

Start at the top to assist all employees, says Decker



Vicki Decker started October 1 as the Tribe's EAP coordinator.

"Employee problem solving begins at the top. It starts with people in management positions, supervisors in the work areas. From the top we can start working our way down to assist all our valuable employees. My first goal is to train every supervisor first, so that we can become a team and assist employees and their families," says Vicki Decker. On October 1, Decker became the new Employee

Assistance Program coordinator for Warm Springs. "I have over 25 years experience in mental health service as well as drug and alcohol counselor," says Decker.

First of all says Decker, "I want every department to know that the Employee Assistance Program is not where employees come to do their random drug testing. The Employee Assistance Program is a tribally sponsored program that assists all

tribal employees and their family members with concerns which may be affecting their homes, family, or work life" says Decker. "We provide voluntary, free assessment, referral and problem solving sessions for such things as emotional issues, marital difficulties, alcohol and other drug use, job difficulties, stress, legal and financial problems. I would rather see someone on a voluntary basis instead of a referral," says Decker. "On a voluntary basis I know the individual is truly serious. When someone is referred, they seem to tighten up and not cooperate with the needed information."

Another goal says Decker, is to "provide a broad brush E.A.P. service for those employees of the industries as well as providing a local service which can be of benefit to the community as a whole. The Warm Springs Tribal Employee Assistance Program was developed to provide E.A.P. services to all employees and their family members which comprise the Confederated Tribes of the Warm Springs Reservation. Additionally, we provide confidential assistance to employees that will enhance employee well-being and increase productivity thereby benefitting the community and the business endeavors of the Tribes.

Any services provided by the EAP counselor are free to employees and their family members. "If a referral is made, we will carefully select the resource and provide the client with a choice. Health insurance and other financial factors will be considered to help ensure that services are affordable," says

Decker. Decker is pleased that she was selected for the EAP coordinator position. "This job is much easier than what I was used to," says Decker. "I was the director for Security Pacific Banking of the Northwest. I had 6,800 employees in four states and Canada to work with. Before that, I had my own EAP business program in Seattle, Washington from 1984 to 1989. I have worked closely with a large variety of work areas," says Decker. "Also, while I was living in Madras, India I helped the Bank of India establish a EAP program located right in the Madras, India area. Up to this date the place is still very active and I keep in touch with my friends there," says Decker. "It's quite a coincidence, that in 1989 I had lived in Madras, India and now I'm living in Madras, Oregon". As the Warm Springs EAP coordinator, all tribal employees can expect to be provided with information regarding access to the EAP program. We will return all calls as soon as possible. Provide short-term problem solving sessions for employees and their family as needed. Assist you in selecting a specific resource for additional help when necessary, and follow-up to insure you receive quality assistance and needed services says Decker. You may call Decker at 553-3205 any time between 8 a.m. and 5 p.m. or come by her office at the Counseling Center. The EAP department assists both employees and employers to conform to the Tribal Drug Free Workplace Policy. "I hope to assist everyone in need, whether they volunteer or get referred the service will be the same," concludes Decker.



Jim Manion, left, presents check to The Museum At Warm Springs representatives Dora Goudy, center, and Beulah Calica. Warm Springs Power Enterprises renewed their corporate membership at the Museum.

Appaloosa Lounge December
Monday: Monday night football
Tuesday: Movie night with popcorn
Wednesday: Karaoke night with Bobby Brown
Thursday: Game night (board, chess & cards)
BANDS FRIDAY & SATURDAY
December 6 & 7 Carte Blanche
December 13 & 14 Carte Blanche
December 27 & 28 Carte Blanche
December 31 Bob Miller "Almost All Star Band"

Tips given on controlling stress, tree safety

Tips on Reducing Holiday Stress

Here are eight ways to make your holidays merrier, and foster the good feelings we all believe should be part of the season.

***Set priorities** How do you view the holidays: a religious occasion? A time of relaxation to enjoy with your family? An opportunity to socialize and attend parties? Clarify what you want and you'll be able to make better choices about the way to spend your time and energy.

***Plan ahead. Take charge of your holiday:** Decide in advance which social obligations are most important and prioritize them.

Make lists of things to do and set aside some time each day to do task and run errands.

Don't wait until the last minute to do everything. Allow time for activities you enjoy.

***Simplify.** Plan one major meal during the holidays so that you're not tied up in the kitchen every moment that your relatives are visiting. Delegate jobs like trimming the tree, addressing envelopes, and shopping for groceries. Shop early to beat the crowd.

Take advantage of free gift wrapping services.

Use mail-order catalogs. Settle for simple presents.

***Scale back expectations.** It is common to expect too much from the holidays. Some people anticipate a magical experience and start preparing for it well before Thanksgiving. They buy lavish gifts or schedule expensive activities in hopes of creating the perfect holiday.

***Start new traditions.** Some cherished traditions from your childhood may not be feasible today. Families are smaller, and often separated by large distances. It's useful to reflect on what made the holidays special when you were growing up. Often, it's the simple things—a special food your mother made, a walk through a park on Christmas morning. These things resonate with great meaning.

***Beware of family arguments.** Nothing seems to bring out old family frictions like an extended holiday stay. Holidays are a poor time to try to resolve long-standing issues. They are a time for merriment and good behavior.

***Acknowledge losses.** Holidays often release the ghosts of Christmas past. Recent losses can haunt you. You can acknowledge your loss by visiting the cemetery. Also, change your holiday routine in simple ways so that you are not constantly remembering and comparing today's holiday to past ones. Still, one usually has to go through a holiday season once without the person to overcome the grief caused by the loss.

***Treat yourself nicely.** Counter the holiday pressures by being kind to yourself. Take relaxation breaks. Go for uninterrupted, peaceful walks, or take a nap. Sound selfish? Not really, you'll return from your break refreshed and ready for the pleasures of the season.

(Job Council Nov 1993)
Early Childhood Education Center reminds parents to dress their children appropriately for the weather, coats, snow boots, gloves, scarves, hats, etc.

If there are any changes with the ECE bus's during this years winter months, please listen to KWSO for daily updates or call ECE at 553-3241 for more information.

HOLIDAY SAFETY TIPS

TREES
 A fresh tree will stay green longer and be less of a fire hazard than a dry tree. To check for freshness, remember:

*A fresh tree is green.
 *Needles are hard to pull from branches.
 has not been stored or cooked properly, and can cause food poisoning.
Poultry is safe if you handle and cook it properly.

>Cook turkey thoroughly. The breast should be 170 degrees and the dark meat 180 degrees on a meat thermometer. Stuffing temperatures should be at least 160 degrees. The thoroughly cooked turkey will have clear juices.

>Refrigerate raw turkey immediately and cook it within two to three days.

>Thaw turkey in the refrigerator. Use a microwave for thawing only if you plan on cooking the turkey immediately. Do not refreeze turkey that has been thawed.

>Make sure the raw juices, the cutting board, knife, and your soiled hands do not come into contact with

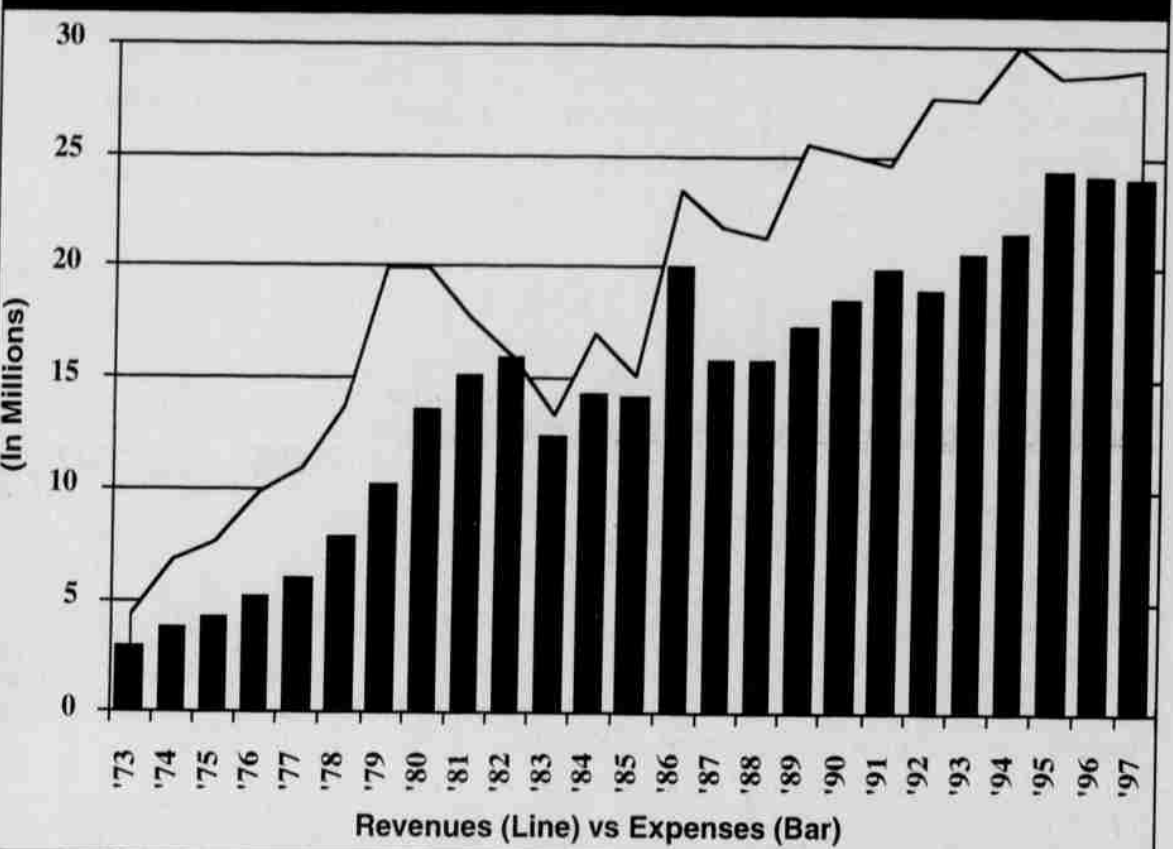
other foods, especially those that are eaten raw. Always wash all utensils and hands with hot soapy water. Store turkey in the refrigerator in a dish or container to prevent juices from dripping on other foods.

Turkey Sloppy Joes

1 lb. ground turkey
 1 onion chopped
 1 chopped carrot
 1 chopped celery stalk
 4 cups tomato sauce
 1 T. cider vinegar
 pinch of salt
 Saute onion, carrot and celery in small amount of oil. Add turkey and continue cooking until warmed through. Add remaining ingredients. Cover and simmer for 20 minutes. Spoon mixture over buns or English muffins.

****December 11, 1996, Delson & Lori Suppah will be hosting a "Family Library" book presentation with Heather Leever. At ECE Conference Room 2E at 7:00pm. If anyone is interested in ordering earlier than Dec. 11th. Contact Suzanne (Suzie) Moody at 553-3241 or stop by her office.

25-year recap shows revenues, expenses



These expense figures do not reflect monthly per capita payments to tribal members.

Spilyay Tymoo Deadline & Publishing Dates for 1997

Volume #22	Deadline date	Publishing date
#1	Dec. 27, 1996	January 2
#2	January 10	January 16
#3	January 24	January 30
#4	February 7	February 13
#5	February 21	February 27
#6	March 7	March 13
#7	March 21	March 27
#8	April 4	April 10
#9	April 18	April 24
#10	May 2	May 8
#11	May 16	May 22
#12	May 30	June 5
#13	June 13	June 19
#14	June 27	July 4
#15	July 11	July 17
#16	July 25	July 31
#17	August 8	August 14
#18	August 22	August 28
#19	September 5	September 11
#20	September 19	September 25
#21	October 3	October 9
#22	October 17	October 23
#23	October 31	November 6
#24	November 14	November 20
#25	November 26	December 4
#26	December 12	December 26

Regional energy plan—

Continued from page 1

Patt also pointed out that the Independent Science Group's report, *Return to the River*, which details the region's history of ignoring the ecosystem, also points the way to restoring salmon and other species impacted by the dams. *Return to the River* substantiates many of the recommendations made in the restoration plan developed by the Nez Perce, Umatilla, Warm Springs and Yakama tribes. The tribal plan is called *Wy-Kan-Ush-Mi Wa-Kish-Wit (Spirit of the Salmon)*.

While the Steering Committee has recognized several other remaining issues, it has not clearly defined solutions in the final report. Julia Davis, Nez Perce Tribe Fish and Wildlife Committee Chair enumerated them: assurance that WPPSS debt is shared fairly and does not impair fish and wildlife restoration; that both federal energy generation and transmission revenues are used to cover BPA's debt and public purpose obligations such as low income energy assistance, conservation, renewable energy and fish and wildlife restoration; that conditions of subscription to federal power are compelling enough to enable BPA to meet its obligations; and that allocation of the benefits support public purposes when market costs exceed BPA's.

"Until all the pieces of the review are in place, until all the details are fleshed out, we are urging all the regional interests not to pursue legislation or administration action in a piecemeal fashion," said Jay Minthorn, Umatilla Board of Trustees members. "We believe that with a comprehensive package the region can meet both its fish and wildlife obligations as well as providing economical electricity for Northwest residents and industries."

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