



The Confederated Tribes of Grand Ronde Community of Oregon

Tribal Employment Rights Office
9615 Grand Ronde Road
Grand Ronde, OR 97347
Main Office (503) 879-2188

Laxayam! Welcome!

On behalf of the Tribal Employment Rights Office, we would like to extend a very warm welcome and would like to thank you for your interest in joining our skills bank.

Your TERO Skills Bank application will be kept confidential. The information provided on the Skills Bank application will assist TERO in matching qualified Grand Ronde Tribal Members and other Native American Indians with employment placement opportunities based on an assessment of skills and experience provided in the application.

What is expected of you?

- **You must check in 2 to 3 times each Week with TERO.** Your welcome to stop in the TERO office (Building C-CTGR CAMPUS), Call **(503) 879 – 2188** or **E-mail: tero@grandronde.org**
- **TERO Staff must be able to contact you,** often with short notice. You must provide active, working telephone numbers (with voicemail capability), e-mail address and mailing address. Update your application often, as additional employment history could be relevant in placement on upcoming project assignments. **NOTE:** Failure to maintain an up to date application may result in missed opportunities and/or your Skills Bank application being placed into inactive status.

Attendance and Punctuality:

- ✓ Be at work every day, if you are not 15 minutes early you're late
- ✓ If you cannot make it to work call your Supervisor.

Can you be terminated?

- ✓ Yes, immediately for any form of discrimination; a serious willful safety violation or for any intoxication/drugs on site - must be sent for UA
- ✓ No call, no show, No job

Job Counseling:

- TERO provides job counseling to help prevent terminations

Site safety expectations:

- ✓ You are required to wear all PP&E per company policy
- ✓ Hard hat, reflective vest, safety toe boots, hearing and eye protection as required

Hayu Masi and welcome to TERO!

E-mail: tero@grandronde.org