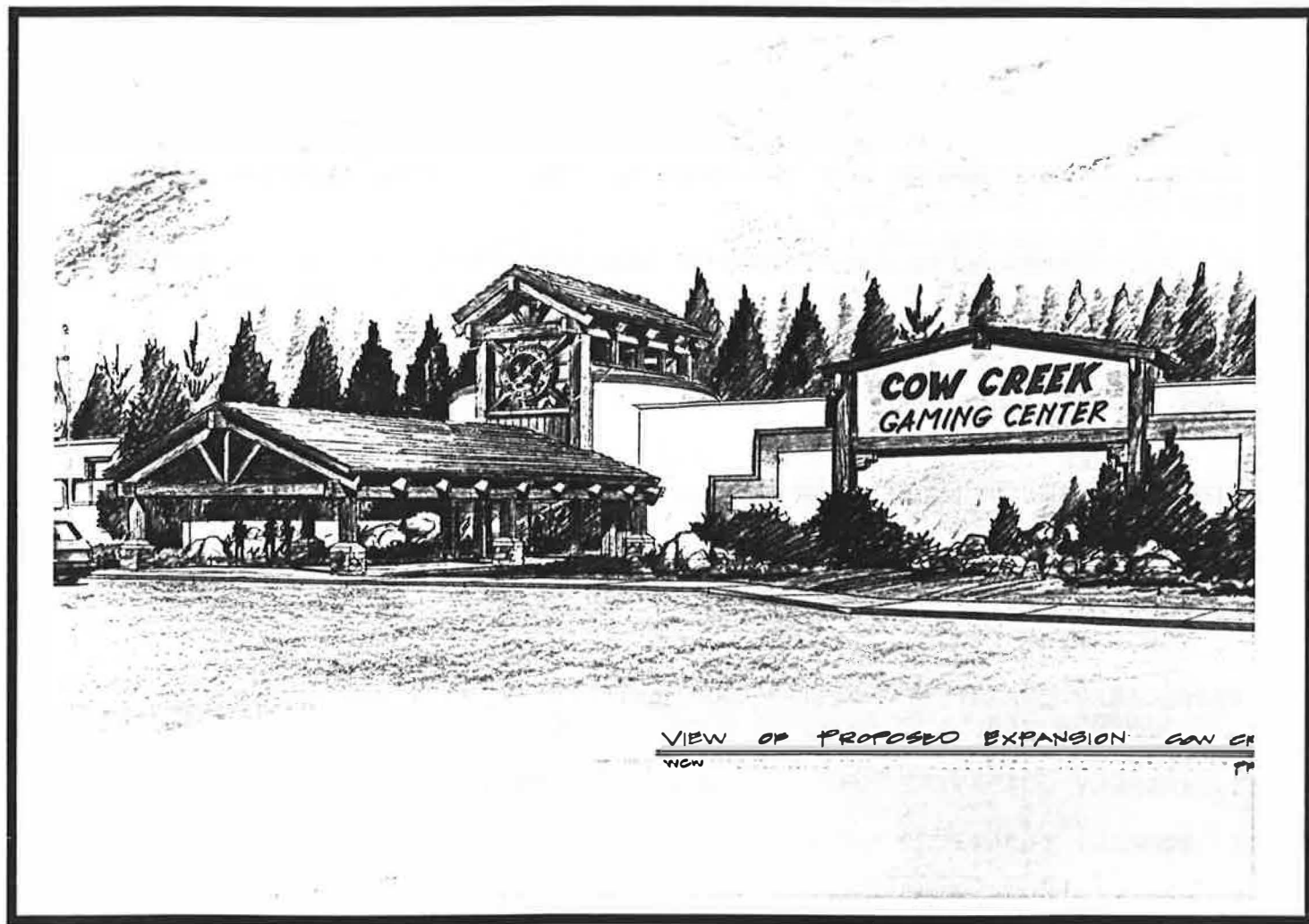




KIUYUM-ID-

January 24, 1994

Volume 4 Issue 1



GAMING CENTER UPDATE

The above is the artists' rendition of the gaming center now under construction. At ground level, the circular portion is the entrance way. This is where the waterfall will be located. In the new facility there will be a glassed off section for non-smokers. Construction is moving right along and the ground is being prepared for another 175 parking spaces. What a difference three years make! What is there today is a far cry from what was on the premises then!

COW CREEK



GAMING CENTER

Where It "Pays" To Play

COW CREEK GAMING CENTER WILL BE HIRING FOR THE POSITIONS LISTED BELOW. OUR NEW FACILITY IS SCHEDULED TO OPEN APRIL 29TH. SINCE SOME POSITIONS WILL REQUIRE MORE INTENSIVE TRAINING (*), THESE POSITIONS MAY HAVE TO BE FILLED AS EARLY AS FEBRUARY 1ST, SO THAT TRAINING MAY BEGIN. APPLICATIONS FOR OTHER POSITIONS MUST BE IN BY FEB. 15TH.

ALL APPLICANTS WILL UNDERGO A DETAILED CRIMINAL AND BEHAVIORAL BACKGROUND CHECK AS REQUIRED BY THE NATIONAL INDIAN GAMING COMMISSION. ALL APPLICANTS MUST BE ABLE TO OBTAIN A GAMING LICENSE ISSUED BY THE TRIBE AND REVIEWED BY THE NATIONAL INDIAN GAMING COMMISSION.

ALL APPLICANTS WILL BE JUDGED ON QUALIFICATIONS FOR THE POSITION DESIRED AND THEIR PREVIOUS WORK HISTORY SUCH AS TYPE OF WORK, LENGTH OF SERVICE AND REASONS FOR LEAVING.

SINCE THE CRIMINAL BACKGROUND CHECKS REQUIRED FOR LICENSING ARE VERY TIME CONSUMING AND EXPENSIVE ALL APPLICATIONS WILL BE THOROUGHLY REVIEWED.

SINCE WE EXPECT TO BE OPEN 24 HRS. DAILY WE WILL HAVE MANY SHIFTS AVAILABLE.

HIRING PREFERENCE WILL BE AS FOLLOWS:

- 1) EQUALLY QUALIFIED TRIBAL MEMBERS WHO ARE ALREADY EMPLOYED AT THE GAMING CENTER.
- 2) EQUALLY QUALIFIED PERSONS WHO CONTRIBUTE TO A COW CREEK HOUSEHOLD AND ARE ALREADY EMPLOYED AT THE GAMING CENTER.
- 3) EQUALLY QUALIFIED GAMING CENTER EMPLOYEES.
- 4) EQUALLY QUALIFIED TRIBAL MEMBERS.
- 5) EQUALLY QUALIFIED PERSONS WHO CONTRIBUTE TO A COW CREEK HOUSEHOLD.
- 6) OTHER QUALIFIED APPLICANTS.

SLOT CLERKS - MUST HAVE OUTGOING PERSONALITY. MUST HAVE EXPERIENCE DEALING WITH THE GENERAL PUBLIC. MUST BE ABLE TO HANDLE LARGE SUMS OF MONEY ACCURATELY. MUST BE ABLE TO STAY ON FEET FOR 8 HR. SHIFT.

SIX POSITIONS AVAILABLE AT \$5.00 PER HOUR

3 @ 40 HOURS

5 @ 32 HOURS

KEY PERSONS - MUST HAVE OUTGOING PERSONALITY. MUST HAVE EXPERIENCE IN DEALING WITH THE PUBLIC. MUST BE RESPONSIBLE FOR LARGE SUMS OF MONEY. MUST HAVE SUPERVISORY EXPERIENCE AND BE ABLE TO SUPERVISE OTHER EMPLOYEES. MUST BE ABLE TO RESOLVE CUSTOMER COMPLAINTS DIPLOMATICALLY. MUST BE ABLE TO STAY ON FEET FOR 8 HR. SHIFT.

FOUR POSITIONS AVAILABLE AT \$6.00 PER HOUR

2 @ 40 HOURS

2 @ 32 HOURS

SECURITY GUARDS - MUST HAVE EXPERIENCE IN THE SECURITY FIELD. MUST BE ABLE TO COMPLETE BATON AND MACE TRAINING. MUST BE ABLE TO OBTAIN CPR AND FIRST AID CERTIFICATES. MUST HAVE EVEN DISPOSITION AND OUTGOING PERSONALITY.

THIRTEEN POSITIONS AVAILABLE AT \$5.50 PER HOUR

8 @ 40 HOURS

5 @ 32 HOURS

BEVERAGE SERVERS - MUST HAVE OUTGOING PERSONALITY. MUST HAVE EXPERIENCE IN DEALING WITH THE PUBLIC. MUST BE ABLE TO STAY ON THEIR FEET FOR 8 HR. SHIFT.

SIX POSITIONS AVAILABLE AT \$4.75 PER HOUR

3 @ 40 HOURS

3 @ 32 HOURS

SLOT CASHIERS - MUST HAVE HEAVY CASHIERING EXPERIENCE. MUST BE ABLE TO COUNT LARGE SUMS OF MONEY QUICKLY AND ACCURATELY. MUST HAVE PLEASANT AND OUTGOING PERSONALITY. MUST BE ABLE TO USE 10 KEY BY TOUCH.

SIX POSITIONS AVAILABLE AT \$5.00 PER HOUR

5 @ 40 HOURS

1 @ 32 HOURS

WAITERS/WAITRESSES - EXPERIENCE PREFERRED. MUST HAVE OUTGOING PERSONALITY.

SIXTEEN POSITIONS AVAILABLE AT \$4.75 PER HOUR

COOKS - MUST BE EXPERIENCED IN BREAKFAST, LUNCH AND DINNER MENU'S. SIX POSITIONS AVAILABLE AT \$6.00 PER HOUR.

DISHWASHERS - FOUR POSITIONS AVAILABLE AT \$4.75 PER HOUR.

JANATORIAL - MUST HAVE PREVIOUS EXPERIENCE. MUST BE ABLE TO WORK QUICKLY, QUIETLY AND THOROUGHLY WHILE PATRONS ARE STILL PLAYING.

THREE POSITIONS AVAILABLE AT \$ 5.00 PER HOUR
3 @ 35 HOURS

LANDSCAPE/MAINT- WILL BE RESPONSIBLE FOR ALL OUTDOOR GROUNDSKEEPING UPKEEP, MOWING, WEEDING ETC. WILL KEEP PARKING LOTS CLEAN.

ONE POSITION AT \$6.00 - 40 HOURS

CARD DEALERS - WILL NEED TO SUCCESSFULLY COMPLETE EIGHT WEEK
(*) TRAINING COURSE. MUST HAVE FRIENDLY OUTGOING PERSONALITY. MUST HAVE GOOD EYE HAND COORDINATION AND GOOD HAND DEXTERITY.

APPROXIMATELY 20 POSITIONS AVAILABLE AT \$4.75

CASH COUNTING ROOM - MUST HAVE BANK TELLER EXPERIENCE. MUST BE ABLE TO USE 10 KEY BY TOUCH.

FIVE POSITIONS AVAILABLE AT \$6.00 PER HOUR

3 @ 40 HOURS

2 @ 32 HOURS

SECURITY SHIFT SUPERVISORS- MUST HAVE AT LEAST FIVE YEARS EXPERIENCE IN THE POLICE OR SECURITY FIELD. MUST HAVE SUPERVISORY EXPERIENCE. MUST BE ABLE TO TO SUCCESSFULLY COMPLETE FIREARM QUALIFYING WITH A SCORE ABOVE 80. MUST BE ABLE TO SUCCESSFULLY COMPLETE BATON AND MACE TRAINING. MUST BE ABLE TO COMPLETE CPR AND FIRST AID COURSES.

FOUR POSITIONS AVAILABLE AT \$ 8.00 PER HOUR

4 @ 40 HOURS

RESTAURANT MANAGER- MUST HAVE MINIMUM OF TEN YEARS MANAGEMENT EXPERIENCE IN A 75 SEAT FULL SERVICE RESTAURANT. MUST HAVE ABILITY TO SET MENU, CREATE RECIPES, ORDER AND INVENTORY STOCK. MUST BE ABLE TO SCHEDULE AND SUPERVISE A STAFF OF TWENTY FIVE. PROVIDE DETAILED WORK HISTORY AND SALARY REQUIREMENTS.

Relating to the jobs listed above and on the previous pages, if you are interested, please submit your application as soon as possible. Interviewing, evaluation, security clearance and orientation will be underway before long. Some of the jobs will require intensive training. Because of the time and effort invested in training, it is important that your intent is to be a permanent employee.

NOTES FROM THE CHAIRMAN...

CLINTON ADMINISTRATION SHOWS SUPPORT FOR INDIAN COUNTRY

The Clinton Administration has brought optimism to Indian Country by their response to tribal concerns. Quoting JoAnne Chase, Coordinator of Governmental Affairs for the National Congress of American Indians: *"The Clinton administration's support and inclusion of Native American issues is "relatively unprecedented." This organization represents 163 tribal governments. There's been a lot action on Indian bills and that's encouraging. The general feeling among tribal leaders is that this administration is paying more attention to and supporting legislation that affects Indian communities."* There will be several critical bills that the tribe will be monitoring through the second session of the 103rd Congress.

UPDATE ON BIA HOUSING PROGRAM

Last fall, an article appeared in the local newspaper relating to mismanagement in the BIA Portland Area Housing Program. Although the article clearly stated that: "There has never been the slightest hint of impropriety with any tribe in that area (southern Oregon)", a tribal member wrote a letter of concern to the Portland Area Director regarding the Cow Creek Program and requested a review by the Bureau of Indian Affairs. Upon knowledge of that letter, the tribal chairman contacted Area Director Stanley Speaks, and also requested a complete review of the program. The Cow Creek Housing Program has worked very closely with the Portland Area Office from the beginning and was confident in having an upstanding program.

On December 6, 1993, Bill Sullivan, Housing Specialist for the Bureau of Indian Affairs, conducted an evaluation of the Cow Creek Housing Improvement Program and found that "all persons served were eligible and renovations done in accordance with the Code of Federal Regulations at the time of service". In a memorandum dated December 9, 1993, he stated the following:

"After visiting the tribe and reviewing the case files, it was determined that the allegations were erroneous and/or incorrect. I have been and continue to be impressed with the tribe's sincere desire to administer the Housing Improvement Program in strict accordance with regulations".

Mr. Sullivan's findings should close the matter.

GENERAL COUNCIL MEETING NOTICE

Unless notified differently, the following dates are for the General Council Meetings scheduled in 1994:

<u>DATE</u>	<u>DAY</u>	<u>TIME</u>	<u>PLACE</u>
February 13	Sunday	1:00 p.m.	I.W.A. Hall
May 15	Sunday	1:00 p.m.	I.W.A. Hall
August 14	Sunday	1:00 p.m.	I.W.A. Hall
November 13	Sunday	1:00 p.m.	I.W.A. Hall

I.W.A. Hall is located at 1523 NE Vine St., Roseburg, Oregon

HOUSING IMPROVEMENT PROGRAM

Bureau of Indian Affairs Housing Improvement Program applications for the next funding year are now being accepted. If you currently live in the seven (7) county service area, and are interested in applying for this program or have any questions, please contact Carol Ferguson, Housing Coordinator at 672-9405 or 1-800-829-8229.

CLOTHING

Due to an abundance of generous donations of clothing, we are running out of storage room. If your family is in need, or you know a family who is in need of clothing, please contact Rhonda Malone at 672-9405 or 1-800-929-8229.

CHILD CARE AND DEVELOPMENT GRANT

The Child Care and Development Block Grant Act of 1990 established a program to provide grants to states, territories, and Indian tribes for child care services for low-income families. This program helps low-income families who are working, or receiving job training, or education, to enable them to provide child care for their children. The Child Care and Development Block Grant also increases the availability, affordability, and quality of child care and development services.

Any child who is an enrolled member of the Cow Creek Tribe and is currently living in the seven county service area would be an eligible applicant. For more information, or an application form contact: **Fran Crispen, Indian Child Welfare Specialist** at 672-9405 or 1-800-929-8229.

SNOW OUTING

All tribal members are invited to attend a snow outing at Diamond Lake on Saturday, Feb. 26, 1994. Cross country skiing, sleding, and a pizza party are the planned activities. Pre-registration is required by Feb. 21, 1994 in order to attend. For more information, please contact Randy Anderson at 672-9405 or 1-800-929-8229.

FREE! FREE! FREE!

On Friday, January 21, 1994, the laundry/rest room building will be razed at the Evergreen. Anyone interested may have the 2 bathroom sinks and 4 toilets which will be salvaged. These items must be removed by Wednesday, January 26, 1994. For more information, please contact Bill Vian at the that location.

NOTICE OF JOHNSON O'MALLEY PARENT MEETING

The following JOM Parent Committee meeting is open to all Native American Parents:

DATE: Feb. 8, 1994

TIME: 1:00 p.m.

PLACE: Cow Creek Administrative Office

REMINDERS:

- 1) Please continue to keep your address current. Whenever there is a change of address, the office needs to be advised, so you will continue to receive important tribal correspondence.
- 2) It is important that all of those eligible to enroll request an enrollment application so that it may be processed. You may call the Tribal Administrative Office at 672-9405 or 1-800-929-8229.

CONTRACT HEALTH PROGRAM

If you live in the seven county service area, and have not yet submitted your 1994 Health Application to the Health Office, please do so. If you have not yet received one in the mail, please contact the Health Office.

Billing questions should be directed to Linda Rondeau or June Horn at the Health Office. They are authorized to answer any questions you may have regarding billing procedures, payment procedures or any questions related to the Contract Health Program. Please inform your provider of this when attending an appointment.

MEDICATION UPDATE **BY PEGGY MEHARRY, R.N.**

Life is very stressful for most people today. Often times we feel like we need something to help us take that uncomfortable anxious feeling away, so we can work at our jobs and enjoy life a little bit better. Occasionally, physicians prescribe antianxiety medications with out giving the patient a complete disclosure about the drug and its potential side effects.

If taking any medications, it is extremely important to follow the instructions provided by your physician. Do not discontinue any medication without consulting your physician. Before taking any medications, you need to be an INFORMED CONSUMER. Please ask your pharmacist for the package insert of all drugs you are taking.

If you have any questions regarding prescriptions drugs, please contact Peggy Meharry at 1-800-935-3649 or 672-8533.