

SouthWest Region TERO 3rd Quarterly Meeting Minutes
Sky Ute Casino & Resort
Ignacio, Co
June 25, 2024 (Day 1)

Welcome Guests:

Southern Ute Chairman Melvin Baker
Ute Mountain Ute Councilman Conrad Jacket
Mr. Mark Wing, Ute Mountain Ute TERO Commissioner
Mr. Edward Box III, CDP Intern-Asst. General Manager, Sky Ute Casino
Ms. Tara Vigil, TERO Intern-Career Developer Coordinator (CDP)
Ms. Morgan Graham, Southern Ute Sun Ute Community Center Director

Invocation: Nathan Strong Elk (So. Ute TERO Commissioner)

Call to Order:

- 9:03 am by SouthWest Region TERO (SWRTERO) Chairman Darrel Felipe. Darrell introduced the welcoming guests of the Southern Ute Tribe, Ute Mountain Tribe and Sky Ute Casino and SunUte Community Center.

Roll call:

- 11 tribes present: Pueblo of Acoma (Darrell Felipe), Southern Ute (Hilda Burch), Ute Mountain Ute (Marcie Lopez), Hopi (Delores Coochyamptewa-ZOOM-entered at 11 am), Colorado River Indian Tribe [CRIT] (Theo De La Rosa), San Carlos (Jolene Kniffin), Hualapai (Bobby Havatone-entered at 10:47 am), Jicarilla Apache (Vincent Maria), Tohono O'Odham Nation (Melissa Norris/Christy Bautista-ZOOM), Torres-Martinez Desert Cahuilla (Charmaine Ontiveros), and Zuni Tribe (Kristen Bowannie). Quorum was established.

Approval of Agenda:

- Motion by Zuni (Kristen Bowannie), 2nd by Jicarilla (Vincent Maria); motion approved (9) for (0) opposed, (0) abstain.

Approval of Minutes (03/19/24): [this item of the agenda was moved to afternoon session so those present can get a copy to review]

Theo asked about the letter to submit to CTER for the following; since SWRTERO made a motion not make payment as it part of the minutes of 3/19/24. Chairman Darrell will write the letter and submit to Theo to present to the CTER Board of Directors.

Also, there was an invoice #5148, dated July 12, 2023 from CTER in the amount of \$8,236.20. For sponsorship 2023 Welcome Feast 175 @ \$37.00= \$6,75.00; Service Fee 20% =\$1,295.00 and Sales Tax \$466.20 for a total of \$8,236.20, which was not approved by SWRTERO, decision was not to pay the Invoice. Motion by Torres Martinez (Charmaine Ontiveros) and 2nd by CRIT (Theo De La Rosa), to not make the payment. Motion approved (14) for (0) opposed, (0) abstain.

No other discussion pertaining to the minutes.

- Motion by Torres Martinez (Charmaine Ontiveros), 2nd by Hualapai (Bobby Havatone) for approval of the minutes for March 19, 2024; motion approved (11) for (0) opposed, (0) abstain.

SWRTERO Chairman's Report:

Darrell thanks those in attendance to the quarterly meeting. He has been busy working with EEOC and his office, including the SWRTERO to keep everyone up to date. He would like to see SWRTERO membership increase. He will report more during his time under the TERO Directors Reports pertaining to TERO projects at Pueblo of Acoma.

SWRTERO Treasurer's Report:

Theo De La Rose current amount in SWRTERO Acct. is \$32,815.49 as of to-date 2024. Theo mention that she will make a deposit of \$1280, out of this amount \$280 was from the drawings held at White Mountain Apache during the quarterly meeting. Theo will update on CTER under New Business; CTER Annual Conference & Legal Update.

Old Business:

Amendments to Bylaws: Zoom Participation and Voting, Outdated Policies

Chairman Darrell asked each SWRTERO member to review the information listed above prior to the Oct. 2024 meeting, these items will be discussed, and revisions will be made during the Oct. Qtrly meeting. The Bylaws can be found on the SWRTERO website to review or contact Darrell if you have questions. His contact information is on the website.

New Business:

CTER Update; CTER Vice-Chairman Theo De La Rosa informed those present of the CTER Conference will be held Aug. 7th – 9th, 2024 in Chandler, AZ. Gila River Resort & Casino. Agenda is tentative at this time, and final agenda will be forth coming. Information was mailed out to the Tribal TERO's with information on registration, sponsorships, TERO Director of the Year, TERO Commissioner of the Year, etc.

Discussion of SWRTERO doing a sponsorship for CTER, after hearing the different levels of sponsorship, it was agreed to send CTER \$5,000 Orca Whale level sponsorship. Motion was made by Torres Martinez (Charmaine Ontiveros), 2nd by CRIT (Theo De La Rosa). Motion was approved (11) for (0) opposed, and (0) abstain.

CTER Legal Update; CTER Vice-Chairman Theo De La Rose, informed those present that the update will be in Dec. at the Orleans Casino – dates & agenda haven't been confirmed yet. She will let SWRTERO members know when they are confirmed, or it will be announced at the CTER Conference in AZ.

TERO Directors Reports:

Each SWRTERO Director/Delegate gave their updates from their area, what is going on, what is pending, how they are working with tribal, state, and federal agencies with their projects. This helped those that have questions or are newly hired as the TERO Director. Most of the SWRTERO members are doing broadband installation and having their TERO fees waived, which tribal TERO's aren't informed until after the fact of the waiver. Some TERO Directors expressed the need to revise

their TERO Ordinance/Code to better assist them in gathering and obtaining their TERO fees. Expression of needed trainings in their areas for potential workers.

Announcements:

There was discussion on the 101 TERO Compliance training – Darrell or Theo will check with Mr. Navarro if he could do the training.

Next Quarterly Meeting & training: October 2024:

Tohono O’Odham (Christy Bautista) will host the next quarterly meeting October 22-23, 2024 – Tucson, AZ at the Dessert Diamond Casino. Hotel and other information will be sent out by CRIT (Theo De La Rosa) for reservations and traveling inquiries.

Adjournment:

Adjournment at 1:48 pm. Motion by CRIT (Theo De La Rosa), 2nd by Torres Martinez (Charmaine Ontiveros); approved (11) for (0) against, (0) abstain.

SouthWest Region TERO 3rd Quarterly Meeting Minutes
Sky Ute Casino & Resort
Ignacio, Co
June 26, 2024 (Day 2)

Welcoming & Call to Order:

- 9 am by SouthWest Region TERO (SWRTERO) Chairman Darrel Felipe.

Roll call:

- 11 tribes present: Pueblo of Acoma (Darrell Felipe), Southern Ute (Hilda Burch), Ute Mountain Ute (Marcie Lopez), Hopi (Delores Coochyamptewa-ZOOM), Colorado River Indian Tribe [CRIT] (Theo De La Rosa), San Carlos (Jolene Kniffin), Hualapai (Bobby Havatone), Jicarilla Apache (Vincent Maria), Tohono O'Odham Nation (Melissa Norris/Christy Bautista-ZOOM), Torres-Martinez Desert Cahuilla (Charmaine Ontiveros), and Zuni Tribe (Kristen Bowannie). Quorum was established.

Presentations & Trainings:

EEOC (Zoom): Robin Campbell-State, Local & Tribal Program Manager
Karrie Maeda-State & Local Coordinator

Colorado Civil Rights Division (CCRD) (Zoom): Traci Green-Deputy of Operations

CCRD Traci gave her PowerPoint presentation of how cases are filed within their division. Timelining from start to finish or outcome of the filing. She will submit the PowerPoint to Darrell to upload to the SWRTERO website for review, Employment Discrimination 101, Fair Housing 101 and Public Accommodations Discrimination 101. All three presentations were informative and helpful to understand how TERO can assist when needed.

EEOC: Robin Campbell and Karrie Maeda gave their presentation on the TERO Quarterly Reports, Contracts & Vouchers.

So SWRTERO's are up to date with their Quarterly Reports to receive their grant. Including, updating their SAM's information before the expiration date. Robin - TERO/EEOC Liaison, gets SAM's notification on any SWRTERO's expiration date. Robin expressed to all present to get those updated and if anyone has problems to contact her. They both reminded SWRTERO participates of the upcoming training July 9th or 10th with James Yao – Job Discrimination Desk Reference for Tribal Employment Rights Offices.

Adjournment:

Adjournment at 11:08 am. Motion by CRIT (Theo De La Rosa), 2nd by Ute Mountain Ute (Marcie Lopez); approved (11) for (0) against, (0) abstain.