



The Warm Springs Apparel Industry (WSAI) and the Office of Training Services (OTS) announced the first power machine operator graduates recently. They are (left to right) Pat Brown, Mercedes Suppah, Edith Kalama, Roxanne Spino and Julie George. Florene Allen is not pictured. Because of their success, a training grant sponsored by the JTPA program will be awarded to WSAI in the amount of \$2,400. The money will be used for fabric purchase during the three month training period.

Woman assaulted in apartment

On Monday, March 23, a 14-year-old Warm Springs juvenile entered a residence of the Tenino housing project and assaulted Jackie R. Gabriel, aged 24, with a knife and then fled the area. Gabriel was treated by Warm Springs EMT personnel and transported to Mt. View Hospital in Madras where

she remains. Gabriel received a knife puncture wound to her throat. The incident was investigated by BIA and tribal criminal investigators and the Warm Springs Police department. The matter was presented to U.S. attorney in Portland and a federal warrant has been issued for violation of U.S. Code

Assault with a deadly weapon and a violation of the Juvenile Crime Act. The juvenile suspect remains at-large at the present time. Anyone having information is requested to assist the Warm Springs Police Department by calling the police department at 553-1161, ext. 272 or 273.

JTPA notes successes in program

The Warm Springs Job Training Partnership Pact (JTPA) program released a report to all of the JTPA training sites used within the local program. Training specialist for JTPA Margie Earl stated, that "the effort of the JTPA training sites made this the best year since the program switched from CETA to JTPA."

Earl summed up that, in all, a total of 160 Native Americans had benefited from the Office of Training Services JTPA program. Of those, 38 have returned to unsubsidized employment.

Industry trained 21 JTPA participants with ten of those entering unsubsidized employment and six are currently in training. At Kah-Nee-Ta Resort, six are in training, one is employed and two have returned to school for a total of nine participating.

The Confederated Tribes of Warm Springs organization trained 17 in ten different departments with four entered in unsubsidized employment, nine returned to fulltime school with four currently in training.

The tribal radio stations, KWSI and KWSO, have two with one entered in employment and the other currently in training. The Bureau of Indian Affairs and Indian Health Service assisted

OTS-JTPA training four, three returned to school and one completed training and went into another tribal program.

Private businesses trained four, all terminated non-positive. Earl said that the training through Central Oregon Community College was the highlight of this past year's program. They were able to assist 102 Native Americans; the Kah-Nee-Ta workshop reached 72, the Cultural Anthropology 21 and ABE/GED 19.

It will be another three months before OTS-JTPA will begin another training program. Interested employers and prospects for JTPA training can contact Earl at 553-1161, ext. 298 for more information.

Leave policy— (Continued from page 1)

our Committee would be glad to meet with you and discuss this proposal in detail."

In addition, the document we sent to the Personnel Policy Review Team addressed the following specific issues voiced during the meetings with Tribal employees:

1. Need for a Change—Most employees with whom we spoke felt a change needs to be made in our existing leave policies. Some felt the present policy needs only to be strictly enforced.

2. Consistency—Whatever policy might be put into effect, it must be fair and consistently administered. It must be explained in detail to all Tribal employees and supervisors must be informed of the way in which it is to be interpreted. This explanation must also include any and all exceptions which will be allowed.

3. Use of leave for preventions—Consideration should be given to the use of sick leave (or some other time off system) for prevention reasons such as doctor, dentist, optometrist appointments, etc.

4. Incentives—Sometime incentive or reward program needs to be put into place so as to discourage excessive and/or abusive use of sick leave and leave without pay and to reward those employees who demonstrate good work attendance. Consideration must also be given to how such a program might be financed.

5. Cancellation or properly applied for leave—Employees need to be reasonably assured that properly applied for and approved leave will not be cancelled by supervisors and others at the last minute.

6. Special issues—There were a number of issues discussed by employees which the Committee feels do not necessarily fall under a "sick leave" policy. It was felt these special concerns were an issue and thought needs to be given and a determination made as to what extent the needs of the employee should be a concern of the organization. We recommended clear policies need to be set forth and some issues clearly need to have "special policies" written. These issues included:

maternity/paternity leave; caring for dependent family members; receiving alcohol/drug treatment; attendance at certain cultural/traditional events; serving on various tribal/community committees and benefits for part-time employees.

7. Leave without pay—Leave without pay seems to be indiscriminately used. If leave without pay continued to be allowed, there should be a policy separating leave without pay which is planned and arranged for in advance and absent without leave which is unplanned. Policies need to deal with use of

leave without pay; proper procedures for each and steps outlining discipline procedures for absent without leave.

Unless otherwise directed, the Wellness Steering committee is now finished with this project. We would like to thank all the employees who not only attended the presentation meetings, but who voiced their concerns and gave very valuable input into this project. A copy of the document submitted to the Policy Review team is available in the Wellness office to anyone wishing to read it.

Training scheduled April 26

The Warm Springs Search and Rescue will be holding two trainings during the month of April. Wednesday, April 1, the group will meet at the Fire and Safety training room to learn search patterns. The class will begin at 6:30 p.m. and run through 9 p.m.

The second class offered will be a

"mock search" on Sunday, April 26 from 9 a.m. to 5 p.m. This is a corrected date. Earlier this month signs were posted within the community that listed the day as April 23, erroneously.

Any people who are interested in search and rescue should contact the Warm Springs Police department.

Support group formed

A support group has been formed to assist parents of children with cancer. The first meeting will be held Monday, April 13 beginning at 7 p.m. at the Administration

Building, Room 330 at 520 N.W. Wall in Bend. Subsequent meetings will be held every second Tuesday thereafter.

The topic of the first meeting will be community, state and federal resources available to assist children with cancer and their families. There is no charge for the meeting. For more information call Karen Forte at 388-4570.

Party planned

Graduation is nearing for seniors at Madras High School. And to commemorate the end of their 12 years in school, seniors are encouraged to attend the chemical-free, all-night party at Griffiths Sports Center in Beaverton Saturday, May 30.

Students will leave the high school immediately after graduation, travel to Beaverton for a night of activities and return to Madras at 6:30 a.m. for breakfast at the Madras Elks Lodge, all for \$15 per person. Registration can be paid to Janet Cowden at the school.

Local merchants and parents are donating prizes for a drawing that will be held. A special drawing will be held for those students who register early. All prizes will be displayed at the high school.

Five committees have been formed and parents and other interested persons are encouraged to participate. The five committees are donations, food, decorations, entertainment and publicity. If a student is unable to attend because of financial difficulties, they are encouraged to contact either Steve Hillis or Julia Blincoe at the high school so that arrangements can be made for the student.

For further information contact Peggy Boyle at 475-2052.

Swimmer—Continued from page 1

proposal is to move those dollars to provide temporary jobs. The workfare proposal, according to Clements, is a quick-fix solution. "Short-term is not the answer."

Some of the proposals and initiatives have been in the works for a long time. "We know there are problems," said Clements. "But we're not sure we have the answers to resolving them all at this time." Tribes are aware that the standard of education facilities and programs are a concern. "But, we don't feel they should be turned over to state nor are the tribes equipped to handle those programs," Clements added "education is a trust responsibility. The U.S. Government should not turn away from that responsibility."

The Warm Springs Tribal Council and support staff including tribal management and attorneys have made numerous trips to Washington, D.C. to talk to various government representatives since Swimmer's proposals came into full view. Clements stated that the Oregon delegation of Senators and U.S. representatives has "been extremely supportive and understanding of our efforts."

Clements likened the current conflict to "being in the first half of a basketball game." The present administration has slowed down on the initiatives, Clements said. "But, we're not convinced they're going to stop and change their methods in dealing with us."

COCC sets salmon bake. powwow

The COCC Native American Club will have their 16th Annual Salmon Bake and Powwow April 4, 1987.

The schedule of events start in the afternoon and continue throughout the evening until midnight. At 12:45 p.m. an invocation and prayer start the events; 1:00 p.m., the salmon bake; 4:00 p.m., a raffle, clean-up, break; 5:00 p.m., invocation; 5:15 p.m., Romero dancers (coastal); 6:30 p.m., the Drummers warm-up; 7:00 p.m., grand entry; 7:15 p.m., exposition dancing-hoop dance, butterfly dance, two step and owl dance; 8:30 p.m., Indian contest dancing; 9:30 p.m., non-Indian con-

test dancing; 10:00 p.m. traditional Indian dancing.

Cash prizes will be given to 1st, 2nd, and 3rd place winners and each drum group will receive \$100.00. Indian senior men and women (55 years up)-1st-\$100.00, 2nd-\$75.00, 3rd-\$50.00; Indian men and women (18-54 years)-1st-\$100.00, 2nd-\$75.00, 3rd-\$50.00; Indian boys and girls (6-17 years)-1st-\$75.00, 2nd-\$50.00, 3rd-\$25.00; non-Indian men and women (18 years up)-1st-\$40.00, 2nd-\$35.00, 3rd-\$20.00; non-Indian boys and girls (6-17 years)-1st-\$35.00, 2nd-\$20.00, 3rd-\$5.00.

Traditional regalia is optional for non-Indian contestants only.

Career day set

We would like to invite you to participate in our 1st annual career awareness day which will be held April 1, 1987 at the Warm Springs Longhouse. We are expecting a large turnout of parents and high school students from Warm Springs and the Madras area.

We will set up booths for school representatives to handout their information and talk to students and parents individually. We will also have a P.A. system set up so that presenters can speak to large groups of people interested in their school or service. We will be serving complimentary lunch at 12:00 and dinner at 6:00 p.m.

Guest speakers from the Confederated Tribes will talk about the availability of work in our community and future needs of the Tribes. We hope this date is convenient for you and would appreciate your participation.

Please call 553-1161, ext. 263 by Friday March 20, to reserve your spot. Plan to arrive in time to set-up your booth for visitors by 10:00 a.m. on April 1st.

Olympics tests students minds

Creative problem solving is the task put before students who participate in Olympics of the Mind. Students from kindergarten through 12th grade compete against other students at their own level to quickly and creatively solve given problems.

In competition students must solve a spontaneous short-term problem along with a long-term problem which they cooperatively

solve before actual competition. They present their solution with a skit and as creatively as possible.

Three Jefferson County teams placed in regional competition held March 14 in Bend. These teams will go to state competition April 4. Coached by Julie and James Nisley, one team includes Scott Delamarter, Jamie Sites, Tom Hansen, Nate Pollard, Chad Casady,

Jason Potampa and Shawn Phifer. A second team consisting of Brandon DuRette, Eric Samsel, Sunmick Minnick and Ryan Stewart is coached by Barbara Samsel and Bill DuRette. They will be going to state along with Andrea Harris' and Donna Behrend's team which includes Dawn Behrend, Allen Jones, Ricky Weston and Brad Posey.



One problem solving team heading for state Olympics of the Mind competition includes (left to right) Sunmick Minnick, Ryan Stewart, Eric Samsel and Brandon DuRette.

Spilyay Tymoo

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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