

THE PEOPLE, MILESTONES AND STORIES THAT MAKE UP THE HISTORY OF CTER/TERO



Indian man in the employment maze

WHAT IS THE MAN IN THE MAZE A SYMBOL OF?

The maze is the very symbol of confusion and disorientation, the trap that confounds efforts to escape. At times life itself seems to be a maze, as our journey along its tortuous pathways leads to wrong turns, dead ends and unknown destinations.

“With respect to tribes that use this symbol as part of their cultural beliefs we have modified this symbol here to depict the trials and tribulations Indian people have historically faced in their journey to employment”

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

Why is it important for TERO officers to know the history of CTER?

- The long and arduous path to fairness in employment and other business opportunities for tribal people begins from knowing our history and the giants on whose shoulders you now stand.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

Who are we?

The Council for Tribal Employment Rights (CTER) is a grassroots community based Indian owned and operated organization that is comprised of and represents the interests of over 300 Tribal / Alaska Native Village Governments that are covered by employment rights ordinances.

We are only Indian organization solely dedicated to the preservation and protection of Indian employment rights

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

We came together as a synergistic organization that is made up of TERO programs who through coaction between each other have contributed to the overall success of the organization.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

- We are 45 years old National Indian Organization
- Founded in 1977 organized originally as TERPC
(Tribal Employment Rights Planning Committee)
- Reorganized into CTER by Conrad Edwards and
TERPC Board in 1980
- Our movement was inspired by: Ken White, A
Navajo Indian employment rights Warrior

- Governed by 16 Member BOD (Regionally elected)
- Longest Serving BOD Chairman: Larry Ketcher
- Longest serving BOD member Francene Shakespeare
- 300 Tribal/Alaska Village Governments covered by TERO Ordinances
- Current President: Lee Adolph, Spokane, WA
- Services: Training, T/A Consultation, Advocacy, Reference Materials, Legal Support, Collaborative Partnering, etc.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

- Carl Shildt 1st TERPC Chair, Vice Chair J. Navarro
- Co-Founders & Chief CTER Architects:
- Conrad Edwards, 1st President, John Navarro, 1st Vice- President, & Former President/CEO,
- Dan Press, Founding Legal Counsel
- Conrad Edwards served 2 terms as President of CTER

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

CTER LEADERSHIP PROGRESSION:

Conrad E. Edwards (over 28 years)

John Navarro

Lee Adolph

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

WHY WAS CTER/TERO's CREATED?

"Somebody has to do something"

- To address unemployment, poverty, etc.
- To eliminate discriminatory and other barriers to jobs and business opportunities.
- To ensure that tribal people receive rightful share of jobs & other economic opportunities.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

WHAT IS LEGAL BASIS FOR INDIAN PREFERENCE AND TERO?

- **Inherent Tribal Sovereignty:** Tribes have power to regulate the employment practices of all employers operating within its territories. They can impose the strictest laws including Indian Preference in all aspects of employment and contracting.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

Brief History in Chronological Order

- Warm Springs Reservation Conference
- Tribes Introduced to new stratagem. Tribally IP law and enforcement action.
- Presenters: Dan Press, ACKCO, Reps from Navajo Nation, RJ Associates , others.
- The 1st 12 TEROs established.
- Boulder Meeting: TERPC formally established.

THE BEGINNING & EARLY FORMATIVE YEARS

Boulder, CO. TERPC meeting takes place.

Participants included:

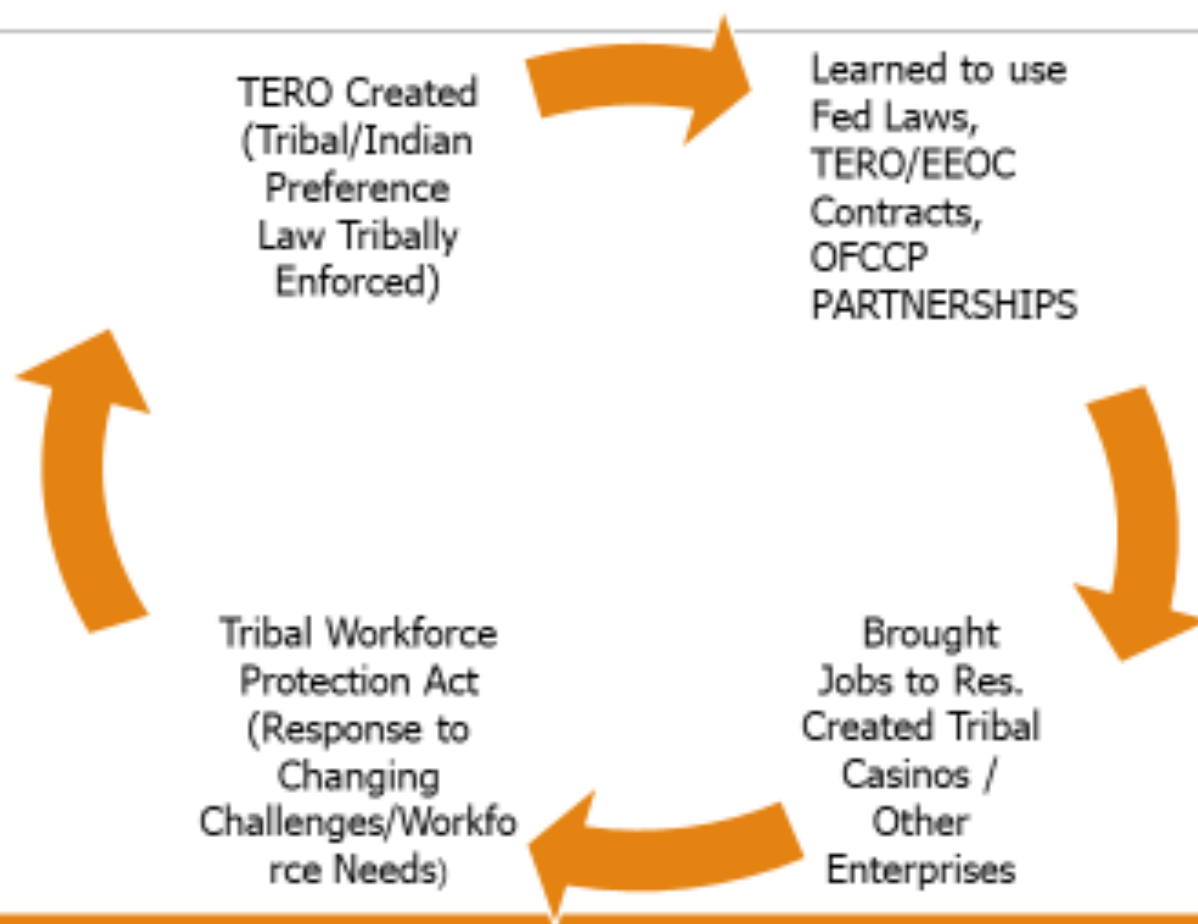
Carl Schildt elected 1st Chair, John Navarro 1st VC, Others at meeting include: Pete Martin Navajo (OLR) Lou Boyd, Arnie Marchand, Bobbie Minus, Conrad Redwillow, and other representatives of the 1st 12 TERO's. Others included at meeting Donna Olson, Sara Sneed and other AKCO's Reps.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

- Established preliminary purpose / goals of TERPC organization
- Met with David Lester (ANA) Purpose: To discuss possible ANA Funding
- 1st major ANA funding TERO Focus – TERO development
- Acquired seed monies for TERO start-ups
- CDE 1st hired 1st staff and created management team.
- Acquired seed monies for TERO start-ups

HISTORICAL EVOLUTION OF TERO

Major Milestones



CHALLENGES TO TERO /TRIBAL EMPLOYMENT LAW

➤ CONTRACTORS

➤ UNIONS

➤ INCONSISTENT Federal Regulations, Policies,
Practices

➤ STATES: CALTRANS, Alaska (State Constitutions)

➤ TRIBES LEADERS- Myopic Mind Sets, Political Lip
Service-Internal Resistance,

CHALLENGES TO TERO /TRIBAL EMPLOYMENT LAW

- FED. AGENCIES, BIA, IHS, HUD, Army Corps, etc.
- TRIBAL ENTERPRISES : Mind Sets, Lip Service, Profit v People, Cost v Investment
- TRIBAL ATTORNEYS
- Unqualified Tribal Workforce, Social, Cultural & Environmental Barriers
- NO JOBS

CTER /TERO MILESTONE ACHIEVEMENTS

- Helped develop virtually all TERO's nationwide
- Helped all tribes take control of employer's employment practices on res.
- Secured a TERO/Preference policy from all agencies letting contracts reservation
- EEOC Secured 40+years of TERO funding, Annual Training, T/A @\$25,000 per yr.
- OFCCP secured TERO Training, Support and T/A MOU

CTER MILESTONE ACHIEVEMENTS

- HUD: were involved in suit to recognize TERO –
Result - Clear Preference policy
- FHWA: Secured funding and teamed with FHWA in training 16 State DOT's on increasing Indian Jobs In FHWA Construction)
- Played vital role in resolving CALTRANS, AKDOT TERO, AZ Issues
- Were involved in San Manual v Unions/NLRB case

CTER MILESTONE ACHIEVEMENTS

- OSHA: Secured training for TERO programs enabling tribes to start Tribal TOSHA's
- USDA/ Core of Engineers- Assisted TERO's with disputes with agencies.
- Secured Union Tribal labor agreements
- Established formal MOU's with:
NCIA NARF NIGA NIBA UNIONS STATE DOT'S
- BIA: secured TERO policy statement & Training
- IHA: negotiated TERO Indian Preference & enforcement
Alaska Hospital
- WAGE & HOUR secured (FLSA) Training /TERO manual

“RUNNING IN THE WHITE MAN’S SHOES”

(An Insightful Tribal Leader Foretelling)

“I will follow the white man's trail. I will make him my friend, but I will not bend my back to his burdens.

I will be cunning as a coyote. I will ask him to help me understand his ways, then I will prepare the way for my children, and their children.

The Great Spirit has shown me - a day will come when they will outrun the white man in his own shoes.”

Many Horses –Chief of the Oglala Sioux

Running in the Non-Indian's Shoes

“TERO’s were fighting for many of the same we were fighting for but much more effectively”

We were fighting for sovereignty and against a system that oppressed Indian people using aggressive action i.e., taking over buildings, protesting etc. As a result even Tribes and Indian organizations closed their ears to us. But TEROs were using the system in a creative way to exercise sovereignty to accomplish their goals and they were being welcomed by the very tribes & organizations that rejected us.

*Russell Means
Indian Activist, Tribal Warrior*

END