



MEMORANDUM OF UNDERSTANDING

Between

***Laborers International Union of North America Northwest Region
(hereinafter referred to as LIUNA NW Region)***

And

The Council for Tribal Employment Rights



PREAMBLE

WHEREAS the CTER is the Council for Tribal Employments Rights organization that represents over 300 TERO directors and clients across the United States, represented by Chair Melvin Wheeler, Sr. and National TERO board of directors.

AND WHEREAS LIUNA NW REGION is represented by LIUNA Vice President and Northwest Regional Manager, Robert F. Abbott.

AND WHEREAS LIUNA NW REGION has been a strong advocate for training and employing Native Americans with the partnership of Tribal Employments Rights within the United States portion of the Northwest Region, which encompasses Alaska, Colorado, Idaho, Montana, Oregon, Wyoming, Washington, and Nevada.

AND WHEREAS LIUNA NW REGION wishes to reaffirm its partnership with CTER which has been held for over 30 years to ensure career and employment opportunities are encouraged and accessible to Native Americans on and off of the reservation and to ensure projects built on the reservation would include tribal members who are offered the opportunity of apprenticeship and training, as well as healthcare and pensions with the long term goal of retiring with dignity.

AND WHEREAS LIUNA NW REGION and CTER share a common interest in ensuring the ability to address the 'Crisis in Construction' suicides, to work together, develop, and share strategies to address mental health and suicide prevention on the reservations on construction jobsites to share with Native American communities through joint efforts of CTER and the LIUNA NW Region.

AND WHEREAS LIUNA NW REGION and CTER will rely on communications with individual TERO wanting to partner in efforts regarding Suicide Prevention.

AND WHEREAS CTER will communicate with LIUNA NW REGION in regards to said partnerships for communications, materials and strategies to enhance and support Suicide Prevention efforts.

AND WHEREAS LIUNA NW REGION and CTER agree on the importance of developing a sensitive and sustainable approach to enhance suicide prevention awareness with the Native American communities, primarily on reservations on construction jobsites.

AND WHEREAS the CTER is the Council for Tribal Employments Rights organization that represents over 300 TERO directors and clients across the United States, represented by Chair Melvin Wheeler, Sr. and National TERO Board of Directors, who have authorized Chair Melvin Wheeler, Sr. to execute this Memorandum of Understanding on behalf of the organization.

AND WHEREAS LIUNA NW REGION is represented by LIUNA Vice President and Northwest Regional Manager, Robert F. Abbott, who is authorized by the LIUNA NW Region to execute this Memorandum of Understanding on their behalf.



PRINCIPLE

The recognition of the Council for Tribal Employment Rights role in individual Tribal Employments Rights offices across the United States of America is a key principle of this Memorandum of Understanding:

Recognition of Council for Tribal Employment Rights partnership with LIUNA NW Region will increase awareness to Suicide Prevention.

Recognition of individual Tribal Employments Right within the LIUNA NW Region access to partnership to increase awareness to Suicide Prevention.

LIUNA NW Region recognizes that this statement of partnership is in no circumstances an endorsement of unionization in or of CTER or of the respective Native American communities.

The signatories of the Memorandum of Understanding acknowledge and agree that:

1. LIUNA NW REGION will work with the Council for Tribal Employment Rights and CTER with in the NW Region to help make a difference through the efforts of Suicide Prevention and the materials and resources available to the Native American communities.
2. LIUNA NW REGION will participate in meetings with dedicated contacts as needed per year.

LIUNA NW REGION and the CTER will prepare a plan to engage, initiate and promote the importance of Suicide Prevention in the Native American Communités. The results of this work will be reported on, at a minimum, once per year to the CTER and LIUNA NW REGION respective authorities. This will include:

- a. All LIUNA NW REGION Local Unions, District Councils and Affiliates
 - b. All TERO Offices in the NW REGION
 - c. All Signatory Contractors within the TERO and LIUNA NW REGION Jurisdiction.
3. The CTER will invite LIUNA NW REGION to make a presentation to one of their National TERO events as seen fit in the future, to update on this topic.
 4. LIUNA NW REGION recognizes the authority of CTER and the Native American communities respecting TERO and CTER territory.



5. This Memorandum of Understanding is not a legally binding agreement and, for clarification, does not create legally enforceable obligations for either CTER or LIUNA NW REGION.
6. Discussions pursuant to this Memorandum of Understanding are intended to inform and provide resources for Suicide Prevention and Awareness in the Native American communities and reservations on construction jobsites and are without prejudice to, and not intended to replace or supersede any existing initiative between CTER and other key stakeholders.
7. The actions contemplated in this Memorandum of Understanding will begin upon signing.
8. Either the CTER or LIUNA NW REGION may terminate this Memorandum of Understanding upon delivery of written notice to this effect.
9. This Memorandum of Understanding will be in effect for (2) two years from the signing date, unless a written notice of termination is delivered to either the CTER or LIUNA NW REGION.

Signed in

Las Vegas, NV on December 11, 2024

On behalf of LIUNA NW REGION

On behalf of the Council for Tribal Employment Rights