

## TERO FACTS:

### What is TERO?

TERO stands for Tribal Employment Rights Ordinance or Office. The Tribal Employment Rights Ordinance was enacted to ensure that Indian people can participate in economic opportunities on and near The Klamath Tribes Reservation.

### What is the TERO Skills Bank?

TERO manages a list of eligible, qualified Tribal Members and other Indians that have submitted applications. The skills bank data base is used to match applicant skills to the job requests made to TERO primarily for construction and maintenance jobs.

### What Training Opportunities are Available?

For careers in the construction trades TERO coordinates with construction trades training providers. TERO ensures that Tribal Members are afforded opportunities to obtain specialized training. TERO also requires employers to provide preference to Tribal members.



## STAFF DIRECTORY:

### TERO DIRECTOR:

#### **JOSHUA S. DELORME**

Phone: (541) 783-2219 ext. 162

Mobile: (541) 591-2446

Email: [joshua.delorme@klamathtribes.com](mailto:joshua.delorme@klamathtribes.com)

### COMPLIANCE OFFICER:

#### **INEZ HEGLUND**

Phone: (541) 783-2219 ext. 283

Mobile: (541) 591-1187

Email: [inez.heglund@klamathtribes.com](mailto:inez.heglund@klamathtribes.com)

### TERO OFFICE MANAGER:

#### **SHERIE TORRALBA**

Phone: (541) 783-2219 ext. 149

Email: [sherie.torralba@klamathtribes.com](mailto:sherie.torralba@klamathtribes.com)

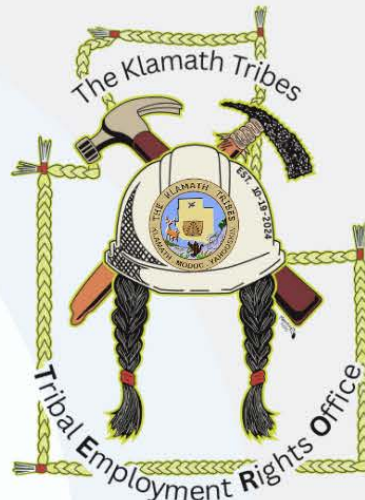
### TRAINING & DEVELOPMENT COORDINATOR :

#### **JASMINE L. GREEN**

Phone: (541) 783-2219 ext. 138

Mobile: (541) 591-1026

Email: [jasmine.green@klamathtribes.com](mailto:jasmine.green@klamathtribes.com)



**KLAMATH TRIBES**

# TERO PROGRAM

501 CHILOQUIN BLVD.  
CHILOQUIN, OR 97624

(541) 783-2219 EXT. 149, 138, OR 162

[TERO@klamathtribes.com](mailto:TERO@klamathtribes.com)



## AUTHORITY:

In the exercise of their sovereign authority, Indian Tribes have the right to regulate and control the employment practices of all employers conducting business on their reservation. Under federal law, Indian people have unique and special employment rights that allow Tribal Nations to establish employment preference requirements. These employment preferences apply to both on, and under certain circumstances, near their reservations.

To ensure that individual Tribal Members and other Indians fully benefit from these authorities and laws, The Klamath Tribes has enacted a Tribal Employment Rights Ordinance. The Ordinance requires all employers including Tribal government, Tribal businesses, and contractors that perform work on the Reservation to provide Tribal preference in employment, and Indian preference in contracting and subcontracting. On federal-aid highway projects near the reservation, preference applies to all enrolled Members of federally recognized Indian tribes.

## ECONOMIC OPPORTUNITY:

The Tribal Employment Rights Ordinance establishes a TERO program and TERO Commission to implement its provisions and ensure compliance.

The TERO Programs goals are to:

- Provide preference in employment and contracting,
- Increase employment of Klamath Tribal Members and other Indians,
- Provide training and education to improve career and economic opportunities.

## TERO ELIGIBILITY:

To be eligible for the TERO Program, an applicant must meet the following requirements:

- Be an enrolled member of The Klamath Tribes, or
- Be an enrolled member of another federally recognized tribe, and
- Resident of Klamath County.

*\*Must be 18+ for most Positions/Trainings\**

## REQUIRED DOCUMENTATION:

1. Completed TERO Skills Bank Application,
2. Copy of Tribal ID or Letter Confirming Enrollment from Tribes Enrollment Office.

## MISSION:

*"To create a highly skilled workforce of federally recognized tribal members who provide a variety of skilled labor services, creating economic betterment opportunities for our Tribal Community at large using a culturally informed and sensitive approach while capitalizing on and strengthening the inherent sovereignty of The Klamath Tribes."*

## SERVICES:

- TERO establishes and maintains a skills bank "hiring pool" to refer Tribal Members and other federally recognized American Indians for available work.
- TERO Workforce Program provides clients with skills assessments and hosts career development opportunities. In addition, the program coordinates with other Tribal departments, as well as organizations outside of the Tribe, to identify resources that can be applied to provide clients with a variety of career preparation and career advancement training opportunities.
- TERO also provides trainings that prepare clients to meet qualifications for participation in upcoming job opportunities.
- TERO certifies and maintains a list of Klamath Tribal Member owned or Indian Owned Businesses (IOB). IOBs are given preference that will be applied to contracting opportunities.