

Spilyay Tymoo

News from the Warm Springs Indian Reserva

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Coyote News In Brief

Truancy reported at 300

Attendance officer Mary Calica has reported 300 students in matters of school attendance since the beginning of school.

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Tribe contributes to airport expansion

Hoping to increase tourism in the Central Oregon area, the Tribe has contributed to expansion of the Redmond Airport.

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Tribal delegates gather for NCAI

Hundreds of tribal delegates from throughout the United States met in San Francisco for the 48th Annual NCAI Convention.

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Classes for Winter term listed

Winter term classes range from Indian Corn Husk bag to Western Swing.

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Keep Christmas safe

Practicing caution with Christmas trees and lighting is important in keeping the holiday season joyous.

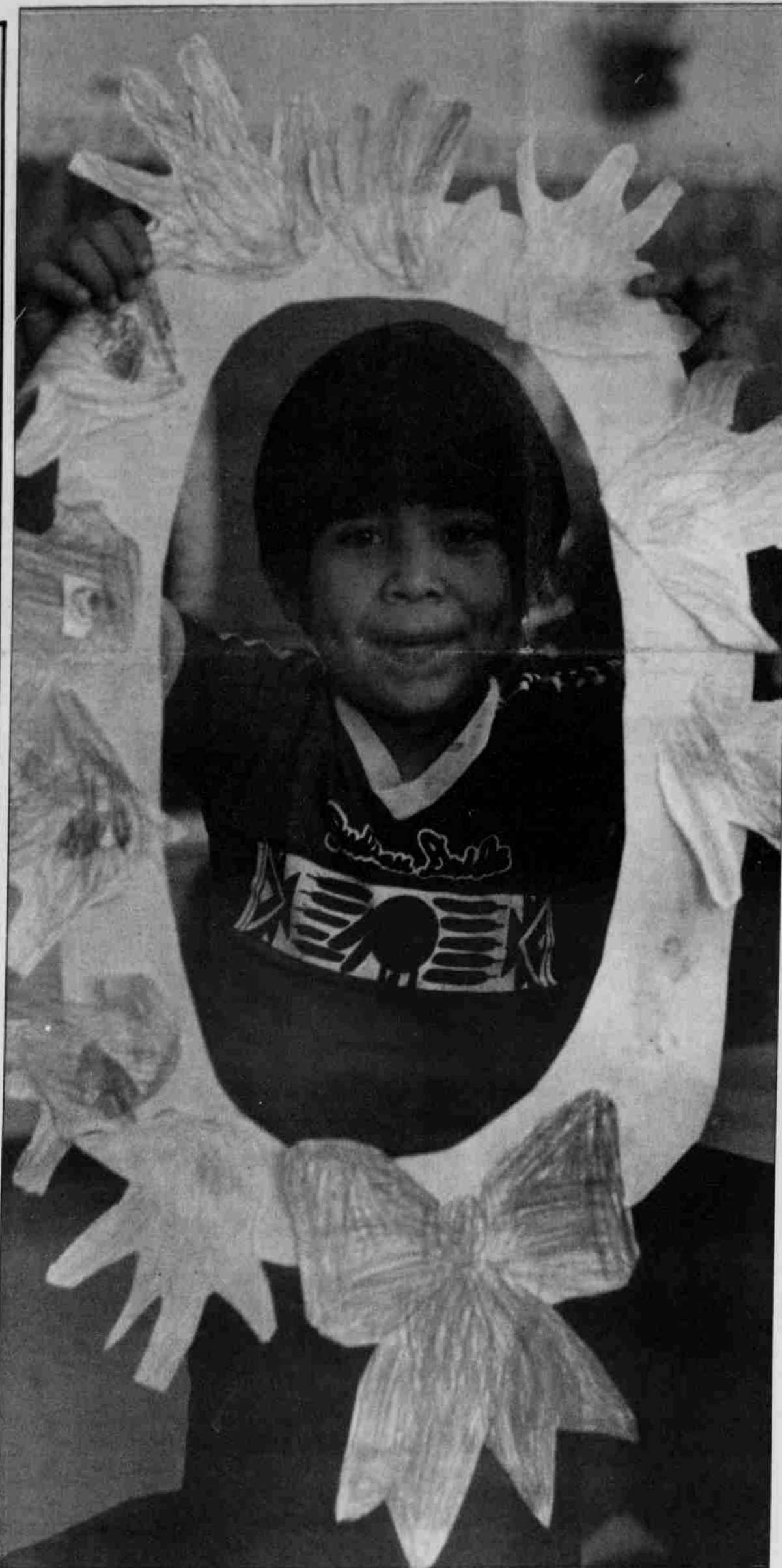
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Merry Christmas from Spilyay

Weather

NOV.	HI	LOW
25	53	39
26	42	37
27	47	33
28	50	30
29	45	31
30	42	24
DEC.		
1	49	32
2	50	42
3	52	30
4	54	40
5	61	45
6	48	30
7	48	30
8	53	30
9	50	28



Merry Christmas from first grade student Sam Jackson and the Spilyay staff!

Plywood plant closure nearing; layoff list to be posted Friday, December 13

The upcoming holiday season may not be the most joyous for 98 Warm Springs Forest Products Industries employees as the final shutdown of the plywood plant is set for sometime next week. The veneer plant shut down November 20 and the dryers shut down late last week. Final layup should be completed by the end of this week and shipping will stop operations early next week.

Those awaiting the fateful layoff list will have to wait until Friday, December 13 to see exactly who made the list. According to Clyde Hamstreet and Brent Stumbaugh, 96 to 98 people will be laid off. A final once-over of the employee evaluations will help determine who will and will not be laid off. A last-minute "re-juggling of the list this week" helped finalize the layoff, the consultants said.

All employees whose names appeared on the November layoff list were interviewed by a team of state and tribal personnel representatives. Each employee learned of unemployment and training benefits that would be available to them.

A workshop for those employees laid off will be held beginning January 6. Each 20-hour session will be open to 25 people. Two sessions will be held each day for five consecutive days, Monday through Friday. Employees can attend either the morning session or the afternoon

session. Site of the workshop has yet to be determined. Interested employees should sign up at the personnel office at the mill.

Topics to be covered include making career decisions, including handouts and testing; using labor market information; preparing resumes which will include video taping of interviews of each participant; stress of unemployment and related problems, including budgeting, expenditures, resource directory and dealing with anger; filling out an application; interviewing tips including a list of the 15 toughest questions asked during an interview; the importance of punctuality; and a daily job search plan. There is no charge for the workshop.

Once skills have been assessed, a practical training plan will be put into place for each employee. Follow-up will be available after the workshops have been completed.

According to employment records, 38 people have left WSFPI since October due to termination "for cause", such as violation of their last chance agreement or absenteeism. Fewer than five have quit. Records show that 13 quit or were terminated in October; 19 quit or were terminated in November and so far in December, six have quit or been fired. Total employment now stands at 274, including the administrative staff.

Tribe to issue tax exempt bonds

The Confederated Tribes of Warm Springs issued a "tax exempt bond anticipation note" December 2 which allows for the extension of Warm Springs Forest Products Industries financing of the small log mill. The tribe is now eligible to issue tax exempt bonds, which is expected to occur next spring. Tax exempt bonds are very attractive, financially, to buyers because no taxes are paid on the interest of the bonds.

The anticipation note provides interim financing for the next six months, extending the financing to June 1992. The funds raised in the sale of the bonds will be used to pay

off the current debt with First Interstate Bank and finance improvements to the small log mill and to possibly construct new facilities that will provide additional jobs in the community.

The interest rate is anticipated to be much lower than what is currently being paid and the tribe expects to "save millions" over the next 10 years.

According to tribal attorney Dennis Karnopp, the "Tribe, itself, has no liability for repayment of the debt. Repayment will come solely from revenues generated by WSFPI."

Final 1992 operating budget posted

The final 1992 operating budget was posted in late November and shows a reduction of more than \$700,000 from the original budget posted in October. The final result came only after Tribal Council and management representatives spent many hours considering comments gathered at district and general council meetings and budget proposals presented by Mike Clements individual Council members.

Council chairman Zane Jackson said it was imperative that the reductions not affect services. It was Council's goal to "not cut services or even diminish them." The most current budget is "something that Council can live with," said Jackson.

Council has directed tribal CEO to make a 10 percent cut in travel expenses during 1992. "Managers

are gone too much," said Jackson. "Ken said he will take care of that...Council will be staying home more, too." The reduction in travel expenses does not apply to Council.

Reductions total \$1,157,175, but an additional \$447,000 was added to the 1992 budget to set up a \$250,000 emergency fund specifically for employees who are being laid off at WSFPI; to establish an education branch office for \$97,000 and an additional \$100,000 for the tribal scholarship fund.

Reductions include a one-year delay in the proposed ranger program for \$100,000; \$139,600 in non-recurring reductions; \$75,575 in travel; overall expense reduction totalling \$500,000; increased income to offset expenses totalling \$120,000; Continued on page 5

Council considers WSFPI dilemma; hears consultants' predictions of future mill operations, timber resource

Consultants Clyde Hamstreet and Brent Stumbaugh, at a December 9 Tribal Council meeting, informed Council members that they are "getting a handle on the big picture" at Warm Springs Forest Products Industries. "Revenues will decrease substantially" after 1992 because the reservation timber resource will not support WSFPI operations as we know them today. Hamstreet estimated that within two years, tribal timber revenues will be half of what they are now.

The consultants estimated that reservation timber is "worth about \$2 billion, but we don't know what will be available over the next 10

years...We need to know what's out there." At one time, Hamstreet and Stumbaugh recommended installing a chipping operation, but in Monday's meeting, they stated that "there's not enough wood available for such an operation. Twice as much wood would be needed to break even." To maintain operations at the saw mills, "off-reservation purchases of timber will be required in the future," the consultants said. They also stated that within a year, WSFPI employment would be down to 100, cutting mid-1991 employment by two-thirds.

Adjusting to change is difficult, especially when those very changes affect your friends, family and neigh-

bors. Curtailment of operations at WSFPI will cause about 100 people to lose their jobs. During October, November and December, 38 people left WSFPI employment. Most were terminated "for cause" (breaking their last chance agreement or absenteeism). Fewer than five quit.

Tribal Council Chairman Zane Jackson, concerned about the outcome of the shutdown, said that "we're allowing ourselves to become really impersonal. We don't know who's working there now. We had a big investment" in the mill managers, Jackson said, speaking of Bob Macy and Hank Palmer. "And now they're gone."

Jackson, long concerned about tribal member employment, told Hamstreet and Stumbaugh to "make sure our employment policies are adhered to. We haven't been and that's bad...What are we going to be left with when you leave? Will we know who's working there?" Jackson asked.

Stumbaugh replied, stating he was aware of the tribal member hiring policy. "We hope to develop a long-term training plan for tribal members so they will be qualified to take over key positions in the future." Jackson noted that decisions made now will be Tribal Council's legacy to future generations. "Tribal Council will al-

ways be here and we'll have to live with the decisions we make."

Stumbaugh agreed that the decisions "will affect the total tribal revenues for years to come. Training of tribal members is vital" to the success of mill operations. Council member Rita Squiemphen stated she felt that tribal members, with adequate training, would be qualified to do any job at the mill. "There's not a job in the small log mill that a tribal member can't do."

Predicting the future is an "iffy" proposition. The consultants have stated they are "trying to be fortunate

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