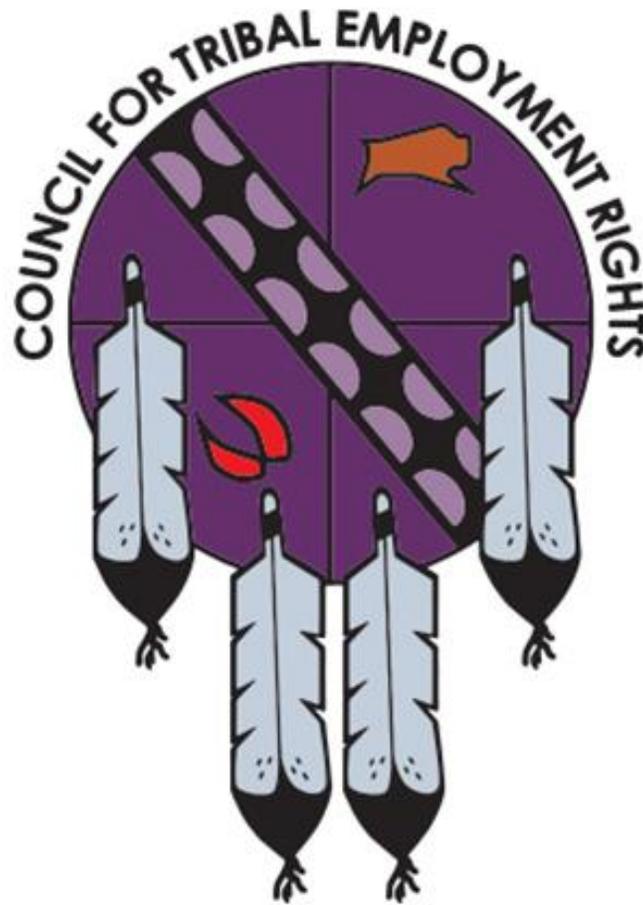


# 2025 Legal Update Conference

From Law to Action: Ensuring Compliance for Tribal Success



Tribal – Federal – State  
Employment Law

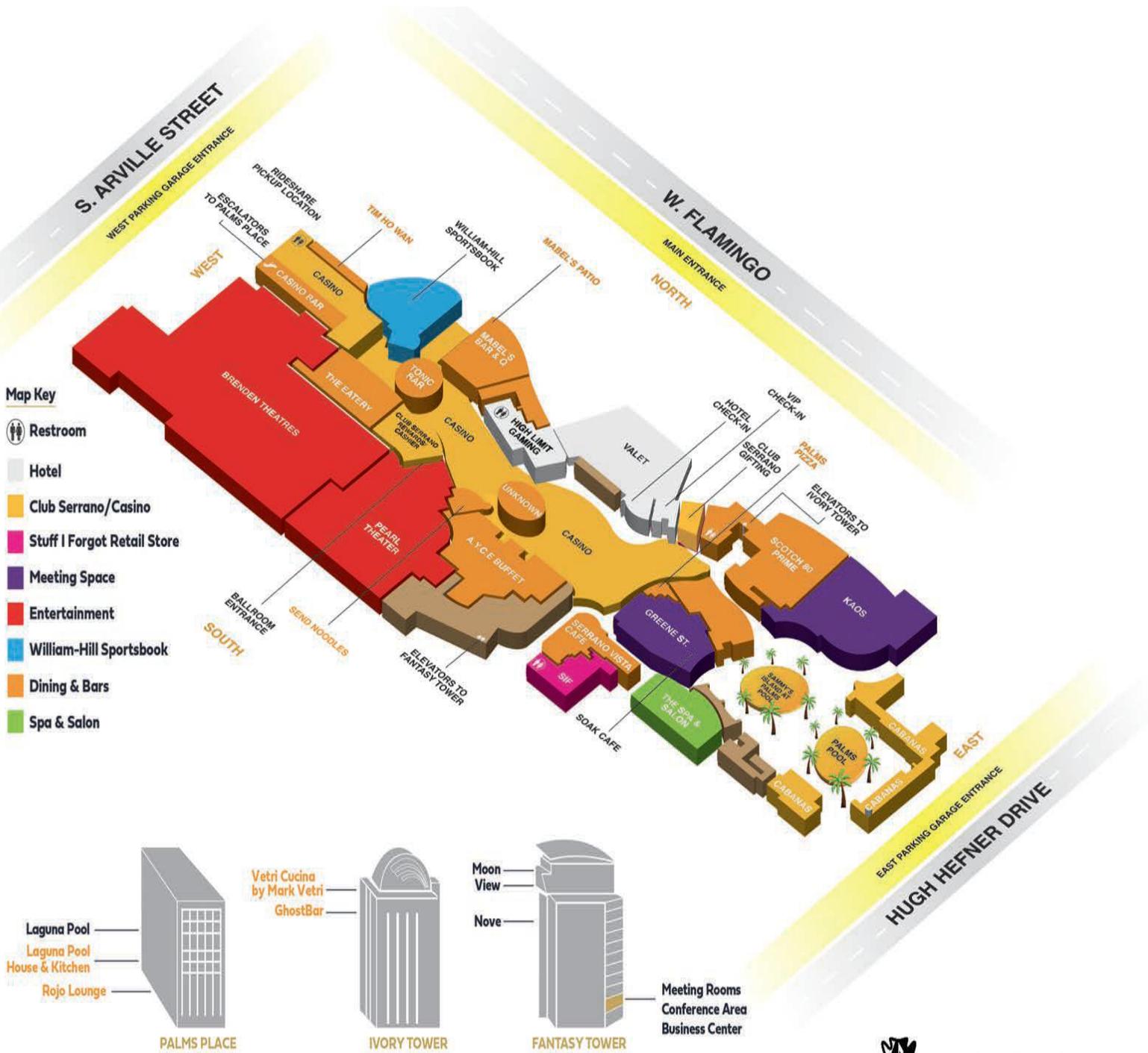
The Palms Casino  
4321 W. Flamingo Rd, Las Vegas, Nevada 89103

# WELCOME TO THE

**PALMS**<sup>®</sup>  
CASINO RESORT • LAS VEGAS

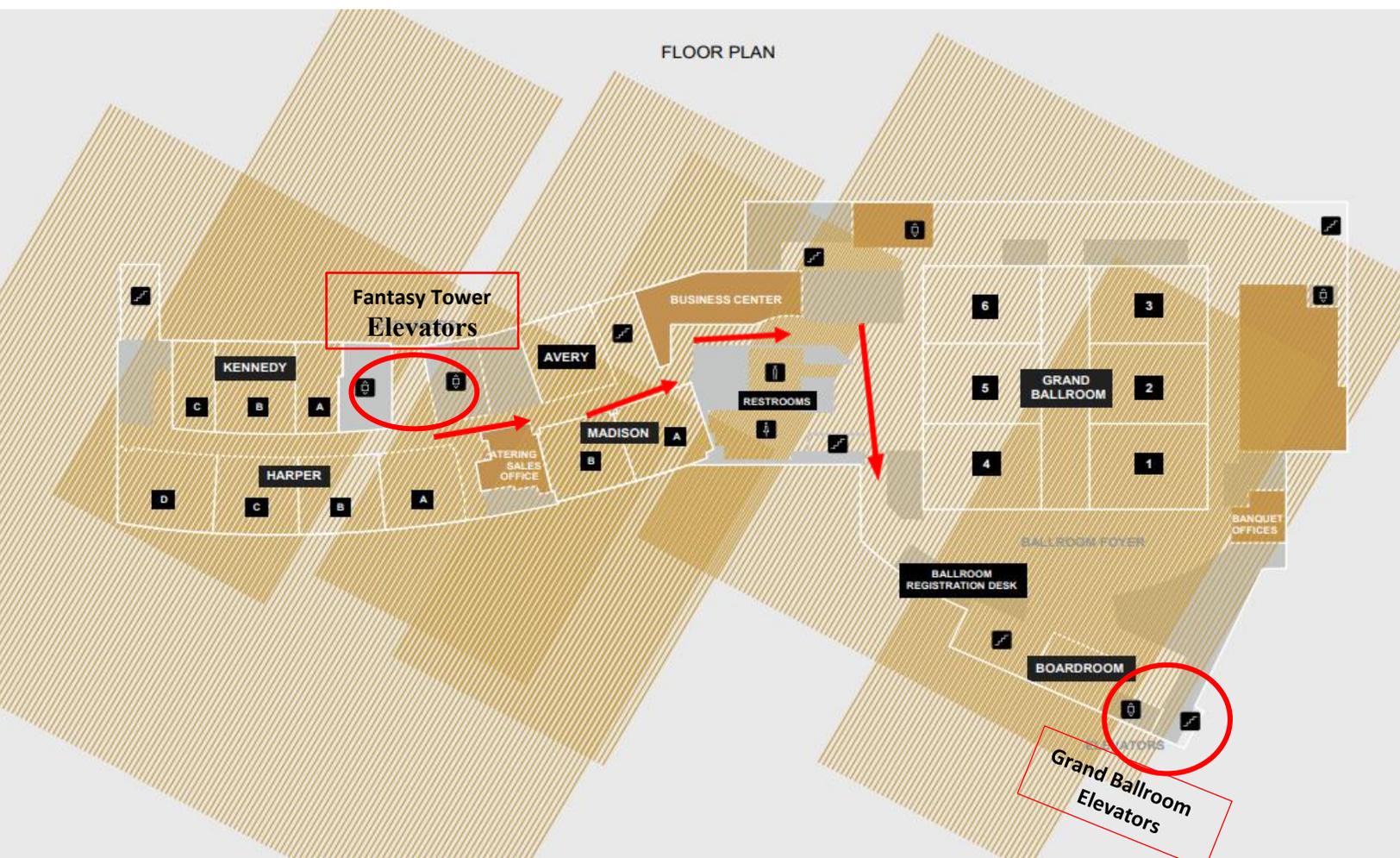


# PROPERTY MAP



## ONE OF TWO WAYS TO GET TO THE MEETING SPACE

- FANTASY TOWER, GUEST ELEVATOR TO THE 2<sup>ND</sup> FLOOR, MAKE A LEFT OUT OF THE ELEVATOR BANKS TO THE END OF THE HALLWAY.
- GRAND BALLROOM ELEVATORS: LOCATED ON THE CASINO FLOOR BY THE PEARL CONCERT THEATER



# Meet the Council for Tribal Employment Rights Board of Directors



Melvin J. Wheeler Sr, Chair  
Nez Perce Tribe



Theo De La Rosa, Vise Chair  
Colorado River Indian Tribes  
Parker, AZ



Francene Shakespear, Treasurer  
Wind River, WA



Teresa Ray Bumatay  
Secretary, Lummi Nation



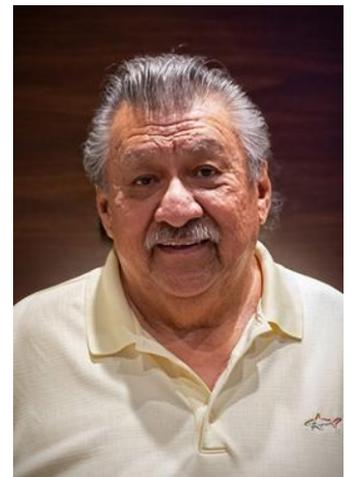
Marcie Lopez  
UTE Mountain Tribe, CO



Ronnette Stanton  
Kenaitze Tribe, AK



Shandi Eaglefeathers  
Northern Cheyenne Tribe



Kelcey Packineau  
MHA, ND



DelRay German  
Sisseton, SD



Warren Harjo  
Muscogee Creek Nation, OK

# 2025 Members

## **Alaska Region**

Kaltag Tribal Council  
Kenaitze Indian Tribe  
Organized Village of Kake  
Orutsaramiut Native Council  
Tanana Chiefs Conference

## **Eastern Region**

Eastern Band of Cherokee Indians  
Mashpee Wampanoag Tribe  
Seneca Nation of Indians

## **Great Lakes Region**

Bois Forte Band of Chippewa  
Grand Portage Reservation  
Leech Lake Band of Ojibwe  
Mille Lacs Band of Ojibwe  
White Earth Reservation Tribal Council

## **Northern Plains Region**

Cheyenne River Sioux Tribe  
Lower Brule Sioux Tribe  
MHA / Three Affiliated Tribes  
Rosebud Sioux Tribe  
Sisseton Wahpeton Oyate  
Spirit Lake Nation  
Standing Rock Sioux Tribe  
Turtle Mountain Band of Chippewa Indians  
Yankton Sioux Tribe

## **Pacific Northwest Region**

Bishop Paiute Tribe  
Confederated Tribes of Colville Reservation  
Confederated Tribes of Grand Ronde  
Confederated Tribes of Siletz Indians  
Confederated Tribes of the Umatilla Indian Reservation  
Confederated Tribes of Warm Springs Reservation  
Fallon Paiute Shoshone Tribes  
Hoh Tribe  
The Klamath Tribe  
Lummi Nation  
Metlakatla Indian Community  
Nez Perce Tribe  
Nisqually Indian Tribe  
Puyallup Tribe of Indians  
Shoshone Bannock Tribes  
Shoshone – Paiute Tribe  
Snoqualmie Tribe  
Spokane Tribe of Indians  
Swinomish Tribal Community  
Tulalip Tribes of Washington  
Walker River Paiute Tribe  
Yakama Nation

# 2025 Members

## **Rocky Mountain Region**

Blackfeet Tribe  
Chippewa Cree Tribe  
Confederated Saish & Kootenai Tribes  
Crow Tribe  
Eastern Shoshone and Northern Arapaho Tribe  
Northern Cheyenne Tribe  
Salish & Kootenai Tribe

## **Southern Plains Region**

Cheyenne & Arapaho Tribes of Oklahoma  
Kiowa Tribe of Oklahoma  
Muscogee Creek Nation  
Pawnee Nation of Oklahoma  
Pyramid Lake Paiute Tribe  
Seminole Nation of Oklahoma  
Wichita and Affiliated Tribes

## **Southwest Region**

Big Pine Paiute Tribe of Owens Valley  
Colorado River Indian Tribes  
Fort Mojave Indian Tribe  
Gila River Indian Community  
Hopi Tribe  
Jicarilla Apache Nation  
Pueblo of Acoma  
Torres-Martinez Desert Cahuilla Indians  
UTE Mountain UTE Tribe

# INTRODUCING: DJ BIG REZ



---

**DJ BIG REZ: David Hillaire, Lummi Nation's Rhythmic Ambassador & CTER 2025 Co-MC**

Hailing proudly from the Lummi Nation, DJ BIG REZ has built a powerful reputation as a cultural ambassador, music educator, and community-centered performer. Known for both his mastery behind the turntables and his commitment to uplifting Indigenous communities, BIG REZ's journey is driven by passion, creativity, and deep cultural roots.

His work goes far beyond music performance—BIG REZ has dedicated years to teaching and mentoring youth, introducing them to diverse musical styles and helping them discover confidence and cultural pride through artistic expression. His unique approach to education inspires lasting musical appreciation and empowers future generations.

For the 2025 CTER Legal Update Conference, DJ BIG REZ will bring his energy, professionalism, and heart to the stage. He will serve as Master of Ceremonies (MC) alongside CTER Chairman Melvin J. Wheeler Sr., ensuring this year's conference is unforgettable, engaging, and grounded in community spirit.

DJ BIG REZ continues to represent the Lummi Nation with honor—sharing music, culture, and inspiration wherever he goes.

---



## Tuesday, December 2<sup>nd</sup>

---

- 8:00 AM CTER Board Meeting
- 3:30 – 5:30 PM Early Convention Registration

*\*Special raffle for those who check in at this time\**

## Wednesday, December 3<sup>rd</sup>

---

- 7:30 AM Convention Registration
- 8:00 AM Posting of Colors: Nevada Tribe
- 8:30 AM Opening Prayer: Calvin Harlan, Omaha Tribe
- 8:45 AM Welcome Address: Melvin Wheeler, Sr., CTER Chairman  
Welcome to The Palms Casino-
- 9:00 AM Keynote Speaker: Cheryl Mabry, Equal Employment Opportunity Commission
- 10:00 AM Speaker: Thurman Roberts, Good Jobs Northern Nevada Grant Project, Tribal Navigator
- 11:00 AM Speaker: Bernice Delorme, Indian Preference
- 12:00 PM** *Lunch – On your own*
- 1:30 PM Speaker: Bernice Delorme – Indian Tax Law Basics
- 2:30 PM Presentation: Enforcement of Tribal Employment Laws-Thomasina Real Bird, Patterson Real Bird & Rasmussen LLP & Braydn Monhollon Associate
- 3:30 PM Presentation: Erich Bourgault – Indigenous Production Trade Alliance, Strengthening Tribal Sovereignty with the International Trade
- 4:30 PM Questions/Closing remarks-Melvin Wheeler, CTER Chairman
- 5:00 PM** *Adjourn*

### Notes

---

---

---





---

Don't forget to plan for our 2026 National Conference  
[dates 2026] at [location-TBD]

Registration information will be posted on our website as it becomes  
available at [www.cter-tero.org](http://www.cter-tero.org)

# CONFERENCE PLANNING NATIONAL TERO CONFERENCE



**AUGUST 2026**

We want to hear your ideas! The National TERO Conference is an opportunity for TERO professionals, tribal leaders, employers, and others to share learnings and the development of the TERO profession.

**CONTACT US**

MelvinW@nezperce.org



# *Thank you to our Sponsors!*



*Nez Perce Tribal Employment Rights  
TERO Youth Apprenticeship Program (TYAP)*



*Southwest Region TERO (SWR)*



*Lummi Nation TERO Program*

Lummi TERO

# **LiUNA!**

**Northwest Region**

*Feel the Power*

*Melvin J. Wheeler Sr.*  
*Chairman, CTER Board of Directors*  
*Legal Update Conference – December 2025*

As we come to the end of this year's Legal Update Conference, I want to take a moment to express my sincere gratitude to each of you for your participation. Your commitment to learning, sharing, and advancing the practice of Indian employment law is what makes this conference meaningful and impactful.

This week, we have explored critical updates, emerging trends, and practical strategies that will strengthen our work in supporting tribal sovereignty and ensuring fair and equitable employment opportunities for our communities. I am confident that the knowledge shared here will empower all of us to carry forward our responsibilities with greater insight and dedication.

I want to extend a special thanks to our speakers, sponsors, and the planning committee for their tireless efforts in putting together a program of such high value. Your expertise and generosity of time have made this event a success.

As we return to our respective roles, let us continue to work together, support one another, and uphold the principles of justice, fairness, and opportunity that guide our efforts in tribal employment rights.

Thank you again for your participation, your energy, and your commitment. Safe travels, and I look forward to seeing you at future gatherings of the CTER community.

**WE DO TERO STUFF**

