assert that adult should not be arrested for growing or possessing marijuana when it's for personal use. The Council believes that the Oregon State Legislature resolved this in 1973 when penalties for possession of less than an ounce of marijuana were reduced.

"Proponents assert that the current "prohibition approach" should be eliminated because it doesn't decrease use, and fosters an illegal drug market. The Council notes, however, the recent example in Portland of how a reduction in police enforcement of drug laws allowed illegal drug activities to surface rapidly. Moreover, the proponent's assertion shows a significant underestimate of the hazard potentials of marijuana—particularly, the hazards of the higher potency varieties used today.

"Proponents assert that the best way to deal with drug abuse is by

conducting long-term, large scale epidemiological studies that can determine the health risks. The Council agrees with the proponents that people who use marijuana now don't believe the extensive scientific evidence of related health hazards that already exist. The Council believes that more factual information (if allowed to stand with existing law) might influence some users; however, if it has to stand with passage of this initiative, the influence would probably be lost on those who need it the most.

"Proponents assert that the best way to specify the amount or limit of marijuana that is for personal consumption is on a case-by-case basis, using the findings of juries. The Council notes, however, that the proponents themselves could not specify an amount (limit) because it is too difficult to determine how much any given person can consume at any given time or over a given period of time.

"The short-term effect of passage of the Measure is likely to be confusion and hesitancy with respect to making arrests due to the unpredictability of jury findings of guilt or innocence, and the susceptibility of a law enforcement officer to a charge of false arrest.

"Since it is highly unlikely that anyone would ever plead guilty to growing or possessing more than

what is for their personal use, the longer term effects will include further backlogs in already overburdened courts, and enormous that the setting of a limit for persons' time for investigation and court appearances. Ultimately, the amount one can grow and possess with immunity will have increased significantly. This should assist those who are tempted to sell for substantial profit that which exceeds their personal needs. The people of the State of Alaska thought that they could avoid these problems by setting a limit (they chose four ounces); however, it didn't work and they are in deepening trouble.

"We know that businesses all over the country are experiencing substantial losses, costs, and failure because of drug abuse. They are being forced to take increasingly extreme measures to protect their investments, their employees, and their very existence. Businesses will not add to their problems by moving into a state that has legalized marijuana; and worse, many may move out. It would be a needless blow to our already weakened economy.

"The Attorney General has recently made clear that enforcement will be more difficult than it is now—use in public places will be legal. Experience shows that almost all users of cocaine and Mexican tar heroin—which typically are associated with increases in personal and violent crime—used marijuana first. Experience in Alaska shows that the setting of a limit for personal use is extremely difficult and costly to enforce. The experience of researchers and health care providers shows that heavy use leads to dysfunction (including driving under the influence and declining school and job performance) and ultimately to increased need for costly long-term health care.

"If ballot Measure No. 5 passes, it will be at your expense. For your sake. For the sake of our children. For Oregon's future. Say NO to marijuana and vote NO on Ballot Measure No. 5."

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FOUNDED IN MARCH OF 1976

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Subscription rate: Within the U.S. — \$6.00 per year  
 Outside U.S. — \$12.00 per year