



Christmas music fills the air

Spilyay Tymoo photo by Shewczyk

District schools, including Warm Springs Elementary, drew large audiences. Each grade worked hard to learn a series of Christmas songs to present to family and community members during this annual community event.

Meeting scheduled

The next meeting of the Title IV, Part A, Parent Advisory Committee will be held in the library of Warm Springs Elementary School on Tuesday, January 10, 1989, at 7:00 p.m. The agenda includes the budget hearing for 1989-90 and a report from Roberta Danzuka on the National Indian Education Conference held recently in Oklahoma.

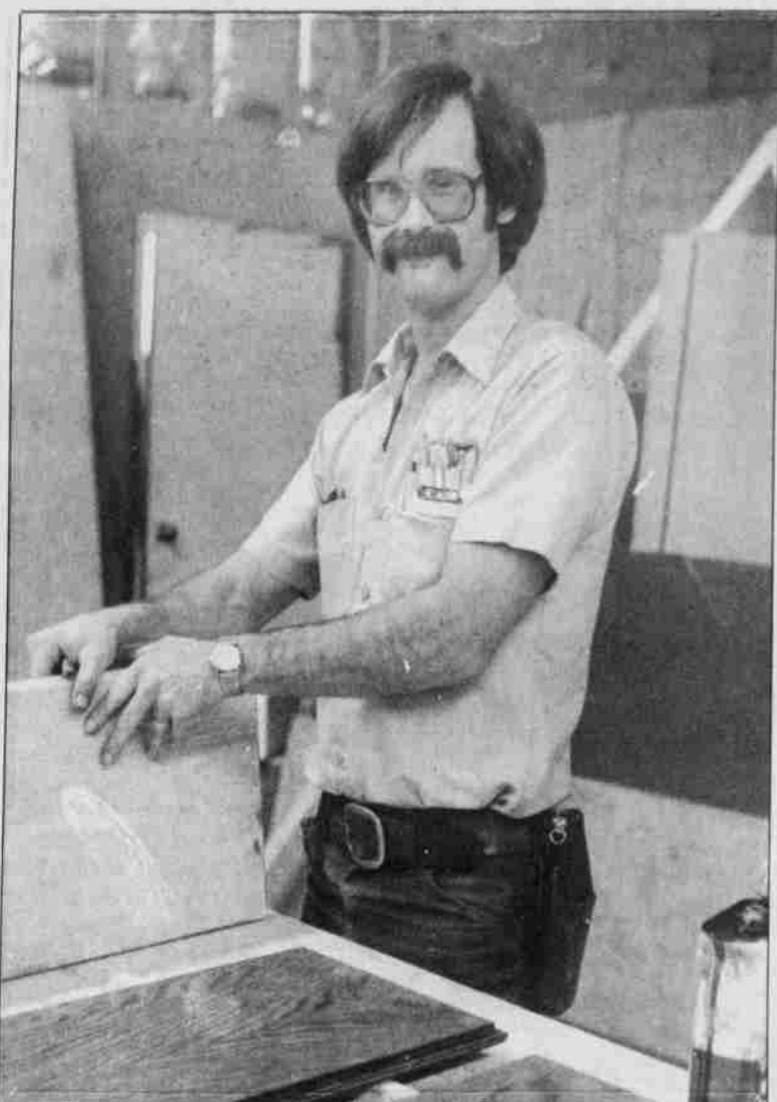
Reporter wanted

Spilyay Tymoo is looking for a reporter/photographer. Apply at the Warm Springs tribal personnel office between 8:00 a.m. and 5:00 a.m.

KNT employees recognized

Kah-Nee-Ta Lodge employee Rod Durfee was honored as Kah-Nee-Ta Employee of the Year at a Christmas celebration December 11. Durfee has worked in the lodge maintenance department since 1983. Approximately 150 people attended the Christmas banquet where Santa Clause paid a visit, games were held for children and employees and their families shared the holiday spirit. A special award was presented to Kah-Nee-Ta general manager Ron Malfara by employees. KNT recreational director Lottie Laughlin stated the reason for the award. "We think he's a great guy and want him to stick around."

Recognition was also given to employees who were selected during the year to receive employee of the month recognition. Those employees include: **January**—Lorine Smith, Village front desk; **February**—Vince Culpus, resort grounds; **March**—Suzi Macy, Lodge kitchen; **April**—Pamela Smith, Village house-keeping; **May**—Barbara Cheek, Village River Room; **June**—Juan Alvarez, Lodge front desk; **July**—Joe Carillo, Lodge kitchen; **August**—Manuel Banda, Village maintenance; **September**—Carl Richardson, golf course maintenance; **October**—Walter Armstrong, Lodge janitorial department; **November**—Carol Conner, Juniper dining room.



Spilyay Tymoo photo by Shewczyk

Kah-Nee-Ta Employee of the Year

Selected as Kah-Nee-Ta employee of the year for 1988 is Rod Durfee.

Colville tribe proposes censoring tribal paper

A change in editorial guidelines of the Colville tribes' newspaper has created a debate among tribal leaders over what some say is an attempt at censorship. The conflict developed after a tribal council member, Lou Stone, asked to publish a lengthy article about his political views in the Tribal Tribune. The monthly publication is financed primarily through the tribes' general fund which is controlled by the 14 council members.

Shortly after Stone's request, Mel Tonasket, chairman of the Colville Tribal Business Council, wrote a proposal to change editorial guidelines. Tonasket said he did so at the request of other council members.

The two-page proposal begins with the word "censorship," followed by an outline of information subject to removal from the paper. Under the proposal, the tribal executive committee would have final say on whether to publish articles that condemn or embarrass

the tribe or its members or that promote initiatives not made by the tribal council.

Censorship guidelines would also apply to opinion and editorial pages. Tonasket said the portion calling for censorship was suggested by other council members. Some members wanted even stricter guidelines, while others wanted more press freedom, said Tonasket.

"It's not censorship," Tonasket said. However, Stone stated the proposal is an "attempt to censor a specific point of view because it's unacceptable to the rest of the tribal council members."

Stone's article dealt with reducing the number of council members from 14 to five in an attempt to make the government of the 6,900-member tribe more efficient. Each council member receives an annual wage of about \$38,000. If the positions were cut, the annual operating budget would be reduced by about \$350,000.

Training programs prepare people for jobs

The Confederated Tribes of Warm Springs has three training programs available that prepare local residents for full-time employment. Two of those programs are tribally funded and one operates on federal funds. **Job Training Partnership Act (JTPA)**

This program is federally funded. To qualify, a person must be a recognized Native American who is at least 16 years of age and unemployed for at least seven days. The current training period is a maximum of three months. Beginning pay is \$3.35 per hour but a modification of the plan of operation will allow for varying levels of job readiness preparation and the pay will be commensurate with the Pre-Entry Level Work Program which will hopefully have a beginning pay of \$3.85 per hour.

Pre-Entry Work Program

This program is tribally funded. To qualify, a person must be a member of the Confederated Tribes of Warm Springs who is at least 18 years of age. Like the JTPA program, participation is on a one-time basis. Maximum training period is six months. It is proposed to increase the beginning wage from \$3.35 to \$3.85 per hour with provisions for pay increases up to \$5.46 per hour depending upon requirements, standards and expectations being met through the training period.

Apprenticeship Program

This, too, is a tribally funded program. However, there is generally a four-year commitment of on-the-job work experience and classroom training. To qualify, a person

must be a member of the Confederated Tribes of Warm Springs who is at least 18 years of age. A person must have a high school diploma or GED and be willing to start under the Pre-Entry Level Work Program for three months. Pre-testing, to determine aptitude, may be required. If the test is passed and shows commitment, dependability and capability and the worksite is able to commit, chances are much greater to succeed and obtain employment once journeyman status is reached. The training program usually lasts four years, although some trades involve two to three years, depending on the trade.

To apply for any of these training programs, a person must first complete an intake with an employment coordinator/coach. The intake determines a person's skills, his interests, employment barriers and other things. After the intake, a person's eligibility is determined.

The next step is career and personality assessment. Also, a person who did not complete high school or obtain a GED must complete a GED prior to job site placement. Once the GED is completed, a career plan is developed, a job site is identified and secured for the applicant and a training plan and job description are completed. Agreements between the employee and job site are signed for job placement and the training is implemented, depending on availability and the department's budget.

Once a person is eligible for training, classroom training is also available. Required classroom training includes 20 hours of Increasing

Human Effectiveness, eight hours of personal development, 12 hours of basic math and calculator use and basic writing. Trainees also have five optional training components offered to them that range from starting your own business to basic office skills, outdoor occupa-

tions, typing and introduction to computers.

Anyone who is interested in these training programs is encouraged to contact employment services at 553-1161, ext. 267 or visit the office in the administration building.



Spilyay Tymoo photo by Behrend

Marcia Soliz, left, is director of employment services. Margie Earl is an employment counselor and assists community members when they are seeking jobs. The office oversees three training programs that help prepare people for jobs. Also working in the office are Hamilton Greeley, Frances Allen, Ivan Gabriel, Winona Strong, Vickie Howtopat, Mary Smith and William Rhoan.

Meeting with Reagan a "bridge to future"

On Monday, December 12, Warm Springs Tribal Council Chairman Zane Jackson was among 16 tribal leaders to meet with President Reagan. The group discussed issues concerning tribal economies, health, education and other issues that are of common concern among tribes. The President's statement follows.

"Welcome to the White House. I appreciate this opportunity to meet with tribal leaders and Indian representatives from across America and to share some thoughts together. Indian people are very important to America and deserve to stand proud for their contribution to this great country.

"As you know, my policy has been built on the concept of self-determination—the right of tribes to have a say in what happens in Indian country. I understand there is a continuing debate about whether this policy is effective or needs to be changed or strengthened. In fact, I was criticized about some comments I made in Moscow about the policy of letting Indian people choose their own way of life.

"Well, I believe we must respect the right of Indian people to live the life they choose just as we do for every other American citizen.

"Sadly, all too often Indian people have been denied their rightful access to the American dream as a result of our federal social and economic programs—our efforts to "help" the Indian. Will Rogers, an Oklahoma Cherokee, once commented, "It's a good thing we don't get all the government we pay for." That couldn't be more true than in our dealings with Indian country. Yet the impression seems to remain that the answers lie in Washington and simply more federal intervention and more money will solve the problems. You leaders here today know that is not true, just as I do.

"You, as Indian leaders, have the answers if the federal government would just get out of the way. We don't have to cut the money, we need to cut the federal intrusion.

"Tribes need the freedom to spend

the money available to them to create a better quality of life and to meet their needs as they define them. Tribes must make those decisions, not the federal government.

"Our free enterprise system should give everyone the opportunity to reach self-fulfillment. I'm troubled, however, when I see that opportunity lost for some Indian people, living in substandard conditions in a segregated environment. The choice to live on the reservation should be because there is a real opportunity—not because of federal benefits or because they're forced to live there, but because they can get a decent job, raise a family and be educated in schools equal to those found somewhere else.

"I believe this can only happen if the Indian people and you, their elected leaders, are free to take the responsibility, be accountable, and

call your own plays. All America should be there cheering you on.

"I am proud of Indian people and Native Americans. I want them to be proud of their country and to share in the benefits and blessings they so richly deserve for their many contributions and tremendous sacrifices they made to help get this country going.

"I've been told you have many successes to share with me today as well as some suggestions of how you think I might be able to help."

Following Reagan's speech, the leaders discussed Indian education, which was described as the "keystone to true self-determination."

One leader suggested that tribes need a "helping hand, not just a handout."

An economic development council that would bring together tribal, governmental and private industry representatives was recommended

by one leader and endorsed by other tribal leaders.

The leaders selected to meet the President represented a "geographical distribution, were large and small, had a diversity of operations and have stable tribal leadership," said Assistant Secretary of the Interior Ross Swimmer. "These tribes," said Swimmer, "are taking responsibility for their actions and are setting the agenda for Indian country. There are other tribes and leaders we might well have included, but this was the largest groups we could have with all participating."

Secretary of the Interior Don Hodel called the meeting a "real bridge to the future—a chance for a quick reading on the self-determination policy of the Reagan administration and concrete suggestions on how it might work better under the Bush administration."



President Reagan met with tribal leaders December 16 in Washington, D.C.

Spilyay Tymoo

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