

KAIBAB PAIUTE TRIBAL NEWSLETTER

MARCH 2023



PUBLIC NOTICE

NOTICE OF KAIBAB BAND OF PAIUTES TRIBAL COUNCIL TRIBAL EMPLOYMENT RIGHTS ORDINANCE (TERO)

- Pursuant to Resolution K-06-23, the Kaibab Tribal Employment Rights Ordinance (TERO) was approved by the Tribal Council on February 24, 2023 in conjunction with a federal broadband infrastructure grant application, subject to a public comment period.
- The Tribal Council is asking the Tribal community and Tribal members to review and comment on the TERO during the next thirty (30) days, after which Council will review all public comments and amend the TERO as it deems necessary.
- Copies of the TERO can be obtained at the Band Building, or by requesting from Tribal Attorney Mark Echo Hawk via email (mark@echohawk.com).
- The TERO establish policies and procedures to protect Tribal sovereignty and advance Tribal member and Tribal business employment and contracting rights. It regulates employment standards on the Reservation and codifies consistent standards for Tribal member employment and contracting preferences and generates revenue for the Tribe through contracting fees. It aims to protect Tribal member workers and Tribal member owned businesses.
- Written comments can be given by email to mark@echohawk.com or mailed to the Tribal Council at Tribal Admin Building, #1 North Pipe Spring Rd, Fredonia, AZ 86022. Comments must include Tribal member's name, description of the proposed ordinance, any desired revisions, and rationale behind Tribal member's comments.

Deadline for written public comment is Thursday, March 30, 2023.

TRIBAL EMPLOYMENT RIGHTS ORDINANCE



Kaibab Band of Paiute Indians

Kaibab Reservation

Ordinance #TERO-2023-33

**KAIBAB BAND OF PAIUTE INDIANS
TRIBAL EMPLOYMENT RIGHTS ORDINANCE**

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**KAIBAB BAND OF PAIUTE INDIANS
TRIBAL EMPLOYMENT RIGHTS ORDINANCE**

**CHAPTER 1
GENERAL PROVISIONS**

SECTION 101 TITLE

This Ordinance shall be known and cited as the Kaibab Band of Paiute Indians Tribal Employment Rights Ordinance ("TERO").

SECTION 102 DECLARATION OF POLICY AND FINDINGS

- A. There is a high rate of unemployment amongst Indians and others residing on the Kaibab Reservation. Indian workers often face unnecessary barriers to employment, training opportunities, and advancement in the workplace on the Reservation. Indian workers also face instances of discrimination and unsafe working conditions in the workplace.
- B. The Kaibab Band of Paiute Indians has a compelling interest in adopting Tribal employment rights laws to combat the high rate of unemployment, unlawful employment barriers, discrimination and unsafe working conditions on the Kaibab Reservation;
- C. The Kaibab Tribal Council finds it critical to establish a Tribal employment rights program in order to implement Tribal laws to address these matters to increase employment and training opportunities for Indian workers and Indian businesses, eradicate discrimination against Indians, and prevent unsafe working conditions;
- D. Like land, water, and minerals on the Kaibab Reservation, employment opportunities, contracts and subcontracts for work on or near the Kaibab Reservation are a vital resource for Indian people, and Indians must utilize their inherent rights to obtain their rightful share of such employment opportunities;
- E. The Kaibab Band of Paiute Indians has the inherent sovereign power to pass laws to protect, preserve and enforce the employment rights of Indians and Indian-owned businesses. The Kaibab Band of Paiute Indians also has the inherent sovereign power to pass laws to protect the interests, health, and general welfare of Indian people on or near the Reservation. In addition, the Kaibab Tribal Council has authority to protect all these interests pursuant to Article VI, Section 1 (a), (g), (h), (i), (j), (k), of the Kaibab Band of Paiute Indians' Constitution.

SECTION 103 PURPOSES

The purposes of the TERO include, but are not necessarily limited to the following:

- A. To ensure that no Employer discriminates against any Tribal member or Indian in any aspect of employment, including but not limited to hiring, promotion, demotion, transfer, change in work status, lay-offs, benefits, scheduling, training, worker's compensation benefits when eligible, or termination from employment.
- B. To require that all Employers give preference to qualified Indians in all aspects of employment, including but not limited to hiring, promotion, demotion, transfer, changes in work status, lay-offs, benefits, scheduling, training, and termination from employment.
- C. To require that all entities awarding contracts give preference to Certified Indian Preference

Contractors for contract and subcontract work on or near the Reservation.

- D. To require, in appropriate cases as determined by Human Resources, that Employers participate in safety training programs for all workers and establish training programs for Indian workers.
- E. To provide services to Employers to assist them in meeting their requirements under this Ordinance, including locating qualified Indians to fill employment needs, participating in safety training programs, establishing training programs for Indian employees, and meeting federal requirements guarding against discrimination in the workplace.
- F. To require all Employers to contribute to the cost of administration and enforcement of this Ordinance by the fees established herein.
- G. To authorize agreements between the Tribes and the United States or any of its agencies to enforce federal laws prohibiting discrimination and further the purposes of this Ordinance.
- H. To provide for staff support for and training of TERO Commissioners.
- I. To provide training for Indians and Indian-owned businesses, contingent upon the availability of funds.

CHAPTER 2 DEFINITIONS

SECTION 201 DEFINITIONS

As used in this Ordinance and the Regulations issued by the TERO Commission:

- A. "Business for Profit" means any business, enterprise, or operation, which is not defined as a 501(c)(3) nonprofit or not-for-profit organization by the Internal Revenue Service.
- B. "Certified Firm" means any business, firm, contractor, or subcontractor that is 51% or more Indian-owned, controlled, and managed, as recognized and approved by the TERO Commission.
- C. "Commercial Enterprise" means any activity or any government, including the federal, state, Tribal or local governments that is not a traditional governmental function and any non-governmental economic activity involving the provision of goods and services.
- D. "Commercial Farming Activity" shall mean any farming activity and farm business that exceeds a landowner's personal agricultural use of his or her land for his or her immediate or extended family's food consumption. This term includes all farming activities of individuals and businesses leasing land from the Kaibab Band of Paiute Indians, Tribal members, or other individuals to conduct commercial farming operations of any kind, whether the individual or business has a formal lease approved by the Tribes or Bureau of Indian Affairs or not. This term also includes all farming activities conducted by the Kaibab Tribal enterprises. Farming and livestock businesses owned by individual enrolled Kaibab Tribal members selling hay, livestock, or other farm products are exempt from the definition of Commercial Farming Activity.
- E. "Commission" or "TERO Commission" means the Kaibab Tribal Employment Rights Ordinance Commission as established by this Ordinance and appointed by the Kaibab Tribal Council.
- F. "Commissioner" means a member of the Kaibab Band of Paiute Indians' Tribal Employment Rights Ordinance Commission.
- G. "Contract" means an agreement or promise, written or unwritten, between two or more persons which creates an obligation enforceable by law to perform work, supply service, labor, or material(s).
- H. "Contractor" means any person, employer, or entity that enters a contract as defined herein to perform work, services, or other obligations where the person, employer, or entity has the primary responsibility for providing the work or services under the contract.
- I. "EEOC" means the United States Equal Employment Opportunity Commission.
- J. "Employee" means any person employed for wages, remuneration, compensation, or other value.
- K. "Employer" means any person or entity employing two or more employees who, during any given period of time, perform work, or render services on or near the Reservation. Employers shall not include units, departments, and divisions of the Kaibab Tribal Government, Tribal enterprises, including any Kaibab Section 17 federal chartered entity, and the Tribe's gaming operation. Persons or businesses engaging in commercial farming activities are Employers. Any person or entity contracting for work in the amount of \$2,000 or more shall be considered an Employer. This term does not include a private individual who contracts or subcontracts work on his or her own private

residence.

- L. "Entity" means any person, partnership, corporation, joint venture, vendor, government, governmental enterprise, or any other natural or artificial person, organization or association of persons or entities. The term "entity" is intended to be broadly interpreted to further the purposes of the Ordinance.
- M. "Hiring Hall" shall mean a physical location, online resource, or combination of both, in which job openings offered by an Employer are posted.
- N. "Kaibab Tribal Council" means the elected governing body of the Kaibab Band of Paiute Indians of the Kaibab Reservation as established and defined by the Kaibab Band of Paiute Indians Constitution.
- O. "Indian" means any person that is an enrolled member of a federally-recognized Indian tribe.
- P. "Indian Preference Contractor" or "Certified Firm" means a business firm, contractor, or subcontractor that is 51% or more Indian owned, controlled, and managed, and as certified by the TERO Commission.
- Q. "On or near the Reservation" means the Kaibab Reservation, a 50-mile distance surrounding the present Reservation, and any aboriginal land to which this TERO should apply as determined by Tribal Council or the TERO Commission. However, the 'or near' phrase shall also apply to direct contractual relationships made by Kaibab entities that transact business with remote or online customers; it shall also include businesses domiciled on the Kaibab Reservation.
- R. "Ordinance" means the Tribal Employment Rights Ordinance.
- S. "Qualified Indian" means an enrolled Kaibab Tribal Member, a non-enrolled member or descendant of the Kaibab Band of Paiute Indians, or an enrolled member or descendant of another federally-recognized Indian Tribe who meets minimum qualifications to perform a specific job, terms of a contract, or other employment position. The Human Resources Department or TERO Department determines whether an Indian worker is qualified, not the contractor or subcontractor.
- T. "Regulations" means administrative rules and guidelines established by the Commission to further the administration of this Ordinance. The Ordinance governs the content and interpretation of the Regulations.
- U. "Regulatory Fee" means fees collected by the Human Resources Department or TERO Department for the direct and indirect administration of the Ordinance and Regulations, including but not limited to workforce development and development of Indian-owned and small business support activities.
- V. "Reservation" means all lands and waters within the present confines of the Kaibab Reservation, notwithstanding the issuance of any patent, easement, or rights-of-way running through the Reservation, and such other lands without such boundaries as may be added by purchase, exchange, transfer, gift or grant, or which are under the jurisdiction of the Tribes.
- W. "Subcontractor" means any entity, usually a third party, hired or retained by a contractor, to perform work, supply services, or provide materials under a contract.
- X. "TERO" means the Tribal Employment Rights Ordinance.

- Y. "TERO Department" means the Tribal Employment Rights Department of the Kaibab Band of Paiute Indians, comprising the Commission, Commissioners, TERO Director, and Staff. Prior to the establishment of a TERO Department, the Human Resources Department shall serve as the relevant department and, in such case, all references to the TERO Department shall be interpreted as referring to the Human Resources Department.
- Z. "TERO Director" means the individual chosen by the Tribal Council to carry out the functions and responsibilities assigned and explained throughout this TERO as necessary. To accommodate personnel needs during initial implementation of this Ordinance, the Kaibab Tribal Council may appoint one of the Commissioners to also serve as the interim TERO Director.
- AA. "Tribal Court" means the Kaibab Tribal Court.
- BB. "Tribal Member" means an enrolled member of the Kaibab Band of Paiute Indians.
- CC. "Tribe" means the Kaibab Band of Paiute Indians of the Kaibab Reservation.

**CHAPTER 3
COVERAGE AND SCOPE**

SECTION 301 COVERAGE AND SCOPE

For all employment occurring on or near the Kaibab Reservation, all Employers are hereby required to give Indian preference as set forth in this Ordinance and shall comply with the provisions of this Ordinance and any Regulations and orders of the Kaibab Tribal Council or Employment Rights Commission.

SECTION 302 DISSEMINATION AND COOPERATION

The TERO Department shall make good faith efforts, through direct contact and public information, to inform all Employers, contractors, and any other entity on or near the Reservation of the requirements of the Ordinance. However, Employers are independently responsible to comply with this Ordinance and any TERO Regulations. All bid announcements issued by any Tribal, Federal, State, or other private or public entity for work within the exterior boundaries of the Reservation shall be obligated to comply with this Ordinance, related Regulations, TERO Commission rules and records of decision, and other TERO policies where applicable, and a bidder shall contact the TERO Department to obtain information regarding its obligation to comply. It shall not be a defense in any enforcement action for an Employer, contractor, or other entity to allege that the Tribes failed to notify the covered entity of the requirements of this Ordinance. No contractor or Employer shall discourage any subcontractor or employee from complying with this Ordinance.

SECTION 303 INDIAN PREFERENCE IN EMPLOYMENT ACTIONS

All Employers, for all employment activities occurring on or near the Reservation, shall give preference in hiring, training, advancements, promotions, lay-offs, benefits, scheduling, training, and all other aspects of employment to qualified Indians, with preferences in the following order:

- A. First preference to enrolled members of the Kaibab Band of Paiute Indians;
- B. Second preference to non-enrolled members or descendants of the Kaibab Band of Paiute Indians;
- C. Third preference to enrolled members or descendants of other federally-recognized Indian Tribes;
- D. Fourth preference to non-Indians who have successful work experience with Indian Tribes; and
- E. Fifth preference to non-Indians.
- F. Preference in lay-offs means that qualified members of the Kaibab Band of Paiute Indians shall be given preference for retention when lay-offs occur. As between qualified Indians subject to lay-offs, retention preference shall be given to qualified Indians in accordance with the above-listed preference order unless the lay-off is based upon significant employee performance and/or qualifications. If a qualified Indian is laid off in favor of a "more qualified" non-Indian employee, the Employer must provide the TERO Department with documentation of the retained employee's qualifications.

SECTION 304**INDIAN PREFERENCE IN CONTRACTING**

- A. All Employers awarding contracts or subcontracts for supplies, services, labor, and/or materials in an amount of \$2,000 or more shall give preference in contracting and subcontracting to qualified entities that are certified by the Commission as 51% or more Indian-owned and controlled with a first preference to qualified entities that are 51%-or-more owned and controlled by qualified Indians in the preference order set forth in Section 303. If an Indian-owned company comes within 10% of the lower, non-Indian company's bid during bidding, the Indian-owned company should be awarded the contract.
- B. These Indian Preference requirements shall apply to the award of contracts awarded directly by the Kaibab Band of Paiute Indians and its programs and divisions on any contract or subcontract of which work occurs on or off the Reservation and involves work related to protection and preservation of treaty rights in which the Kaibab Band of Paiute Indians or its programs and divisions have a direct interest.
- C. The Indian Preference requirements contained in this Ordinance shall be binding on all contractors and subcontractors of Employers and will be deemed to be part of and incorporated into any contract or subcontract covered by this Ordinance. The Employer shall have the initial and primary responsibility for ensuring that all contractors and subcontractors comply with these requirements.
- D. The above Indian Preference requirements apply in all cases except where specific percent of ownership or preference requirements are established by Tribal law for particular types of employment or contracting.
- E. Any exception from these Indian Preference requirements in Contracting compliance requirements or Indian preference provisions in this Ordinance must be negotiated with and approved by the TERO Commission prior to any action being taken by the Kaibab Tribal Council. Tribal Departments shall not request an exemption from this Ordinance from the Council unless and until the Department has first made the request in writing to the TERO Commission and the TERO Commission has issued a written recommendation to the Council regarding the exemption request.

SECTION 305**REGULATORY FEE**

Employers shall pay a regulatory fee pursuant to the Fee Schedule adopted by Tribal Council or the TERO Commission to raise revenue for the operation of the TERO Department.

SECTION 306**UNIONS**

Prior to entering a collective bargaining agreement with any union(s), an Employer must obtain a written agreement from such union(s) stating that the union shall comply with this Ordinance and other applicable Tribal laws and regulations. Any such agreement shall be subject to the review of the TERO Director and approval of the Commission. The TERO Department must be a party to that written agreement. The written agreement shall be on a form approved by the TERO Department, known as a Tribal Labor Agreement. Failure to comply with this requirement shall constitute a violation of this Ordinance.

CHAPTER 4
TERO COMMISSION ESTABLISHED

SECTION 401 COMMISSION ESTABLISHED

- A. The Tribal Council hereby establishes and authorizes a Kaibab Tribal Employment Rights Ordinance Commission.
- B. The Commission shall be comprised of one appointed individual until the Council deems it necessary to appoint additional members, not to exceed five (5) Commission Members. Commissioners shall be appointed by the Kaibab Tribal Council by Resolution.

SECTION 402 POWERS ESTABLISHED

The Commission shall have the power, jurisdiction, and authority to enforce this Ordinance, and formulate, promulgate, amend and/or rescind rules, regulations, and guidelines necessary to carry out the provisions of this Ordinance. Tribal Council shall elaborate on these powers and additional powers of the Commission through Tribal Resolution.

SECTION 402 TERO DIRECTOR

- A. The Kaibab Tribal Council shall have the exclusive authority to hire and fire the TERO Director.
- B. The qualifications, authorities, and power of the TERO Director shall be identified in Tribal Council Resolution.

CHAPTER 5
COMPLAINTS, APPEALS AND HEARINGS

SECTION 501 COMPLAINTS

Any individual, group of individuals, or organization that believes any Employer, other entity, or the Commission has violated any provision of this Ordinance or a TERO Regulation may file a complaint with the TERO Director within sixty (60) calendar days of the event or incident upon which the complaint is based. The complaint shall be in writing and shall provide such information that will reasonably enable the TERO Director to understand the general nature of the complaint and carry out a related investigation.

SECTION 502 INVESTIGATIONS, RECORDS, ENFORCEMENT, APPEAL

- A. The TERO Director or a TERO Department staff member as designated by the TERO Director may conduct an investigation or an on-site inspection on their own initiative and shall conduct an investigation pursuant to a complaint.
- B. Investigations, request for testimony or production of records, enforcement actions, and any applicable appeals must comply with the processes identified by the TERO Commission or Tribal Council and on file with the TERO Department.

**CHAPTER 6
MISCELLANEOUS**

SECTION 601 SEVERABILITY

If any provision of this Ordinance shall ever be held to be invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision of this Ordinance, but such other provisions shall continue in full force and effect.

**SECTION 602 ORDINANCE AMENDMENTS AND
ADMINISTRATIVE REGULATIONS**

- A. The Kaibab Tribal Council has the sole authority to approve and amend provisions of this Ordinance by Tribal Council Resolution. The Commission is authorized to establish regulations in accordance with the Ordinance to carry out its provisions and administrative matters.
- B. Prior to establishing any final regulation, the Commission shall submit a proposed regulation for public comment for at least thirty (30) calendar days. Following the comment period, the Commission shall hold a hearing to consider and discuss public comments and allow members of the public an opportunity to make oral or written comments on the proposed regulation. Where an emergency exists, the Commission may temporarily establish a regulation provided that the Commission, within thirty (30) calendar days, submits the regulation to the public for comment and a hearing prior to final establishment of the regulation.

SECTION 603 NO WAIVER OF SOVEREIGN IMMUNITY

Nothing in this Ordinance waives the sovereign immunity of the Kaibab Band of Paiute Indians, its officers, departments, employees, or political subdivisions. Nothing herein shall be interpreted as empowering the TERO Commission or TERO Director to waive the Tribe's or the TERO Commission's immunity from suit. Any contract or other agreement that provides for such waiver shall be void unless ratified by the Kaibab Tribal Council.

SECTION 604 CHOICE OF LAW & VENUE

Without waiving the Tribe's sovereign immunity, any legal action brought pursuant or in relation to this TERO shall be governed by the laws of the Kaibab Indian Tribe of Paiute Indians, and the Kaibab Indian Tribal Court shall have exclusive jurisdiction.

SECTION 605 REPEAL

All previous TERO Ordinances previously enacted or amended by the Kaibab Tribal Council are repealed and superseded by this Ordinance.

SECTION 606 EFFECTIVE DATE

This Ordinance shall take effect on February 24, 2023.



Kaibab Band of Paiute Indians

WE ARE HIRING

**Facilities Worker
Admin Assistant
CHR Nurse
Finance Clerk (PT)
Substance Abuse Counselor
Economic Development
Director**

**FULL TIME AND PART TIME
AVAILABLE**

**Apply in person, or
email: hr@kaibabpaiute-nsn.gov**



Enrollment Committee meeting dates and other important information

For Enrollment Application Review: March, June, September, and December.

For Review of Adoption Enrollment Applications: 90 days prior to October Annual Meeting.

For Per Capita List: January, April, July, and October.

All Enrollment Committee meetings are held on the **first Thursday** of the month a meeting is scheduled, with the exception of the July meeting to review all adoption requests.

Submit Enrollment Applications at least one month prior to the next scheduled quarterly meeting. This gives time to review the application for completeness and accuracy.

If you move or there is a change in your banking information, please submit the changes on or before the 17th of the month we receive our Per Capita payment. The forms needed to change your address or banking information can be found on the tribe's website (kaibabpaiute-nsn.gov) in the Tribal Trust link. Please do not send the required forms through Facebook Messenger, these forms have sensitive information on them and Facebook Messenger is not a safe means to submit these forms. The US Postal Service is safer, as is faxing or emailing the forms.

The mailing address is:

Kaibab Band of Paiute Indians
Attention Valencia Castro
HC 65 Box 2
Fredonia, AZ 86022.

The fax number for Tribal Trust/Enrollment is: 888-330-1149.

Email address: vcastro@kaibabpaiute-nsn.gov.

If you have any questions, please contact Valencia Castro. My telephone number is 928-643-8321. I am in the office Monday through Thursday, from 8:00 a.m. till 12:00 p.m. unless it is Per Capita distribution day, those days I am in the office from 8:00 a.m. till 5:00 p.m.

Join Us for Some Fun

EASTER

Community Party

APRIL 09, 2023 | 10:00 AM

GAMES - EGG HUNT - BONNET CONTEST -
WREATH CONTEST - COLORING CONTEST

ALL CONTEST ITEMS ARE DUE AT THE TRIBAL OFFICE
APRIL 7TH BEFORE 5 PM

*Each household may bring a dozen of
colored eggs to the Tribal Office
~April 7th before 5 P.M.~*

LUNCH

KAIBAB- DINNER ROLLS
JUNIPER- GREEN SALAD
REDHILLS- FRUIT SALAD
6 MILE/FREDONIA-
MACARONI/POTATO SALAD
OFF RESERVATION- JELLO

News from the Tribal Housing Department

Hope everyone is having a great 2023.

Although we are still in winter, its never to late to start thinking about spring cleaning. Replace your smoke alarm batteries, air filters. Start cleaning your walls, refrigerators and stoves.

Remember, do not stack your firewood close to the house as this is a fire hazard. Always bury your ashes, do not dump in the dumpsters or by the propane tank and meters.

Always bag all garbage and any big items can be disposed of at the big dumpster behind the Housing office.

Disconnect all hoses from the outside faucets. Failure to do so could result in broken water pipes, and if this happens you will be charged if we have to work on the broken pipe.

We have been made aware of possible illegal drug activity and we are asking the community to act as a neighborhood watch. If you see any suspicious activity, please contact BIA Law Enforcement.

As a reminder, ALL work orders must be called into the office, before they can be worked on. Call Yolanda at 928-643-8308 or email: yrogers@kaibabpaiute-nsn.gov or LaWanda at 928-643-8328 or email: lhill@kaibabpaiute-nsn.gov.

On the weekends call Yolanda. Your cooperation is appreciated.

DPW payments are due before the 20th of the month. If you pay after the 20th, you will be assessed a 5% fee in addition to your balance due.

Rental/House payments are due by the 15th of the month. You are considered late on the 16th.

Both Rent/House and DPW payments can be made using a debit/credit card. There is a \$4.00 fee and you can call finance to make your payment.

If you know your going to be late, please contact us.

Also remember ALL Rental tenants must report an increase/decrease of income as soon as possible.

Pest control will be here March 13, 2023.

Housing workshop on March 21, 2023, at 5:30 pm at the Kaibab Community Building.





Pest Control – March 13, 2023

*All rental units will be sprayed,
inside and outside.*

*Anyone else interested, please
contact Housing to be placed
on the list. Cost will be \$50.00.*

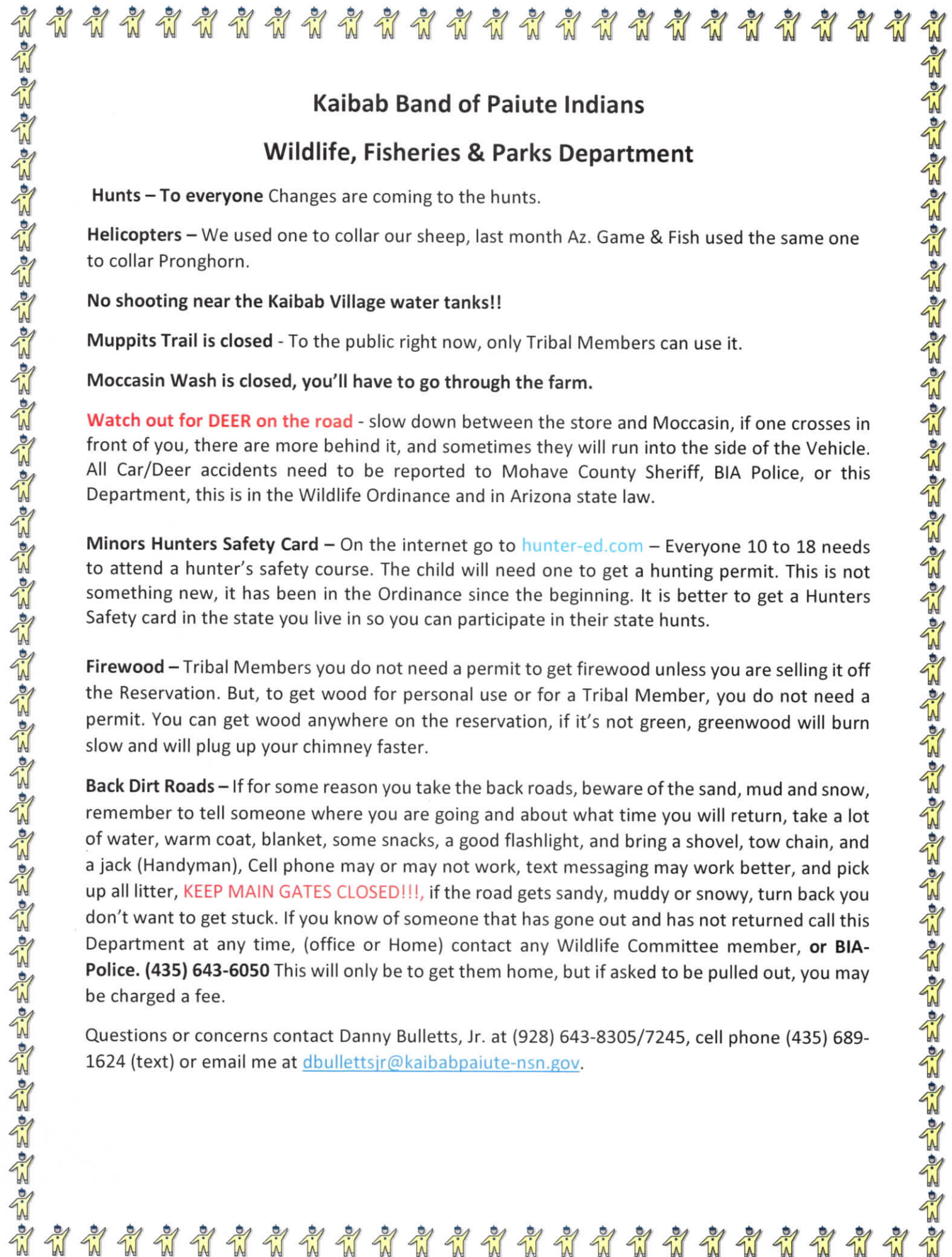
**Tribal Housing
Workshop
March 21, 2023
Kaibab Community
Building**

5:30 pm-7:30 pm

**“How to Repair Leaking
Toilet”**



**Hope to see you there,
dinner will be served.**



Kaibab Band of Paiute Indians

Wildlife, Fisheries & Parks Department

Hunts – To everyone Changes are coming to the hunts.

Helicopters – We used one to collar our sheep, last month Az. Game & Fish used the same one to collar Pronghorn.

No shooting near the Kaibab Village water tanks!!

Muppits Trail is closed - To the public right now, only Tribal Members can use it.

Moccasin Wash is closed, you'll have to go through the farm.

Watch out for DEER on the road - slow down between the store and Moccasin, if one crosses in front of you, there are more behind it, and sometimes they will run into the side of the Vehicle. All Car/Deer accidents need to be reported to Mohave County Sheriff, BIA Police, or this Department, this is in the Wildlife Ordinance and in Arizona state law.

Minors Hunters Safety Card – On the internet go to hunter-ed.com – Everyone 10 to 18 needs to attend a hunter's safety course. The child will need one to get a hunting permit. This is not something new, it has been in the Ordinance since the beginning. It is better to get a Hunters Safety card in the state you live in so you can participate in their state hunts.

Firewood – Tribal Members you do not need a permit to get firewood unless you are selling it off the Reservation. But, to get wood for personal use or for a Tribal Member, you do not need a permit. You can get wood anywhere on the reservation, if it's not green, greenwood will burn slow and will plug up your chimney faster.

Back Dirt Roads – If for some reason you take the back roads, beware of the sand, mud and snow, remember to tell someone where you are going and about what time you will return, take a lot of water, warm coat, blanket, some snacks, a good flashlight, and bring a shovel, tow chain, and a jack (Handyman), Cell phone may or may not work, text messaging may work better, and pick up all litter, **KEEP MAIN GATES CLOSED!!!**, if the road gets sandy, muddy or snowy, turn back you don't want to get stuck. If you know of someone that has gone out and has not returned call this Department at any time, (office or Home) contact any Wildlife Committee member, **or BIA-Police. (435) 643-6050** This will only be to get them home, but if asked to be pulled out, you may be charged a fee.

Questions or concerns contact Danny Bulletts, Jr. at (928) 643-8305/7245, cell phone (435) 689-1624 (text) or email me at dbullettsjr@kaibabpaiute-nsn.gov.

3 Be Informed

Some Of The Things You Can Do

to prepare for the unexpected, such as assembling an emergency supply kit and making an emergency plan are the same regardless of the type of emergency. However, it's important to stay informed about what might happen and know what types of emergencies are likely to affect your region. For more information about specific types of emergencies, visit www.ready.gov or call 1-800-BE-READY.

Be prepared to adapt this information to your personal circumstances and make every effort to follow instructions received from authorities on the scene. Above all, stay calm, be patient and think before you act. With these simple preparations, you can be ready for the unexpected.

**Prepare For Emergencies Now.
Information For Older Americans.**

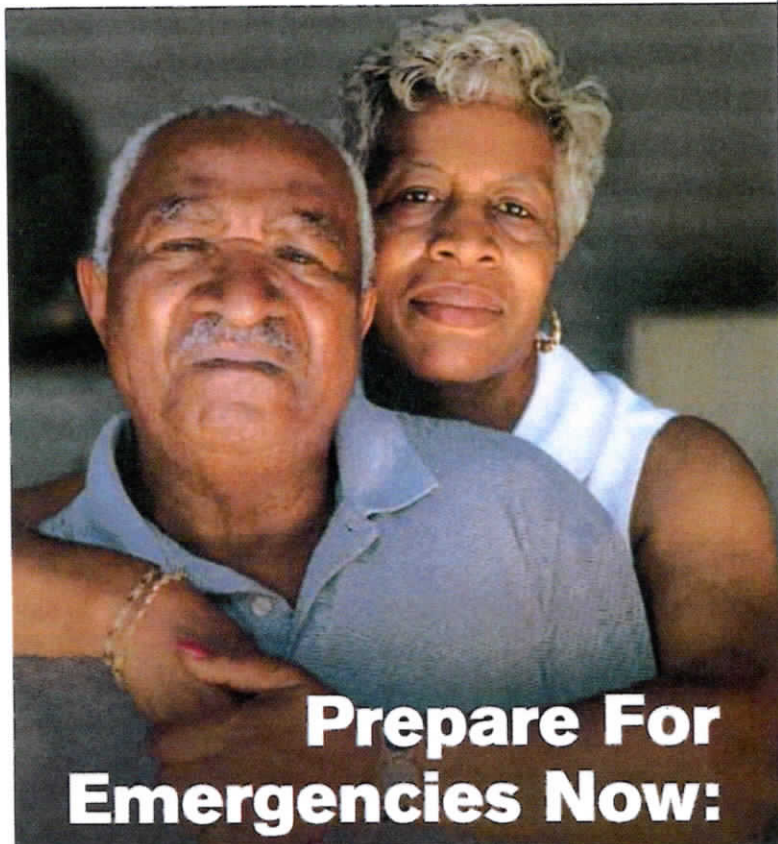
www.ready.gov

This information was developed by the Federal Emergency Management Agency in consultation with AARP, the American Red Cross and the National Organization on Disability.



FEMA

FEMA R-5



**Prepare For
Emergencies Now:**

**Information For
Older Americans.**



FEMA

www.ready.gov

From The Office Of Jerry Yracheta

Public Health Emergency Preparedness Program



Preparing Makes Sense for Older Americans. Get Ready Now.

The likelihood that you and your family will recover from an emergency tomorrow often depends on the planning and preparation done today. While each person's abilities and needs are unique, every individual can take steps to prepare for all kinds of emergencies from fires and floods to potential terrorist attacks. By evaluating your own personal needs and making an emergency plan that fits those needs, you and your loved ones can be better prepared. This guide outlines commonsense measures older Americans can take to start preparing for emergencies before they happen.

Preparing makes sense for older Americans.

Get Ready Now.



1 Get a Kit

Of Emergency Supplies

The first step is to consider how an emergency might affect your individual needs. Plan to make it on your own, for at least three days. It's possible that you will not have access to a medical facility or even a drugstore. It is crucial that you and your family think about what kinds of resources you use on a daily basis and what you might do if those resources are limited or not available.

Basic Supplies: Think first about the basics for survival – food, water, clean air and any life-sustaining items you require. Consider two kits. In one kit put everything you will need to stay where you are and make it on your own for a period of time. The other kit should be a lightweight, smaller version you can take with you if you have to leave your home. Recommended basic emergency supplies include:

- ▶ Water, one gallon of water per person per day for at least three days, for drinking and sanitation
- ▶ Food, at least a three-day supply of non-perishable food and a can opener if kit contains canned food
- ▶ Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert and extra batteries for both
- ▶ Flashlight and extra batteries
- ▶ First aid kit
- ▶ Whistle to signal for help
- ▶ Dust mask to help filter contaminated air and plastic sheeting and duct tape to shelter-in-place
- ▶ Moist towelettes, garbage bags and plastic ties for personal sanitation
- ▶ Wrench or pliers to turn off utilities
- ▶ Local maps
- ▶ Pet food, extra water and supplies for your pet or service animal

Include Medications and Medical Supplies:

If you take medicine or use a medical treatment on a daily basis, be sure you have what you need on hand to make it on your own for at least a week. You should also keep a copy of your prescriptions as well as dosage or treatment information. If it is not possible to have a week-long supply of medicines and supplies, keep as much as possible on hand and talk to your pharmacist or doctor about what else you should do to prepare.

If you undergo routine treatments administered by a clinic or hospital or if you receive regular services such as home health care, treatment or transportation, talk to your service provider about their emergency plans. Work with them to identify back-up service providers within your area and the areas you might evacuate to. If you use medical equipment in your home that requires electricity to operate, talk to your health care provider about what you can do to prepare for its use during a power outage.

Additional Items: In addition, there may be other things specific to your personal needs that you should also have on hand. If you use eyeglasses, hearing aids and hearing aid batteries, wheelchair batteries, and oxygen, be sure you always have extras in your home. Also have copies of your medical insurance, Medicare and Medicaid cards readily available.

Include Emergency Documents: Include copies of important documents in your emergency supply kits such as family records, wills, power of attorney documents, deeds, social security numbers, credit card and bank information, and tax records. It is best to keep these documents in a waterproof container. Include the names and numbers of everyone in your personal support network, as well as your medical providers. Also be sure you have cash or travelers checks in your kits in case you need to purchase supplies.

2 Make a Plan

For What You Will Do in an Emergency

The reality of a disaster situation is that you will likely not have access to everyday conveniences. To plan in advance, think through the details of your everyday life. If there are people who assist you on a daily basis, list who they are, and how you will contact them in an emergency. Create your own personal support network by identifying others who will help you in an emergency. Think about what modes of transportation you use and what alternative modes could serve as back-ups. If you require handicap accessible transportation be sure your alternatives are also accessible. For every aspect of your daily routine, plan an alternative procedure. Make a plan and write it down. Keep a copy of your plan in your emergency supply kits and a list of important information and contacts in your wallet. Share your plan with your family, friends, care providers and others in your personal support network.

Create a Personal Support Network: If you anticipate needing assistance during a disaster, make a list of family, friends and others who will be part of your plan. Talk to these people and ask them to be part of your support network. Share each aspect of your emergency plan with everyone in your group, including a friend or relative in another area who would not be impacted by the same emergency who can help if necessary. Make sure everyone knows how you plan to evacuate your home or workplace and where you will go in case of a disaster. Make sure that someone in your personal support network has an extra key to your home and knows where you keep your emergency supplies. Practice your plan with those who have agreed to be part of your personal support network.

Develop a Family Communications Plan: Your family may not be together when disaster strikes, so plan how you will contact one another and review what you will do in different situations. Consider a plan where each family member calls, or e-mails, the same friend or relative in the event of an emergency. It may be easier to make a long-distance phone call than to call across town, so an out-of-town contact, not in the impacted area, may be in a better position to communicate among

separated family members. You may have trouble getting through, or the phone system may be down altogether, but be patient. For more information on how to develop a family communications plan visit www.ready.gov.

Deciding to Stay or Go: Depending on your circumstances and the nature of the emergency, the first important decision is whether you stay or go. You should understand and plan for both possibilities. Use commonsense and available information to determine if there is immediate danger. In any emergency, local authorities may or may not immediately be able to provide information on what is happening and what you should do. However, you should monitor television or radio news reports for information or official instructions as they become available. If you're specifically told to evacuate or seek medical treatment, do so immediately. If you require additional travel time or need transportation assistance, make these arrangements in advance.

Consider Your Pets: Whether you decide to stay put in an emergency or evacuate to a safer location, you will need to make plans in advance for your pets and service animals. Keep in mind that what's best for you is typically what's best for your animals. If you must evacuate, take your pets with you, if possible. However, if you are going to a public shelter, it is important to understand that only service animals may be allowed inside. Plan in advance for shelter alternatives that will work for both you and your pets; consider loved ones or friends outside of your immediate area, pet-friendly shelters and veterinarians who would be willing to take in you and your pets in an emergency. For more information about pet preparedness, visit www.ready.gov.

Staying Put: Whether you are at home or elsewhere, there may be situations when it's simply best to stay where you are and avoid any uncertainty outside. Consider what you can do to safely shelter-in-place alone or with friends, family or neighbors. Also consider how a shelter designated for the public would meet your needs.

There could be times when you will need to stay put and create a barrier between yourself and potentially contaminated air outside. This process is known as

"sealing the room." Use available information to assess the situation. If you see large amounts of debris in the air, or if local authorities say the air is badly contaminated, you may want to take this kind of action. For more information about "sealing the room," visit www.ready.gov.

Evacuation: There may be conditions in which you will decide to get away, or there may be situations when you may be ordered to leave. Plan how you will get away and anticipate where you will go. Choose several destinations in different directions so you have options in an emergency. Ask about evacuation plans at the places where you spend time including work, community organizations and other places you frequent. If you typically rely on elevators, have a back-up plan in case they are not working.

Fire Safety: Plan two ways out of every room in case of fire. Check for items such as bookcases, hanging pictures, or overhead lights that could fall and block an escape path. Check hallways, stairwells, doorways, windows and other areas for hazards that may keep you from safely leaving a building during an emergency. Secure or remove furniture and objects that may block your path. If there are aspects of preparing your home or workplace that you are not able to do yourself, enlist the help of your personal support network.

Contact Your Local Emergency Information Management Office: Some local emergency management offices maintain registers of older people so they can be located and assisted quickly in a disaster. Contact your local emergency management agency to see if these services exist where you live or visit www.ready.gov to find links to government offices in your area.



Watercolor Women's Craft

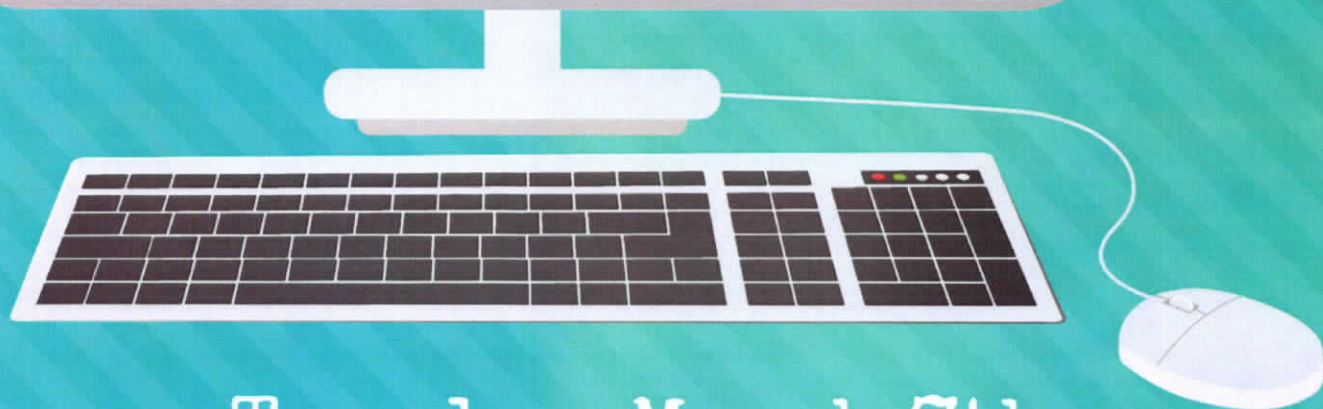
You are invited to paint the night away, eat dinner, and enjoy getting creative.

March 12th
Kaibab Community Building
4:30-6:30

This activity is sponsored by Housing and Library

Google Workshops

Come learn about using Google Keep to streamline reporting, Google Calendars, Gmail, Google tasks, and Google Drive. This workshop is for employees who need a refresher.



Tuesday, March 7th

Tuesday, March 14th

Tuesday, March 21st

Tuesday, March 28th

1:00–2:00 pm

Community Building

leadership
skills management
swot business goal resource:
mission target
vision strategy plan
stakeholders organization
approach
STRATEGIC
PLANNING
st tools value
pr

Tribal Strategic Planning
Let your voice be heard as we work
together to create a Tribal Strategic Plan.
March 18th
10:00 am-2:00 pm
Community Building

EASTER COLORING CONTEST

ALL AGES

COLORING CONTEST RUNS MARCH 6TH-APRIL 5TH
ALL SUBMISSIONS MUST BE RECEIVED BY 5:00 PM ON
APRIL 5TH TO BE CONSIDERED FOR PRIZES. PICTURES
CAN BE TURNED IN TO THE LIBRARY, THE LIBRARY DROP
BOX, OR THE TRIBAL OFFICE. DIGITAL SUBMISSIONS CAN
BE EMAILED TO ABUNDY@KAIBABPAIUTE-NSN.GOV

Coloring pictures can be found in the newsletter, on
Facebook, on the Education/Library website, at the
library for pickup, or you can request copies by
messaging Mandy.

Prizes will be awarded in the following categories

Ages 0-3

Ages 4-7

Ages 8-12

Ages 13-17

Ages 18 and up

Elders

We will also have a category for digital art
submissions. You can download the picture from the
website and use your device to digitally color the
pictures. All digital submissions will be judged
together.

Contest will be judged by a committee and prizes will
be awarded at the Easter Party on April 9th.

Ages 4-7



Name _____ Age _____



Ages 8-12

Name _____ Age _____

Ages 13-17



Name _____ Age _____



Ages 18+

Name _____ Age _____

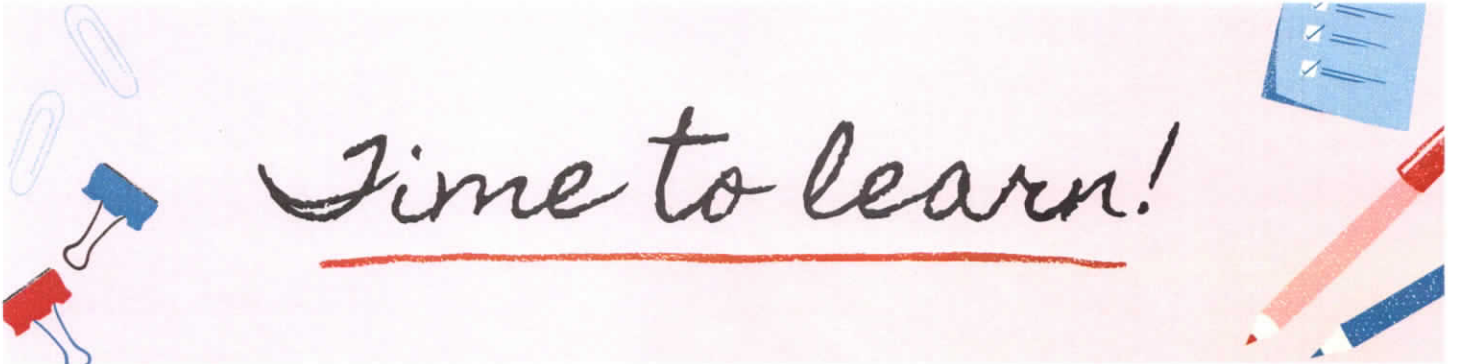


Ages --Elders Only

ame _____ Age _____

Kaivavich Nung'woo Ampaxapi

March Language Classes




Every other Thursday at 6:00 PM

March Topics: Seasons and the Four Directions

- **March 9th (Zoom)**
- **March 23rd (in person & Zoom)**

In person sessions to be located at the Kaivavich Nanaputseng Kahnee, Kaibab Senior Center Language Office





Adult and teen 13+ heritage classes
Service area Kaibab Paiute Reservation

6-hour
*Beginners Beaded Medallion
Earrings Workshop!*

Sunday, March 19, 2023
9:00AM-3:00PM
Eagle Mt. Community Building

We are very fortunate to have the very talented Raye Spute-Enas as our workshop instructor. Supplies & lunch will be provided to workshop participants.

Class size is limited to 10 spots. To sign up contact LeAnn at (928) 643-7365 or by email at lshearer@kaibabpaiute-nsn.gov

Once the workshop is filled sign-ups will be added to the waitlist. If a spot becomes available individuals will be contacted in order of sign-up received.

NEWS from the Cultural Preservation Office

Office Phone # (928) 643-7365

Service Area Kaibab Paiute Reservation

INDIGENOUS PRAYER RUN

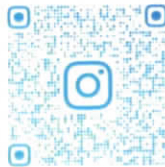
Hoover Dam



Glen Canyon Dam



MARCH 11-15, 2023



All Indigenous runners welcome!

Find us on Instagram and Facebook:

@INDIGENOUSPRAYERRUNALLIANCE



Seventh Generation Fund
for Indigenous Peoples, Inc.



NEVADA
INDIAN COMMISSION

For more information email: waterprayerrun@gmail.com

Kaibab Volunteers Will Be Needed!!
March 12th for help with meal prep & serving at
the tribal RV Park & Campground.

Kaibab Band of Paiute Indians



SOUTHERN PAIUTE CONSORTIUM 2023 ANNUAL RIVER TRIP

The Southern Paiute Consortium is looking for interest tribal members that want to attend the 2023 10-day Grand Canyon River trip from Lee's Ferry to Diamond Creek.

River Trip Dates: **June 17th – 26th, 2023**

I'm looking for one experienced tribal member monitor and 5 tribal members willing to attend and participate the 10-day Grand Canyon River trip.

If you are interested in this year's Grand Canyon River trip, please give me a call or email me Monday – Friday 8am to 5pm.

Once I get your call or email you will be sent an application which will need to be filled out and returned to me on or before May 10th, 2023. On this day all Applications will be put on the tribal council meeting agenda, and the Tribal Council will choose the Tribal member participants.

Thank you,

A handwritten signature in black ink, appearing to read "Daniel Bulletts".

Daniel Bulletts
Cultural Resource Director/Southern Paiute Consortium Direct
Phone: 928-643-6278
Email: dbulletts@kaibabpaiute-nsn.gov

Service Area Kaibab Paiute Reservation
This event is open to tribal members, their families, other Southern
Paiutes, reservation residents & Tribal Staff.



Salt Song Knowledge Sharing Evening

6:00PM-8:00PM

Cry Room

Dinner at 5:00pm

Enter through the kitchen door

-The gym will be closed-

Friday, March 24, 2023

Salt Song Protocols / Do's and Don'ts

Friday, March 31, 2023

Salt Songs Ask Questions

We encourage everyone to come with an open heart to learning and actively listening. Everyone is welcome to share & receive knowledge in a respectful way. We recognize that not all tribal families or bands do things in the same ways or observe the same protocols and information may be different when it comes to these sacred powerful songs.



Sponsored through a joint effort with Cultural Preservation, Cultural Resources/SPC, Dinner sponsored by Tribal Council & Tribal Administration. For more information on this event contact the Cultural Preservation office LeAnn (928) 643-7365 or Cultural Resources/SPC Daniel (928) 643-6278.

Kaibab Paiute Gym & Fitness Center




Join us Wednesday March
22, 2023

at 5:00pm in Steamboat to
walk a mile for Diabetes
Awareness.

&

Join us Friday March 24,
2023



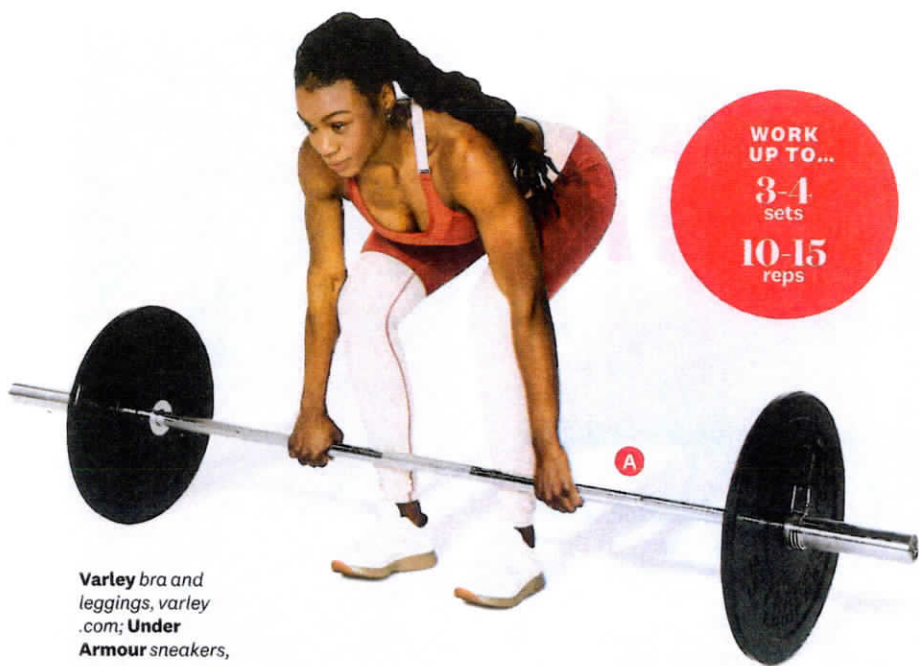
at 10:00am at the Kaibab
Park to walk a mile for
Diabetes Awareness.

**Times and dates are subject to change. For
questions contact McKenna Yracheta-Diabetes
Fitness Coordinator by phone at (928)643-6007 or
email at myracheta@kaibabpaiute-nsn.gov.**

Credit: Womens Health September 2019 Edition
 McKenna Yracheta-Diabetes Fitness Coordinator
 myracheta@kaibapalute-usn.gov

Complete a Perfect Clean

WORK UP TO...
 3-4 sets
 10-15 reps



Varley bra and leggings, varley.com; Under Armour sneakers, ua.com

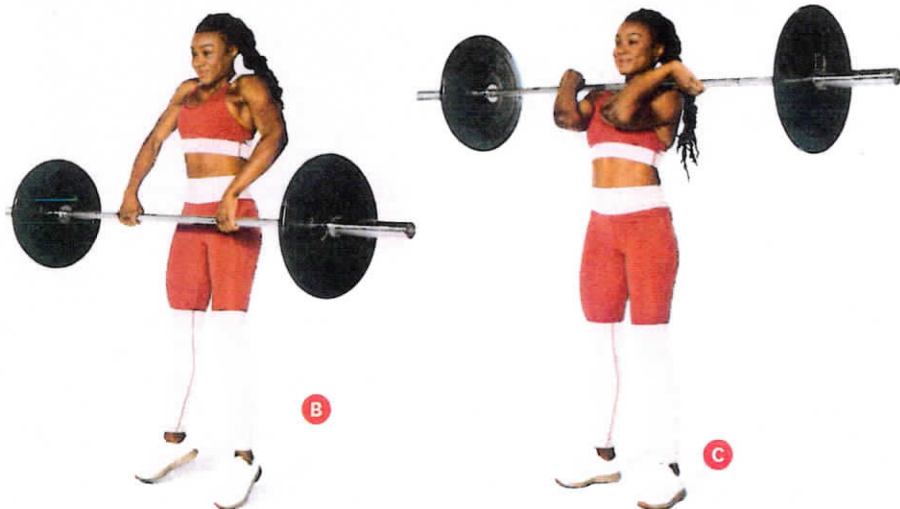
1 Stand with feet about hip-width apart, barbell against shins.

2 Hinge forward at waist with flat back, bending slightly to grab bar with an overhand grip. Hands should be right outside knees. Be sure your chest is up, core is tight, shoulders are back, and head is in a neutral position (a).

3 A glance in the mirror to check your form is fine now, but realign spine before continuing with the move.

4 In one fluid motion, lift bar, pushing through feet, engaging glutes and thrusting hips forward; keep bar close to body as you pull it toward chest (b). Quickly flip wrists back, drop into a quarter-squat, and "catch" bar in front of shoulders, bringing elbows forward.

5 Stand with triceps parallel to floor (c); flip wrists down and lower bar, bracing core and hinging at waist to relieve pressure on back.



No barbell? Clean with kettlebells, dumbbells, or sandbags. These weights will test your balance in a new way while you do it.

The Move 2.0

Once you're ready to step it up, incorporate these challenging twists into your sweat sesh.

Squat Clean

You can lift heavier loads because you don't need to get the bar to chest height before you flip it. Instead, lift it to waist level, then drop into a low squat to get under the bar, engaging your glutes.



Clean and Jerk

Want more of your upper body in on the action? After you clean the bar to your shoulders, lower elbows, tuck chin, and hinge slightly at the hips before thrusting them forward to push the bar straight overhead, biceps slightly behind ears.

KAT WIRSING (EXERCISE MOVES), HAIR: WILLIAM SCOTT BLAIR AT HONEY ARTISTS, MAKEUP: JENNIFER NAM AT HONEY ARTISTS



**IntermountainSM
Garfield Memorial
Hospital**

**3D
DIGITAL
MOBILE**

**MAMMOGRAPHY
UNIT**

coming to your area

Kanab

March 14, 15, & 16, 2023

**Call 435-676-1267 or 435-676-1547
to schedule an appointment.**

FREE mammograms available to those who qualify.
Provided by UCCP - Utah Cancer Control Program



COMING

of Age

join us for a class on:

Menstrual Education

WHERE: COMMUNITY BLDG

WHEN: FRIDAY MARCH 10TH

TIME 1:00PM

WHO: TEEN FEMALES AGES 10-17

(LUNCH WILL BE PROVIDED)

A detailed botanical illustration in a light, sketch-like style, featuring various flowers and plants such as tulips, daisies, and clusters of small blossoms, set against a dark, textured background.

- HUMAN SERVICES -

KAIBAB LIVING SOBER AA:
TUESDAYS AT NOON
COMMUNITY BUILDING
AND ON ZOOM
MEETING ID: 870 210 54634
PASSWORD: ODAT

SOCIAL SERVICES: JENNIE KALAULI: PHONE NUMBER: (435)-689-1799

MENTAL HEALTH: ALLEN ORTON: PHONE NUMBER: (435)-899-1782

PENNY KELLER: SUBSTANCE ABUSE: PHONE NUMBER: (435)-689-0581

SUPPORT SERVICES ASSISTANT: CIERRA ROSSMAN: PHONE NUMBER
(928)643-8336

JENNIE, ALLEN AND PENNY ARE AVAILABLE FOR INDIVIDUAL AND GROUP
SESSIONS.

CONTACT HUMAN SERVICES STAFF FOR ALTERNATIVE RESOURCES FOR SERVICES
