

Warm Springs News

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WARM SPRINGS, OREGON 97761

OCTOBER 24, 1986



A run for fitness

Getting into the spirit of the annual fun run sponsored by the Warm Springs Elementary, four students gave it their all. The entire student body took part in the run.

Mill employees faced with contract vote

by Donna Behrend

Faced with a \$1.55 per hour cut in pay, fewer holidays and reduced vacation benefits, Warm Springs Forest Products Industries hourly employees are scheduled to vote for a second time Thursday, October 23 on a two-year working agreement proposed by WSFPI management.

Members of the Lumber Production Industrial Workers (LPIW) local #2941 voted Wednesday, October 15 to reject the first proposal, with 94 members voting against the proposal and 73 voting for it.

The second proposal is very similar to the first proposal. "We held firm on our basic offer but did make some adjustments for the benefit of both parties," said WSFPI general manager Bob Macy, Sr. The proposal allows for overtime only for work performed in excess of 40 hours per week or on a daily basis in excess of the regularly scheduled shift. Under the proposal, if an employee's regular work schedule includes Sunday, automatic overtime for the Sunday hours would be eliminated.

The proposal recommends a \$1.55 per hour cut across the board for all hourly employees. However, with that cut, no employee, except

most new hires, would earn less than \$9.00 per hour, which equals about \$18,700 per year.

The proposed entry level wage rate has been set at \$7.00 per hour for the first four months of employment and automatically moves to \$8.00 per hour for the second four months of the probationary period. The proposed agreement states that "new hire rates will be adjusted upward by the difference between the \$9.00 per hour base rate and the job classification rate the employee is hired into, into, or is temporarily transferred into for the convenience of" WSFPI. For instance, if the job is classified at \$9.75 per hour under the new wage structure, the new hire would receive \$7.75 per hour during the first four months of employment and \$8.75 during the second four months of the probationary period.

Current vacation provisions have been modified. Under the prop-

osal, employees with one to five years service will receive one week paid vacation. Employees with six to 12 years service will receive two weeks paid vacation. Employees with 12 to 20 years service will receive three weeks paid vacation and employees with more than 20 years of service will receive four weeks paid vacation. Under the previous working agreement, employees with more than five years service received additional vacation pay as well as their regular vacation pay, depending on the number of years worked.

The number of paid holidays is proposed to be reduced from 12 days to seven days. The proposal recommends seven holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and the day after Thanksgiving and Christmas Day. In addition, all new employees would have to be on the payroll eight months

immediately preceding the holiday to be eligible for holiday pay.

Health and welfare benefits remain unchanged for active employees although the proposal does contain reduced contribution levels. However, cost savings or reduction plans may be implemented.

The proposed agreement, if accepted Thursday, will be renewed and extended until July 1, 1988 with the provision that either party can reopen the agreement with 60 days notice prior to that date.

Another provision included in the proposal is that the "contract log supervisor" positions be changed from hourly to salaried positions. However, the present employees occupying these positions shall be given the option to remain in the union if it is found more beneficial to both the individual and WSFPI.

Both the WSFPI management negotiators and the union representation felt that Monday's meeting went well. "Things are going better today," said negotiating committee member Doug McConnell. "The company has given a little bit, it's something we're going to have to accept. It's not something everybody likes." McConnell went on to say that WSFPI has "always gone along with what the industry is doing."

McConnell concluded by saying that WSFPI "has always been fair with us...we'll just have to learn to live with it, it's something we're going to have to accept."

Macy explained that, "industry-wide, wages and benefits have dropped. We, as a company, must align ourselves with the rest of the industry as much as possible in order to maintain a competitive position. To not do so would almost guarantee losses into the future."

As per the contract between LPIW and WSFPI, Indians employed at the mill are not required to belong to the union. According to Macy, "three or four tribal members" belonged for several years. However, "more than 30" tribal members and affiliates joined after WSFPI submitted the proposal to the local union September 28.

Proposed budget meetings set

The Warm Springs Tribal Council posted the 1987 operating budget September 29, 1986. The budget shows a \$604,000 increase in anticipated revenue and \$242,000 increase in expenses over 1986.

Total anticipated revenue, from sources such as timber sales, interest, dam rental and in-house fees totals \$21,759,743. Proposed expenses have been set at \$12,198,101 for operating the secretary/treasurers office, community services, fiscal services, Tribal Council and committees and other departments. Community assistance, capital projects, Kah-Nee-Ta and other enterprises operating expenses are proposed at \$3,611,495. The Kah-Nee-Ta operating budget has been reduced by over \$1 million.

District meetings have been set for the latter part of October and the first part of November. The Agency District meeting is set for Tuesday, October 28 at the Agency Longhouse. The Seekseequa district meeting will be held Tuesday, November 4 at the Agency Long-

house and the Simnasho district meeting will be held Thursday, November 6 at the Simnasho Longhouse. All sessions will begin with supper at 6 p.m., followed by the meeting at 7 p.m.

Kah-Nee-Ta resort to hold meeting

For the first time in recent memory, Kah-Nee-Ta Resort and Spa will be holding a general public meeting on Tuesday, October 30, 1986 at the hotel in the upper lobby area. Dinner will be at 6 p.m. with the meeting starting at 7 p.m. Included on the agenda will be a report on the 1985 yearend results, current year progress, capitalized expenditures and other subjects.

The Board of Directors will be present to answer questions as will be members of Tribal Council. All community members are invited to attend.

Election Day: Tuesday November 4

Tuesday, November 4 will be the day of the BIG VOTE. Oregon voters will be deciding the fate of 16 measures, one U.S. Senate seat, one U.S. Senate seat, one U.S. Representative seat, the governorship, who will serve as commissioner of the bureau of labor and industries, county commissioners and superintendent of public instruction as well as other local issues.

Warm Springs voters will vote on all measures, select a new governor, either democrat Neil Goldschmidt or republican Norma Paulus; choose either democrat Anzie Adams or republican Bill Bellamy for their District 55 State Representative; choose either democrat Rick Bauman or incumbent republican Bob Packwood for U.S. Senator; either incumbent republican Congressman Bob Smith or his challenger democrat Larry Tuttle for U.S. Congressman from the Second District; choose incumbent democrat Commissioner of Bureau of Labor and Industries Wendy Roberts or her challenger, republican Dan Goodhall and vote for the county commissioner position, for which incumbent Gordon Shown is running unopposed, and for Verne Duncan, who is running unopposed

for the Superintendent of Public Instruction. Polling cite for Warm Springs voters is at the Community Center; polls will be open from 8 a.m. to 8 p.m.

The 16 state measures, on which voters will be deciding, include the following. Also on the ballot will be additional materials from Jefferson County.

Measure 1—Deletes the constitutional requirement that the Secretary of State live in Salem.

Measure 2—Is a constitutional amendment revising the legislative district reapportionment procedures after the federal census.

Measure 3—Is a constitutional amendment which allows charitable, fraternal and religious organization to conduct raffles.

Measure 4—Replaces the Public Utility Commissioner with a three-member Public Utility Commission.

Measure 5—Legalizes private possession and growing of marijuana for personal use.

Measure 6—Is a constitutional amendment that prohibits the state from funding abortions except when the mother's life is at risk.

Measure 7—Is a constitutional five-percent sales tax that would fund schools and reduce property

tax. **Measure 8**—Prohibits mandatory local measured telephone service except mobile phone service.

Measure 9—Amends the constitution which limits property tax rates and assessed value increases.

Measure 10—Revises many criminal laws concerning victims' rights, evidence, sentencing and parole.

Measure 11—Is a homeowner's and renter's tax relief program and a sales tax limitation measure.

Measure 12—Would introduce state income tax changes resulting in increased revenue to property tax relief.

Measure 13—Is a constitutional amendment requiring a 20-day pre-election registration cutoff.

Measure 14—Would prohibit nuclear power plant operation until a permanent waste site is licensed.

Measure 15—Supersedes "radioactive waste" definition and changes the energy facility study payment procedure.

Measure 16—Phases out nuclear weapons manufactured with tax credits and civil penalty.

All Oregon voters are encouraged to vote. Be an informed voter and study the Voter's pamphlet.

Federal recognition and rights restored

On August 17, 1986 the President of the United States signed H.R. 3554, the Klamath Indian Tribe Restoration Act. The bill became P.L. 99-398, a law which restored the terminated rights of the Klamath Tribe and specifically requires the Secretary of the Interior to take certain actions.

A brief summary of the bill is: 1)

The constitution currently used by the tribe will remain in effect until the tribe chooses to amend it or approve a new constitution; 2) The tribe may request a general election to vote on whether they should be subject to the Indian Reorganization Act; 3) The Tribe's hunting, fishing, trapping, gatherings and water rights are not changed; 4) The Secretary must accept any real property in trust for the tribe if the property is conveyed or transferred to the Secretary, but the property will continue to be subject to any pre-existing rights, including liens, outstanding taxes and mortgages; 5) Once land is taken into trust it will be exempt from future local, state and federal taxes; 6) The State of Oregon will continue to exercise criminal and civil jurisdiction in the reservation; 7) The Secretary is required to negotiate with the Executive Committee of the tribe's General Council to establish a plan for economic development and submit the plan to Congress.

The Act gives members on the rolls the right to seek Indian Health Services care, perhaps the one right that Klamath members will feel the effect of immediately. The Tribe can now seek monies for education

and economic development. They are also eligible for federal monies for education and economic development. At this time the monies will be used for "start up costs." Until the FY '87 budget is passed by Congress it is not known how much money will be provided for in education, economic development and health services.

The tribe will be under the Warm Springs BIA offices much the same as Burns and Celilo. Certain Warm Springs BIA employees will travel to Klamath to provide services. The BIA and tribe is presently looking for suitable office space near Chiloquin for the tribe, IHS and the BIA.

At this time the BIA official rolls of 1954 are being used to identify the membership of the tribe. There are presently 2,000 members. For those Klamaths not on that roll, the tribes are taking applications for enrollment. Applicants must be blood descendants of a Klamath and at least one-fourth Indian blood.

Those Klamaths who are on the 1954 rolls are eligible for IHS services. The IHS clinic at Warm Springs will accept a Klamath hunting and fishing tribally-issued card as proof of membership.



Warm Springs Apparel Industries assistant manager Bernyce Courtney helps seamstress Roxanne Spino get acquainted with her machine. Work began October 20. The plant has contracts lined up for the next six months.

WEATHER

OCT.	HI	LOW
8	84	42
9	83	40
10	76	40
11	66	31
12	70	30
13	73	30
14	74	38
15	68	31
16	66	33
17	59	46
18	67	32
19	60	38
20	65	31