

ECONOMIC AND EMPLOYMENT DEVELOPMENT COMMITTEE
THREE AFFILIATED TRIBES
FORT BERTHOLD RESERVATION
CUSTER SUITE - RAMADA INN
BISMARCK, NORTH DAKOTA

ORGANIZATIONAL MEETING
SEPTEMBER 4, 1985

PRESENT: CHAIRMAN, DENNIS HUBER; SECRETARY, TILLIE WALKER;
JOHN CHARGING, PAUL GOOD IRON, AND DON MALNOURIE

ABSENT: NONE

OTHERS: MIKE CROSS, DEED ADMINISTRATOR; TERRY RED FOX, ND JOB
SERVICES; LEO CUMMINGS, JTPA DIRECTOR; AMY HENRY, PERSONNEL
DIRECTOR; RON SMITH, TERO DIRECTOR; CARMEN EAGLE, BIA
EMPLOYMENT ASSISTANCE DIRECTOR; HARRIET GOOD IRON, JTPA
ADMIN. ASSISTANT; MELVA DRIVER, MIS OFFICER; MARY E. FOX,
PERSONNEL SECRETARY; ESLEY 'TERRY' THORNTON, TITUS HALL,
COMPLIANCE OFFICERS; JOANNA WHITE BEAR, TERO SECRETARY;
GAINUS LITTLE SOLIDER, PRIVATE SECTOR; AND THEOLA F. FOX -
RECORDING SECRETARY.

ITEM 1 CALL TO ORDER

Chairman, Huber, called the meeting to order at 1:20 P.M.

ITEM 2 ROLL CALL

Secretary, Walker, called roll; quorum present (All Members
present).

ITEM 3 SCHEDULE FOR NEW ECONOMIC AND EMPLOYMENT COMMITTEE MEETINGS

MOTION NO. 1 - Moved by John Charging, seconded by Don
Malnourie to hold the meetings of the new Economic and
Employment Committee, every first (1st) and third (3rd)
Monday of each month, at 1:00 P.M. in the Tribal Business
Chambers.

REMARKS: The Economic and Employment Development Committee
will relieve the Executive Committee of overseeing the
activities of the DEED Office. Chairman, Huber, said the
Department Directors under DEED would be the appropriate
people to meet with the EED Committee, on the regularly
scheduled meeting dates.

VOTE: Unanimous, motion carried.

ITEM 4 AGENDA SUMMARY

DISCUSSION: Mike Cross, DEED Administrator, summarized the agenda for the EED Members and the staff. On Thursday, 5 September 1985 the Committee will meet with a host of State Agency Directors, some of whom have resources that our tribe does not have access to, through the efforts of working as an Indian Government through the State Government.

ITEM 5 DEPARTMENT REPORTS

NORTH DAKOTA JOB SERVICES REPRESENTATIVE, TERRY RED FOX:

Mr. Red Fox informed the EED Committee that his department is not yet fully operative. The ND Job Services Office is still waiting for their computer and they cannot find anyone willing to transfer to New Town, but they have moved into a larger office space. Mr. Red Fox said, in working with other Tribal employment agencies, they will develop a plan that will include a master list of all individuals who apply to the ND Job Services, Personnel Office, JTPA, and TERO Department. Terry said his office has done fairly well with the people who have come in so far, placing 34 people in On the Job Training (OJT).

JOB TRAINING PARTNERSHIP ACT (JTPA) DIRECTOR, LEO CUMMINGS

Mr. Cummings said the Job Services Office on the Fort Berthold Reservation, get their funding through interviews, making referrals, and taking job orders. The employment assistant agencies are trying to justify to the state, the need for the Job Services Office on the reservation and to make it a permanent part of Fort Berthold. Leo said his office wants all applicants to go through Job Services and that will put all the people on the unemployment rolls and they will be counted by the state, when the census comes out again there will be a higher number. The employment agencies are trying to work out a system where the applications go through Terry Red Fox's office first to be put on the rolls of unemployment and then filter down to TERO, Personnel, and JTPA. TERO, Personnel, and JTPA will then work with Terry Red Fox to develop a job bank, skills bank, and that information goes on the 511. The job orders that come in will go to Terry Red Fox and they will be filed on the job bank that will be established by the 511 already. The 511 will be updated quarterly or monthly and will give specific numbers and amounts paid to the people hired, and will profit the Job Services Office on the reservation and through use of the master file on the 511, the reports from the different employment agencies will show that the statistics coincide. The master file outlined, will who the coordination in job service assistance and career exploration.

Mr. Cross said there are plenty of job opportunities on the reservation, i.e. Reservation Telephone Company, State Highway Department. The Department of Economic and Employment Development needs to infiltrate these public sector employers that they open up employment for Indians, and the Tribe can identify all those job openings. Mr. Cummings stated he would like to have the EED Committee tour the Northrop Plant and view first hand the Indian employment there since 50% are Indians.

Secretary, Tillie Walker, asked about the Nursing Program at Fort Berthold Community College, and inquired as to why none of the graduates from the Nursing Program are employed with the CHR Program on the reservation. Tillie suggested that the Tribal Business Council give first priority to the Fort Berthold Community College graduates. Paul Good Iron said the reservation needs to start securing employment for the future graduates with specialized fields, right now the employment is only short term. Carmen Eagle said the Reservation School Boards could be helpful in working with the FBCC and Job Services, in developing tests for the students while they are still in school, in order to get them into the employment market.

ITEM 6 THE MEETING RECESSED AT 3:30 AND RECONVENED AT 3:45 P.M.

ITEM 7 DEPARTMENT REPORTS (continued)

TRIBAL PERSONNEL DEPARTMENT DIRECTOR, AMY HENRY: Ms. Henry gave her report on the Tribal Insurance and Health Plan, and the progress they are making in updating their files. Amy said all of the departments under DEED are working to develop one application for the master file. She stated that people have been calling her office concerning photo I.D.'s and that she would like to take the polaroid machine out to the communities once every six months. Job classification was also discussed, through the process of developing the job skills bank, the office can adopt a given classifying system, or Dictionary of Occupational Titles (DOT). Mr. Cross said when the meeting convenes tomorrow the staff will provide a computer list for the Committee, where each occupational level fits in and the job classification that will match anywhere in the state or outside of the state.

BIA EMPLOYMENT ASSISTANCE DIRECTOR, CARMEN EAGLE: Ms. Eagle said her office has been working with students graduated from UTETC and three graduated in plant processing. Carmen said people have been coming in for jobs, and she referred them to JTPA or TERO as the Bureau of having a time getting job openings. Ms. Eagle said Leo and Terry's office were a real good sources of communication for the reservation and she was glad this process is finally being developed.

PRIVATE SECTOR REPRESENTATIVE, GAINUS LITTLE SOLDIER:

Mr. Little Soldier informed the Committee that he employed two people with the help of the OJT Program. Gainus said the training was done on location in New Town. Mr. Cummings said their program could help the private sector business succeed by developing training for immediate needs. Not only can the immediate needs be met in the Tribal programs, but also the state programs, Williston, Bismarck, and Minot Offices. Leo said Gainus could submit his proposal for funding to other regions other than Minot.

TRIBAL EMPLOYMENT RIGHTS OFFICE (TERO) DIRECTOR, RON SMITH:

Mr. Smith said his program is refunded without having to resubmit a proposal. Ron said the compliance officers (2) contracts will end on September 30, 1985. The State Highway Department hired on ten (10) Indian operators. Mr. Cross said he invited Mr. John BJORKE to the Tribal Business Council meeting on 19 September 1985 to report on Highway #22 and Mr. BJORKE stated that there were things the Highway Department could do for the communities, (i.e. fencing range units, paving, and other community suggestions), other than giving money. Mr. Smith said a policy his office is working on, due to large number of turnovers, is when a person is fired their application goes to the bottom of the list. Since there are so many people waiting for jobs, this procedure might help decrease the problem of turnovers. Ron read the statistics of the employment ratio on his report. Off-reservation fees were also discussed, linking TERO with some of the state contracts. John Charging suggested that one person oversee a Tax Department for TERO.

ITEM 8 THE MEETING RECESSED AT 5:00 P.M. AND RECONVENED AT 7:00 P.M. FOR A PLANNING SESSION WITH NORMAN DEWEAVER, NATIONAL INDIAN JTPA LOBBYIST FROM WASHINGTON, D.C. THE PLANNING SESSION ADJOURNED AT 8:30 P.M.