

Shoshone-Bannock Tribes

TERO CONTRACTOR PACKET

**NOTICE - This information is only a portion of the
2008 TERO Ordinance # TERO-08-S1**

SECTION 103 PURPOSES.

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

- A. To ensure that no covered 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, and termination from employment.
- B. To require that all covered 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, 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 the Reservation.
- D. To require all covered employers to utilize the TERO Hiring Hall in all hiring with respect to work to be performed on the Reservation.
- E. To require, in appropriate cases, that covered employers establish needed training programs intended to combat the effects of discrimination.
- F. To provide services to covered employers to assist them in meeting their requirements under this Ordinance, in locating qualified Indians to fill employment needs, establish needed training programs and meet federal requirements guarding against discrimination.
- G. To require all covered employers to contribute to the services provided by and the enforcement of this Ordinance by the fees established herein.
- H. To authorize agreements between the Tribes and the United States or any of its agencies or departments to enforce federal laws prohibiting discrimination as set out and limited in this Ordinance.
- I. To provide for staff support, travel and training of TERO Commissioners.
- J. To provide training and/or funding for training of Indians and Indian-owned businesses contingent upon the availability of funds.

SECTION 201 DEFINITIONS.

As used in this Ordinance:

- 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. **“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).
- C. **“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.
- D. **“Commission”** means the Shoshone-Bannock Tribal Employment Rights Ordinance Commission as established by this Ordinance.
- E. **“Commissioner”** means a Commissioner or member of the Shoshone-Bannock Tribes Tribal Employment Rights Ordinance Commission.
- F. **“Covered Employer”** means any employer employing two or more employees who, during any given period of time, perform work, or render services on or near the Reservation. Covered employers shall include units, departments, and divisions of the Shoshone-Bannock Tribal government, Tribal enterprises and the gaming operation.
- G. **“EEOC”** means the United States Equal Employment Opportunity Commission.
- H. **“Entity”** means any person, partnership, corporation, joint venture, vendor, government, governmental enterprise, or any other natural or artificial person or organization. The term "entity" is intended to be broadly interpreted to further the purposes of the Ordinance.
- I. **“Employee”** means any person employed for remuneration, compensation, or other value.
- J. **“Employer”** means any person, partnership, corporation, or other entity that employs, for wages, two or more employees. An Employer under this Ordinance does not include a private individual who contracts or subcontracts work on his or her own private residence.
- K. **“Fort Hall Business Council”** means the elected governing body of the Shoshone-Bannock Tribes of the Fort Hall Reservation as established and defined by the Shoshone-Bannock Tribes’ Constitution.
- L. **“Indian”** means any person that is an enrolled member of a Federally-recognized Tribe.
- M. **“Indian Preference Contractor”** means a business firm, contractor, or subcontractor that is 51% or more Indian owned, controlled, and managed, as recognized by the TERO Commission.
- N. **“Ordinance”** means the Tribal Employment Rights Ordinance.
- O. **“Qualified Indian”** means an enrolled Shoshone-Bannock Tribal Member, a non-enrolled member or descendant of the Shoshone-Bannock Tribes, or an enrolled member or descendant of another Federally-recognized Indian Tribe who meets minimum qualifications for a specific job or other employment position.
- P. **“Regulations”** means administrative rules and guidelines established by the Commission to further the provisions and administration of this Ordinance. The Ordinance governs the content and interpretation of the regulations.
- Q. **“Regulatory Fee”** means fees collected by the TERO for the direct and indirect administration of the Ordinance and regulations; including but not limited to workforce development, Indian-owned and small business support activities.
- R. **“Reservation”** means all lands and waters within the present confines of the Fort Hall Reservation, notwithstanding the issuance of any patent, easement, or rights-of-way running through the Reservation, ceded

lands, 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.

- S. **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.
- T. **“TERO”** means the Tribal Employment Rights Ordinance.
- U. **“Tribes”** means the Shoshone-Bannock Tribes of the Fort Hall Reservation.
- V. **“Tribal Court”** means the Shoshone-Bannock Tribal Court of the Fort Hall Reservation.
- W. **“Tribal Member”** means an enrolled member of the Shoshone-Bannock Tribes.

SECTION 303 INDIAN PREFERENCE IN EMPLOYMENT ACTIONS.

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

- A. First preference to enrolled members of the Shoshone-Bannock Tribes in all hiring, promotion, training, layoffs, and all other aspects of employment;
- B. Second preference to non-enrolled members or descendants of the Shoshone-Bannock Tribes;
- 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.

Preference in lay-offs means that qualified members of the Shoshone-Bannock Tribes 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.

SECTION 304 INDIAN PREFERENCE IN CONTRACTING.

- A. All covered employers awarding contracts or subcontracts for supplies, services, labor, and/or materials in an amount of \$5,000.00 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.
- B. These Indian Preference requirements shall apply to the award of contracts awarded directly by the Shoshone-Bannock Tribes, its programs and divisions on any contract or subcontract of which work occurs off the Reservation and involves work related to protection and preservation of treaty rights and in which the Shoshone-Bannock Tribes 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 covered employers and will be deemed to be part of and incorporated into any contract or subcontract covered by this Ordinance. The covered 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 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 Fort Hall Business Council.

SECTION 305 REGULATORY FEE.

- A. The regulatory fee shall not apply to the daily operation of schools, churches, hospitals, health clinics, nursing homes, veterans' centers, or the Tribal government, its enterprises and gaming operation. The Tribal government and entities are exempt from the regulatory fee, but all contractors or subcontractors working for the Tribal government or its entities are assessed the regulatory fee.
- B. The regulatory fee is imposed as follows:
 - 1. Every contractor, or subcontractor awarded a contract by a covered employer in the sum of \$25,000 shall pay a one-time fee of 2.5% of the total amount of the contract. The fee shall be paid prior to commencing work. However, where good cause is shown, the TERO Director may authorize a covered employer, contractor, or subcontractor to pay said fee in installments over the course of the contract with the consent of the Commission.
 - 2. Every covered employer, except building or construction contractors, with two (2) or more employees working on the Reservation shall pay a quarterly fee of 1% of its employees quarterly payroll which shall be paid within thirty (30) calendar day after the end of each quarter.
 - 3. TERO shall be responsible for collecting Regulatory Fees pursuant to the rules and regulations adopted by the Commission. The fees shall be paid to the "Shoshone-Bannock TERO Department" and shall be credited to the TERO Revenue line item in a restricted TERO fund of the Shoshone-Bannock Tribes. Regulatory Fees collected shall be used for the direct and indirect administration of this Ordinance and regulations; including but not limited to, workforce development, Indian-owned and small business support activities.
 - 4. In the event a contract or subcontract terminates or cancels and is at least 85% complete, the contract or subcontract is deemed 100% complete for purposes of imposing the Regulatory Fee.

Any exceptions from the regulatory fee 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 Fort Hall Business Council.

NOTICE:

This information is only a portion of the TERO Ordinance.

SHOSHONE-BANNOCK TRIBES TRIBAL EMPLOYMENT RIGHTS ORDINANCE

SAMPLE COMPLIANCE PLAN

EMPLOYMENT COMPLIANCE PLAN

The Shoshone-Bannock Tribes have a Tribal Employment Rights Ordinance in effect; and **Contractor** is a Contractor/employer performing work on or when work occurs off the Reservation and involves work related to the protection and preservation of treaty rights **Contractor** through its representative(s), **Representative** hereby agrees to comply with the Indian Preference provision in hiring, training, promotions, layoffs and all other aspects of employment, including contracting and subcontracting and as set forth in the 2008 Tribal Employment Rights Ordinance.

The Tribal Employment Rights Ordinance, Chapter 4, Section 402.D, "Require each covered employer or entity to submit to the Commission an acceptable compliance plan indicating how it will comply with this Ordinance, before a covered employer or entity may commence work on or near the Fort Hall Reservation". ***For this reason, no covered entity may commence work on the reservation until it has met with the TERO and developed an acceptable plan for implementation of its obligations under this law.***

The Shoshone-Bannock Tribes have a Worker Protection Ordinance in effect which governs workers, employers and labor organizations to ensure a safe work environment, free of employment discrimination, protecting health and safety, and providing for fair wages and benefits. This law and regulations promulgated there under apply to all workers, employers and contractors conducting work on the Fort Hall Reservation.

THE EMPLOYER FURTHER AGREES TO:

1. Provide prior notification to any contractor, subcontractor or any other entity being considered as a service provider to the company of their obligations to comply with the Tribal Employment Rights Ordinance **including Indian Preference rules for employment and layoffs, training, advancements and promotions as follows:**
 - 1st Preference: Enrolled Shoshone-Bannock Tribal members;
 - 2nd Preference: Non-enrolled Shoshone-Bannock Tribal descendants;
 - 3rd Preference: Enrolled members of Federally-recognized Indian Tribe;
 - 4th Preference: Non-Indians who have a successful work experience with Indian Tribes; and
 - 5th Preference: Non-Indians.
2. Make payable a Regulatory Fee the Tribal Employment Rights Office (TERO) in the amount of 2.5 % percent, of total contract, **\$0.00** TERO fees are **\$0.00** shall be paid before project completion. (2.5% on contracts \$25,000 or more.) ***All payments are to be sent directly to Shoshone-Bannock Tribes, TERO c/o Accounts Receivable, PO Box 684, Fort Hall, ID 83203.***
3. Provide a certified payroll report to include the number of man-hours worked by employees and a list of any terminations with reasons, on this project.
4. Provide a worker's compensation certificate of liability.
5. Make payable Training Fees for occupations classified on the prevailing wage scale at the rate of \$.50 cents per man-hour worked, per each classified position detailed on the project. Employer shall be responsible for payment of training fees due upon each quarter or project, whichever duration is lesser.

6. Provide a copy of Contractor's Safety Policy, including the identification of Safety Officer.

Project is scheduled to begin on Start Date and will conclude on End Date the location of project will occur at _____, Fort Hall Indian Reservation the scope of work to include: _____

ANTICIPATED WORKFORCE	TRAINING FEE APPLICABLE (Yes / No)	INDIAN	NON- INDIAN	% INDIAN
Owner,				
Safety Officer				
Other positions needed on the project				

The company also agrees to notify the TERO of any other positions, not included in this Compliance Plan, which may occur prior to start up for job referrals.

This Compliance Plan is in full force and effect on _____ for the duration of the contract or unless either party notifies the other in writing of its request to renegotiate.

Date

TERO Representative

Date

Contractor Representative

Mailing Address	
City, State, Zip	
Phone Number	
Fax Number	
Cell Number	
Email Address	

cc: Employer
File

TRIBAL EMPLOYMENT RIGHTS OFFICE
Shoshone-Bannock TERO ~ P.O. Box 306, Fort Hall, ID
83203 tero@sbtribes.com
Phone (208) 478-3848

All sub-Contractors are subject to the TERO requirements, if they meet the \$5,000 contract award threshold, and if a majority of the work occurs on the reservation.

It is the responsibility of the prime or general contractors to inform their sub-contractors about the TERO requirements and insure that all sub-contractors comply.

Name of Contractors – Contact & Phone	Scope of Work	Contract Award	Compliance Plan Required?	Projected Start Date



JOB ORDER

PO Box 306, 58 Widowville Rd #2 Fort Hall, ID 83203
208-478-3848

Submit to: tero@sbtribes.com

THIS SECTION
FOR TERO USE ONLY

Date: _____ Time: _____
Received By: _____ Work Permit # _____
Issued/Approved by: _____

Employer			
Employer Address			
Contact Person			Phone _____
Contact Person's Email			
Physical Location of the Job			
Job Title	Number of Positions _____		
Rate of Pay	Date Needed _____	Hours _____	
Schedule: <input type="checkbox"/> M-F <input type="checkbox"/> Weekends <input type="checkbox"/> Shift/Swing Job is: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Permanent <input type="checkbox"/> Temporary			
Driver's License Required? <input type="checkbox"/> Yes <input type="checkbox"/> No MVR Required? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Type: <input type="checkbox"/> Class D <input type="checkbox"/> Class A <input type="checkbox"/> Class B Endorsements: <input type="checkbox"/> Passenger <input type="checkbox"/> Doubles/Triples <input type="checkbox"/> Tanker <input type="checkbox"/> Haz-Mat			
Certification Required:		Working Conditions/Physical Demands:	
<input type="checkbox"/> Aerial Lift			
<input type="checkbox"/> Confined Space			
<input type="checkbox"/> Fall Protection			
<input type="checkbox"/> First Aid/CPR			
<input type="checkbox"/> Flagger/Traffic			
<input type="checkbox"/> Control Food Handler			
<input type="checkbox"/> Fork Lift			
<input type="checkbox"/> Haz-Mat or Hazwoper			
<input type="checkbox"/> OSHA-10			
<input type="checkbox"/> OSHA-30			
Other/Identify:		PPE Employer Provided? <input type="checkbox"/> Yes <input type="checkbox"/> No	
		PPE Self-provided by Employee? <input type="checkbox"/> Yes <input type="checkbox"/> No	
		Physical Required? <input type="checkbox"/> Yes <input type="checkbox"/> No	
		Drug Test Required? <input type="checkbox"/> Yes <input type="checkbox"/> No	
		Drug Testing Center/ Location /Phone: _____	

TERO Referrals

	Name	Phone	Hired	Comment
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				

TRIBAL PREVAILING WAGE SCALE – BUILDING CONSTRUCTION

Effective June 1, 2023

The Tribes' Prevailing Wage Scale shall apply to all commercial building construction that occurs within the exterior boundaries of the Fort Hall Indian Reservation.

* This scale may change with notice due to geographical market trends or cost of living allowances.

<i>Classification</i>	<i>Wage Rate</i>	<i>Training Fee</i>
Asbestos Worker	\$ 26.41	\$0.75
Bricklayer	\$ 27.59	\$0.75
Carpenter	\$ 24.76	\$0.75
Cement Mason/Finisher	\$ 14.14	\$0.75
Drywall Taper/Finisher	\$ 17.86	\$0.75
Electrician, including low-voltage	\$ 35.44	\$0.75
Glazier	\$ 22.00	\$0.75
Insulation Installer/Applicator	\$ 20.13	\$0.75
Ironworker	\$ 27.42	\$0.75
Laborer – General/Common/Pipelayer	\$ 25.16	N/A
Laborer – Mason Tender/Cement/Concrete	\$ 32.74	N/A
Laborer - General Maintenance	\$ 16.20	N/A
Roofer/Membrane Installer	\$ 21.80	\$0.75
Painter	\$ 15.17	\$0.75
Pipefitter/Welder	\$ 26.80	\$0.75
Plumber & Sprinkler Fitters	\$ 36.28	\$0.75
Sheetmetal/HVAC	\$ 29.27	\$0.75
HEO – Backhoe	\$ 26.36	\$0.75
HEO – Blade/Grader	\$ 27.36	\$0.75
HEO – Bulldozer	\$ 26.36	\$0.75
HEO – Crane, including Tower Crane	\$ 34.43	\$0.75
HEO – Excavator	\$ 26.63	\$0.75
HEO – Forklift, All-Terrain and Fixed Mast	\$ 33.50	\$0.75
HEO - Loader	\$ 26.86	\$0.75
HEO - Roller	\$ 21.40	\$0.75
HEO – Skid Steer/Skid Loader	\$ 16.36	\$0.75
Truck Driver - Water, including Water Tanker	\$ 32.40	\$0.75
Truck Driver – Dump, End, Side, Belly	\$ 25.49	\$0.75
Truck Driver – Transport, Flat-Bed, Low-Boy, Fuel, Oil	\$ 33.99	\$0.75

The Shoshone-Bannock Tribes have an accredited Bureau of Apprenticeship Training Program. Contractors and TERO Covered Employers shall participate in the Tribes' BAT Program. Entities with Collective Bargaining Agreements with Unions may use their apprenticeship programs so long as an agreement from said union is made to utilize Indian apprentices on tribal projects.

Reference: 2008 TERO Ordinance, Section 402, Powers of the Commission.

TRIBAL PREVAILING WAGE SCALE – HEAVY/HIGHWAY/CIVIL CONSTRUCTION

Effective June 1, 2023

The Tribes' Prevailing Wage Scale shall apply to all commercial, heavy and highway construction that occurs within the exterior boundaries of the Fort Hall Indian Reservation.

* This scale may change with notice due to geographical market trends or cost of living allowances.

<i>Classification</i>	<i>Wage</i>	<i>Training Fee</i>
Carpenter	\$ 26.41	\$0.75
Cement Mason/Concrete Finisher	\$ 24.42	\$0.75
Electrician	\$ 30.22	\$0.75
HEO - Backhoe	\$ 29.92	\$0.75
HEO - Blade/Grader	\$ 30.06	\$0.75
HEO - Bulldozer	\$ 30.47	\$0.75
HEO - Crane & Pile Driver	\$ 26.22	\$0.75
HEO - Crane, Boom 150 ft+	\$ 26.84	\$0.75
HEO - Excavator	\$ 28.06	\$0.75
HEO - Hydroseeder	\$ 24.76	\$0.75
HEO - Loader	\$ 30.37	\$0.75
HEO - Paver (Asphalt, Aggregate, Concrete)	\$ 26.00	\$0.75
HEO - Roller	\$ 27.48	\$0.75
HEO - Scraper	\$ 30.60	\$0.75
HEO - Screed, Oiler	\$ 25.42	\$0.75
HEO - Skid Steer/Fork Lift	\$ 25.35	\$0.75
Ironworker	\$ 27.18	\$0.75
Laborer - General, Common, including Fencer	\$ 25.31	N/A
Laborer - Asphalt Raker, Spreader, Shoveler, Distributor	\$ 24.01	N/A
Laborer - Flagger	\$ 23.33	N/A
Laborer - Pipelayer	\$ 23.31	N/A
Laborer - Mason/Tender	\$ 22.88	N/A
Painter - Traffic Control, Striper	\$ 24.80	\$0.75
Pipefitter/Welder/Industrial Plumber	\$ 28.99	\$0.75
Truck Driver- Water, including Water Tanker	\$ 21.79	\$0.75
Truck Driver - Dump, End, Side, Belly	\$ 28.72	\$0.75
Truck Driver - Transport, Flat-Bed, Low-Boy	\$ 27.17	\$0.75
Truck Driver - Fuel, Oil, Distributor	\$ 24.80	\$0.75

The Shoshone-Bannock Tribes have an accredited Bureau of Apprenticeship Training Program. Contractors and TERO Covered Employers shall participate in the Tribes' BAT Program. Entities with Collective Bargaining Agreements with Unions may use their apprenticeship programs so long as an agreement from said union is made to utilize Indian apprentices on tribal projects. Reference: 2008 TERO Ordinance, Section 402, Powers of the



Contractor Safety and Health Agreement

Contractors and subcontractors must review and sign this Agreement before commencing work on the Fort Hall Indian Reservation.

Contractor ☐

Subcontractor ☐

Company Name: _____

Assigned Work Locations: _____

Initial each item below. Insert "N/A" if the item is not applicable to the scope of the contract work.

General Work Practices

- ☐ All work in areas where there is imminent danger to employees will cease until the dangerous condition is removed.
- ☐ Contractor employees will maintain good housekeeping procedures in and around their work area(s).
- ☐ Safety meetings will be held as required to communicate jobsite safety information to all contractor employees regularly working at the host facility property.
- ☐ Cooperate with periodic monitoring by the Administrator or designee for compliance with safety and health requirements.
- ☐ Correct hazardous conditions or safety program deficiencies discovered by the Administrator. All equipment and tools will be maintained in good working order in compliance with regulatory and host facility standards and according to manufacturer's instructions.
- ☐ Damaged equipment, including power tools, power cords, and electrical or fuel-powered devices, will not be used at host facility worksites.
- ☐ Ensure that competent employees conduct routine safety inspections of the worksite(s), materials, and equipment, and make inspection records available to the host facility Administrator.
- ☐ Alcohol, illegal drugs, and firearms will not be permitted in host facility work areas. Any contractor employee observed under the influence of alcohol or illegal drugs or carrying firearms will be immediately removed from work areas.

Training

- ☐ All contractor employees will have completed safety and health training when required by law or the Shoshone-Bannock Tribes before work begins.

Personal Protective Equipment (PPE)

- ☐ Provide all contractor employees with required PPE in accordance with host facility and regulatory requirements.
- ☐ All contractor employees will wear appropriate work clothing, including PPE when required.
- ☐ PPE will not be substituted for feasible engineering and administrative controls to protect employees from occupational hazards.
- ☐ Where respirators are required for contractor employees, a written respiratory protection program will be prepared and implemented, and the document will be made available to the TERO/Tribal Safety Officers before any work with respirators is begun.

Hazardous Substances

- ☐ No hazardous or flammable chemicals will be brought onto Shoshone-Bannock Tribes property without notifying the Administrator or designee.
- ☐ Make copies of Safety Data Sheets (SDS) available to the Administrator and host facility employees for all hazardous chemicals brought to the worksite.
- ☐ Provide information to the Administrator and Shoshone-Bannock Tribes employees about any special precautionary measures that must be taken when working with or around hazardous substances brought on-site by the contractor.
- ☐ Chemicals, paints, oils, or other hazardous substances will neither be discharged to any drain nor discarded with normal solid waste.

Accidents

- ☐ Any accidents or cases of job-related injuries or illnesses involving contractor employees will be immediately reported to the Administrator or designee.
- ☐ Ensure that accidents or incidents that result in injury to or illness of contractor employees or damage to property are properly investigated, and submit a comprehensive report of findings and recommendations to the TERO Administrator.

Emergencies

☐ Train employees to follow host facility emergency evacuation plans for the area(s) they are working in.

PERSONNEL

Do you have a specific person or job function responsible for safety on your projects or worksites? YES ☐ NO ☐

If no, who has overall responsibility and accountability and accountability for safety on your projects?

List the competent safety person(s) on the job site.

Name	Position / Title	Phone Number

The information contained in this questionnaire is an accurate description of the organization's occupational safety and health program.

Signature of Contractor Representative: _____

Print Name: _____

Position/Title: _____

TERO Tribal Safety Officers shall have the right to inspect work areas for safety and health hazards and shall conduct site inspections. Copies of the inspection reports shall be made available to the Contractor.

Signature of Tribal Safety Officer: _____

Print Name: _____

Position/Title: _____



PO Box 306 – 58 Widowville Road #2
Fort Hall, ID 83203

TERO DEPARTMENT
Phone: (208) 478-3848
tero@sbtribes.com

Staff Directory

Hank Edmo-McArthur TERO Director	Phone: (208) 478-3847 Cell: (208) 339-9776 emcarthur@sbtribes.com
Akaila Martin Apprenticeship Coordinator	Phone: (208) 478-3755 Cell:(208) 397-8193 akmartin@sbtribes.com
Rick Edmo TOSHA Safety Inspector/Trainer	Phone: (208) 478-3788 Cell: (208) 220-5788 redmo@sbtribes.com
Michael Perry Tribal Safety Technician/Trainer	Phone: (208) 478-3849 Cell: (208) 530-4679 mperry@sbtribes.com