

# **TRIBAL EMPLOYMENT RIGHTS ORDINANCES & PROGRAMS**

**USET SEMI-ANNUAL  
BOARD OF DIRECTORS MEETING  
NASHVILLE, TENNESSEE  
JUNE 15, 2023**



*Terri Henry, JD, Director  
Eastern Band of Cherokee Indians  
Tribal Employment Rights Office  
Cherokee, North Carolina*



TRIBAL EMPLOYMENT  
RIGHTS  
LAWS & PROGRAMS





# TERO COUNTRY

## 1977 - 2023

46 Years  
Commitment to Progress



### TERO COUNTRY LEGEND

- TRIBAL EMPLOYMENT RIGHTS OFFICE
- FEDERAL INDIAN RESERVATION
- FORMER RESERVATION
- INDIAN RESERVATION
- RANCHERIA
- REGION BOUNDARY

### ALASKAN REGION

- ALASKA

### NORTHERN PLAINS TERO COALITION

- NEBRASKA
- NORTH DAKOTA
- SOUTH DAKOTA

### EASTERN REGION

- ALABAMA
- ARKANSAS
- CONNECTICUT
- DELAWARE
- FLORIDA
- GEORGIA
- KENTUCKY
- LOUISIANA
- MAINE
- MARYLAND
- MASSACHUSETTS
- MISSISSIPPI
- MISSOURI
- NEW HAMPSHIRE
- NEW JERSEY
- NEW YORK
- NORTH CAROLINA
- RHODE ISLAND
- SOUTH CAROLINA
- TENNESSEE
- VERMONT
- VIRGINIA
- WEST VIRGINIA

### GREAT LAKES REGION

- ILLINOIS
- INDIANA
- IOWA
- MICHIGAN
- MINNESOTA
- OHIO
- WISCONSIN

### PACIFIC NORTHWEST REGION

- IDAHO
- OREGON
- WASHINGTON

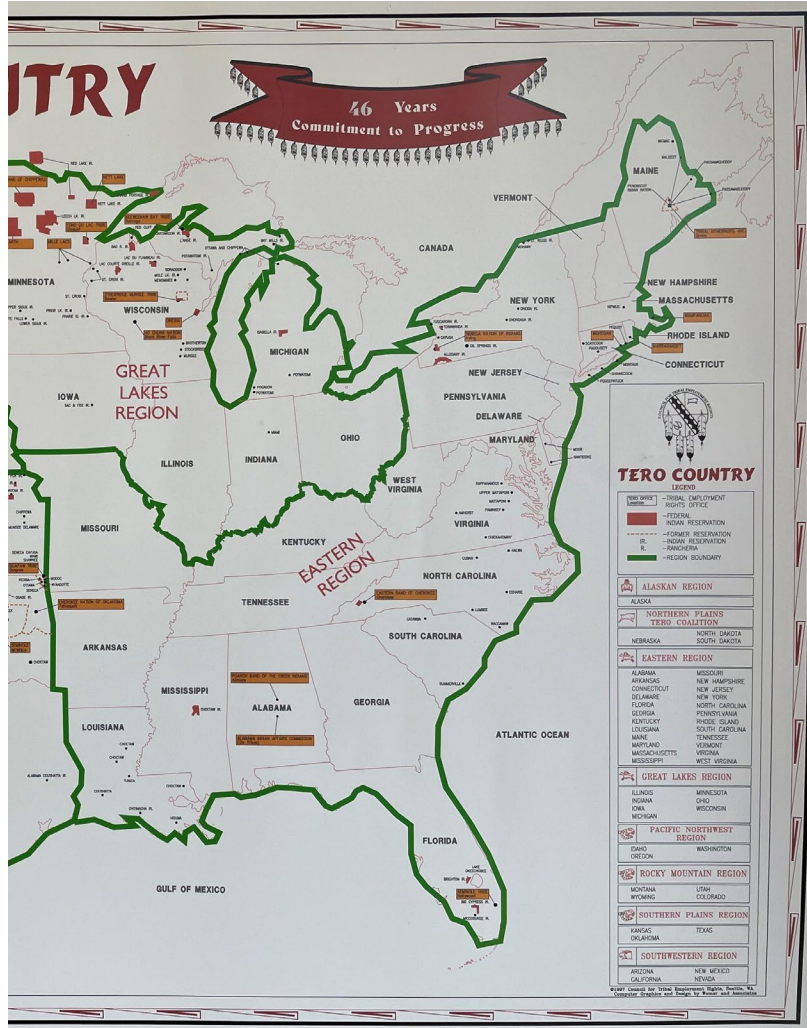
### ROCKY MOUNTAIN REGION

- MONTANA
- UTAH
- WYOMING
- COLORADO

### SOUTHERN PLAINS REGION

- KANSAS
- TEXAS





# Eastern Region TEROs

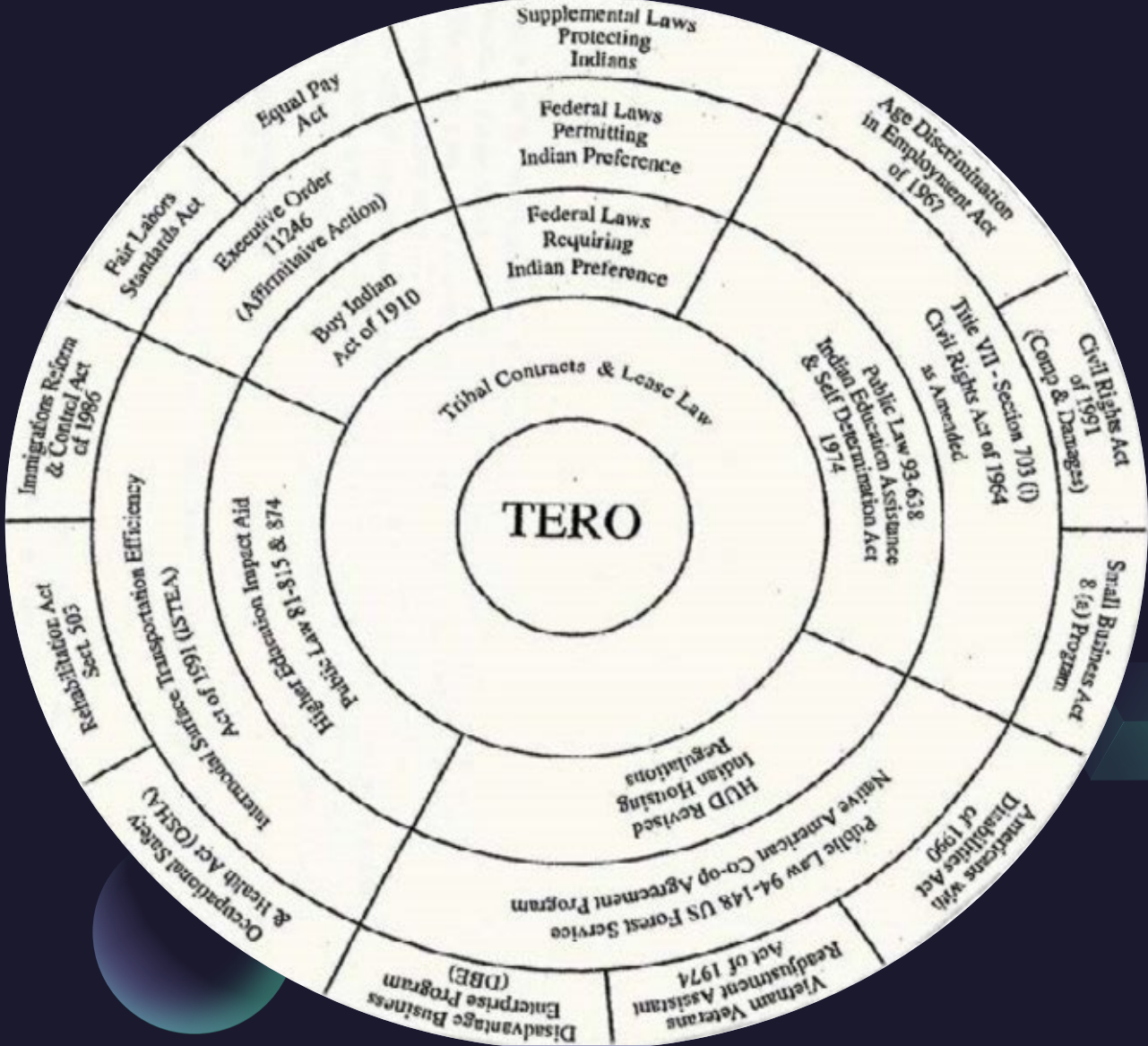
- Eastern Band of Cherokee Indians
- Mashpee Wampanoag Tribe
- Poarch Creek
- Seneca Nation



CTER Board of Directors – Eastern Region  
Terri Henry, EBCI  
Christian Reiller, Seneca Nation



# TERO Legal Framework









**SOURCE OF AUTHORITY:  
CHEROKEE CODE**

**Chapter 92**

**Tribal Business  
Preference Law**

92-2.

Declaration of policy –  
Indian Preference

The Eastern Band of Cherokee Indians has the sovereign authority to make and enforce laws governing employment rights for its members and members of other Tribes within the territory of the Eastern Band.

This chapter is enacted to **establish a program to give a hiring preference to qualified Indian contractors and subcontractors**, who are members of the Eastern Band and other federally recognized Indian Tribes, when the Eastern Band puts contracts and subcontracts out for bid.

By providing a **hiring and contracting preference**, this chapter is **intended to increase employment** of members of the Eastern Band and other tribes, to promote the growth and professionalism of Indian owned businesses, to increase contracting opportunities for those businesses, and to reduce discrimination against Indians.



# EBCI TERO COMMISSION

BILLY BROWN, CHAIRMAN  
LAVITA HILL, VICE CHAIRWOMAN  
TRISTA WELCH, COMMISSIONER  
TONY CABE, COMMISSIONER

- ◆ The EBCI TERO Commission is granted the authority to make determinations regarding certifications of Native American owned businesses and the compliance of chapters 92 and 95 of Tribal code.
- ◆ The Commission consist of five members:
  - ◆ 2 - Council Appointments (2 yrs);
  - ◆ 2 - Principal Chief Appointments (4 yrs);
  - ◆ 1 - Planning Board Appointment (3 yrs).
- ◆ The Commission meets monthly. Commission meetings are held on the 3<sup>rd</sup> Thursday of each month.
- ◆ The Commission has three general powers:
  - ◆ Organizational Authority
  - ◆ Regulatory Authority
  - ◆ Adjudicatory Authority
- ◆ The Commission is required to publish proposed ordinance changes to give the public the opportunity to comment before adopting final rules.



# TERO COMPLIANCE: APPLICATION OF THE LAW & TERO POLICY

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## Article III. Certification

U.S. Dept of Commerce Industry Areas:

North America Industry Classification System (NAICS)

<https://www.naics.com/six-digit-naics/>

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## Article V. Preferences

## Article VI. Enforcement and Sanctions

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TERO Vendor List  cweb & [www.ebci-tero.com](http://www.ebci-tero.com)





# TERO WORKFORCE DEVELOPMENT (WFD)

Job Bank

Workforce Innovations &  
Opportunity Act (WIOA)

Native Employment Works  
(NEW)



# TERO WORKFORCE DEVELOPMENT (WFD)

## Mother Town Healing Program (MTHP)

The Mother Town Healing Program (MTHP) is intended to assist EBCI enrolled members in recovery by providing a safe and supportive working environment, training for necessary job skills, and discipline to re-enter the workforce in a positive manner. While the goal is for participants to become employable, we also encourage them to rebuild and strengthen community connections that may have been lost due to substance use/abuse disorders.

The MTHP is an organized multi-system approach to benefit the livelihood of enrolled members and their families through:

- Skill Building & Education
- Personal Growth
- Reconnection to Community & Culture
- Healthy Life Skills
- Wellness & Recovery Support



# TERO CAREER PATH TRAINING

## A PARTNERSHIP BETWEEN EBCITERO AND SCC

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**Module 1. Career Ready/Pre-Employment**



**Module 2. Translating Work Experience to Next Employer**



**Module 3. “Working Smart: Soft Skills for Workplace Success”**

*(Developed by the Charlotte Mecklenburg Workforce Development Partners)*



# Working Smart: Soft Skills for Workplace Success

- Benefits of the Program
  - ☞ Learning Important soft skills
  - ☞ Strategies for job interviews
  - ☞ Interacting with others
  - ☞ A new perspective on life
- 24-hour Training

Lesson 1:  
Personal  
Branding

Lesson 2:  
Self-Change

Lesson 3:  
Cognitive Cycle

Lesson 4:  
Dealing with  
Stress

Lesson 5:  
Warning Signs

Lesson 6:  
Personal  
Reactions

Lesson 7:  
Staying Calm  
and Clear

Lesson 8:  
Employer  
Expectations

Lesson 9:  
Code-Switching

Lesson 10:  
Active Listening

Lesson 11:  
Four C's of  
Communication

Lesson 12:  
Expressing  
Concerns

Lesson 13:  
Handling  
Feedback

Lesson 14:  
Problems and  
Goals

Lesson 15:  
Facts vs.  
Opinions

Lesson 16:  
Options and  
Outcomes

*“This training has helped me see the connection to my work responsibilities and benefits to my professional development.” ~ WEX Participant, 6/23/22*

# TRAINING :: TERO TECHNICAL TRAINING INSTITUTE (3TI)

149 CHILDREN'S HOME LOOP (FORMER CBC PRINTING)

## TRAINING PLAN

Cherokee Stone  
Masonry Course

Facilities  
Maintenance  
Course

Flooring  
Installation  
Course

OSHA-30, OSHA-  
10, Flagging  
Training

HR Technical  
Assistance for  
TERO Vendors

TERO  
Employment Expo

TERO Teen Week

Federal  
Contracting &  
Indian Preference  
Conference

Impact of  
Generational  
Trauma on the  
Tribal Workforce

Scheduling of these activities will occur in 2023.



EASTERN BAND OF CHEROKEE INDIANS  
TRIBAL EMPLOYMENT RIGHTS OFFICE



Exploring the Impact of Intergenerational Trauma on  
the Tribal Workforce Conference

AGENDA

Harrah's Cherokee Casino & Resort Convention Center  
Cherokee, North Carolina  
March 20 – 24, 2023



EASTERN BAND OF CHEROKEE INDIANS  
TRIBAL EMPLOYMENT RIGHTS OFFICE

Cherokee Stone Masonry Class

Beginning May 1, 2023 through November 2023

Course Schedule:

Monday, Tuesday, Wednesday (each week) from 5:00 – 7:00 PM  
Every other Saturday from 8:00 AM – 4:30 PM

Course Materials and Tools:

Provided by TERO

Students will receive a stipend of \$15/hour for 20 hours every 2 weeks.

Course Location:

TERO Technical Training Institute (3TI)  
149 Children's Home Loop, Cherokee, North Carolina 28719  
(formerly CBC Printing)

This course will be limited to 10 students who will be selected on a first  
come, first served basis. To apply, click the link below

<https://forms.office.com/r/zUiqMeAVku>

or QR Code:



Announcement flyer can be found at [www.EBCI-TERO.COM/NEWS](http://www.EBCI-TERO.COM/NEWS)  
For more information contact EBCI TERO at 828.359.6421 or [TEROInfo@ebci-nsi.gov](mailto:TEROInfo@ebci-nsi.gov)  
EBCI TERO is located at 756 Aquoni Rd, Cherokee, North Carolina 28719



EASTERN BAND OF CHEROKEE INDIANS  
TRIBAL EMPLOYMENT RIGHTS OFFICE

TERO TEEN WEEK (SUMMER 2023)  
CREATING A 21<sup>ST</sup> CENTURY TRIBAL WORKFORCE

JUNE 26 – 30, 2023  
CHEROKEE, NC

JULY 17 – 21, 2023  
SNOWBIRD, NC

TERO is offering these training opportunities for teens aged 15 to 17 years old.

TERO reserves the right to change topics.

❖ Finding/Preparing for the Job & Learning

Financial Literacy

- Job Search & Preparation
- Filling out job applications
- Resume & Cover Letter Writing
- Job Interview Preparation
- Short- & Long-Term Financial Planning
- Filling out important paperwork (W2's, W9).
- Cherokee Language in the Workplace

❖ How to be Successful at Work & Home

- Skills and Attitudes Bosses Want
- Customer Service at its best
- Social Media (Personal & Professional)
- Communication Etiquette (Email, Text, Phone, social media; professional and personal)
- Basic Household Chores & Repairs
- Lawn Maintenance
- Gardening 101
- Vehicle Maintenance

❖ Self-Care in the Workplace & Home

- Social Emotional Skills in the Workplace
- Communication & Conflict Resolution
- Human Caregiving & Safety (CPR, Basic First Aid, Choking Prevention, Child & Elder Care)
- Cooking Safety & Fire Prevention
- Easy & Budget Friendly Meal Preparation
- Dining Etiquette
- Lifeguarding 101

❖ Big World Survival Skills

- Internet Safety
- Human Trafficking Prevention
- Self Defense 101
- Forestry Survival 101
- Driving Etiquette 101

❖ Decompression

- Rafting

TAKEAWAY KITS & GRAND PRIZE FOR PERFECT ATTENDANCE

Parental waivers are required. Safety equipment will be provided as needed.





Cherokee Stone Masonry Class



# CREATING A 21<sup>ST</sup> CENTURY WORKFORCE

**NC APPRENTICESHIP NC**  
**COMMUNITY COLLEGES**



REGISTERED APPRENTICESHIP AND  
THE EASTERN BAND OF CHEROKEE INDIANS

## BENEFITS OF REGISTERED APPRENTICESHIP

- Higher Retention Rates
- Positive increase in staff morale
- Lower turnover costs
- Increased efficiencies and lower production costs
- More sustainable talent pipelines
- Receives portable credentials
  - Journeyworker Card
  - Industry Specific Credentials

**POSITIVE  
RETURN ON  
INVESTMENT**



$$\begin{matrix} \$1.00 \\ = \\ \$1.79 \end{matrix}$$





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