



BISHOP TRIBAL EMPLOYMENT RIGHTS COMMISSION

50 TU SU LANE ■ BISHOP, CA 93514 ■ PHONE 760-873-7893 ■ FAX 760-873-3982

Gary A. Bacock, TERO Manager *GB*
Wasuyaa (Susie) West, TERO Office Coordinator *WV*
10/26/15

To: Tribal Employers
Tribal Human Resource Departments
Employees Working on Bishop Tribal Trust Land

Subject: Notice/Reminder of TERO Rights & Obligations

This memo is a reminder about the Tribal Employment Rights Ordinance (TERO) of the Bishop Paiute Tribe and the responsibility of the TERO Commission and TERO Office.

TERO Ordinance - "Section 2.0 Purpose

The purpose of this Ordinance is to:

- a) Assist in employment on or near the Bishop Paiute Reservation***
- b) Prevent discrimination against Indians in the employment practices of Reservation employers***
- c) Ensure fair employment practices***
- d) Require Indian Preference in employment***
- e) Provide training for Tribal members to help them receive skills needed for employment or advancement"***

As you can see from the above, there are many responsibilities placed on the TERO Commission and TERO office. There are also many responsibilities placed on Tribal Employers, Contractors, and Sub-contractors performing work on Tribal Trust Land, including any issues with Federal laws, State laws, and their own personnel policies and practices.

If employees have issues with their employer, they need to exhaust all administrative remedies with their employer. Once those steps are taken, and, if an employee still has an issue with their employer, then the employee has a right to file a formal complaint under the TERO Law. The current Ordinance was adopted 7/26/12 and is 30 pages and therefore, please review entire Ordinance for details (please contact the TERO office for a copy).

For any questions, please call Gary Bacock, Wasuyaa (Susie) West, or Kayla Stone at the TERO Office, (760) 873-7893.

THIS NOTICE/REMINDER MUST BE PLACED IN ALL AREAS THAT EMPLOYEE NOTICES ARE LOCATED, SUCH AS EMPLOYEE BULLETIN BOARDS, NEAR TIMECLOCKS, AND OTHER NORMAL LOCATIONS FOR EMPLOYEE NOTICES. DO NOT REMOVE THIS NOTICE UNTIL IT IS REPLACED BY THE TERO OFFICE.