

# Jobs potential with W.S. TERO office

The Confederated Tribes of Warm Springs have added another tool to their tool box when it comes to the challenge of new jobs.

Warm Springs has established a new TERO, or Tribal Employment Rights Office, located on the reservation at the Ventures-Construction office.

The TERO office was established through the support of the Warm Springs Tribal Council, which passed the TERO ordinance earlier this year.

“The Warm Springs Tribal Council supports the establishment of the TERO office,” said Tribal Council Chairman Eugene Greene Jr. “We see the inherent value to our community and surrounding communities through the partnerships we will develop through our TERO projects.”

TERO ordinances require that all construction employers—including the Oregon Department of Transportation contractors who are engaged in operating a business on or near reservations—give preference to qualified Indians in aspects of employment, training, promotion, contracting, subcontracting and other business activity.

TERO offices are established and empowered to monitor and enforce the requirements of the Tribal Employment Rights Ordinance.

The tribes’ authority to enact and enforce Indian/Native employment preference law is grounded in its inherent sovereign status. Inherent sovereign powers de-



Courtesy photo.

Mary Sando-Emhoolah, Warm Springs TERO Director, and John Navarro, former president and co-founder of the Council for Tribal Employment Rights.

rive from the principle that certain powers do not necessarily come from delegated powers grant by express acts of Congress, but are inherent powers of a limited sovereign that have never been taken away.

Tribes have a basic relationship with the federal government as sovereign powers, as recognized in both treaties and federal statutes. The Confederated Tribes of Warm Springs are an original Treaty Tribe in the state of Oregon.

There are three vital characteristics of TERO:

1. TERO is a true act of self-determination. The decision to enact a tribal employment rights ordinance is based on each individual tribe’s needs and priorities.

2. TERO programs are action oriented. TERO offices are a no-nonsense, hands-on, result-oriented and process driven compliance programs.

3. TEROs are systematically structured programs. Key elements of the structure include:

**Legal framework:** TERO utilities a sound and

comprehensive framework that encompasses the use of tribal, federal, contract and, where applicable, state employment law.

**Administrative structure:** TERO programs have a well-developed administrative structure that utilizes a thorough enforcement process.

**Synergistic partnering:** TERO programs apply synergistic partnering principles in relations that benefit both parties.

**TERO director**

The Confederated Tribes of Warm Springs have hired Mary Sando-Emhoolah as their first TERO director.

Mary and her husband Mike own Emhoolah Trucking, and have been in business since 1997. They work on construction projects around the state and have worked through both the Confederated Tribes of Umatilla Indian Reservation and the Confederated Tribes of Grand Ronde TERO offices.

“I am excited that Warm Springs establishing a TERO office,” Mary says. “I see the benefits for local training, employment, contracting and subcontracting, and creating long-term positive working relationships with local contractors, and all that will be involved with the TERO office.”

Mary is a Warm Springs tribal member, and original shareholder of Chugach Alaska.

You can reach her at 541-615-0853. Her email is: [maryemhoolah@wstribes.org](mailto:maryemhoolah@wstribes.org)



## Employment

The following jobs are advertised with the tribal Human Resources Department:

**Managed Care Program Director** - For information contact Mike Collins - 541-553-3212.

**Appeals Secretary/Roving Clerk** - Contact Lynn Davis - 541-553-3212.

**Health Systems Data Analyst** - Elina Langnese - 541-553-4948.

**Conservation Enforcement Ranger** - Doug Calvin/Oswald Tias - 541-553-2043 or 541-553-2001.

**Restoration Crew Boss** - Doug Dunlap - 541-553-8205.

**Restoration Crew Member/Driver** - Doug Dunlap.

**Lamprey Project Tech I** - Cyndi Baker - 541-553-3586 or 541-370-1270.

**Equipment Operator/Operations** - Jabbar Davis - 541-553-1146.

**Assistant Engine Operator** - Vernon Tias - 541-553-8309.

**Wildland Fire Module-Asst. Sup.** - Dorian Soliz - 541-553-1146.

**Registered Dietitian-WIC Program Coordinator** - Tammy Wilson - 541-553-2459.

**Licensed Medical Social Worker** - Tammy Wilson.

**Adult Mental Health Specialist** - David Howenstine - 541-553-3205.

**Dual Diagnosis Therapist** - Vincent Wallulatum - 541-553-3205.

**VR Office Manager** - Jolene Estimo - 541-553-4952.

**CPS Supervisor** - Elizabeth Hisatake - 541-553-3209.

**Health Systems Data Analyst** - Elina Langnese - 541-553-4948.

**Head Start Teacher** - Kirstin Hisatake - 541-553-3242.

**Day Care Teacher** - MayAnne Mitchell - 541-553-3241.

**Day Care Lead Teacher** - MayAnne Mitchell.

**Day Care Substitute Teacher** - MayAnne Mitchell.

**Telecommunication Officer** - Ron Gregory - 541-553-3272.

**Corrections Officer** - Ron Gregory - 541-553-3272.

**Police Officer - Lt.** Jason Schjoll - 541-553-3272.

**Water Wastewater Operator** - Magdelano “Chico” Holliday - 541-553-1472.

**Water Wastewater Dist. Systems Operator** - Chico Holliday.

**Sanitation Technician** - Nancy Collins - 541-553-4943.

**Part-Time Observer** - Pam Douglas - 541-460-7762.

**Jobs at Kah-Nee-Ta** (jobs are full-time unless indicated):  
Bartender. Cook. IS Technician. Maintenance (part-time). Security Officer (part-time). Server (part-time). Sous Chef.

### Jobs at Indian Head Casino

The following jobs are being advertised by the Indian Head Casino Human Resources Department:

**Count Team member** - For information contact William Wason, 541-460-7777.

**Custodian** - full-time - For information contact Willie Stacona 541-460-7777 Ext. 7722

**Server** - part-time - Contact Esten Culpus 541-460-7777 Ext. 7710

**Coffee stations atten-**

**dant** - part-time - Jordan Caldera 541-460-7777 Ext. 7725

**Tule Grill attendant** - part-time - Kip Culpus, Jordan Caldera, Heather Cody - 541-460-7777 Ext. 7725

**Players Club Host** - full-time - Naomi Shy 541-460-7777 Ext. 7734

**Security officer** - Tim Kerr 541-460-7777 Ext. 7749

**Table Games dealer** - Contact Jami Deming 541-460-7777 Ext. 7724

### From the National Archives



1930s era photo on the reservation, from a collection at the Forestry Department. The old photos—dozens of them—were found by researcher Keala Hagmann, who shared them with Vernon Wolf at Forestry.

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