



Members of the 1989-1992 Tribal Council signed the Declaration of Sovereignty during ceremonies at the Agency Longhouse June 25, the 137 anniversary of the signing of the Treaty of 1855. The statement solidifies and clarifies the Tribe's sovereign status.

Tribes sign Declaration of Sovereignty

It was 137 years ago June 25 that the Tribes of Middle Oregon signed the Treaty of 1855 with the U.S. Government. With that Treaty came the Warm Springs Reservation and the ceding of over 10 million acres of land to the government. The Tribes retained customary use of the ceded land and were promised certain benefits, such as health care, training and land allotments. The Tribe retained specific inherent rights.

For millennium previous to the signing of the Treaty, Indian Tribes throughout the region were sovereign nations—their sovereignty dictated by the members themselves and their spiritual and cultural beliefs. That sovereignty was to remain intact throughout the centuries, but its meaning and validity, at times, has been questioned.

With that in mind, the Tribal Council of Confederated Tribes of Warm Springs, with the assistance of many individuals, including tribal elders and others, developed their Declaration of Sovereignty. During ceremonies at the Agency Longhouse

June 25, members of the 1989-1992 Tribal Council signed into effect the document that was two years in the making.

Nathan Jim, emcee for the day's events, stated that even "animals mark their territory. No other animals dare enter the area without a confrontation." Indian tribes, too, have territories. The Warm Springs Tribe, with the signing of the Treaty, "did not sign out sovereignty away. We did not give up our territory, but identified it."

Current Council chairman Ray Calica stated that the Sovereignty statement is "from our elders. It is a living document...it is for the younger generation and those generations we will not see. It tells of who we are and where we are from. They will not be lost and they will know who they will be."

Tribal CEO Ken Smith explained that sovereignty is the "supreme power from which all powers are derived...it comes from our culture and is not given to us by the government. We've always had sover-

eignty; its source being spiritual or from our people themselves." Smith added that "sovereign powers will be the key in the future as the world changes and gets more complex. Our rights are changing everyday...We must get our act together if we want to control our affairs and our destiny. By putting this sovereignty statement on paper, we keep other government entities from meddling in our affairs."

Council vice-chairman Zane Jackson explained that developing the statement was "quite a task. We, as a people, were recognized as a tribe in 1855. But before that, we were a sovereign people. By signing the Treaty we struck a bargain with the government. We moved here, but ceded more than 10 million acres. The U.S. government recognizes our sovereignty...We've put it on paper so that we'll have it forever."

Warm Springs chief Delvis Heath explained that the sovereignty statement "is not something like a Treaty. This document is an interpretation of our sovereignty so that others can understand."

Veterans remembered during Pi-Ume-Sha activities

With so many activities around the community over the weekend of the Pi-Ume-Sha Celebration, the Veterans recognition day was set for Friday, June 26, 1992, at the Agency Longhouse.

The Invocation was given by Prosanna Williams to kick off the day's events. Special speakers included Virgil Hockett, Veterans Administration Benefits Counselor. His talk directed attention toward advantages for all Veterans and what they were entitled to. Because there is so much confusion among the veterans as to what they are entitled to and what not. If there are any questions they should be directed to his attention at the head office. There are so many personnel there and when questions are sent to his attention they will realize they are for the Indian Veterans. It don't hurt to ask questions because there may be something you are entitled to and don't know they are there. Hockett, Veterans Benefits Counselor Coordinator for Native American Veterans, with his regional office, 1220 SW 3rd Ave. Portland, OR 97204. A per-

son can call toll free to: 1-800-827-0495 or local (503) 221-2431. Hockett said his is ready and willing to talk with any veteran on any problem.

Also present was Mike Barker, DVOP Veterans Unit, Oregon Department of Human Resources, his office is located in Bend. Both Hockett and Barker are there for the benefit for all Native American Veterans.

The Veterans Luncheon drew many veterans as well as interested individuals for the noon meal in the Agency Longhouse.

It was quite appropriate for all to honor the Korean Veterans during this year's parade. For one reason is that almost to the day was the anniversary of the Korean War, when it started some 42 years ago on June 25, 1952, as the Communist army crossed the 38th parallel line to invade South Korea. It was known as a little Police Action at that time, but it turned out to be one of the bloodiest wars as any around the world. The Forgotten War, as many put it in later years where the troops came home

without any recognition, no parade or anything yet there were more lives lost than anyone can imagine.

This year during the Pi-Ume-Sha Parade, the grand marshal as chosen from the veterans of the Korean War. At first Eugene Greene was selected, but he had made prior commitments and felt he should honor those first. He recommended Marvin Meanus to take his place as Grand Marshal of the Parade. Meanus graciously accepted the invitation and done a fine job. Marvin Meanus served in the Korean Conflict, with the Calvary Division, saw plenty of action, he was wounded twice while over there. Came home with high honors. This year, once again, there was the Marine Color guard to lead the parade, and for the first time the group known as the "Chosin Few" were on hand for the parade. Chesley Yahtin was among those were surrounded at the Chosin Reservoir, in North Korea, that cold winter where they had to fight their way out to the sea for evacuation.

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Atiyeh honored at recent dinner

This annual event is held each year at the Kah-Nee-Ta Lodge with several guests present. This year Jim Noteboom, Attorney at Law for the Tribes was the master of ceremonies. All the speakers who were there spoke highly of the former Governor. Reflecting back of all the good things he had done for the reservation. How he was the first Governor to help a tribe get started on the Commission of Indian Affairs office in the state capitol. No other state had anything like this in the past. There were so many things that the Governor had done for the Tribes makes him something sort of special for the people here.

Speakers for the evening included Tribal Council Chairman Raymond Calica, who gave the welcome talk, also shared some experiences with the Governor from the past. Rudy Clements who worked with Vic Atiyeh for many years and also had a lot of contact with him in the State Capitol office. Other speakers included Chief Delvis Heath, Zane Jackson, who is the Vice Chairman of the Tribal Council, and Stanley Speaks, the Area Director, out of Portland.

A special presentation to Chief

Delvis Heath, took him completely by surprise as a delegation from the Roseburg area presented him with a picture of himself which was done over with oil colors.

Each year there is an outing for the Governor as he spends the weekend here for the Pi-Ume-Sha Cel-

ebration. Each year there is a cook-out down along the Deschutes River at Whiskey Dicks. This is quite an affair, as all who are present try their luck at catching that big rainbow trout. Or who lost the biggest one for the day. That is a trip well worth while as everyone enjoys themselves.



Delvis Heath accepts photograph from delegation from Roseburg area.

Tribal Employment Services department conducts survey, data released

The tribal Employment Services department, in May, conducted a random survey among tribal members concerning services. Survey results are organized according to whether the responses were from employed or unemployed individuals.

A total of 263 surveys were completed. Forty percent (104) were from unemployed individuals; 57 percent (149) were from those employed; three percent (10) refused to complete the survey.

Type of service you came to the employment services department for:

	Unemp. Emp.
Job information	36 54
Job applications	84 102
Applicant Assist.	2 9
Job openings	55 65
Work program	39 42
Job coaching/couns.	15 18
Other, including youth work program, babysitting, post office, beadwork and construction.	13 52

Describe your satisfaction or dissatisfaction with the service or assistance you received.

Fifty-nine percent of the total were satisfied, saying that the service was friendly, courteous and helpful. Of those respondents 64 were unemployed and 92 were employed.

Nine percent of the total who responded stated they liked and disliked the services offered, saying they were going in circles, passing the buck

and got no answers about hiring. Nineteen were unemployed and nine were employed.

Twenty-six percent of the total responding were dissatisfied with the services, saying the staff lacks understanding, job application was lost, there was too much dispute among the bosses, that staff hires or places their family first, the staff was rude, abrupt and judged the applicant and they were let go from a job without notice. Twenty-one were unemployed and forty-eight were employed.

How many times have you called to employment services in the past 12 months?

	Unemp. Emp.
None	35 25
1-5 calls	51 68
6-10 calls	10 19
11-20 calls	2 12
21-50 calls	5 15

How was the telephone communications when you called?

	Unemp. Emp.
Very well	34 72
Average	19 20
No answer	31 23
Needs Imp.	29 40

Needs Improvement: Of the unemployed, two found staff rude; four said no service was given; five were put on hold then were given the run around; four felt that no one knew what client was about; two felt assistance depended on who answered; one received no return call and two

said that no one was there. Of the employed, nine did not know if staff was in or out and received no return call; seven felt the assistance depended on the mood; five said help depended on who answered; ten felt the staff was unprofessional; five felt the staff passed the work around and four found the staff rude.

How many times have you gone to employment services in the last 12 months?

	Unemp. Emp.
None	6 9
1-5 visits	60 87
6-10 visits	19 21
11-20 visits	7 12
21-50 visits	7 14

How was the "in" person communications when you came by?

	Unemp. Emp.
Very good	40 81
Average	17 21
No Answer	7 22
Needs Imp.	21 25

Needs Improvement: Of the unemployed who responded, three felt response depended on the mood of the staff member; three felt the staff was unfriendly; six felt like they were bothering the department; two were not treated like they were serious about seeking assistance and seven said assistance depended on who answered and they felt passed around.

Of those employed, four felt the "in" person did not know where the staff was; thirteen felt assistance depended on the mood; four felt the staff was too quiet and serious and four felt like they were a bother.

How were you treated when you applied for a job with the Tribe?

	Unemp. Emp.
Helpful	79 45

Of those unemployed who responded, 79 felt the staff was courteous, all right, respected the client, were friendly, helpful with application, assessed the client's skills and provided immediate service.

Of those employed respondents, all-felt the services provided were good and bad, unfair, sarcastic; the staff was preoccupied, ignored the client, respondents were passed around from staff member to staff member and that, as a client, they were judged on what had happened in the past.

What should employment services department be doing better?

	Unemp. Emp.
Increase training	24-21 7-25
Modify Op.	44-46 57-85
Increase TM emp.	22-23 19-28

Increase training: Of the unemployed who responded, nine want more training available; three felt that more training coordinating with

departments was needed; thirteen felt that training available should be publicized. Of the employed who responded, seven want more training to be available; six felt there should be more training within departments; and twelve felt that training available should be advertised.

Change paper flow procedures: Of the unemployed who responded, four felt that employment services should help fill out the applications; five felt that they shouldn't lose their paperwork; three felt that the advertising format should be changed; two felt they should make skills bank and notify people if hired/not hired. Of the employed who responded, twenty felt that employment services should help with applications; twenty said to not lose papers; ten felt they should organize skills bank; ten felt that job advertisements should be changed; two said the department should notify applicants if hired/not hired.

Modify ESD operations, E.G., implementation: four of the unemployed who responded, felt that there should be regular employment services staff meetings; thirteen felt that the department should have more interest in the applicants; thirteen felt that the manners and help offered should be improved; five felt that clients should not be passed around; eleven felt that employment services is doing a good job. Of the employed who responded, eighteen felt that employment services should have regular staff meetings; twenty-two felt that employment services should show more interest in clients; thirty-two felt that the manners and help offered should be improved; seven felt that employment services should show more interest in clients; thirty-two felt that the manners and help offered should be improved; seven felt that the clients shouldn't be passed around; and six felt that employment services is doing a good job.

Increase Tribal Member employment: Of the unemployed who responded nine felt there should be career plans for promotions; nine felt there should be more jobs; four felt there should be more youth jobs; one felt there should be jobs for handicapped. Of the employed who responded fifteen felt that there should be career plans for promotions; eleven felt that there should be more jobs; two felt that community service workers should help senior citizens.

What should the employment services department stop doing?

	Unemp. Emp.
Pre-judging	12-13 21-31

Unfavorable hiring 13-19

Presume paperwork 28-42

Limiting training 22-23 5-7

Pre-judging applicants who apply for work: of the unemployed that responded, two felt that employment services should stop being prejudice and using past against job applicants; six felt that the negative comments about applicants should stop; and five thought that the staff makes clients feel like client is bothering them. Of the employed that responded, twenty felt the department should stop judging applicants; five felt that the department should uphold confidentiality, the office is too open for privacy; five felt that employment services should stop the gossip, wisecracks, sarcasm, and visiting in the office; and one felt employment services should be more friendly.

Stop unfavorable hiring practices that take place: Of the unemployed that responded, one felt that employment services should stop picking certain applicants; one felt that the department should use money properly, people get hurt; two felt that non-tribal members should not get hired; one felt that employment services shouldn't hire people already working; and one finished school and still does not have a job. Of the employed who responded, seven thought employment services should stop pre-selections for hiring before advertising; five felt that favoritism should be stopped; four felt that they should stop hiring own family; three felt they should stop hiring "outsiders" besides Married into tribes.

Do not presume paperwork goes smoothly, it does not: of the unemployed that responded, nine felt they shouldn't lose paperwork; three felt they just sit around; two felt they should speed up the paperwork; one felt they should quit youth doing daily journals; and one felt they should keep their promises. Of the employed who responded fourteen felt they should stop losing papers; twelve felt they should stop passing the buck, be there when clients need you; eight felt they should stop just sitting at their desk; five felt they shouldn't procrastinate; three felt they should follow through on projects.

Stop limiting training and offer more: Of the unemployed that responded seven of them felt they should understand clients-no gossip; three felt they should stop nepotism; four felt they should finish one project before starting another; five felt they should be there, clients need them; three felt that the manager should be

that the youth should attend summer school. Of the employed who responded, two suggested low achiever training; three want more projects/programs; one wants college for job advancements; one said stop short term jobs with no future for career.

What should employment services start doing?

	Unemp. Emp.
Communications	9-10 17-26
Training	18-19 28-41
Assistance	42-43 22-33
Modify advertising	8-12

Increase communications: of the unemployed who responded, six felt employment services should be more friendly; three felt applicants should not be criticized; and one felt the office should be more confidential. Of the employed that responded, twelve felt that employment services should be more friendly; seven felt they should listen to people seven felt there should be sincerity in getting jobs.

Increase training: Of the unemployed who responded, twelve felt there should be more training available; three felt that tribal members should be trained for higher jobs; two felt that notification of hire/no hire and why should be given; and one felt that trainees should be monitored and expectation clarified. Of the employed who responded, fifteen felt there should be more training for tribal members; eight felt there should be more jobs for youth; six felt that tribal member career plans should be developed; five felt that tribal members should be offered training for higher jobs; five felt there should more laborer jobs; and two felt employment services should get vocational education and VA services.

Increase Assistance to get hired: of the unemployed that responded twenty-two felt that tribal members should get hired, and there should be more jobs; seven felt there is a need for more support services, counseling; five felt they should quit prejudice towards some; five felt fair employment should be practiced; and four felt supervisors should be available.

Modify job advertising policy: Of the unemployed who responded one felt there should job descriptions with advancement. Of the employed who responded six felt that description of job should be included; three felt that all jobs should be advertised; three felt there should be an advertisement on KWSO, have answers instead of routing to departments, and stan-

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