

# Benefits of drug testing

In 1998 a Federal law was put in place which allowed employers to conduct drug tests on their employees. This was called the "Drug Free Workplace Act". It was put into place in stages and endured many legal challenges. The law has been upheld to be constitutional and as a result we have "drug testing" in most workplaces in the United States. In Warm Springs, the responsibility for random and pre-employment drug testing is with the personnel departments. The human resource people from each company is set up to handle all drug testing except "Cause" testing. Cause testing is handled by the employee supervisor. The employee supervisor assistance program does not do drug testing.

The purpose of drug testing in the work place is to deal with the wide spread use of both alcohol and illegal and legal drugs at work. People who are using alcohol or drugs at work put everyone at risk. Many people are injured or killed each year by another employee who is either intoxicated, high, or hung over. In addition to innocent people being hurt, frequently these people injure themselves, damage equipment or do other things which costs the company money. The use of drugs and alcohol cost employers in the United States billions of dollars each year. Every dollar tat is lost to drug/alcohol use is not returnable to the stock holders. In the case of Warm Springs, that means the tribal members. All of that money could be used for new jobs, homes or other benefits

for tribal people.

There are three kinds of drug testing which is allowed by the Drug Free Workplace law. The first is "pre-employment testing". This is a drug test on a person who has been offered a job by one of the industries. It tells the company that on the day that the drug test is done, the employee had not done drugs for a period of days. Most people who have problems with alcohol or drugs are able to abstain from drugs for a long enough period of days. Most people who have problems with alcohol or drugs are able to abstain from drugs for a long enough period of time to get a job. Those who are not chemically dependent can test at any time without concern. Pre-employment testing is done by most organizations to "send a message" for drug users to not apply for work at their company. Since there are only five work organizations at Warm Springs, that message may not apply. It also is beneficial in receiving financial benefits on insurance programs the company pays to into.

The second type of drug testing is "Cause" testing. This is done for the protection of the employees and the company. If an employee comes to work displaying signs of chemical intoxication or other physical or verbal symptoms such as aggressiveness, the company can request a drug test. This determines if the behaviors are the result of drugs or alcohol or of a medical condition. Other instances where "Cause" testing is done, is when a vehicle accident

has occurred or and industrial accident on the job. There are very clear and specific procedures to be followed when "Cause" testing done and the behaviors which lead to the test must be clearly documented. Cause drug testing is not a replacement for good supervision by the employer as a "Shotgun" approach to "catching" someone.

The third type of testing, called "Random" testing is the most effective method of actually resolving drug and alcohol use on the job. "Random" testing must be done regularly and consistently over time to establish its effectiveness. It also must be done by a trustworthy person within and organization. In case of Warm Springs, this is done by the personnel officer. Random tests are done by drawing a number from a computer program and as in all random tests, some people may be chosen more than others. This must be done on-going. This establishes the unpredictability of everyone in the company knowing that they can be called for a test on any day. Warm Springs policy calls for those people who test positive being referred to the employee assistance program. Some times departments do a drug test of everyone in the department or in the company. This is usually as a response to some kind of negative incident or behaviors of employees and is an indication the supervision skills need to be addressed. If that is done without continuing the regular "random" testing, the employees then

begin to gamble on the fact that the organization will not spend the money for another big test for a long period of time. People become aware very quickly of exactly how a company does their drug testing and adjust their behavior accordingly. This destroys the purpose of drug testing.

Since drug testing has only been legal in work sites for then years, many people do not trust the accuracy of testing. Tests for Warm Springs are done by a laboratory that has been certified by the Federal government and their standards are extremely high. The technology is very sophisticated and extremely accurate. The specimen follows what is a "chain of custody" and if that is interfered with anywhere along the way, the person is asked to re-test and the first test is invalid. Many people believe that they are able to "beat" the test by purchasing someone else's urine. This does not work although many people have made money by selling their urine. The drug testing laboratories have many examples of the latest ways that people are using to attempt to beat the test, either by putting something into the urine or by ingesting something. The only way thus far that has been found to do this is by having kidney dialysis prior to the test. Drug testing is a process which needs to be used very carefully and sparingly. When it is overused, it's effectiveness is destroyed and it only becomes a major expense for the company without solving any of the problems.

Vicki Decker

## Small Business Development Center and ONABEN

present:

### "You and Your Business Idea"

A series of classes designed to "discover" tribal and local entrepreneurs and encourage the development of your business idea beyond "just an idea."

Classes will be held Tuesday, September 15 and 22, from 5:30 p.m. to 8:30 p.m.

### "Starting a Successful Business"

A ten-week series of classes designed to guide participants through the business plan writing process. The course materials and individual counseling sessions allow participants to work through the business planning process. The end result is a comprehensive business plan that can be taken to financial institutions for loan consideration.

The classes will be held on Tuesdays from 5:30 p.m. to 8:30 p.m., beginning September 29 then every Tuesday thereafter for 10 weeks: September 29; October 6, 13, 20, 27; November 3, 10, 17, 24; and December 1. Graduation will be held December 4.

Both classes will be held at the Tribe's Small Business Development Center located at 2107 Wasco Street in Warm Springs, OR.

To sign up call (541) 553-3592.

## Back to School Special

August & September

Students only, 10% off regular price

Hair cut and perms only!

Gift certificates also available

at Marcia's Hair Salon on the Rez

John Mitchell-hairstylist

Marcia Simtustus-owner/operator

Give us a call, set an appointment

walk-ins welcome too 553-2521.

## A special thanks to powwow volunteers

The first annual powwow was a success, thanks to the parents who brought their children to support and celebrate. The theme was to "Honor

Our Youth and Seniors". The summer youth staff worked hard this year. They are: Phillis Shawaway, John Kalama, Mark Johnson, Justin

Miller, Ambruce George, Foster Sahme, Kye Wells, Reina Estimo, Anthony Mitchell, Lee Hellon, CeCe Polk, Camille Clements, James Wolfe, Kevin Smith, Betty Spino, and Gerald Tias.

We would like to thank the drums: Quartz Creek (Queahpama Family), eagle child (Carlos Calica). Cook and helpers: Carol Alison, Phyllis Shawaway, Lovey Colwash, Lillie Vanpelt, Mavis Kirk, Mary Stewart, Marena Wolfe, Andy Leaard, Conrad Queahpama, Chris Greene, the Utilities Department, Healthy Nations, Spilyay Tymoo, and thank you to Leona Ike and a very special thanks to Eightball Jim for volunteering to M.C.

Sincerely, Austin Greene, Recreation Director; Laura Sahme, Summer Recreation Director/Youth Activities Coordinator; Lovie Ike, Fitness Coordinator.



Laura Sahme and Phillis Shawaway barbecue hotdogs and hamburgers.

Jesus is coming,  
everyone  
look busy.

## "In memory prayer" sent by brother

To the editor,

To all of my relatives. My name is Jessie. I am a proud member of Warm Springs. I've been in the state's hourglass for some time now and I am up for release this month. I am happy that my biggest trial is over, but sad that my cousin was killed Monday morning, July 20th. We made so many plans, that would have shaped our lives differently. So in remembrance of "Bear" A.K.A. Damean A. Frank. I need to share this prayer with all of my relations. It was passed down to me from his heart.

Words can't express what he was and is today. This brother was gifted in all kinds of ways. He was spiritual, he used his medicines to cleanse, heal, and send prayers to Grandfather, for all, the old, the sick and the weak.

This prayer called "A Native Prayer" Damean read for guidance, strength & wisdom for himself.

It takes strong medicine to ask for medicine. Damean went thru four-hot rounds each and every week suffered the intense heat of the sweatlodge for every living thing on Mother Earth.

He is known as a Warrior to all of us brothers who knew him behind the walls, the steel doors, and iron bars. Every brother in the Iron Circle, say a prayer for this Warrior named Bear and say a prayer that his spirit makes it to the spirit world safely.

And say a prayer for that youngster, age 17, who took Damean's last breath of life in the flesh. Looking into his future, and having the experience, I can honestly say, he will need strong medicine and strength to continue his journey.

In behalf of "Bear"-Damean A. Frank. I present this prayer to all his & our relatives.

"A Native Prayer"  
Oh, Great Spirit, whose voice I

hear in the winds, and whose breath gives life to all the world-HEAR ME-I come before you, one of your children. I am small and weak. I need your strength and wisdom. Let me walk in beauty and make my eyes ever behold the red and purple sunset. Make my hands respect the things you have made, my ears sharp to hear your voice. Make me wise, so that I may know the things you have taught my people, the lesson you have hidden in every leaf and rock. I seek strength not to be superior to my brothers & sisters, but to be able to fight my greatest enemy, Myself. Make me ever ready to come to you, with clean hands and straight eyes, so when life fades as a fading sunset, my spirit may come to you without shame.

Prayer by Yellow Hawk-Sioux Chief

Sincerely,  
Jessie Jones A.K.A.  
No-Name

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## Important notice Allergies?

Asthma? Looking for 17 people to evaluate a new technology. No obligation. Call CR at 553-1034.

## ITC to be held at Kahneeta in 1999

The Confederated Tribes of Warm Springs will be hosting the 1999 Inter-Tribal Council (ITC) at Kah-Nee-Ta April 12-16, 1999. What is ITC all about? Approximately 72 different tribes are paid members of ITC and represent many areas throughout the United States. Ranging from Alaska, New York, Florida and California.

Tribal leaders, Natural Resource managers and Natural Resource staff members focus on what is good for water, land and air plus everything in between.

Discussion will revolve around what is the easy way and the hard way to get to the job(s) done to the satisfaction of the land owner.

The above paragraph is just a very brief portion on what ITC talks about. The planning committee is requesting from the tribal members, the following:

- 1) Theme for symposium-the theme should be 10-15 words or less.
- 2) A logo will be for the registration packet and the final proceeding book-the logo will need to be in black and white, not more than 9 inches by 7 inches. Showing different natural resources images as you visualize them.

If you have any questions or comments, please feel free to call Theron Johnson at 553-2416 or Minnie Yahtin at 553-3257.

## Changes overdue-it's time to make them

To the editor,

Changes overdue-It's time for the people to make them.

I've heard a lot, after the Luther Danzuka death. The past 18 years employed in the law field, I've heard many legitimate complaints against Warm Springs Public Safety. Which in most cases were never dealt with by Tribal Council or Management.

It's sad how our enterprise works. Someone has to be injured, killed or die before concerns are considered important to deal with, then you hear comments by councilmen stating that the spouse of Luther had put a bad name on the Tribe. And putting down our legal system with her legitimate complaint. "How can you put down the Warm Springs legal system, when it's gone from bad to worse these past 9 years?!"

I know, I've worked there. A good man died and all can be done is excuses given. Reasons for managers and some councilmen to cover up the incident. "If it was one of their family members or friends, people would be made an example of, jailed, terminated or given Administrative Leave Without Pay, no questions asked!" Not today-people in the legal system are given Administrative Leave WITH PAY with Tribal money. Which isn't right or fair to those who have to be at work everyday to get paid.

For the past 4 council terms, I've fought against monopolization of management. They mess up in one department, then transferred, promoted to another department, at times with raises. This goes in all departments. In the legal system they promote people for their wrongs, seeing it on a Suicide incident, didn't say much for the family who lost their loved one. Some people don't meet job description requirements for their jobs, but are hired and allowed to work! Supervisors and other staff cover for them, like Aiding and Abetting!

So how can it be said, The Warm Springs' Legal System is being degraded. All the Luther Danzuka's death did, was open the community's

eyes. The way our people civil rights are being violated, just shows how public safety employees are allowed to do so. Without anything done by the supervisors, from the General Manager of Public Safety on down. Because they're usually assisting in the violations on others and are never held accountable for their actions.

Policy and Procedures, the tribal code are written in black and white. But the General Manager in Public Safety, Chief, Captain, Lt. of Corrections, Patrol, Investigators, Head of Probation and Judges feel they don't pertain to them. We're all ignorant in life on different subjects. But because of the ignorance by majority of the community on their civil rights, the tribal code, "The Chief Prosecutor" allows officers to violate people's rights on daily basis. Taking some cases to court that should be thrown out!

I'd like to see Mr. Jerry Kendrick's get rehired back. We always lose good employees from some reason or another. "He not only considered the people's rights but if he found something done wrong on a case, he would bring it to Police supervisors attention and in most cases, dismissed the case or didn't consider it for court hearing. Also he took time to hold classes on the Tribal Code, who were interested. I know for I seen it done when I was employed as Court Bailiff for 5 1/2 years.

How much longer will council and our management sit back, cover up incidents, violations, and not hold the people accountable for their actions in the legal system?

The people do have a right to a recall for Tribal Council elections. Maybe it's time we start exercising our rights. Start putting someone there who'll start hearing the people's concerns. "The system is good, it was made by the people, for the people." Even if we adopted the state codes, "Its when you leave people in positions that violate others rights, and don't abide by policy and procedures, the tribal code. They make the system bad." That's why our doors are open to legal law suits,

majority of the community are not aware of.

If Warm Springs Public Safety ran their department like this on the outside, there would be no department, suits galore. The only reason I am not there anymore is politics. An individual brown-nosed for my job and got it. There was a mess upon a suicide incident and the individual and others got promoted for it. I filed a grievance and won it, but I did not win anything for in fine print it stated by supervisor (now transferred), "that if you should win this grievance, to find a job elsewhere within 30 days."

So its been continuance violations for sometime. Grievances, all it does it guarantees supervisors, managers their jobs with assistance of family or friends on the council. I've submitted a letter to our tribal council and to the spouse of Luther Danzuka to assist on her legitimate complaint against the Warm Springs legal system. I feel enough is enough. For I don't even remember anyone being immune to the tribal code or policy and procedures. What do we have them for? Everyone else has to abide by them and held accountable, so why not these people?

The legal system needs to be rebuilt by tearing it down, starting over." Only other suggestion is, if you've got an incident, to turn it over to Luther's spouse, to have something done, by showing what has happened in your dealing with system. It's time to have people there. Who can do the job, take the community's rights into consideration and have the ability to work and communicate with others. Not make their own rules, "my way or the highway attitude."

A Leader: is the servant of his followers, the people. He removes the obstacle that prevents them from doing their jobs. "Thanks" and God bless a past term and one of today's councilman, for taking concern on my legitimate complaint against the legal system, in which I had felt and dealt with for 13 months on an alle-

Continued on page 12

## 3rd Annual Native American Youth Ministers Rally

Come join us as we celebrate this great year of Jubilee (Lev. 25)

Place: Seattle Center in the Shaw Room on the North side of the Key Arena

Time: 7 p.m. nightly

Date: September 18 & 19, 1998

Special Youth Minister:

Titus Upham & Family from the Blackfoot Reservation in Browning, MT. An upcoming minister of the Word and also in music.

Come and be blessed

Hosts: Merle & Debbie Williams, Jr.; 11901 55th Ave. N.E. #14; Marysville, WA 98271; (360) 659-1777

Merle & Rose Williams, Sr.; (360) 658-1215.

Sponsored by:

The Merle Williams Ministries, Inc.