



**1. TERO: What is it?**

TERO is the Tribal Employment Rights Office established under the laws of the Confederated Tribes of the Umatilla Indian Reservation (CTUIR). TERO has the responsibility to work with Coyote Business Park construction contractors to promote Native American employment and subcontracting opportunities on all Coyote Business Park projects.

**2. TERO: Who does it apply to?**

TERO applies to all contractors, including the prime contractor and any subcontractor, who will perform construction work (i.e., labor, construction materials) in excess of \$25,000.

**3. TERO: What does it require?**

TERO requires that the prime contractor and subcontractors execute a Compliance Agreement prior to commencing work. The Compliance Agreement will establish hiring goals for qualified Native American construction workers and will require that you provide certified payroll reports or other payroll reports so that TERO can verify your compliance.

**4. What you can expect from TERO.**

- a. TERO will assist contractors by providing qualified Native American referrals so that the contractor can meet their Compliance Agreement hiring goal. TERO maintains a list of qualified construction workers in the various trades and at varying skill levels. You will need to contact TERO at least 72 hours in advance of needing workers.
- b. TERO will conduct periodic inspections during the construction phase and will participate in weekly construction meetings to ensure that any employment issues are resolved at the earliest stage to avoid delays in the project. TERO offers assistance to its clients for tools, clothing, etc. to accommodate needs of the contractors.

**5. TERO Personnel and Contract Information:**

**a. TERO Program Manager, John Barkley**

Phone number: 541-429-7489  
Email: johnbarkley@ctuir.org

**b. TERO Compliance Officer  
Randall Minthorn**

Phone number: 541-429-7491  
Email: randallminthorn@ctuir.org

**c. TERO Dispatch Officer, Vacant**

Phone number: 541-429-7490  
Email: terostaff@ctuir.org

**d. TERO Assistant, Natasha Watchman**

Phone number: 541-429-7506  
Email: natashawatchman@ctuir.org

The TERO Office is open Monday through Friday from 7:30 am–4 pm

This Fact Sheet is not intended to be a complete summary of the TERO Code which you can review on the CTUIR website a [www.umatilla.nsn.us](http://www.umatilla.nsn.us). Click on the Documents/Forms tab and then CTUIR Statutes.