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# Spilyay Tymoo

## News from the Warm Springs Indian Reservation



VOL. 16 NO. 7

P.O. BOX 870 WARM SPRINGS, OREGON 97761

APRIL 5, 1991

### Coyote News In Brief

#### Community members learn basketmaking

A folk craft apprenticeship program allows Bernyce Courtney and Arlene Boileau the opportunity to learn basketmaking and eventually teach the skill to others.

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#### Support group continues meeting

The Desert Storm support group meets weekly to discuss concerns and plans for upcoming activities.

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#### Reporters win awards

Reporters for Warm Springs radio station KWSO Sue Ryan and Mary Sando recently received recognition from the Native American Journalists Association.

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#### Jackson to lead parade

Community leader and former logging contractor Zane Jackson will serve as the grand marshal of the 1991 Central Oregon Timber Carnival and Parade set for May 18 and 19 in Prineville.

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#### Sensitivity to medication changes

Older adults may develop a sensitivity to drugs, so caution should be taken when taking more than one medication and in measuring doses.

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#### Root Feast Celebrations Agency and Simnasho Longhouses Sunday, April 7

#### Set your clocks forward one hour Sunday Morning, April 7.

Deadline for the next issue of Spilyay Tymoo is April 12, 1991.

### Weather

MAR.	HI	LOW
19	46	31
20	52	25
21	53	36
22	51	31
23	50	34
24	53	35
25	47	33
26	46	30
27	57	21
28	50	28
29	61	34
30	71	28
31	72	36

APR.	Sorta Warm	Sorta Cool
1		

### Council speaks out on citation

The Warm Springs Tribal Council has learned through news reports, that on March 23, at least one Warm Springs tribal member was cited by the state police for illegal fishing at Willamette Falls on the Willamette River. According to new reports, the tribal member hopes to use the citation to have a state court in Oregon City determine whether the Warm Springs Tribe has treaty fishing rights at Willamette Falls.

Issues concerning the scope and nature of Warm Springs treaty

fishing rights are to be determined according to the official policy of the Warm Springs Tribal government as established by the Warm Springs Tribal Council. The Council does not approve of actions taken by an individual tribal member that are not consistent with official tribal policy.

It is the position of the Warm Springs Tribal Council that the Tribe has treaty rights at Willamette Falls. Many tribal elders, still living today, fished for salmon at Willamette Falls and on other western Oregon rivers when they were youngsters. However, in recent years, the Tribe's policy has been to limit the exercise of tribal treaty rights at Willamette Falls to the taking of eels.

The Tribal Council, which has the treaty-reserved right to regulate the exercise of all treaty rights by tribal members, has not authorized a subsistence salmon fishery at Willamette Falls. The Tribal Council, together with tribal law enforcement authorities, are currently reviewing this matter and may seek to have the citation referred to Warm Springs Tribal Court for prosecution as a violation of tribal law.

### Drug-free workshop starts April 4

The Warm Springs Prevention Team will present "Preparing for the Drug Free Years" program for parents beginning Thursday, April 4.

The two-hour sessions will be held each Thursday evening beginning April 4 and continue through May 2 from 7 to 9 p.m. at the Warm Springs Shaker Church.

For more information contact Jodi Orr at 553-3272 at the Warm Springs Police Department.

### Exams, lab work scheduled

Indian Health Service, in cooperation with the Head Start programs, has set up a schedule for doing labwork and physical exams for the following children:

- 1) Children entering kindergarten in the fall of 1991 who are currently in Head Start or Tribal Preschool.
  - a. Labwork is scheduled for April 17, 8:30 a.m. to 2:00 p.m. at the Community Center.
  - b. Physical exams are scheduled for May 2, 8:30 a.m. to 2:00 p.m., in the social hall of the Community Center.
- 2) All children who become 3 years

old on or before September 1, 1991.

a. Labwork is scheduled for April 17, 8:30 a.m. to 2:00 p.m. at the Community Center (check in at the Head Start office.)

b. Physical exams are scheduled for May 9, 8:30 a.m. to 2:00 p.m., in the social hall of the Community Center.

If you have any questions regarding this matter, please contact John Nettleton, Parent Health Coordinator, at 553-3241 or stop by the Head Start office.

### Q'We. Ti

### Tales of the Makah Tribe

Warm Springs Elementary Thursday, April 4  
2:20 to 3:20 and at 6 p.m.

Madras Junior High Friday, April 5  
7 to 8 p.m.

Show is free and open to the public. No cameras or recorders, please, as the Makah legends and stories must be respected.

### Clothing features beaded designs

Customers walking into Hatfield's Department Stores will find a new line of clothing on the store racks from the Warm Springs Clothing Company, a division of Warm Springs Apparel Industries. The line currently includes a variety of treatments of the basic

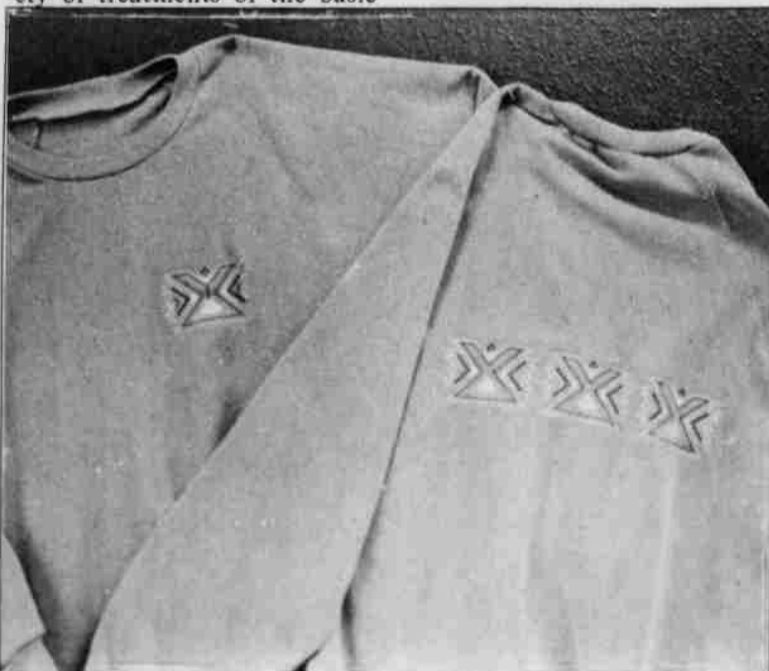
sweatshirt incorporating Native American beadwork. The combination of apparel and Indian craftsmanship emerged when Marjorie Kalama, the project coordinator for tribal employment services, and Bernyce Courtney, put their

heads together. They decided it was time, according to Kalama, to "contemporize traditional beadwork on sweatshirts."

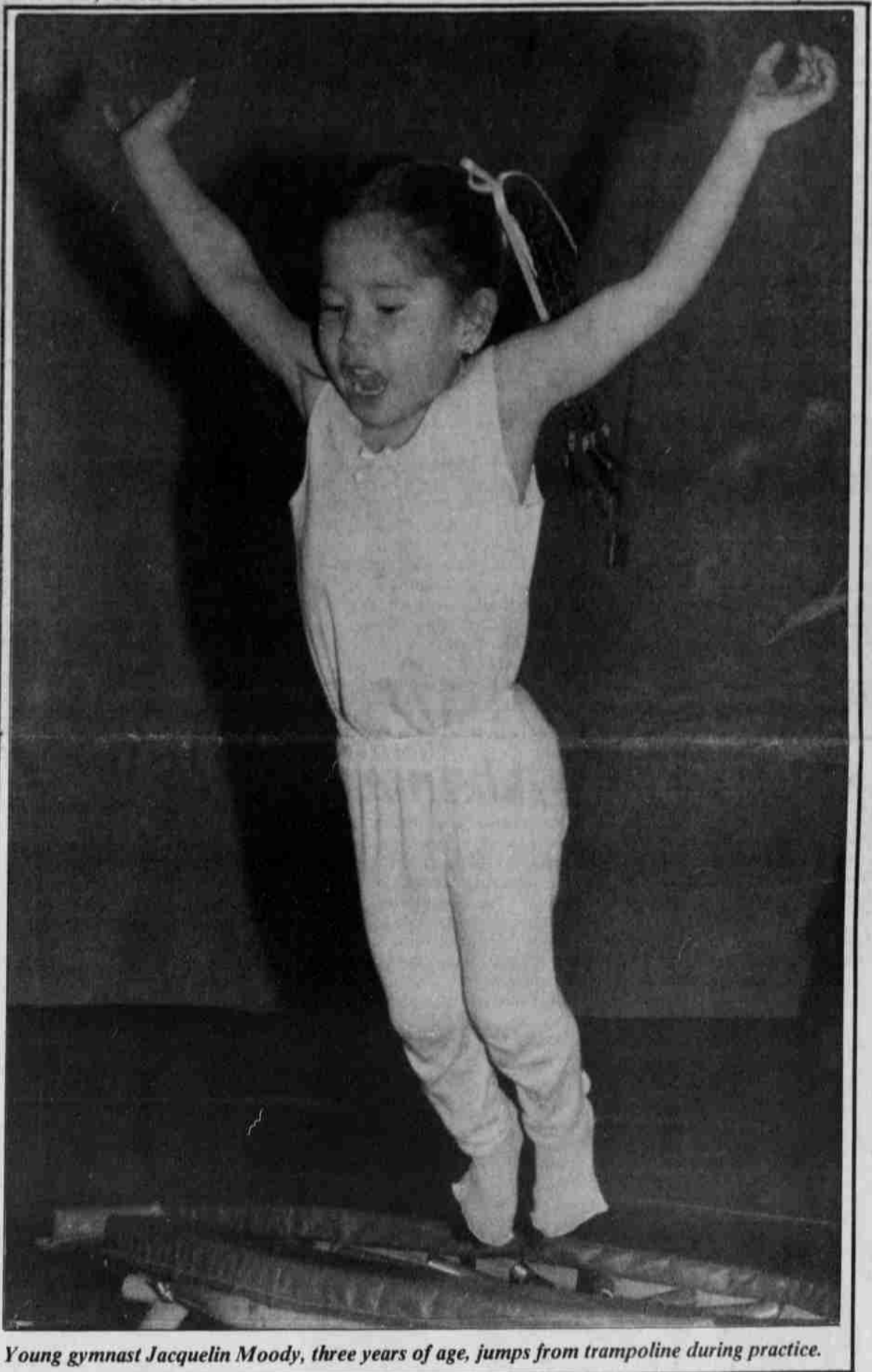
The result impressed Hatfield's Department Stores enough to order 200 to be sold in their Madras and Redmond outlets. "The Indian theme clothing line has potential," confirmed John Hatfield who bought bicycle shorts from the sewing plant last year, "and the quality of workmanship is excellent." The sweatshirts will also be available in other Central Oregon stores within the next few months.

Future plans include an expanded line of clothing as well as accessories. The gift shop at Bonneville Dam recently purchased beaded accessories that carry the label "Traditional Treasures" and are produced by Warm Springs beaders. As Courtney states, "Our people have spent centuries crafting beautiful things, from beadwork to baskets. These skills, applied to sewn garments and accessories, are a reflection of the reservation and of those who live and work here."

The legend of the embroidered and beaded designs, many of which have traditional and cultural significance, is printed on the clothing tags and enhance the wearer's understanding of the design.



Warm Springs Apparel Industries is now producing sweatshirts featuring embroidered and beaded designs. The front design is hand beaded by Traditional Treasures employees.



Young gymnast Jacquelin Moody, three years of age, jumps from trampoline during practice.

### Performance reviews begin

In the spring, it is said, a young man's fancy turns to love. That may be, but at the Warm Springs administration offices, attention turns to the performance review process.

By this time Ken Smith's staff and most of the mid-managers and supervisors have gone over the 1991 process and the minor changes which have been implemented. Changes which simplify and smooth the process have been implemented.

Once the packet is received by a supervisor, he or she may begin doing performance reviews. The deadline date to have all of them in is June 30, 1991. All increases will be effective July 1, 1991 with a few exceptions.

The review form itself looks a little different. There is one form for supervisors to complete and another for the employee. The forms ask the same questions, the only

difference is the supervisor's copy is the "signature" copy; meaning that it is the only form which needs to be signed by the employee, the supervisor and the next levels of management. The Personnel Action is part of the review form alleviating the necessity of completing another form and more signatures.

Another change this year is that the "steps" have been eliminated. A salary can fall anywhere within the range of your job grade without having to match a step on a chart.

Remember, the compensation philosophy here is "Pay-for-Performance." This means pay increases depend on performance in the job. Employees should be prepared when the opportunity presents itself for job growth and personal growth. Training and continuing education help increase job performance. These are factors in determining pay increases.

**Third Annual  
Northwest Traditional Travelers Powwow  
April 5, 6 and 7  
Honoring veterans and alcohol and drug awareness  
Simnasho Longhouse**

Friday grand entry—7:00 p.m. Saturday grand entry—6:00 p.m.  
Sunday grand entry—6:00 p.m.