

Spilyay Tymoo

News from the Warm Springs Indian Rese



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NOVEMBER 15, 1991

Coyote News In Brief

Cadets commended
Members of the Warm Springs 4-H Search and Rescue Program received letters of recognition from representative Bob Smith.
Page 2

Wellness "mall" plans revealed
Plans for the new 36,000 square foot Health and Wellness Center show plenty of room for expansion.
Page 2

Work continues on construction projects
Progress can easily be seen at numerous construction sites within the community.
Page 3

SMILE Club selects officers
Madras Jr. High SMILE Club emphasizes activities in math and science.
Page 5

Recreation explains Center use.
Once the Head Start Programs move into the new Education Center, Recreation will put vacant rooms to use.
Page 6

Hands-on learning is best
Statistics show that when people actively participate in learning, most of what they learn is retained.
Page 7

Deadline for the next issue of Spilyay Tymoo is November 22, 1991

Weather

NOV.	HI	LOW
4	52	38
5	59	48
6	53	44
7	49	45

Attention all you weather buffs: Spilyay regularly receives weather data from BIA forestry. Unfortunately, newly purchased equipment makes weather information available on a monthly basis only. Sorry about that.



In preparation for cold weather, wood can be purchased through the Employment Services Office. Trudy Martinez and Chesley Yahtin, Jr. load wood into pickup.

WSFPI employees question job security, future of mill, changes in ratings, drug testing, impending layoff

Some Warm Springs Forest Product Industries employees who didn't make the layoff lists, posted in October, are asking the inevitable question, "Am I next?" Many are wondering why, if they didn't make the first layoff list, didn't they make the second list. And, will there be another list with additional names? These questions and many others are faced by employees at WSFPI daily. But, until the final list is posted, no one knows for sure who will face the upcoming months jobless. One employee said he just wished the "list thing" would get settled so that those employees who do get laid off can get back to work on the prospective new jobs promised with reorganization and WSFPI rejuvenation.

According to Clyde Hamstreet, the length of the layoff is undeterminable and it wouldn't hurt for those who are laid off to check in periodically to see if job openings are available. He added that small pockets of people will be brought back to work within a few weeks. However, it will be a "number of months (six to nine) before a significant number of new jobs are created. It will take a while to arrange for financing of new projects such as the chipping plant," he said. He added that Ed Hoseman, an employee of Hamstreet and Stumbaugh, has been meeting with state and federal employee benefits officials and other training resource people to help coordinate services with the tribal employment services department.

Among questions currently being asked is if logs, "supposedly too valuable to be processed through Warm Springs veneer and plywood plants" are being sold to Stevenson Co-Ply, a sanded plywood manufacturing plant in southern Washington. Individuals feared a conflict of interest because Hamstreet and Stumbaugh work with the Stevenson plant as consultants in the same capacity as they do in Warm Springs. Hamstreet said that utility grade logs, used for chipping, are sold regularly to the Stevenson mill and that the

company offers the best price for the logs. However, according to Hamstreet, no high grade logs are sold to Stevenson. In addition, Hamstreet is currently chief executive officer of the Stevenson mill. A new general manager was recently hired and Hamstreet and Stumbaugh will be phasing out their involvement over the next few months, he said.

People are also wondering why keep the mill open if it's losing money. Hamstreet explained that they wanted to give employees 60 days' notice of layoff. Plus, since the decision was already made to pay the employee through the end of the year, they decided to keep it open. "We would lose more money if we closed now and let everyone go with pay that we would if we kept people on the job until the middle of December."

As of the end of September, the plywood and veneer plants have lost \$492,335. "This loss is based on very low cost logs," Hamstreet said. To demonstrate that fact, said Hamstreet, sample loads of the valuable logs were put out to bid to 12 companies. The highest bid brought more than three times what WSFPI paid for the logs. "The logs were worth too much to peel for veneer at Warm Springs. They are now peeling lower grade logs."

Of course, the layoff lists, the first comprised of about 115 names, and the second with 135 names, have caused the most concern. Of those on the second list, 57 are tribal members, 21 are married into the tribe, 11 are Indians not affiliated and 46 are non-Indians. Hamstreet stressed that approximately 115 of the employees on the list would be laid off.

After hearing concerns, at the general council meeting October 22, of suspected drug use at the mill, all mill employees were required to participate in drug testing. Results of the testing showed that of the 297 employees tested, 29 tested positive. Eight employees, already on last chance agreements, were terminated. Twenty-one were placed on last chance agreement status which re-

quire, among other things, that the employee comply with work standards, participate in an aftercare program, submit to random drug testing and remain substance-free for two years or face immediate termination. Conditions of the agreement are for two years. According to Employee Assistance Program director Larry Adams, the drug of choice among 60 percent of those who tested positive was marijuana and 25 percent of those who tested positive chose cocaine. Hamstreet stated that the drug testing would have a "definite impact" on who gets laid off and who is retained.

Employees, in early October, were asked to complete questionnaires that focused, in part, on WSFPI attributes and drawbacks, supervisor abilities, understanding and leadership skills and product pride. Hamstreet said the questionnaires were for informational purposes and provided employees the avenue to express

where they saw waste and where improvements could be made. The questionnaires did not play a big part in the rating of the supervisors.

As fall marches into winter, the mood among employees is sometimes

JO'M funds numerous activities

The Johnson O'Malley committee is in the final quarter of their 1991 program year. Committee members are: chairman, Shirley Sanders and members; Shirley Heath, Sue Maters, Art McConville, Barbara Yaw and Kirby Heath. The committee meets the second Thursday monthly throughout the year. Funds are contracted from the Bureau of Indian Affairs to the tribe and administered by the committee. Funds are based on a formula per Indian student attending preschool through high school and was contracted at \$104.71 per student reported. There are re-

quirements for determining eligible Indian students which include a tribal enrollment number and/or a birth certificate verifying blood degree. The count is due the third week of October for the upcoming calendar year and was just completed.

The committee funds numerous activities in the school district. These include 60% of an Alternative Education teacher, a Warm Springs Elementary Kindergarten Assistant, a Summer School teacher and a Summer Librarian. A contribution is made to the Teen Parenting Project at the

Continued on page 5

'Community Roundtable' set for Tuesday, November 26

Warm Springs Reservation residents will have an unprecedented opportunity to discuss a wide spectrum of issues November 26. Ken Smith, Chief Executive Officer for the Confederated Tribes, has called for a community Roundtable meeting to discuss a wide range of concerns.

Joining Smith and Tribal Council Chairman Zane Jackson, will be Bureau of Indian Affairs Superintendent Gordon Cannon, Russ Alger, Indian Health Service Director, and Phil Riley, 509-J School District Superintendent.

Smith said, "this is a communications effort enabling us to listen to the community. Hopefully people will not only express their concerns about different issues, but will offer some viable alternatives." Cannon, Alger, and Riley are relatively new in their positions, and have expressed a desire to communicate with the public. The consensus is that the

Roundtable is a good way to get acquainted, and improve services. Smith stated that "this is an excellent opportunity for people with concerns to express themselves, and offer new ideas."

Topics expected to surface include the new Health and Wellness Center, Economic Development, the B.I.A. reorganization process, tribal member employment, and difficulties confronting Indian children in the school district.

The Roundtable will begin at 6:30 at the Community Center in Warm Springs on Tuesday evening, November 26. Rudy Clements, the facilitator for the meeting, said "We think this will be a constructive meeting, and we're asking people to not only address concerns, but also offer solutions. In order for us to achieve our goals by the year 2,000, we must begin working together as a community, and forge a working relationship with the school district."

**Land Use Meeting
Monday, November 18
Agency Longhouse
Dinner at 6 p.m.
Meeting to follow
Agenda: Wetlands Proposal and
Community Zoning**