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'All in this together...'

The Warm Springs Academy and the other schools are closed at least through April, maybe longer. The Community Wellness Center is closed to the public. Children are home with parents and guardians. The casino is closed. Many restaurants and other businesses are closed. The tribal organization is implementing a shut-down.

Clearly, we are having to do without some things for a while. Some of the things we are familiar with are on hold for a time. As we work through this we will be better on the other side. Some elders in their wisdom would say, 'What does not kill us makes us strong.' So we follow their advice, and the advice of the health professionals: Wash your hands constantly. Sanitize everything. Keep a distance from people. Stay home.

Last week Tribal Council voted to close the tribal organization, with the exception of essential service providers. Most employees are encouraged to work from home.

The Tribal Council action happened following recommendations from Dan Martinez, director of tribal Emergency Management; Hyllis Dauphinais, director of the Indian Health Service Warm Springs clinic; Caroline Cruz, general manager of tribal Health and Human Services; and Louie Pitt, director of Governmental

Affairs.

As we work through this, Tribal Council and Management provide this memorandum:

To all tribal employees,

Our top priority is everyone's health and safety so please take the necessary precautions to look after yourselves and your loved ones. These measures are for your protection and are meant for you to limit your exposure to others. Please stay home during the closure.

In response to the COVID-19 pandemic the following are imposed:

Tribal government offices will be closed effective March 30, 2020 through April 10, 2020. This does not apply to essential services typically defined as Police, Fire and Safety, Emergency Medical Technicians, Public Utilities, etc. Administration leave will be allowed for tribal government employees (all employee classifications apply) during this shut down.

If you typically don't work an 80 hour pay period, your pay will be determined based on recent work hour history. More information will be provided by Finance.

During this week tribal government is preparing for the shut down. Please plan accordingly regarding the following: Purchase orders, payroll, invoices, etc. Payroll must be submitted by 5 p.m. on March 27.

Telework will be allowed for employees beginning March 23, if their job description can support working remotely. Employees with underlying conditions (see note below), and over 60 years of age are encouraged to take this option.

Telework will be allowed for three weeks and then will be re-evaluated.

Telework must be approved by your general manager or director. Daily logs/reports will be required to be turned into your immediate supervisor. Telework will continue during the closure.

An employee may elect to be furloughed per PER-704. Furloughed employees must have approval from the general manager or director. Unemployment benefits require a one-week waiting period. Furloughed employees will not be eligible for administration leave.

Flexible work schedules are encouraged. These include staggered schedules or shifts, working weekends, working nights, etc. Please work with your supervisor for balancing workloads and scheduling.

PER-702 6. Return to work: A doctor's note for three or more days absence from work, due to sickness, will not be required during this pandemic.

Administration leave of two weeks will be granted for an employee who either:

See **GUIDELINES** on 3

Council Declaration of Emergency

To the Confederated Tribes of Warm Springs tribal membership,

The Warm Springs Tribal Council per motion declares a State of Emergency: "Warm Springs Tribal Council is responsible for the Health and Welfare of our people and promotes our general welfare. The Confederated Tribes of Warm Springs in partnership with the Bureau of Indian Affairs and Indian Health Service declares a State of Emergency as a proactive measure to ensure access to resources in addressing COVID-19 coronavirus."

With the concerns of the coronavirus (COVID-19) increasing in our community, as well as across the nation, the tribal government is working closely with the Warm Springs Health and Wellness Center to evaluate and ensure the health and safety of our community.

(As of this printing): There are NO confirmed or presumptive cases of the COVID-19 on the reservation, as of today. The Warm Springs Health and Wellness Center has activated their Incident Command Center.

This is to help the commu-

nity receive the best quality of care, and be able to service the community in an effective and efficient manner. They are having all patients come through the main entrance for triage screening.

The Tribal Council has passed a motion to restrict travel of all tribal employees to be determined by the general managers and directors. This was done for the safety of our community. This travel restriction will be in place until the Tribal Council removes the restrictions.

We ask that you utilize the Warm Springs Health and Wellness Center call number at 541-5532-5512, available Monday through Friday, 8 a.m. to 5 p.m.

If you are ill, or a family member is ill, please stay home from work and try not to come in close contact with others. Please keep yourselves and your family safe by continuing to thoroughly wash your hands and use good hygiene practice.

Consider keeping your distance from others at 3 to 6 feet.

See **DECLARATION** on 3

New chief on board at police department

Community policing is a partnership: Law enforcement is a part of the community. The officers know the people, the neighborhoods, the customs. The officer response to crime, or potential crime is thereby informed, much more effective and long term. The philosophy of community policing is the priority of Warm Springs Police Chief William Elliott.

To the department Chief Elliott brings years of experience, from the region and around the world. He was among the forces in Afghanistan, during Operation Enduring Freedom, the War on Terrorism. His work at the Department of State took him to the territory of the West Bank and Jordan, and Beirut, Lebanon. And at that point, Mr. Elliott says, "My wife buried my pass-

Stateside in law enforcement, after military service, Chief Elliott worked with the U.S. Border Patrol, Klamath County, and as Public Safety Director of the Confederated Tribes of the Colville Indian Reservation. In the 1980s he worked with Warm Springs Police as a Special Agent of the BIA. Chief Elliott grew up in California. He is an enrolled member of the Kiowa, Native people of the Great Plains.

Community policing of the Warm Springs Reservation involves, as the phrase suggests, law enforcement transparency and involvement with the people. Mr. Elliott joined the Warm Springs Police Department in early March.

"Everyone has been very gracious," Mr. Elliott says. "I have had not one bad experience since I've been here."

From Warm Springs Community Health on coronavirus COVID-19

In response to questions from the members, the Warm Springs Community Health Services Department offers this information regarding what to do if someone thinks they have been in contact with someone who has coronavirus disease COVID-19.

As of this printing at least, We do not have any one who tested positive for COVID-19 in Warm Springs.

Scenario:

Someone in your department tests positive for COVID-19.

People who were within 6 feet of this person for over an hour will be asked to stay home and monitor for symptoms for 14 days.

These people are considered contacts of the positive person.

People who were not within 6 feet of this person will continue to work and monitor symptoms twice a day.

If any symptoms develop, go home right away and stay there until three days after symptoms go away. These people are not con-

sidered contacts of the positive person.

Monitor yourself:

Everyone should monitor themselves for symptoms of COVID-19:

- Fever above 100.4 F
- With Cough
- Shortness of Breath

If you have any of these symptoms please stay home and away from people for three days after symptoms go away.

Please call the nursing triage line at 541-553-5512 to discuss your symptoms and receive instructions on what to do. You can also call the 24-hour nursing hotline at 866-470-2015.

If you do not use the Warm Springs clinic, call your medical provider for instructions.

Social Distancing means:

- Stay at least 6 feet away from people as much as possible.
- Use alternative greetings to handshakes.
- Stay away from crowds and gatherings (10 people is the most that should be around).

In general, please stay home and away from others.

Social distancing is supposed to decrease your exposure to others since we do not know who may have the virus but not showing symptoms.

Please stay away from crowds and gatherings of more than 10 people.

Testing:

Testing is being done in the region. Tests take 2-3 days to process.

People who were tested are asked to self-isolate until the tests results are received.

If it comes back positive, people who were contacts will be notified by community health nurses and asked to stay home to monitor for symptoms.

If it comes back negative, the person does not have coronavirus and no longer needs to self-isolate and no contacts will be notified.

Katie Russell, BSN, RN, Warm Springs Community Health Services manager, Confederated Tribes of Warm Springs.



The symptoms for COVID-19 are: a cough, fever and shortness of breath, If you have those symptoms, please DO NOT go to the clinic - but rather call **541-553-5512** to talk with a Nurse. They will recommend the best treatment for you.

Using the hotline helps to prevent the potential spread of the virus to you or to others.

The COVID-19 Nurse Triage Hotline is available 8am - 5pm Monday through Friday.