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Oneida graduates honored

By Ed Williams

Special to the Kalihwisaks

Community members along with Youth Enrichment Services (Y.E.S. Program), teachers, guidance counselors and education advocates helped celebrate the accomplishments of Oneida Nation graduates at the 'Class of 2005 Banquet' May 5 in

Seymour.

High school and college graduates as well as graduates of other educational facilities including the Oneida Nation Community Education Center, the Oneida Education and Training Department,

were honored for their commencement into future endeavors.

The annual celebration took place at Doxbee's Supper Club where a full house recognized over 120 student and adult graduates

from area high schools and education programs.

After the Sacred Leader Singers brought in the Oneida Color Guard with a flag song,

**See Page 2B
Graduates**



Kali photo/Ed Williams
Members of the Business Committee join in the community in congratulating Oneida students for their achievements throughout their high school years. At right, Desiree Metoxen, receives greetings from (l to r): Chairperson Tina Danforth, Mercie Danforth, Brian Doxtator, Trish King, Thelma McLester, Administrator Sherry Mousseau, and Principal Bob Ganka.

Cayuga faction seeks new government

AUBURN, N.Y. (AP) – A pro-casino faction of the Cayuga Indian Nation of New York wants to form a new governing council to replace the tribe's traditional government and is holding a referendum election.

Meanwhile, traditional leaders said the vote had no legitimacy.

The pro-casino group said it sent out ballots to Cayuga Nation members throughout the country seeking support for a change in leadership.

The pro-casino faction wants the tribe to accept the state's offer of a Las Vegas-style casino in the Catskills in exchange for the Cayuga's dropping their land claim.

**See Page 2A
Cayuga**

Menominee Tribal Legislature wins temporary restraining order

By Donna Hobscheid

Leader Reporter

The Menominee Tribal Legislature received a temporary restraining order last Tuesday afternoon (May 3) to stop Menominee Tribal Enterprises from proceeding with a planned pine cut.

The order was granted by a tribal judge, said tribal chairman Michael Chapman.

The legislature agreed to seek the injunction Monday during an eight-hour emergency session and authorized its attorneys to draft an emergency ordinance to restrict a method of cutting used by MTE contractors and to develop an amendment to the Forest Management Plan.

**See Page 3A
Menominee**

Fallen Officers Remembered...



Kali photo/Phil Wisneski

The Oneida Police Department participated in the Twelfth Annual Commemoration of National Police Week sponsored by the Blue Light Association on May 9 at the Brown County Courthouse. Above: Officers Al Metoxen and Rich Vanboxtel escort a young man to the stage to place a flower in the wreath in memory of officers that were killed in the line of duty in 2004. Right: Officer Matt Ninham was a color guard participant for the event.

Green Bay Mayor Jim Schmitt gave a proclamation and District Attorney John Zakowski was the featured speaker.

The event was held to remember officers that have died within the past year and to reflect on officers that have died in the past. There was 153 officers that were killed in the line of duty last year; one from Wisconsin.



Tribe needs money for payment on ex-mine site at Crandon

By Robert Imrie

Associated Press Writer

WAUSAU, Wis. (AP) – Two years after it helped to buy the site of a proposed zinc and copper mine at Crandon, shutting down the disputed project, an Indian tribe is trying to raise the \$8 million it needs for a mortgage payment in 2006.

Part of the fund-raising effort involves selling silver-dollar shaped samples of mine borings from the project for \$30 each – as a symbol of the environmental damage that the tribe says was prevented by the purchase.

If the payment on the mort-

gage note held by BHP Billiton of Melbourne, Australia, isn't made by next April's deadline, foreclosure could occur, said Sandra Rachal, chairwoman of the Mole Lake, or Sakaogon, Chippewa band.

"We are not really worried," she said Wednesday from tribal headquarters near Crandon. "We have got plans. It will work out. I sure hope so."

If the tribe had to make the payment today, it couldn't do it "without a little bit of scrambling," Rachal said. "I am sure we could get it. I am confident."

She declined comment on how much money the tribe has already set aside for the payment.

In October 2003, the Mole Lake Chippewa and Forest County Potawatomi agreed to pay \$16.5 million to buy Nicolet Minerals Co. and more than 5,000 acres associated with the proposed underground mine just south of Crandon. The purchase was from Northern Resource Group, a new company started by the Connor family of Laona.

Northern Resource, with expertise in logging and wood products, had acquired the

project in April 2003 from BHP Billiton, an international metals company which had also provided \$8 million in financing to the Connors, authorities said. But Northern Resource said it was unable to find other investors and a partner with mining expertise to proceed with the mine.

The two tribes, with new wealth from casino profits, opposed the Crandon mine project for years, warning it would pollute valuable water resources, including the pristine Wolf River nearby, and that the risk wasn't worth the mining jobs that would be created.

When the tribes bought the mine site, the Potawatomi paid cash for its share of the deal.

Rachal said her tribe has paid \$250,000 as a down payment on the BHP note.

In the fund-raising campaign, the tribe says buyers of the coin-shaped mine borings get to own a piece of history – a sample from the mine that activists, sportsmen and tribal members stopped, preventing "irreversible" environmental damage to northern Wisconsin.

**See Page 2A
Crandon Mine**

13th ANNUAL

FAMILY CARNIVAL



JUNE 3-4, 2005

Norbert Hill Center | Oneida, WI

FRIDAY
JUNE 3SATURDAY
JUNE 4

MAIN STAGE

5-6 pm
STRONG MEDICINE
*Native American
Musical Experience*

6:30-8 pm
ABRAXAS
*A tribute to the music
of Carlos Santana*

8:30-10 pm
THE GROOVE HOGS
R & B



FAMILY STAGE

5:30-6:30 pm
BUGGIN MALONE
Native Hip Hop

7-9 pm
TEEN DANCE
with ELP D.J.s



MAIN STAGE

12-1:30 pm
THE EARTH SHAKERS
Rockin' Blues

2-3:30 pm
SHY GUYS
Variety Show Band

4-5:30 pm
RIVERTOWN
New Country

6-7:45 pm
TOM GREENE SHOW
Tribute to Elvis

8:30-10 pm
COWBOY CRUSH
Direct from Nashville

10-11 pm
95.9 MIX
FIREWORKS SHOW



FAMILY STAGE

12-4 pm
KARAOKE CONTEST
*Age 15 & Under
Prizes for all participants*

5-8 pm
KARAOKE CONTEST
*Age 16 & Older
1st, 2nd & 3rd Place
\$\$\$ Prize Winners*

Featuring Cowboy Crush



Tom Greene



BUGGIN MALONE



All acts are subject to change.

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1 pm
3 pm
4:30 pm

4



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Oneida Police Department launch Click it or Ticket mobilization

Law Enforcement to Increase Safety Belt Enforcement May 23-28, 2005

Law Enforcement to Increase Safety Belt Enforcement May 23-28, 2005

Wear Your Safety Belt - Save Your Money, Help Save Your Life

Joining forces with the nationwide Click It or Ticket/Operation ABC (America Buckle Up Children) May 2005 Mobilization, local law enforcement officers from the Oneida Police Department will increase enforcement of the safety belt laws. In the two weeks leading up to May 23, officers will check all passenger vehicle drivers and their passengers, and issue warnings to those who are not buckled up.

During the week of May 23 - 28, Oneida law enforcement officers will aggressively ticket unbelted drivers and passengers and reward those who know the law and obey it. Citizens who fail to properly wear their safety belt will be issued a citation that carries a \$10 forfeiture and cited for respective violations. When compliance with the seatbelt law is observed, officers may give the driver a \$5 Oneida Retail Gas Card.

The areas of special enforcement will be:

- Hwy 54 from Cty. FF to Hwy 55
- Hwy 172 from Hwy EB/Packerland Drive to Hwy 54
- Seminary Rd from Hwy. 54 to Cty. E/Freedom Rd.

- Cty EE from Hwy EB/Packerland Drive to Hwy 55

The goal of the effort is to boost the Oneida community's 54% safety belt use rate and reduce fatalities. In 2004, the WDOT found that 72.4% of front seat occupants in motor vehicles used their safety belts. Teenagers and young adults are especially vulnerable. Motor vehicle crashes are the leading cause of death for people ages 15 to 24 in the United States, according to the National Center for Health Statistics and continue to be the leading cause of death for ages 3 to 33. The past few years have shown a significant increase in safety belt use, but more must be done to sustain and grow these gains.

Between 1975 and 2000, safety belts prevented 135,000 fatalities and 3.8 million injuries, saving \$585 billion in medical and other costs. If all vehicle occupants had used safety belts during that period, nearly 315,000 deaths and 5.2 million injuries could have been prevented-and \$913 billion in costs saved.

Safety belt use saves lives and prevents injuries. "Because we've seen first hand, the severe injury and death that often results from not wearing a safety belt, we will be showing zero tolerance for anyone not buckled up. Unless you want to risk a

ticket - or worse, your life - remember to wear your seat-belt," said Oneida Police Sgt. Mark Stanchik. "We want everyone on the road to remember to buckle up - every trip, every time."

For the past several years the National Highway Traffic Safety Administration, has aided law enforcement agencies in conducting intensive, high-publicity Click It or Ticket campaigns with increased enforcement of safety belt laws. More than 12, 000 law enforcement agencies in all 50 states will conduct safety belt checkpoints and other special law enforcement activities as part of the effort.

Sponsored by the Oneida Safe Community Coalition, Oneida Police Department, Oneida One-Stops.

Volunteers needed...

for the Family Carnival

Friday & Saturday, June 3rd & 4th, 2005 at the Norbert Hill Center

Call 869-4275 to sign up!

From Page 1/Cayuga seek new government

That offer and similar deals made with four other tribes, are on hold following the U.S. Supreme Court's recent decision in the city of Sherrill-Oneida Indian tax case.

The election is being administered by TrueBallot Inc., a company that runs elections for labor unions, trade associations and business groups, said Gary Wheeler, one of four men seeking election to the interim council. Tribal members had until May 11 to vote.

Wheeler said an interim government is needed to quell the tribe's internal divisions so it can concentrate on settling the land claim and pursuing economic prosperity.

In February, tribal officials removed Clint Halftown as the nation's federally recognized representative, alleging he mis-allocated federal money and acted on his own without tribal authority. Halftown was appointed to serve by the clan mothers, who are responsible for selecting the chiefs of the tribe under the traditional form of government.

Last month, the tribe selected two new chiefs, Sam George and William "Chuck" Jacobs. The Cayugas had been without a chief since

then-chief Vernon Issacs died in 2003.

Clan mother Bernadette Hill said the election would have no bearing on the traditional tribal government, which opposes casinos and gambling.

"We do have a traditional form of government, we have

From Page 1/Crandon Mine

The money goes into the tribe's Wolf River protection fund.

Coming up with the money to make the final payment will cause a hardship for the tribe "for a while," Rachal said. "We are making requests from other tribes. We just started on that."

The Crandon mine had been disputed for years.

In 1994, Exxon Coal and Minerals Co. of Houston and Rio Algom Ltd. of Toronto, which owned the land, applied for state permits to mine 55 million tons of mostly zinc and copper ore.

The regulatory review was expected to take about three years.

But the study by the state Department of Natural Resources never reached the point of recommending whether the project could be

leaders in place and we are moving ahead," she said.

Joseph Heath, a Syracuse attorney representing the traditional government, said the move by Wheeler and his group was akin to a random, private citizen calling for a vote to oust the New York state government.

done without harming the environment, in part because new owners kept getting involved.

Over the years, the DNR billed the mining companies about \$7 million to pay for the review, officials said in 2003.

Tsyunhehkwa^ Retail 2nd Anniversary OPEN HOUSE

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GOOD MIND...

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At-Risk Youth

Are you the parent of a K-12 student?

By Stephanie Gossen

Peer pressure is a very strong instigator for both good and bad behavior. Which one will your child follow? Make sure your child has positive role models and good strong values such as honesty, integrity, responsibility, equality and caring. Know what your child is doing at all times. Know who their friends are.

C.A.P.P.S. is trying to reduce and prevent youth alcohol use in the Oneida community. Committee #1 (Advocacy) of CAPPS is working toward change by

looking at and affecting policies and procedures within tribal programs, tribal departments, tribal government, and the surrounding area. Currently the committee is looking at five policies; hours and distance of transit, the hours of recreation program, the hours offered to single parents at the casino and bingo, youth hiring through HRD, and ordinances for truancy.

If you would like to be involved, we invite you to join this committee to advocate for youth and how you can help, please call Alex at 490-3774 or Justine at 490-3854.

We are currently

approaching Transit for longer operating hours and we are working on policies with school attendance.

CAPPS (Community Analysis Process for Planning Strategies) is the national model used to mobilize the community to share resources, ideas, and information surrounding an issue.

Please join us on May 25, 5:30-7:30 for our next community dinner located at Social Services Building in the Community Room. OPD will host and Medical Investigator Richard Malone will present on traffic safety, as seen on such programs on the Discovery Channel.

MAY is Anniversary Month!

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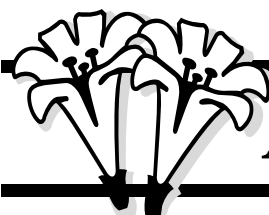
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Annually (current rate)

For classified information please contact Phil Wisneski at (920) 869-4279 and for questions or comments about news coverage, please contact Yvonne Kaquatosh at (920) 869-4280

Kalihwisaks is a member of NAJA (Native American Journalists Association) & WNA (Wisconsin Newspaper Association)



Local



Passing On

Waterloo, Mary Ann

Mary Ann Waterloo, 69, of Oneida, entered into eternal rest Sunday May 1, 2005



while surrounded by her family at home after a long struggle with cancer. She was born August 19, 1935 to Lydia (Metoxen) Skenandore and the late James Skenandore.

Survivors include children, Theresa and Victor Zielinski, De Pere, John and Michelle Skenandore, Green Bay, Sharon Skenandore, MN, her fiancée, Matthew Pascal, De Pere, her mother Lydia (Metoxen) Skenandore, nine grandchildren, Mark and Tina Skenandore, De Pere, Staci Stubblefield De Pere, Ricky, Aubrey, Sara, Todd, Guy and Chadene Skenandore, nine great-grandchildren including, Crystal, Marcus, Lexus and Alex Skenandore, one brother, Larry Skenandore, Hoffman Estates, IL, two sisters, Roxanne (Tom) Waterloo, Lockport, IL, Diane

Brackett, Green Bay, stepbrother Matthew Antone, Green Bay, stepsister Yvonne (Dennis) Brennan, Seymour. She is further survived by many Aunts, Nieces, Nephews, Cousins and her cat Delilya.

Mary Ann was preceded in death by her father James, five brothers, Herbert Metoxen, Carl Skenandore, David Skenandore, Mario Skenandore and Howard Skenandore, stepmother Bertha Skenandore, one special granddaughter, Dawn Michelle Skenandore. two great grandsons, Anthony and Brandon Skenandore.

Funeral services were held May 4, 2005 at the Oneida Methodist Church. Reverend Im Jung officiated with burial at the church cemetery.

Special thanks being given to Unity Hospice, the Bellin Health Ultrasound and Dr. Varma from Froedert Hospital in Milwaukee, WI, and Dr. James Mc Govern.

Ryan Funeral Home, De Pere assisted the family with arrangements.

Kroening, Lillian

Lillian Kroening, age 95 of Shawano, formerly of Green Bay, passed away Saturday, May 7, 2005



in Shawano. Lillian was born on September 14, 1909 in Oneida, Wisconsin the daughter of the late Herman and Flora (Green) Hill. She lived in Bowler during her youth. She attended school at the Government Indian School in Wittenberg. She married Frank Lee in 1930 and together they had a son, Donny. Both Frank and Donny preceded her in death, in 1950 and 1955 respectively. She then married Otto Kroening and they made their home in Green Bay. Otto preceded her in death in 1980.

Lillian was a caregiver to all who crossed her path. She was an avid sports fan, especially of the Green Bay Packers, who she fondly remembered watching at the City Stadium in the 1930's. With fiercely proud work ethic and independent personality, Lillian worked at numerous jobs throughout her life. She worked as an overseer in the orchards of Door County, a restaurant manager, housekeeper and even took in ironing at her home until the age of 93.

Survivors include nieces and nephews, Marceline Herrmann, Darwin Hill, Ina Rae Krizan, Leland "Butch" (Jackie) Hill; special friends, Dan and Gayle Erickson and their daughters, Ingrid and Greta, adopted granddaughters of Lillian; and other special friends. Lillian is further

survived by twenty-five great nieces and nephews, thirty great-great nieces and nephews, and five great-great-great nieces and nephews.

Lillian was preceded in death by both husbands, Frank and Otto; her son, Donny; her brothers and sisters, Adrian, Elmer, Agnes and Florence.

Funeral services were held Monday, May 9, 2005 in, Shawano. Rev. Jeff Uhler officiated with burial in Zion Rest Cemetery. Swedberg Funeral Home, assisted with arrangements.

The family extend thanks to staff and caregivers of Heartland Healthcare Center and Heartland Hospice.

From Page 1/Menominee Legislature

The amendment would let the Legislature review cutting plans, called silvicultural prescriptions, before MTE submits them to the federal Bureau of Indian Affairs for approval.

The Legislature also is asking for initiation of removal proceedings against the five MTE board members who voted to proceed with the planned cut.

MTE's board voted 5-3 April 29 to proceed with the cuts, disregarding motions the Legislature passed April 28 in a special session, Chapman said.

The harvesting began Monday, which spurred a protest by more than two dozen people outside tribal offices Monday morning.

The Legislature voted 7-1 on April 28 to "prohibit all clear cutting including shelter wood, effective immediately," and they passed another motion that stated "that buffers be re-instituted along all roads and wetland areas," and recommend MTE rebid logging jobs, Chapman said in a statement issued Tuesday. Gary Besaw cast the dissenting vote.

The main concern the Legislature had was over certain forms of clear cutting, especially in pine stands the lack of replanting MTE has done in those areas. Chapman had learned early last week via a fax from the Bureau of Indian Affairs that 10 of the 14 new logging prescriptions the bureau had approved were for clear-cutting.

The legislature also took issue with contracts going to non-Menominee loggers.

"Considerable concern was also expressed (at the April 28 meeting) about the aesthetic degradation to many of the Reservations' scenic roadways by clear cuts performed adjacent to such roadways, the adverse effect of clear cuts on wildlife and plant habitats

"We have one of the most diverse forests in the world today. People have to keep in mind that our generation may bare the brunt of the not-most-appealing-to-look-at forest practice, i.e. clear cutting in the shelter woods, but these practices are geared for not our immediate benefit but for our children's children."

~ Joe Besaw, MTE Board President

in and around waterways and wetlands and bidding practices that appeared to favor non-Menominee contractors over Menominee contractors," Chapman wrote in his weekly message to the tribe posted on the tribe's web site.

MTE board chairman Joe Besaw said outside contractors are used because some Menominee contractors don't have the necessary equipment.

Besaw said their in-house attorney was present at the filing for the injunction and that the issue is in the court's hands.

MTE will have to pull loggers out of the woods, Besaw said, and it could mean layoffs at the mill.

"It will have a great impact on our community," Besaw said. "A lot of jobbers have called and voiced their concern. We may lose some of these guys because of the instability."

Besaw also said he was unaware of the possible proceedings to remove MTE board members and had no comment on that Tuesday evening.

Chapman said the Legislature's actions are not intended to harm MTE employees or subcontractors, "but is instead intended to protect and promote one of the Tribe's most cherished resources — the Menominee Forest."

About 30 protesters of the MTE cutting had rallied outside tribal offices on Monday as the Menominee Legislature met inside for eight hours.

"We're protesting against the cutting of white pine and clear-cutting," said Rose Schanandore, who was among the protesters.

The cutting of white pine is out of season on the Menominee Indian Reservation, and MTE head forester Marshall Pecore is not following the tribal forest management plan, she said.

"The norm, which has been for 100 years, was to cut according to a management plan laid out for 80 to 100 years," Schanandore said. "Clear-cutting with an out-of-season pine cut doesn't follow the management plan and the constitution of the Menominee people." Protesters held signs, with one that said "Honk if you're against clear-cutting," Schanandore said.

"MTE, on Friday, said they want to go ahead and ignore an order from the legislature and clear-cut," Schanandore said. "We're not against the

Menominee loggers — we just want them to follow prescriptions that have been followed for 80 years."

Besaw said they are trying to keep the saw mill running and are using practices MTE has used since the 1960s. MTE waits three years after clear cutting pine for natural regeneration, he said.

"If that doesn't happen, we go in and artificially regenerate. We would like to avoid the cost of artificial regeneration," Besaw explained, adding that the area in question is in the middle of the regeneration cycle.

"Our forestry practice is to promote the most vigorous, healthy and diverse forest mix with strong hardwood and

softwood specie mixes. We have one of the most diverse forests in the world today. People have to keep in mind that our generation may bare the brunt of the not-most-appealing-to-look-at forest practice, i.e. clear cutting in the shelter woods, but these practices are geared for not our immediate benefit but for our children's children."

MTE follows a harvesting schedule that the Bureau of Indian Affairs must approve every 10 years, Besaw said. MTE is in its last year of the current term and is preparing for the next approval session.

"There may be some things that would change and that's got to be approved by the Bureau," Besaw said, noting that the changes would involve new forestry practices and technology.

Consideration on the Temporary Restraining Order will be heard at a hearing in Menominee Tribal Court on May 12.

Leader reporter Nathan Falk contributed to this story.

Reprinted with permission from the Shawano Leader.

Incidents from April 26–May 6, 2005

OPD Report

Submitted by the Oneida Police Department.

To report any suspicious activity please call the Oneida Police Department at 869-2239.

April 26

- Warrant arrest on male for 3rd OWI offense at 6000 Deer Path Dr, Town of Oneida.
- Disturbance between male and female at 1000 Chief Hill Dr, City of Green Bay. Male party slapped and kneed female party in the face.
- Animal call at 3000 Jonas Cir, Village of Hobart. Residence dog broke its chain and started running around, neighbor shooting BB gun at dog.

April 27

- Trespassing at N7000 County Line Rd, Town of Oneida. Three individuals issued citations.
- Rescue call at W800 Cty EE, Town of Oneida.
- Rescue call at 2000 Airport Dr, Village of Ashwaubenon.
- Suspicious person at N7000 Bodart Court, Town of Oneida.
- Emergency call at W300 Cornelius Circle, Town of Oneida.

April 28

- Disturbance at Cty E & Standing Stone Dr, Village of Hobart. Male party arrested for OWI 2nd offense.
- Rescue call at 1000 Chief Hill Dr, City of Green Bay.

April 29

- Noise Complaint at N5000 Skylark Dr, Town of Oneida. Verbal warning given to individual for racing car engines.
- Damage to property at W1000 Ranch Rd, Town of Oneida.
- Warrant arrest on male individual at N6000 Cornelius Cir, Town of Oneida.
- Routine traffic stop at Packerland & West Point Rd., City of Green Bay, lead to arrest of drug possession and open intoxicants.
- Warrant arrest on male individual at N5000 Sandhill Ct., Town of Oneida.

April 30

- Disorderly conduct at N7095 Path of the Bear, Town of Oneida. Resident reported that house & car where egged.

May 1

- Disturbance between Male and Female Party, both parties intoxicated, Male party transported to relatives house to stay the night. N6000 Cornelius Cir, Town of Oneida.
- Domestic disturbance at N6000 Onondaga Dr, Town of Oneida. Male and female party arguing over broken windshield. Male party had no recollection of breaking the windshield. He was arrested and charged for Domestic/disorderly conduct.
- Disorderly conduct/resisting at 2000 Airport Dr., Village of Ashwaubenon. Two intoxicated males urinating in ramp, were detained until officers arrived. Officers spoke to males & the two males informed officers they were waiting for a ride, Male parties got into elevator and one started urinating in corner of elevator. He would not comply with officers and was placed under arrest.

May 2

- Theft/Gas drive off at N7000 Cty U, Town of Oneida.

May 3

- Threats at 400 Airport Dr, Village of Hobart. Threatening phone message left on answering machine.
- Theft/Gas drive off at W1000 54, Town of Oneida.

May 5

- Traffic stop at 172 & GE lead to arrest of male individual with a warrant.
- Traffic stop on 172 lead to arrest of male individual for probation hold.

May 6

- Criminal Damage to property at 2000 Mason St, City of Green Bay. Male individual damaged slot machine.

Totals for above time period: Animal calls-6, Accidents-6, Traffic Stops-58, Warrants-9. Police Activity total is 238.

In Loving Memory of

Melvin M. Jordan Sr.

who passed away 6 months ago
(October 18, 2004)
(#1 Papa)

We thought of you with
love today
But that is nothing
new.

We thought of you
yesterday, and days
before that, too.


We think of you in
silence, we speak of
you in PRIDE

And, we relive our memories of living
side by side.

Your memory is our keepsake with
which we'll never part.

God has you in His keeping,
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2005 Business Committee Candidate Profiles

Paul Ninham

Age: 47
Current Occupation: Councilman Oneida Business Committee
Education: BS degree in Physical Education from Arizona State University
Family: Wife – Jill, Daughter – Jamie
Political Experience: Councilman – Oneida Business Committee – (6) years, Member – Oneida Trust and Enrollment Committee – (6) years
Community Involvement: Executive Board Member – Native American Rights Fund, Executive Board Member – Board of Regents – Haskell Indian Nations University, Vice-Chairman – Wisconsin Tribal Conservation Advisory Council, Wisconsin Representative – EPA Region 5 Tribal Operating Committee, Oneida Tribal Representative – Fox River and Green Bay Natural Resources Trustee Council
Important Issues/Platform: I firmly believe that for the Oneida Nation to continue to prosper into the next several generations, we must first pause and re-create the Oneida Community. We must look deep into our past and attempt to emulate the life style we once knew. We must take the opportunity to share and build upon relationships that are close and dear to us. Our families are

very important to us, as is our friendships with community members.

We must take advantage of the many gatherings that take place in Oneida and utilize these events to communicate our feelings. When we share and listen, we learn.

As a current councilman, I understand the many issues that are important to the Membership. The leadership of the Oneida Nation needs to continue to offer affordable housing, education opportunities, small business grants and loans, exceptional health care and all of the services and benefits that are made available through our varied resources. The issue of the land claim settlement is imminent, we must move forward with great diligence and fortitude to bring forth the best negotiated terms as possible. Going to the Supreme Court is not a viable option.

As caretakers of the earth it is incumbent upon each and every one of us to heal our mother, we must learn and understand the relationship between humans and all of the natural world.

I want to thank the Kalihwisaks for providing me the opportunity to present my information to the readership. I will provide additional information in upcoming issues of the paper.



Theodore A. 'Ted' Skenandore

ókwa-lí lothó ska?
Age: 43
Current Occupation: Horticultural Farmer - Tsyunhehkw[^]
Education: 1979 Graduate West De Pere High School, NWTC Graduate Basic Electronics, Attended UWGB, and UW-Stevens Point. Currently attending Urban Hope.
Family: Son of Zack & Delores Skenandore, Wife – Nadine, Brother – Z. Ron Skenandore, Sister – Norma Skenandore
Political Experience: Political and spiritual issues of our nation are inseparable. I have devoted many years to learning our language and culture. In order for us to remain a strong nation we need to protect our sovereign rights as native people I have advocated and supported native peoples rights all of my life.
Community Involvement: I have helped incorporate language and culture while educating community through work-

shops encouraging self-sufficiency; education and presentations have involved children and community. President of Bullet Proof Recordings, involved with music and recording for over 25 years. Performing on TV and overseas for our troops serving in the Navy in Japan. Currently a member of Eagle Singers Drum.
Important Issues/Platform: Laws and ordinances of Oneida Nation need to be adhered to regarding Oneida Preference. We have many educated and capable Oneida Tribal Members who are qualified to manage and supervise Tribal Programs and entities. Exercising our sovereignty as a nation begins with ourselves. Quality services provided to our Tribal Members are of utmost importance. Elders and children deserve to be protected and treated with respect and dignity.



Kelly D. Stevens

Age: 46
Current Occupation: Carpenter
Education: Flandreau Indian School 972-1976; Fox Valley Technical College-Police Recruit Academy 1988; Mt Senario Outreach Program 1988-1992 Associate Degree in Criminal Justice with 90 credits towards my bachelor degree: UW Oshkosh 2004 Fall Semester.
Family: Wife Shelly J. Stevens/Wheelock, Children: Shakira, Anastasia, Coleman, Natasha, Kelly Jr. Oldest Son, Paul BadHorse Stevens who is presently stationed in Iraq with the U.S. Army. Mother: Marge Stevens/Powless and Father Ernest L. Stevens Sr., Grandparents, Mothers Parents Margareet Powless and Mark Powless, Fathers Parents, Tony Stevens and Maria Hinton/Christjohn
Political Experience: Flandreau Indian School Inter-Tribal Council 1973 to 1976; Established Probation and Parole Dept Ordinance for Oneida Tribe, that was approved by the Oneida

Legislative Operation Committee, Probation and Parole Advocate. Member of First



Student Body of the Milwaukee Indian Community School.
Community Involvement: Long House member and supporter, Sweat lodge Ceremony, Soaring Eagle Boxing Club, Oneida Fitness Center, 25 years of Sobriety
Important Issues/Platform: Protection of Oneida Sovereignty, Strict Enforcement of Oneida Indian Preference Law, Requiring all Directors and Managers to Attend Certified Classes on Ethics and Employee Relations. Establish Formal relations with other Oneida Communities, Plan and develop Tribal Court with the approval of O.G.T.C., Exercise Criminal Jurisdiction with in Tribal Boundaries, Implement Economic Diversification plan that was already approved by O.G.T.C.

Ralph L. Powless

Age: 47
Education: I have a long and diverse work history and educational experience. My education includes some schooling in police science and complete training and certification in ironwork. I am a 1990 graduate of the American Indian Ironworker Training School, Chicago, IL
Family: Son of Purcell and Angeline Powless.
Political Experience: I have experience being a front line employee and that of upper management positions both for the Oneida Tribe and in the construction industry. Within the Tribal structure I have been in management in the division of planning and development. I have served on various boards and committees throughout the years and I have gained the experience and knowledge necessary to be effective in Tribal Government.

My experience and knowledge goes beyond the Tribal environment. I have worked on construction projects such as Miller Park, and Lambeau Field which speaks to my ability to work in a non Tribal environment effectively. My work has taken me as far away as Toronto Canada, Detroit Michigan, Indiana and all over the Midwest. Various jobs require various skills. I have served in different positions from foreman to laborer and I have developed my skills in a manner that has led me to understand and contribute to get the job done. In a foreman's capacity I have had to complete projects on schedule, on time, and within the budget.

The experience of negotiating contracts, creating successful joint ventures and partnerships with reputable area General Contractors and Subcontractors for tribal projects, gives me first hand knowledge of making sure tribal monies and resources are being utilized to the fullest extent possible. I can also support and encourage diversification of our reservation economy. Although gaming has been the lifeblood of our reservation for the past twenty years, I believe we need to continue to work at diversifying our economy to build business and opportunities for business on and around the reservation. I believe Indian owned and operated businesses on the reservation should have some level of priority in providing services, equipment and materials to the Tribe.

Important Issues/Platform: My vision for the Oneida Nation is to: Enforce the directives of the General Tribal Council on the Land Claims and Per-Capita planning and distribution.

Strengthen our diversification plan for economic development for the Oneida Nation and for Tribal entrepreneurs and seek financial support.

Make educational advancement affordable and to remain a priority for all students in early childhood through post graduate.

Acquire land for homes on the reservation.

Build bridges between all Oneida communities within the Oneida Nation of Wisconsin and our brothers and sisters in our claim area and in Canada.

Deadlines announced for the remaining candidates

Following are the deadline dates for the remaining positions on the Business Committee that will be provided:

May 18th – Secretary
June 1st – Treasurer
June 15th – Vice-Chair
June 29th – Chair

Candidates will have until 4 P.M. on the scheduled deadline dates to submit their information.

Also, we are requesting all candidates who plan to advertise to please submit your information as early as possible along with payment. This will allow us sufficient time to prepare your information. If you have any questions, please feel free to contact one of the following: Yvonne Kaquatosh at (920) 869-4280 or via email: yklaquato@oneidanation.org or Phil Wisneski at (920) 869-4279 or ia e-mail: pwisnesk@oneidanation.org

Stanley R. Webster

Age: Elder
Current Occupation: Self employed DBA Bear Paw Keepsakes
Education: 1984-1986 University of Wi-Stevens Point, Associate Degree, 1994-2005 National Judicial College, Completed Courses in Judicial Development Series, Trial Court Skills - 2 years, Dispute Resolution - 2 years, Tribal Judicial Skills - 2 years, Civil Mediation
Family: Grand-Parents; Richard Metoxen & Lucinda Hill Metoxen. Mother; Ann Metoxen, 5 sisters & 3 brothers. Grand-Parents: Lafayette Webster & Jane Doxtator-Webster. Father; Peter Stanley Webster, 5 sisters
 Married to Loretta House, daughter of Walter House & Pearl Archiquette-House, 5 sisters, 4 brothers. Children: Richard, Eli, Pete, Lee, Rae, Sarah and Danny.
Political Experience: 1991-2005 Oneida Appeals Commission
Community Involvement: 1968 -1974 Assisted in development of Milwaukee "Indian Action Group," Milwaukee Indian Health Board, Milwaukee Indian Urban Affairs Council, WE

Indians & Milwaukee American Indian Manpower Council. 1974 Oneida Trust Committee, NCAI Area Vice President, Pow Wow Committee. 1975 Oneida Land Committee, Pow Wow Committee. 1976 Oneida Land Claims, Pow Wow Committee. 1989 Oneida Personnel Committee & Pow Wow Committee. 1991 Oneida Constitution Review Committee. 2001 to present Faculty for National Judicial College: Appellate Court/Peacemaking. 2003 Member of Native Dispute Resolution Network for U.S. Institute for Environmental Conflict Resolution.
Important Issues/Platform: Continued Expansion/Improvement of Tribal Communication, Oneida Language, Culture and Traditions. Support of Oneida Independent Small Business. Support for Responsible Distribution of Per-Cap - per GTC. Support Government Reorganization - per GTC. Support Judicial Arm of Government



Dale P. Wheelock

Age: 56
Current Occupation: Grants Writer – Project Development
Education: Master's of Science in Education – UW - Oshkosh
Family: Motherside: Wheelock & Swamp, Fatherside: Hill & Summers
Political Experience: "It's not what you know, it's who you know," in getting, keeping and getting promotions in Tribal employment. "Vote Wheelock and Wheelock will vote for you" Presentations before General Tribal Council, Oneida

Business Committee, Oneida Housing Authority, Green Bay City Council and City of Oceanside, CA.
Community Involvement: "Lead, follow or get out of the way," Oneida Personnel Commission 2 years, Oneida Utilities Commission 4 years.
Important Issues/Platform: Increase Per Capita for the Elderly. Million dollar decisions need G.T.C. approval. The proposed Labor Code will result in hire at will, terminate at will and a labor union.

Louis J. 'Lou' Williams

Age: 60
Education: Graduate of Eastern Michigan University, Ypsilanti Michigan 1966 BS ED. USAF Veteran
Family: Wife: Amy; Children: Louis Jr., Tracy, Chauncey, Levi and Belle

Mae
Important Issues/Platform: Education Resolution, Sovereignty, Language Preservation, Health Care and Transparency in Government. Veterans



Caretakers Corner ~ May 2005

Submitted by Lisa Metoxen

During May the Division of Land Management holds their Annual Open House. This year it will be our Tenth Open House. The Open House will be on May 25 & 26, 2005, 10:00 a.m. until 2:00 p.m. We hold the Open House to inform the community of the functions that go on within our Division and other land related activities of the Tribe. We will have in our conference room information and displays from each department within our Division. This is a valuable two-day event where we get the chance to communicate with community members, employees for the Oneida Tribe, County workers and vendors who come together and share information.

We have raffles, games, bakery and food. The Grand Prize on the raffle ticket sales this year is a Camping package, which includes: a ten-person tent, 2 sleeping bags,

Coleman lantern and cooler. First prize is an Octagon Screen Tent and there are numerous other prizes. Tickets can be purchased from any Division of Land Management employee. You do not need to be present to win, the drawing will be held at 2:00 p.m. on Thursday, May 26, 2005. We will also have a 50/50 raffle both days.

The Division of Land Management has had a face-lift with new carpeting and vinyl in the old section. This is the last leg of work that was initiated with the new addition at Land Management. Our Maintenance personnel were integral in making this as easy of a transition as possible. Maintenance personnel also started their Spring Maintenance on our rental properties. This will take place starting April 25 and ending May 13, 2005.

The New York Land Claims project, which started

right after Christmas, has been completed. There were 25 employees from Land Management and Environmental Department who collaborated together on this project. All employees received an Excellence in Action reward for their time and commitment on this project.

The Land Commission meets three times this month. The dates are: May 9, 2005 Regular meeting, May 16, 2005, Special meeting and May 23, 2005, Acquisition meeting.

The Division of Land Management cordially invites the community to stop in and visit us during our Open House event. The Division of Land Management would like to thank you in advance for your support.

If you should have any questions please feel free to contact our Division at 920-869-1690 or 1-800-684-1697.

2005 Business Committee Candidate Profiles

Gina (Powless) Buenrostro

Age: 41
Current Occupation: Administrator for the Oneida Personnel Commission, started employment with the Oneida Tribe in 1985
Education: College, expected graduation “2005” with BA, double major in Business/Communication and Criminal Justice
Family: Daughter of Herbert Powless and Dorothy Ninham, Paternal Grandparents: Mark N. Powless and Margaret Powless, Maternal Grandparents: Melinda Ninham, Children: Juanita Powless, Catrina Powless, Tracey Stevens and Granddaughter Trinity Little Star Vargas
Political Experience: Personnel Commission Member and Chair 2000-2003, Oneida Housing Board Member 2004–Present
Community Involvement: Volunteer for Oneida Pow Wow, Oneida Carnival, Miss Oneida Pageant, Active member of the Oneida Native American Church, Fund-raising efforts for the Racine Boys and Girls Bugle Drum Corp.

Important Issues/Platform: Employment Issues, Educational opportunities, Low Income Housing, Elderly Housing, and Child care Issues. **Gina Buenrostro** Gaming and Language/Culture Revitalization. I believe I bring knowledge and experience to the Oneida Business Committee in terms of Employee Rights and Benefits. I take personal issue with low income housing assistance and addressing housing issues of our Elderly enrolled members. I place a high value on attaining education, however, I place an even higher value on experience that you can’t get from a textbook. I strongly believe the gaming operations should maintain Oneida enrolled members in supervisory level positions and above. I also believe the Oneida Tribe needs to pursue revitalization and preservation of our language and culture. “Our most valuable resource above anything is our people.”



Linda Dallas

Current Occupation: Oneida Gaming Commissioner
Education: Working toward Associates Degree in Supervisory Management and Bachelors Degree in Business Management & Communication; completed UWGB Human Resource Management Certification; completed Oneida Bingo & Casino’s Management Training Program, and completed University of Nevada (Reno) College of Extended Studies relating to Gaming.
Family: Daughter of Milton & Nadine Dallas, Children: Ashley, Alana, Lindsey and Dylan.
Political Experience: Currently serving my second three-year term on the Oneida Gaming Commission (Elected 2001-Present), Oneida Personnel Commission (Appointed 1998), Oneida Election Board Vice-Chairwoman three consecutive years (Elected 2001-2004), Extensive knowledge and experience gained over past twenty-four years regarding Oneida Tribal structure/processes, Oneida Gaming Operations, supervisory man-

agement, the development, analysis, interpretation and application of policies and procedures; variety of active involvement in communicating important issue to the membership inside and outside the General Tribal Council (GTC) meetings.
Community Involvement: Lifetime member and participant of the Oneida Methodist Church; Twelve years experience advocating for employees and community members; Volunteer for elderly and Veteran fund raisers and functions; Support and participate in youth activities at Oneida Recreation and community.
Important Issues/Platform: 1) Straight forward, honest and timely approach in communicating with our membership; 2) Affordable housing and health care for our elders; 3) Promote educational services and funding to assist current students and future students, and 4) a fair and equitable Per Capita for our membership.



Vince DelaRosa

Current Occupation: Business Committee Councilman
Education: I have an Applied Science Degree in Criminal Justice-Law Enforcement.
Family: My mother was Shirley Hoover (Smith) and my father is Efrain Valentine. My great grandparents are Cyrenus and Hulda Doxtator Smith.
Political Experience: I’ve had the great fortune of serving the Oneida People for the last 6 years, this will be my final run for office. My political experience is 7 years in direct involvement with the Oneida Tribe, 1 year as a Gaming Commissioner and 6 years as a Councilman. I also serve in the following capacities:
1.) Member of the Board of Directors for the Green Bay Area Chamber of Commerce (GBACC);
2.) Member of the GBACC’s Advance Board of Directors;
3.) Member of the GBACC’s Public Policy Council;
4.) Public Member of the Joint Tribal-State Relations

Committee; 4.) Member of the Board of Directors for Wisconsin Citizen Action (WCA), and; 5.) Member of the WCA’s Electoral Committee.
Important Issues/Platform: If re-elected I want to lead a brief re-examination of the wage issue. I kept my promise to get a new wage system in place, and over 900 + employees positively benefited from the new system. However, the market basis for a few of the wages only witness employees getting marginal raises, the marginal raises need to be re-examined.
The tribe also has serious outside political forces that want to damage us, it’s clear we need strong leadership who can both balance the rights of the people while intelligently addressing the hot local, state and federal issues which confront us.



Ed Delgado

Age: 58
Current Occupation: Legislative Analyst (Current Position), Education and Job Training Counselor, Classroom Teacher
Education: Master of Arts Degree in Political Science and Public Policy. Bachelor of Arts Degree in Education
Family: Father of 3 daughters; son of Rosaline (Smith) La Mere and step-son of the late Willard E. La Mere (Winnebago).
Political Experience: Oneida Constitutional Review Committee Member, Oneida Land Committee Member, Military: U.S. Army Vietnam Era Veteran - Honorably Discharged, 1973.
Important Issues/Platform: I am running for the office of Oneida Business Committee Councilman because I believe that you, the members of the Oneida Tribe, are entitled to your fair share of the enormous resources of the Tribe. If elected: I’ll initiate legislation to ensure that any increased

revenues generated by the Tribe include a fair monetary dividend to the Tribal membership; I’ll promote economic development by investing in the Oneida people; If the New York Land Claims are settled during the next term, I’ll bring to the General Tribal Council, a distribution plan that will grant to the membership, a minimum of 51 % of all monetary proceeds derived from any settlement; I’ll ensure that the labor laws of the Tribe provide Oneida employees with fair benefits and job security; Indian Preference policies in the hiring of Oneidas and their spouses need to be protected; and it is my promise to all Oneidas, that the policies promoted by my office will always be for the purpose of helping the people create a better life for themselves and their loved ones.



Brian A. Doxtator

Age: 37
Current Occupation: Councilman-Oneida Business Committee
Education: Associate of Arts Degree - Haskell Indian Junior College, Bachelor of Science in Education w/ a minor in Indian/Oneida History - St. Norbert College, Masters in Library and Information Science – University of Wisconsin Milwaukee, Project Management Certification – University of Wisconsin Green Bay.
Family: Grandparents: Margaret Skenandore, Melinda Doxtator, Clifford Doxtator. Parents: Christine (Babe) Doxtator, Donald E. Doxtator. Siblings: Taina Bain, Denise Nicholas and Carla Doxtator, Donald Q. Doxtator and Bruce Doxtator.
Political Experience: Appointed to the Museum Advisory Board (3 years), elected to the Oneida Nation School Board (2 years),

Elected to the Oneida Business Committee (3 years), Active participant of the General Tribal Council (18 years).
Community Involvement: Oneida Do-Do Club, Thanksgiving Feast, Assist with family feasts, wakes, funerals, storytelling and ceremonies.
Important Issues/Platform: Accomplishments I will work toward:
1. Continuation of Project Proud/Restructuring the Oneida Organization so that like functions can be managed with more efficiency.
2. Research and Development of a community Radio Station.
3. Research and development of an Oneida Housing Ordinance that combines the Oneida Housing Authority Board and Oneida Land Commission. (GTC Approval)
4. Oneida Census.
5. Research and development of a Health Regulatory Board (GTC Approval)
6. Oneida Community Veterans memorial–central location Oneida.



Genevieve Gollnick

Age: 55
Current Occupation: Oneida Personnel Commissioner
Education: B.A. in 1973 from University of WI – Green Bay; 1979 – advance coursework from UW-GB for two teaching licenses; 1982 Ed.M Harvard University; 1986 graduate work UW – GB for Curriculum license; 1990 graduate work UW-Milwaukee for Principal license
Family: Parents: Servilla (Skenandore) Webster & Levi P. Webster, Husband: William, three children: Cassandra, Sara (Kowa) and James, and one granddaughter, Shanice.
Political Experience: Served on Trust/Enrollment Committee for six years. I have also previously worked on presidential campaigns.
Community Involvement: I have done many presentations in the state of Wisconsin, Act 31, and at National level meetings to promote Oneida history, culture and sovereignty. I have worked with children, adults and professionals on topics of education reform, ie. technology, performance assess-

ment. For several years I co-chaired and facilitated the judging for Oneida Tribal School Science Fairs. I’ve also written a chapter in a book which highlighted the Oneida Nation School System in WI. I’ve worked with children and adults on religious education and volunteered with the Salvation Army.
Important Issues/Platform: I am a firm believer in open communication with those I will be representing. Consultation with Oneida members going both ways makes our government stronger. Making decisions based on facts, on the values of the community, and our heritage is a high priority for me. These are challenging times for the tribe. In the near future critical decisions will have to be made. I am committed to the Oneida community and as a team member will place all my energies into solutions that respect and support Oneida Citizenship and their status as owners.



Trish King

Age: 44
Current Occupation: Council Member
Education: General Education Degree and 92 Credits toward my Bachelor of Arts in Business Organization
Family: Harlan King, Spouse
Political Experience: Experience: 21 years in Tribal Government: Administration, Operations, Services, Legislation, Economic Development, Investments. I began working for the OBC in 1986 in Executive Administrative positions until 2002, at which time, I was elected to the Business Committee Council. As Council, I served on the Oneida Audit Committee, Finance Committee, and Legislative Operating Committee. I also served as Liaison to the Land Commission, the newly formed Commerce Division, and the Tribal Corporations as well as P.R.O.U.D (Project to Redesign Oneida Uniquely and Dynamically). I serve as an alternate delegate for Oneida at National Congress of American Indians as well as National Indian Gaming Association. Prior to the OBC, I have successfully developed, managed and operated two small businesses, served as President of the Oneida Seven Generations Corporation Board, and as Treasurer for the Oneida Holy Apostles Church.
Community Involvement: I assisted with the founding of the Oneida Community Little League and volunteered services as Treasurer/Secretary. The founders raised enough funds through private and corporate donations to renovate the Site I ball diamond, build and equip a concession stand, install new lighting and fencing. I’ve also participated with the Oneida Relay for Life to raise funds for the American Cancer Society,



and participate with other non-profit entities such as the

Thanksgiving Community Feast.
During the past 3 years, the OBC worked under the philosophy of being a team. By working cooperatively together, we were able to reach consensus toward accomplishing our goals, as well as ensure longevity for our Gaming Enterprise; provide a means for putting our lands in trust; create endowments for the purposes of sustaining revenues for our future; re-acquire gaming dollars to fund the Oneida Small Business Loan Program; restructure tribal operations to improve quality of service while reducing expenses; negotiate settlement agreements and service agreements for rescue and fire protection, to name just a few.
Important Issues/Platform: I am dedicated, committed, and willing to work as a leader to accomplish goals that will enhance the quality of life on the reservation, while at the same time, working toward improving services and/or resources to those who do not live on the reservation, i.e. low interest rate home loans, medical expense assistance. Other priority issues that need to be addressed include: Land Claims Settlement, economic diversification, developing a comprehensive community development plan, improving our employment laws, health care, Indian Child Welfare, and a three branch government - Legislative, Executive, Judicial. The best way to effectively reach our goals for the betterment of the Nation is to work together, supporting one another as a team.

Eugene Metoxen

Age: 58
Current Occupation: Oneida Casino - Maintenance
Education: West De Pere High School, Milwaukee Institute of Technology
Family: Children, Grandchildren and Great-Grandchildren
Political Experience: 3 years Business Committee, Legislative Operating Committee, Audit Committee, Finance Committee and Liaison to Development Division

Community Involvement: Attending various functions throughout the local & surrounding communities



Important Issues/Platform: Land Claims, establishing assisted living for the elderly, developing more housing for tribal members

Ben Vieau

Age: 64
Current Occupation: 24 years O.N.E.S. System Transportation Coordinator, Casino Shuttle Driver and Norbert Hill Security
Education: 1 year UWGB and 3 other schools with certificates and life’s lessons = Common Sense
Family: Grandparents: Ben David Jordan & Amelia Wheelock Jordan. Aunts & Uncles Jordans, Wheelocks, Whites, Oudenhovens & Cornelius
Political Experience: Oneida Utilities Commission 12 years Chairman, Treasurer, member Oneida

Nation Land Commission 10 years. Election Board, many moons United American Indian Board 3 years and AA Group Holy Apostles Vestry Board.
Community Involvement: Sanger B. Powers Correctional Institute Volunteer Running AA Group, Security Director Oneida Nation Pow-wow, Do Do Club Community Group
Important Issues/Platform: Elder, Land, Per Cap & Enterprises





SEOTS News & Notes

SEOTS Mission

Our mission is to provide for the well-being of On’yote?a.ka in southeastern Wisconsin; preserving our culture and environment for the next seven generations.

SEOTS Staff

The Southeastern Oneida Tribal Services (SEOTS) staff is here to serve you! If you haven’t been to our office yet, please stop in! Check your Kalihwisaks for SEOTS NEWS once a month for a listing of events. If you don’t know the staff, come in and see us. Mark, director; Anne, administrative assistant; Carmen, administrative assistant; and Deb, community education specialist. The office is located on 2778 South 35th Street. Phone: (414) 384-7740.

SEOTS office hours

M-T-W-TH-F: 8-4:30pm – Call for hour availability – Saturday: 9am-12pm

Information around the city

- 211 Impact – Simply call 211 for help with life/food/shelter/health/crisis intervention, etc.
- Pow Wow AA Group – All Welcome. Thursday’s – 8:00pm, 1st Baptist Church, 1576 So. 78th
- Gerald L. Ignace Indian Health Center: 383-9526
- Domestic Violence – Milwaukee Women’s Center: 272-5132/Ext. 153 - Bagwajikwe Madosh is the Native American Case Manager/Advocate and available to assist women or family members.
- Urban Circle of Voices – Milwaukee’s Native American Newspaper: 643-5510, Vicky Rank
- Interfaith Program for the Elderly–Meals on Monday and Friday, 11:30am., 631 N. 19th St.–First Friday of the month at 5pm.

Movies and Library

The SEOTS office has a collection of movies and library books for check-out. A large selection of Native American books fiction and non-fiction. Books and movies can be checked-out free of charge. Also, please return any past due books or movies so we can update our library.

Thank You to All That Donated to the Families in Red Lake

We thank all those that donated and supported them with your thoughts and prayers. Please try remember them, as this will help to give them strength to continue on

Candidate Forum–Election time is drawing near!

Get to know the candidates running for election. Be there to ask questions, see who is running for office, and decide

who you would like to see in office for the next 3 years. It is important for you to be there, as new Business Committee Members will be responsible for the future of the Oneida Nation.

Date: Sunday, June 26th
Time: 1:15 - 5:00pm
Place: Best Western Milwaukee Airport Hotel - 5104 So. Howell Ave
In the Symposium
Look for the Oneida Nation on the Announcement Board.

Attention all Community Members

One of our young community members is in need of a “kidney transplant”. Jessica is now on the waiting list for a transplant. Its possible for any healthy person to be a donor. If you are interested, you can call Jessica’s nurse Nancy at 414-385-2550. Tell them you are interested in being tested for a match for Jessica, that is on the kidney transplant list. You may also just call to ask questions of what criteria you must meet to be a donor. Who know’s you may be a match?

Jessica will also appreciate your thoughts and prayers.

Cultural Heritage

Cultural heritage classes are on hold until further notice.

Oneida language class – Taught weekly

Oneida Language class is taught weekly by teachers from Milwaukee and guest teachers from Oneida! *Families and children are welcome!* Language teacher Mark Powless would like to see you come with your children. Part of the class is planned for fun and easy learning for our children. They are our lifeblood for the Oneida language. Please try to attend! Let us continue to learn and carry on a great part of our heritage! The class is working on words for kinships, such as words for mother, father, sister, uncles, aunts, cousins, yours, mine, his, hers and ours.

Oneida language classes are taught at SEOTS on a weekly basis with Oneida instructors. You can also access the language program during the week on computers available at SEOTS.

Saturday’s: June 4, 11, 18, 25
Time: 10am–12pm

Young at Heart Movie Day on Friday’s (with added date for Children’s Movie day)

SEOTS will treat 10 people to the movies at 1:00pm at the Movies 10 Theatre (the old Southgate Show House) on South 27th street on Friday, June 3rd. We will cover the ticket for Oneida community members 55 and over. You

will have to buy your own treats. *Adults only* – PLEASE, no babies or small children. You will need to sign-up for this event. The movie we attend will be announced or decided by the group attending. We have surround sound and will provide the popcorn! Call for details and **sign-up for the Southgate Movie.**
Date: Fri., June 3 @ 12:45pm – Southgate Theatre (movie TBA)–*Adults only*

Date: Fri., June 17 @ 1:30pm
SEOTS, “*Million Dollar Baby*” with Academy Award Winner Clint Eastwood, Adults only.

Sign up limited to 10 people for the June 3 movie at the theater, Call 384-7740

Genealogy Trip to Oneida

Who’s your family? How are we all connected? This is a great trip to go on and discover your family tree. Seating is limited, but you also can attend if you drive up on your own. Call Seots for seat or meet at the Cultural Heritage House in Oneida.

Date: Saturday, June 25th
Time: 10am – 4pm at Cultural Heritage

Van Departs at 7:30am from Seots. Return by 6:30pm

Craft Class

Continued in the fall

Check your monthly Kalihwisaks for summer weekend classes.

Youth of Tradition

A great after-school program (coordinated by the WE Indians program) will meet at SEOTS every Monday 3:00pm to 4:30pm. The Youth of Tradition is for boys and girls ages 10-14. The Youth of Tradition series is an after-school program created to increase cultural awareness, and to help improve reading skills of our Native youth for success in higher education. The facilitators will help with homework, participate in cultural crafts, and help our children develop a sense of self, and respect for all that encircles our lives. Students will be picked up from local middle schools to attend the program. Snacks and beverages will be provided. There is no cost to the student. If you have questions or want more information, please contact Mandy at 304-6121, Charity at 383-9526 or the SEOTS office at 384-7740.

Only two Monday’s left till next fall

Dates: Monday, June 6 & 13th

Times: 3:00-4:30pm

Place: Southeastern Oneida Tribal Services Office, 2778 South 35th Street

Walk in for Veterans at the SEOTS Office

Rodney Pearsall, a staff

member from the Milwaukee Veterans Center will be available for any questions and information available to Veterans without any appointment once a month at SEOTS. The Vet’s Center provides services to all war veterans and their families. They also work closely with the VA Hospital and several agencies and organizations in order to provide the best care for the veteran.

Date: Friday, June 3
Time: 10:00am - 1:00pm
Place: SEOTS

Bingo Van Trip to Oneida

Date: Wednesday, June 8th
Time: Van leaves at 7:00am
Seots

Returns to Seots by 4:30pm

Kids Klub

Kids Klub is for children ages 7-12. Children will do a variety of native crafts, go on out-door trips, learn some Oneida language, and have snacks. One trip will require a parent to attend. It’s a fun way to learn culture and tradition! A permission slip will be required and please have your child bring a brown bag lunch each time they attend.

Date: Tuesday, June 28th, Tuesday, July 5th, Monday, July 11th, Monday July 18th.

Time: 10am - 3pm

MAIRN – Milwaukee Area Indian Resource Network meeting

If you are an agency or a business new to the area, attend this meeting. Area Native agencies and businesses meet once a month to share helpful information about our community, such as: contacts, what’s happening in Indian country, available grants, how to help our community and where to go for help. This is a must for area Indian agencies and businesses.

Date: Wednesday, June 29
Time: 12:00-2:00pm

Place: Native American Ministry, Methodist Church, 1738 S. 11th Street, Basement

Potluck–Potluck--Potluck

Computer lab now available for use

Use the lab for job search, school papers, resumes, infor-

mation research and language study. Come and check out the lab. Classes will be coming and you will need to sign up and get your name on the list. Names will be selected randomly. Classes will be 8 weeks in duration and will be conducted in groups of 4. The start of computer classes has not yet been determined. Any information will be announced in the coming months.

Call SEOTS for sign up. 384-7740

Oneida Singers

Oneida singers meet every Monday at 6:30pm at the SEOTS office. They are available for events and services. Please contact Mamie at 643-8972.

Veterans

Our Oneida veterans have a very busy summer ahead of them. They are planning to present colors at various festivities through out the area as follows: May 30th - Memorial Day Parade; June 8-11th- Oglala Sioux Vets Pow-wow, Oneida Family Carnival, Norbert Hill, July 4th - Oneida Pow-wow, August 14th - Wisconsin State Fair Park - Vets Day Parade, September, Indian Summer Festivals; November 5th - Veterans Day Parade. **We are proud of our Color Guard and all our Veterans. Keep up the good work!**

Tsyunhehkwa

If you are interested in products from Tsyunhehkwa we may have what you’re

looking for at the SEOTS office. We carry dehydrated corn, dried corn, wild rice, salsa, jellies and jams. If there is anything you would like that we don’t carry we would be happy to pick it up for you on our monthly van trip to Oneida.

SEOTS Advisory Board meetings

The board meets on a regular basis every 2nd and 4th Tuesday of the month. The public is invited.

Date: Tuesday, June 14 & 28th

Time: 6:00pm

Van Trip

Date: Wednesday, June 15

Time: Van leaves at 8:00am sharp and returns at approximately 5:30pm

SEOTS van trip and script pick-up

Script pick-up: Wednesday, May 4, 11, 18 & 25

Last day to call in meds for the following Wednesday pick-up is no later than 4:00pm each FRIDAY! You must order meds the week **BEFORE** each pick up. You can not order the same week you are requesting a pick up unless **you** are going to pick up your meds or arrange to have someone else pick them up for you. Please do not hesitate to call us if you have any questions about this. **Always make 2 calls – SEOTS & PHARMACY** (If you don’t get your name on the SEOTS List, your meds will not be included in the pick up.)

What is the Oneida Nation working on? Business Unit Informational Meeting

Monday, May 23, 2005

12:00 P.M. to 4:00 P.M.

**Business Committee Conference Room
2nd Floor - Norbert Hill Center
7210 Seminary Rd. • Oneida**

Lunch provided from 12:00–1:00 Meeting begins at 1:15

*Please call Lee Thomas at 490-3537 to reserve a spot for lunch **by May 18th.***

Reminder from the Enrollment Department regarding...Per Capita

The following is a schedule of important information, dates and deadlines for the 2005 Per Capita Payment.

- Oneida members enrolled before February 24, 2005 and age 18 before September 1, 2005 are eligible. Eligible minors will have their payment placed in a Trust Account.
- **The FY-2005 Membership Payment Forms are mailed to each eligible member who has an address on file with the Oneida Enrollment Department on May 13, 2005.**
- It is **your responsibility** (or the responsibility of your assigned Power of Attorney/Guardian) to keep your address current and on file with the Oneida Enrollment Department.
- If you want to **receive** the 2005 Per Capita payment, **complete Sections 1 & 2** of the form. Complete Section 3 if you wish to **VOLUNTARILY** have 20% of your payment withheld for Federal Taxes.
- If you **do not want to receive** the 2005 Per Capita payment, **complete Sections 1 & 2 and be sure to check the ‘refuse’ box in Section 2.**
- **The deadline to submit a FY-2005 Membership Payment Form is close of business on September 1, 2005.**
- If you want to change your check address, it is your responsibility to request a new payment form and submit it to the Oneida Enrollment Department by close of business on September 1, 2005. An Address Update **WILL NOT** change the address to which your payment is sent (check address).
- The 2005 Per Capita payment will be **mailed** on September 30, 2004.
- PHOTOCOPIED, FAXED, or E-MAILED FORMS WILL NOT BE ACCEPTED. FORMS WITH ALTERED INFORMATION (i.e. WHITE-OUT, WRITING OVER, SCRIBBLING OUT) WILL NOT BE ACCEPTED. **NO EXCEPTIONS.**

After you submit a form and it is accepted and processed by the Oneida Enrollment Department, a system generated postcard receipt will be mailed to the CHECK address indicated on the payment form. If you do not receive the postcard receipt, contact the Oneida Enrollment Department at: (800) 571-9902 or (920) 869-2083.

The Oneida Enrollment Department is looking for a number of members that have not claimed their 2004 payment. The deadline for claiming these payments is close of business on September 1, 2005. Thank You.

Entrepreneurship Specialist

Located in Green Bay, WI, this position will provide direct assistance/resource referral, and coordinate the services and education offerings for business owners participating in the NWTC Workforce Diversity and Targeted Business Development Program. Position will also: Administer needs assessment for participating business determining their efficiency and effectiveness; provide counseling, technical assistance and training to include market research, demographic information, feasibility analysis, and business plans; create professional development action plans for these businesses; and facilitate focus groups and/or use other research methodology to further identify skill sets targeted firms must acquire to improve their competitiveness and identify concerns and/or barriers to the use of targeted firms. Requirements: Bachelor's degree, preferably in Business, Economics or Economic Development, two years of related business work experience (with requirement of managing or owning a small business) and two years teaching/training/consulting experience. Must also have thorough knowledge of concepts associated with entrepreneurship/economic development, familiarity w/ entrepreneurship resources, and working knowledge of federal, state, and local regulations affecting entrepreneurs. Please see web site for complete description and requirements. Salary: \$45,000-\$50,000/yr, plus excellent benefits, including health, dental, WI State Retirement, and personal time off.

Anticipated start date: June 15, 2005. Apply at: **www.nwtc.edu**

Human Resources
PO Box 19042
Green Bay, WI 54307-9042
920-498-5710

EOE - Committed to the diversity of faculty, staff and students

Legislative Review

Vice-Chairwoman's Corner...

Land Claims

Land Claims is still a high priority for the Committee. We continue to attend meetings in New York with staff from the Governor's Office and officials from Madison and Oneida Counties. Although the Governor has pulled the original bill from the legislature for 5 casino sites in the Catskills, it is anticipated that another bill will be introduced in the very near future, again approving land claim settlements with casino sites in the Catskills.

So, if you have heard the rumors that we no longer have a settlement agreement with New York, that is not correct. As of this writing there is nothing in the agreement approved by the General Tribal Council that has changed. If that should happen, the General Tribal Council will be asked to convene to approve or disapprove the changes.

The City of Sherril decision, taking away the "Indian Land" status for the New York Oneidas, has generated a great deal of discussion by various officials. In our recent talks, they have indicated their desire to be able to have more meaningful discussions

with the New York Oneida but also expressed their willingness to go forward with the settlement agreement.

Capitol for a Day

This past week was time spent here at home. Because Governor Doyle had declared Capital for a Day in Outagamie and Winnebago Counties, the entire State Cabinet was in the area. Secretary of Administration, Mark Marotta, requested time to meet with the Oneida Business Committee. Secretary Marotta is the person we dealt with during the gaming compact discussions. Our second payment under that agreement is due June 30, and we assured ourselves that everything is working fine under that agreement.

Taking advantage of opportunities to meet with the Governor and/or his Cabinet members, helps us maintain a

good working relationship. We have used these opportunities to provide our thoughts on the Governor's budget proposals, discuss pending legislation that does/or does not include Tribes and basically to maintain a rapport that allows us to exchange views without becoming confrontational.

HALO is a meeting of local officials. We do have common needs and have found that getting together once a month, helps us resolve some of them to all of our benefits. One of the projects currently being worked on is Public Safety facility. Hobart, Ashwaubenon and Lawrence are looking to provide services to the southern ends of



**Vice-Chairwoman
Kathy Hughes**

their district and for Oneida, we feel having closer fire protection services to our members in that same southern district would be beneficial. With the four governments working together we are able to have more influence in getting funding on the State and Federal level. And sharing the costs for operations will have a lesser impact on our respective budgets while being able to expand on the services being provided.

Budget Plan

Budgeting is always a concern for us. The Treasurer is working on finalizing a balanced budget plan for fiscal year 2006. This is complicated

ed by the continued decrease in what we can expect from the federal process. Management continues to look at ways of producing less cost through greater efficiencies without decreasing services.

Health Center

You will find the Oneida Health Center coming under changes as part of this process. It has taken time to adjust to the new facility but now that is completed so an assessment of each component within this structure can be done. The goal is still to provide the best service to our membership that is possible and making improvements wherever necessary. Unfortunately, professional contracts are also coming to the end of their terms and movement of personnel will be occurring. Maybe we can find the answer to getting

some continuity in employment here. Bill Wild, a Tribal Member with extensive experience in the health field, has taken on the responsibility to improve the organization of the Health Center.

Project PROUD

The Oneida Tribe is a large organization that seems to be continually undergoing change. For the past two years the Business Committee has been working with management to create an environment for productivity and accountability. Project PROUD (Project to Redesign Oneida Uniquely and Dynamically) is well underway. The primary goals are to enhance direct services to the membership and align the operation to like functions for better efficiencies. We hope you will continue to provide us with your comments as we proceed through this.

Legislative Update

Task Force Formed

The Business Committee recently completed the second round of community meetings to gain input on the new Constitution draft. I would like to thank everyone who attended these meetings, and those of you who responded through general mail or e-mail. On 5/3/05, the Business Committee approved the development of a task force, whose responsibility it is to review all the comments received and make appropriate changes according to the input. The Task Force is scheduled to complete their review and recommend amendments by the middle of June 2005. Due to the amount of time put into the redraft of this document, it is likely the recommendation for a Secretarial Election will be presented to the next Administration for consideration.

Trust Status

I am pleased to announce that 26 applications have been approved by the BC for submission to the BIA for Trust status. I would like to extend my sincere appreciation to the Land

Management Dept., who combined efforts with the Land Commission, the Environmental Dept., and the Law office to complete these packages in record time. These packages represent about 550 plus acres. Through the efforts of the new Consortium, the determination process will take anywhere between 1 to 2 years. However, through the newly formed Consortium with the Bureau, the packages will be monitored and processed through in a timely manner. Prior to the consortium, we have not been able to get the applications processed. The last time land was put into trust was over 10 years ago.

The Radisson has once again, for the 5th year in a row, received the President's Award. I would like to extend our congratulations and appreciation to the Oneida Airport Hotel Corporation and all of the Radisson employees for earning this presti-



**Councilwoman
Trish King**

gious award. It is the award of excellence and your quality of service has made us very successful and proud.

I would also like to mention that our investment in the Marriot Hotel through Four Fires (a partnership of 4 Tribes: Oneida, Potawatomi, San Manual, and Viejas) has already reached the breakeven point. This was an unexpected and pleasant surprise. The hotel is operating very successfully.

The Three Fires (a partnership of 3 Tribes: Oneida, San Manual and Viejas) have also invested in a Marriot Hotel in Sacramento, California. Construction is scheduled to start at the end of May 2005. Watch for an update on these projects from our Representative Pat Lassila.

I would like to recognize and commend Pat Lassila, for her dedication and commitment to work as the Oneida Representative on these two

New Labor Laws:

"Employees take note"

Recently, the Oneida Business Committee sent to public hearing a proposed new labor law which would revamp a series of employment standards that tribal employees have come to rely on. My office opposes the new proposed labor law revisions and in this article I'll point out just a few of my reasons for opposition.

One of my main reasons for opposition is the commonsense reality, we (the OBC) only have a few months left on our term in office. It's not smart to pursue massive labor law changes right before your term ends. Similarly, law changes of this magnitude (employment/labor laws) require precise calculation, vigorous debate, and balanced consideration before such action is taken, that has not occurred amongst the elected leadership on these proposed labor law changes.

All of the natural legislative due-diligence that should have accompanied these changes has not occurred. For example, the Legislative Operating Committee (LOC) never even debated the proposed law changes. There was a directive given by the LOC that in 30 hours the law should be analyzed and then sent off to public hearing. Moving policy like this is reckless and I cannot support such action.

Indian Preference:

"Creating New Standards!"

In terms of the law itself, the new labor law takes central aim at several major employee rights and standards, including the diminishment of Indian Preference benefits for Oneida's. For example, the proposed law creates a new standard for applying Indian

Preference for new employment hires. The new application will establish that Indian Preference: "Shall apply when all candidate qualifications and job experience are equal."

Under current law, Indian Preference applies when both candidates meet the basic requirements for the job. The new standard could set-up a scenario, whereby, a non-Indian and an Oneida are both applying for a job - where both meet the basic qualifications for the job - the Oneida would only be hired if they have slightly more education and/or experience. This could lead to an unstable Indian preference scenario.

This also cuts against our desire to employee Oneida's when possible because it sets up a hurdle (education and experience) for candidates. This new hurdle presumably undercuts Indian preference. We go from Indian preference being an advantage to the creation of an education and experience hurdle. This potentially could create a slight disadvantage for Oneida candidates. This whole section needs in-dept evaluation.

Holiday Pay:

"To Pay or Not To Pay!"

Under current law employees are guaranteed 10 paid holidays per year. The proposed labor law establishes that the Tribe will not pay employees on holidays that fall on days they do not normally work. This is a departure from a long held tribal standard and my office does not support this change..

Personal, Vacation Time:



**Councilman
Vince DelaRosa**

"What about the Accrual Rates?"

The reliance of accumulated vacation and personal time is something most employees have grown accustomed to. We know how it works and we know what to expect each year. This stability has allowed employees to plan vacations and to be in general control of their usage of personal and vacation time throughout the year.

In fact, current policy establishes "by law," an accrual rate for the accumulation of vacation and personal days. The proposed law grants the Human Resource Department the authority to develop rules and regulations for the accrual of vacation and personal days. As a result, different and lower accrual rates could possibly be developed for different Tribal entities and departments, we simply do not know because it's not written in the law.

Trade Back For Cash

The current policies allow employees the right to annually trade up to 80 hours of accumulated vacation and personal hours for cash. The proposed legislation makes no mention of a "trade-back for cash" policy which means that the policy could possibly be eliminated.

Various Issues to Look For in the New Labor Law

- Section 91.13-4(b)(2) establishes that a written reprimand is not appealable to any tribal hearing body. Under current Oneida law, a written reprimand is appealable.
- Section 91.13(b)(3)(B) prohibits an employee who has been placed on

probation from appealing that decision to the Human Resource Commission. Under current Oneida law, an employee may file a grievance when any adverse employment action is taken against their employment.

- Section 91.13-5(c)(6) of the proposed legislation requires the new HR Commission to make its final decision regarding a disciplinary action within 1 business day of the hearing. Such hurried adjudication increases the chance for mistakes in a process where an employee has much at stake. Under current law, the Personnel Commission has 5 days to make its final decision.

- Section 91.13(b)(4) establishes that an employee would be required to file an appeal within 3 business days. Under the current law, an employee has 5 business days to appeal a suspension. The reduction in time to prepare for an appeal is most likely detrimental to the employee.

- Disestablishment of the Personnel Commission is contained in this proposed labor law, it reads as follows:

- ~ The new Commission will have 5 appointed members instead 11.
- ~ Membership on the new Commission shall require either a post-secondary degree or a combination of 5 years of supervisory experience and completion of human resource training as offered by the Tribe.
- ~ There is no mention as to whether or not the 5 Commissioners will be compensated by a stipend or through employment.

Your Wages & Benefits – "Who should control

See Page 8

Vince DelaRosa

GTC/Community Meetings

Land Claim GTC Meetings

– Scheduled Monday, May 23, 2005, 6:00 p.m., and Saturday, June 11, 2005 10:00 a.m.

* NHC/BCCR

Venture Fund GTC, Land Commission and Per Capita meeting

– Scheduled May 14, 2005, 10:00 a.m.

* Combined with Per Cap/Land Commission meeting

* NHC/BCCR

Constitutional Summit

– Scheduled Saturday, June 18, 2005, 9:00 a.m. – Turtle School

* Overview of New Oneida Constitution – Articles I-XI – Secretarial Election Process

* Turtle School

2005 GTC Semi-Annual Meeting

– Scheduled July 11, 2005, 6:00 p.m.

* NHC/BCCR

2005 Election

– July 16, 2005 – NHC Cafeteria

PUBLIC HEARING

Labor Code

NORBERT HILL CENTER

BC–Conference Room

Tuesday

May 17, 2005

– 1:30 P.M., 3:30 P.M. & 7:30 P.M.

NORBERT HILL CENTER

BC–Conference Room

Thursday

May 19, 2005

– 1:30 P.M., 3:30 P.M. & 7:30 P.M.

Letters/Opinions...

Labor Code Revisited

At today's OBC meeting, May 4, 2005; Oneida Business Committee Councilman, Vince Dela Rosa; challenged the entire Business Committee to a debate on the Labor Code, rather than send it for a Public Hearing. Not one member present spoke up or was willing to accept that challenge.

The Debate was specific to the current Public Hearing posting of the new Labor Code submitted and approved by the Business Committee at 8:00 A.M., with very limited discussion. One hour later the same day it was then approved by the Business Committee at 9:00 A.M., to send the code through the Public Hearing process.

If you read the last Kalihwisaks, you may have read my letter on this Labor Code. If you call and request a copy of the Labor Code I think you will be able to understand why Mr. Dela Rosa made the challenge.

My question to them was why the hurry to shove the code through? This is my question on several issues brought forward recently and has been denied, but I continue to ask. To the reader I ask, can it be that their term is nearly up and they may need it for their future employment??

Please take the time to look at this code because I strongly support Mr. Dela Rosa's concerns. The new code if passed, is not employee friendly it is top management friendly and may be used as a tool for a more personal power and control device.

For one example it diminishes Indian Preference. If you read it carefully you will see that it holds more value for the non-native experience

of the white mans world. Please do not hesitate to hear me out on this. All you have to do is look closely at the hiring process.

Feel free to call Councilman, Paul Ninham who made the motion to move the code forward without participation by entities such as the Personnel Commission; who by the way brought the request forward for today's agenda with the help of Vince Dela Rosa. Ask if the code was written by non-native attorneys or tribal/native attorneys. I'll bet it was done by non-natives who do not have tribal members best interest in mind.

They call the Blue Book outdated, I call it prehistoric, but this change is just plain reckless and imprudent. It's obvious to me they are not acting in the best interest of our tribal employees/members.

If the code passes, one example of what I foresee more of, is people like Shirley Hill, who was a Gaming Commissioner and when she was not voted back in was suddenly hired on as an Administrative Assistant for the Gaming Commission. This is a request I made with the Business Committee to investigate, at today's meeting.

Cathy L. Metoxen

Alcohol should be banned in casiono

Recently, there was an article about serving alcoholic beverages in the casino area. I was furious! Alcohol abuse has been the American Indian's worst enemy. It has effected almost every Native American's life and family.

I can't believe you want to allow this in the casino.

Alcoholism is destroying us: our families and our communities.

Let's not serve any alco-

holic beverages. Let us not increase alcoholism any more than it already is.

Money is not as important as human life.

Pat (Fast Wolf) Rensch Tribal Member

Experience noted

I, InaGail Bain, am writing this letter on behalf of my daughter, Arlouine Bain, Director of Oneida Recreation. I'd like to say Arlouine has held her job for 23 years. She has taken care of the tribal children, grand children, great grand children for a lot of years. Now to have the personal appeals people, who suppose to uphold the law to stoop so low as to name calling. As to saying my daughter is not responsible has no common sense, no direction, if she is all of this when did these people become so perfect?

Now, I would like to comment on this. Some of you people do not even know her or what goes on at the civic centers. Arlouine and the staff help, and also feed the children after school, when parents are working. Also, not very often do I see a parent or grandparent offer to help.

It seems if Arlouine is so irresponsible, no direction, perhaps upper management should come down and help, instead of criticizing.

When the Christmas, and Easter parties were going on, I seen more than 500 families at the Christmas party, and 150 families at Easter come in and everybody received something, guess it was fine then.

There is so much back stabbing going on, what ever happened to, when people use to say, "we'll help" and did!

Thank you!
Arlouine's mother
InaGail Bain



Vote May 14 to lower Elderly percapita age to 55

May 14, 10:00 AM, Norbert Hill Center is the date, time and location for the Oneida People to vote on three issues. One is the venture fund, second is a resolution to approve having an elected rather than an appointed land commission, last is a resolution to lower the age for Oneidas to receive the elderly per capita to age 55.

At least seven of the Oneidas that I grew up with in Oneida died before they reached age 62. They never had the thrill of receiving the \$2,000. as I and others have. I feel the elderly per capita age should be lowered to 55. Also many people began to have health problems after age 55 and could use the money for needs.

If the Oneida people want to see these changes you have to come and vote for it. The last time I gave the opportunity to change the age to 55 we were just 11 votes short of the

2/3 majority vote. Hope to see you there.

Madelyn Genskow

Respecting one another

From my last letter I wrote in the tribal newsletter. Regarding the way we should respect each other & earning respect. The tribe talks about the next 7 generation and it has to start with the young people. But I don't see it and in especially in the tribal school system. They talk about learning the culture and language, but how can they learn this? And be the next 7 generation if they don't respect each other or the staff here at the tribal school. Someone has to care! They say it has to start with the family. Maybe so! But again I say someone has to care and they don't.

Bruce King #3105

A Mute Point

Is this a journal? Is this a poem? Is this a letter, an entry? I claim to myself, I am a writer. Others have told me I write to myself, not to the reader. Well, that is a mute point due to the fact that, "You", are not interested in reading this.

I have lost my interest in being Indian, being Oneida, being Iroquois, H<tihahtsyó-ni. I feel many indigenous governments and many of its' own people have lost their way hundreds of years ago.

Explain yourself to myself, I say, to the reader. Again, mute point, I digress. If you are out there trying to be Indian, trying to be Oneida, trying to find yourself, get up and look in the mirror. Look at your "self", not your face! If you cannot, imagine people looking at you. Then, there is no one, who are you? How does someone know, or care, when they are trying to be something? Trying? Trying! To make an effort, step forward, express need, or want, to have all excess sources acknowledge your existence, trying.

Now, do you, the mute point, yearn for approval or

exist on an island of your own? On my own, taking me back to not being the labels so dictatorially put upon me by the local communities, and in general, the world at large. Labels such as Indian, Oneida, Indigenous, Iroquois, H<tihahtsyó-ni, give me no freedom from local municipalities, including Oneida in which all are dictatorships.

As those layers were brushed off, does that action not make me what I was at conception, at mid-life, at death? Finding my "self" began by brushing those labels away, back before I was indoctrinated by your/my Oneida community, my childhood. Is this innocents or claiming ignorance of the law, of re-located Oneidas?

Looking at my "self", I no longer see Kenny Metoxen, I am not even a Metoxen, but a soul wanting more than your labels.

No, I will not roll, jump, nor take my number off the list...too many benefits, opportunists. Well, aren't we all. Looking at my son, I do not, I refuse to see him as a number as I am enrollment #3785.

Looking back and reading this self-absorbed piece, my wonder is with the mute point. Does it conceive the words written, such as, yours, Oneida, an enrolled member, such as myself? I am not the first nor the last to utilize freedom of speech. I am the first and only one to be me! Thank who?

I have found myself, wanting. In wanting, I tried too hard to be. In trying, I simply wanted to be without the work and paying my dues. In being, I stared in the mirror and never saw "self". At this moment, interests entail, not what others have discovered - what the soul will! Also, when mute point does acknowledge me, will the labels change?

Down the road I will read this and realize my immaturity. For now, well... therapy.

Kenny Metoxen

From Page 7/Councilwoman King Cont.

direct dividends from Nature's Way Tissue (as that is not our investment). However we do earn revenues through the success of the 7 Gens Corp. The more they make the better the dividends the Tribe receives. As mentioned earlier, this is one of the issues to be addressed at the May 14, 2005 GTC meeting.

Bay Bank has been continuously profitable as a small community bank. The Bank has been in existence for 10+ years, of which they have been a stable investment for the Tribe. It is time to begin growing their assets. A new Corporate Board of Directors has recently been appointed to the Bay Bancorporation to grow the bank. Recently,

other Tribes have been approached to inquire about their banking needs. The future looks good for the banking business.

The Committee is wrapping up its legislative agenda with the following public hearings. The Draft Labor Code Outline, Draft Personnel Management Chapter and Draft Rule Making Authority Chapter have been approved to Public Hearing on May 17 and May 19, 2005. The Public Hearings will take place at 11:30a.m., 3:30p.m. and 7:30p.m. in the Oneida Business Committee Conference Room, 2nd Floor, Norbert Hill Center. Public Hearings are also scheduled on June 14, 2005 @ 11:30 for

the Amendments to the Law Enforcement Ordinance and Amendments to the Hunting, Fishing Trapping Law, and on 5/31/05 for the Comprehensive Policy Governing Boards, Committees and Commissions. If necessary, emergency legislative action may be processed in accordance with the Administrative Procedures Act.

It's that time of year again...The Class of 2005 is counting down to graduation! This is an encouraging time of year for new beginnings, growth, and development. The Youth Enrichment Services Program held their annual banquet to recognize the graduates of our community on May 5, 2005 at

Doxbee's. Congratulations to all those who are graduating this year, and I wish you the best of luck in your future endeavors.

I gave a welcome to the team captains at the Kick-Off Luncheon for the 9th Annual Oneida Relay for Life on May 3, 2005. This year's event will take place on July 29-30 behind the Norbert Hill Center. If you haven't already joined a team, feel free to form your own team. The theme for the Relay is patriotic - red, white, and blue, so come on out and join the fun. For more information, you can contact Dottie Krull at (920) 869-4509.

From Page 7/Councilman DelaRosa Cont.

these?"

Section 91.6(a) which is on line 91 in the draft labor law states: "The Senior Managers shall be responsible for planning, developing and implementing adjustments to the compensation and benefits plan in coordination with the Tribal budget process."

This change is one of the most significant changes that needs evaluation. This change could be just what we need. However, on the other hand it could be a very problematic provision. Allowing the implementation of all wage and benefit adjustments to be controlled by a few people certainly requires much research. To date, my office has not seen anything to indicate why this may be a viable option, but I will try and seek clarification.

Immediate family – “What is the Impact?”

One of the most confused parts of the law resides in section 91.3-4. The definition of "Immediate Family" is addressed here. The definition of Immediate Family was expanded to include the following: son-in-law, daughter-in-law, sister-in-law, brother-in-law, great grandparent, great grandchildren, step-parent, step-child, foster children and other significant relationships of 5 years or more.

These proposed changes could create headaches for the entire tribe because it's a sweeping expansion of the definition. Presumably, this could result in many Oneida's not qualifying for work in various parts of the tribe, due

simply to a family tie or because you've known someone for 5 years or more.

The expanded definition provided for in the Immediate Family section, is problematic for other reasons also. For example, a major expansion of the 3 day funeral leave for all Immediate Family members now means many more people would be entitled to receive time off. Hundreds of people could be eligible, at any given time to get 3 days off for funeral leave. This could cost millions of dollars a year and it could cause major work disruptions throughout the tribe. These impacts are unknown at this time because the projected impacts have not yet been measured or analyzed.

Clearly the proposed labor law needs much more atten-

tion prior to being ready for a public hearing. However, several public hearings have already been scheduled on this matter. I would encourage Oneida employees to attend the public hearing and voice your opinions on the proposed labor law.

Three public hearings will be held respectively on May 17th and 19th at 11:30am, 3:30pm, and 7:30pm all of these hearings will be located on the second floor conference room of the Norbert Hill Center.

Thanks for reading my article. If you have any questions or need any assistance, please feel free to contact my Administrator Mrs. Karen Katch at 920-869-4469, or you can reach me at 920-869-4378.



Kalihwisaks

Letters To The Editor Policy

Letters must be limited to 500 words. All letters are subject to editing and **must have your signature, address and phone number for confirmation. Confirmation of letters will be needed before publication. Kalihwisaks has the right to refuse publication of submitted letters.**

Effective January 1, 2001 per Kalihwisaks Policies & Procedures, Section I (c)(4), "Individuals will not be allowed to submit more than eight (8) letters per year regardless of topics." For more information on Kalihwisaks Policies & Procedures, please contact (920) 869-4280.

Guest articles and editorials that appear in the *Kalihwisaks* are not necessarily the views or opinions of the Kalihwisaks' staff, Editorial Board or the Oneida Nation of Wisconsin.

Although Kalihwisaks requires a final signed submission from our readers who write in, you can e-mail us now to ensure we get your submission in time for the deadline day. You must follow through and send a hard copy through the mail. E-mail your letters to: **Yvonne Kaquatosh – ykaquato@oneidanation.org**
Any questions, please feel free to call (920) 869-4280.

Sports

Oneida track athletes kick it into high gear

By Phil Wisneski
Kalihwisaks

The Oneida track and field team is competing at the highest level since it's inception. The team has placed and had athletes qualify for the finals in more meets than ever.

Coach Thom Burke said that he isn't doing anything different from previous season.

"We are still working hard, but we are also having fun," Burke said.

As with season pasts, Irene Danforth is putting up the most points for the Thunderhawks this season.

She has placed numerous times this season and won the Lena Invitational with a throw

of 100'11". The distance broke her own school record for the event.

Luanne Funmaker broke the girls mile record with a time of 7:26 and placed sixth at the Bowler Invitational.

Sprinter Eddie Metoxen qualified for the 200 meter final, but had to pull out of the finals due to illness.

Darrell Skenandore had qualified for finals in two meets in both the triple jump and long jump. He has a personal best of 32'2" in the triple jump.

The future also looks bright for the Thunderhawks as freshman Lauren Mills and Tonya Christjohn have both qualified for finals in the shot put.



Photos by Phil Wisneski

Above: Lauren Mills throws the discus at the Tri-County Invitational. Right: Darrell Skenandore lands in the pit after his long jump.



Father, son earn Minnesota Basketball Honors

(Cass Lake, MN) Only two teams finish their season with a win at the Minnesota State High School Basketball Tournament - the champions and the third place winner. The father-son combination of Dan and Byron Ninham led the Cass Lake-Bena Panthers to third place in the Class A State Tournament last month. Senior Co-Captain Byron Ninham, son of Head Coach Dan and Susan Ninham of Bemidji and grandson of Vernon and the late Joy Ninham of Oneida, spearheaded the team into the state tournament with a last second put back of a teammates missed shot to defeat #3 state ranked Park Christian 65-63 on March 11th in the Class A Section 6 Final.

Byron Ninham has grown from a benchwarmer on his 7th grade Bemidji Middle School team into an all around player and record breaker as a senior.

"Byron played in about 70 spring and summer basketball games between 9th and 10th grade. he worked hard to get where he is," Coach Ninham said.

Byron Ninham signed a National Letter of Intent on April 11th to attend Fergus Falls Community College (MN), a nationally recognized basketball program and 1998 National Junior College Champions.

The Panthers finished this season with a 25 and 7 record including an undefeated Northland Conference Championship, Class A Section 6 Championship, and Third Place in the State Tournament.

The 6-4 shooting guard was one of the state's leading scorer's with 24.9 ppg and also had averages of 8.7 rebounds, 3.5 assists, 2.0 steals, and 2 blocked shots per game. He was named a candidate for Mr. Basketball as

the top senior in the state. The three-year starter also made the Minnesota State History Book in a number of categories: 4th place-seven consecutive three-pointers in one game; 4th place-top three-point percentage in one game with 7-8 for 87.5 percent; 16th place-796 points in a single season; 2nd place-654 overall field goals attempted in a single season; 12th place-310 overall field goals made in a single season. He also was one point away from the school record with 46 points in one game and set the school record of 12 blocked shots in one game as a sophomore. He was named to the 2005 All State Tournament Team, two-time All State Honorable Mention, two-time Northland Conference Most Valuable Player, and two-time Section 6 East Most Valuable Player. As a three-year starter he has averaged a double-double with 21.3 ppg and 10.1 rpg and has two school records with 879 rebounds and 1852 career points.

Dan Ninham, former Oneida Tribal School physical education teacher and Athletic Director in the 1980's, took over the Cass Lake-Bena coaching reins in 1996 and guided the team to its first ever 20 win season in his first season (41-8 during the first two season). The Panthers had a winning record only five out of the previous 20 seasons. Ninham is currently the winningest coach in the school's history with 118 wins in seven seasons. The Minnesota State Basketball Coaches Association named Dan Ninham as the 2005 Class A State Coach of the Year. "It's nice to be honored as a teacher and a coach, but I believe it's an honor to be able to coach and teach kids," said Coach Ninham.

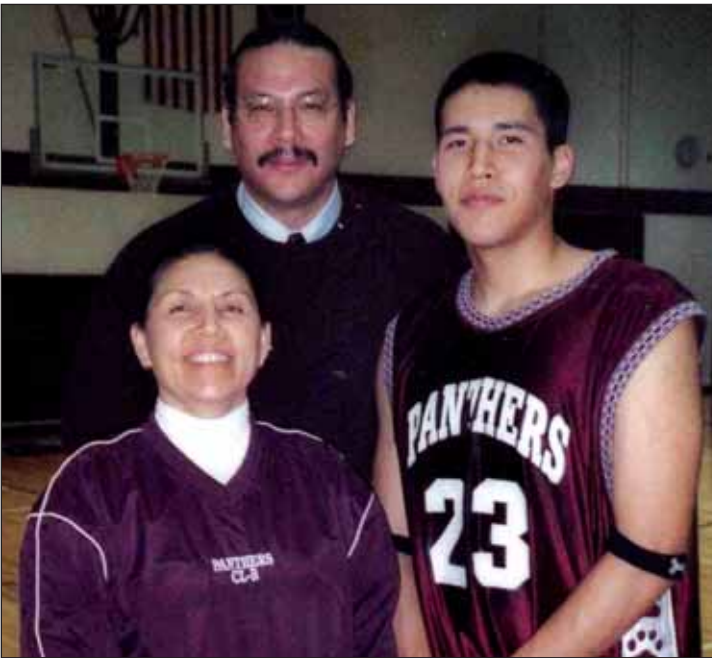


Photo submitted by Cass-Lake Athletic Dept.

Byron Ninham along with his coach and father Dan Ninham earned Minnesota all-state honors this past season.

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Valdor John receives sacred eagle feather

By Phil Wisneski
Kalihwisaks

Many in the Oneida community already know of his bravery during the Korean War. Valdor John is now facing an enemy that will not go away, his health.

On April 29, the Oneida Veterans Department held a luncheon to honor the bravery and leadership that John has shown through out his life. To show their gratitude for the United States Army veteran, the Oneida Veterans Department presented him with an eagle feather.

After receiving the eagle feather, John spoke to his fellow comrades and thanked them for the honor.

"I am speechless as to how I feel right now," John said.

"I have faced many enemies before, but this is one I can't seem to shake," he said of his recent illness.

John served in the United States Army for 26 years. He fought in both the Korean War and Vietnam War.

During his time in Korea, John was one of 370 men captured in Taejon, Korea.

As a prisoner of war, John never spent time in a camp, instead he was put on what is now called the "Korean Death March". He along with his fellow troops marched 380 miles in the cold, mountainous terrain. Only 250 men survived the trek.

After the march the men were put in open gondola cars and packed like wood John said. The train then stopped in a tunnel.

The North Koreans, told John to pick 25 men, as they were going to eat. They were lead to a ravine and told to wait for food. Instead the North Koreans opened fire on the un-armed men. John was

shot in the arm.

"They thought I was dead," John said.

John was found two days later by American troops. He was a POW for three years. Upon capture John weighed 227 pounds, and he weighed less than 90 pounds when

found. Only 21 soldiers survived the Sunchon Tunnel Massacre.

The Oneida community is very fortunate to have such a person in their lives. He gives true meaning to the term Warrior.



Photos By Phil Wisneski

Above: Valdor John gets a standing ovation from the Oneida veterans. Right: John is speechless after he received a sacred eagle feather.



Oneida Casino Bob Eubanks Promotion

Red Lake Nation Benefit Concert set

"It was put upon my heart to help my brothers and sisters in Minnesota in this time of tragedy. I have begun contacting my friends and colleagues in the music industry... Music can help in the healing process, and my industry will do all it can for the Red Lake people," said Grammy-winner Mary Youngblood, Aleut/Seminole.

The Red Lake Tribal Council have given their blessing to Youngblood and friends to organize a benefit concert for the Tribe and families of the victims of the Red Lake High School shooting.

The result is a concert May 29, in conjunction with WNBA's Minnesota Lynx game against the Sacramento Monarchs at the Target Center in Minneapolis. The women's basketball game is 5-7 pm, the concert begins at 8 pm, with ticket purchase giving admission to both events.

Youngblood asked for help in organizing the benefit from Kimberlie Hall of News From Indian Country, Hayward, Wisconsin. Hall, Turtle Mountain Chippewa, was instrumental in lining up support from the Timberwolves and Lynx management, as well as from Leon Thompson, Yakama, events promoter from Minneapolis.

Artists who have pledged to perform in addition to Youngblood are Rita Coolidge, Micki Free, Charlie Hill, Annie Humphrey, Litefoot, Bill Miller, and Joanne Shenandoah, with more to be announced. Host drum is Eyabay/Battle River, from Red Lake. House Voice for the evening is Vince Byle, Ojibwe.

Order tickets by calling 612.673.8391 or email buffo@timberwolves.com. For more information, www.indiancountrynews.com. If you want to help support this event but don't live in the area, you can purchase a ticket or tickets and donate them back to be given to Red Lake Tribal members.

Education

From Page 1A/ Oneida graduates honored at YES banquet

Oneida Nation High School student Scott Lynk opened the festivities with an invocation. Thelma McLester, area manager of the Education and Training Department, welcomed everyone to the banquet and revealed how long the graduate celebration has been around.

“Not everyone knows this,” McLester said, “but this is the 36th year that I’ve been to this event to recognize our graduates. The first one was in 1966.”

West DePere High School student and a Class of 2005 graduate, Isaiah Skenandore had a few words of endearment for his fellow graduates.

“This is what we’ve been working toward,” Skenandore said. “Let’s all enjoy the moment because this is our time to shine, we’re finally there.”

Charlie Doxtater, one of the evening’s keynote speakers and undergraduate at the University of Wisconsin Oshkosh, emphasized to the crowd of mostly students, parents and family, to not let anxiety of the unknown prevent them from continuing their education.

“I hope some of you are going on to college,” Doxtater said. “Some of you better be going to college,” drawing laughter from the crowd, “because it makes you more aware of the outside world.

“And don’t let anything scare you out of it,” he added. “Sometimes going to college

can be overwhelming but you got to hang with it because college is a great experience.”

Other festivities included the presentation of several door prizes, a superb dinner of beef tips and fried chicken and students walking across the stage to be congratulated by various school administrators and some Oneida Business Committee members.

After the Sacred Leader Singers lead the color guard out with a n honor song and Scott Lynk blessing the evening with the Oneida language, the Oneida Longhouse Singers closed the evening’s festivities.

Students from Oneida Nation High School, Green Bay Southwest High School, Pulaski High School, Seymour High School, West DePere High School, Freedom High School and graduates of various educational programs attended this year’s graduation banquet sponsored by the Oneida Nation of Wisconsin and the Johnson O’Malley Program.

A special thanks was offered to Anita Barber, director of the Youth Enrichment Services of the Oneida Nation of Wisconsin, Charlie Doxtater, Scott Lynk, Thelma McLester, Isaiah Skenandore, and the Class of 2005 Banquet committee; Larry Cornelius, Lori Eiting, JoAnn Ninham, Sharon Skenandore, Heidi Smith, Cheryl Warrington and Maureen Zeise.



Kali photo/Ed Williams

Ticket drawings were held prior to the festivities getting underway.

University-community diversity partnership awarded state grant

GREEN BAY – The University of Wisconsin-Green Bay has been awarded a state grant to support a partnership working to promote diversity and opportunity at the University and in the community.

The \$7,500 grant will support "Pre-College Students of Color: Accessing Higher Education," which will enhance dialogue between leaders of diverse populations and increase access to higher education for students of color.

The grant awarded to the program is a Diversity Program Development Initiative Grant from the Division of Outreach and E-Learning Extension, University of Wisconsin-Extension.

The partnership aims to stimulate interest in higher

education among American Indian, Latino and Mexican youth. It will build networks between these students and UW-Green Bay faculty and staff to prepare the students for college. Preparation also will include seminars to teach parents how to become more involved in their children's academic future.

Programming will provide an exchange of information and ideas that fits the University and community's long-term plans for embracing and promoting diversity. Specific programs may include study skills seminars, meetings with parents and students, and weekend and after-school programs. Large group events will bring in well-known speakers who will motivate students to focus on their future and pursue higher education.

Pre-College Students of Color: Accessing Higher Education also will enhance the curriculum and extracurricular opportunities at UW-Green Bay.

UW-Green Bay partners involved in the initiative include Diversity and Justice Across Communities - a project led by faculty and staff - and the Division of Outreach and Extension.

Community partners include the Oneida Nation (through the Oneida Youth Enrichment Services Program), College of the Menominee Nation, and Green Bay Area Public Schools (through the East High School Guidance Department and the Preble High School English as a Second Language Department).

University will not return to Warriors nickname

MILWAUKEE (AP) – Marquette University will not return to its old Warriors nickname but instead will take on a new name of the Marquette Gold, instead of Golden Eagles.

Marquette President Robert Wild announced the decision after the Board of Trustees held a late afternoon meeting Wednesday on the nickname issue.

The board had spent months considering opinions of the thousands of students, alumni, faculty and staff who took part in focus groups and an online survey on the issue.

Some alumni have pushed for years to restore the Warriors nickname that was in place from 1954 through 1993. The name change was made in 1994.

Years before that, in 1971, a cartoon figure called Willie Wampus had been dropped as the Marquette mascot.

At commencement last May, the vice chairman of the board and another unnamed trustee offered to donate \$1 million each to Marquette if it were to restore the Warriors name.

Marquette President Robert Wild immediately turned that offer down.

In September, the board decided to continue the discussion about the nickname but passed a resolution barring any nickname using American Indian references, imagery or symbolism.

The resolution adds that the university “shall consistently strive to avoid the use of images that diminish, limit, stereotype, or are offensive to the character, history and culture of any ethnic heritage.”

Financial Aid Workshop

The Oneida Higher Education Office will present the second financial aid workshop for spring 2005 on **Wednesday, May 18.**

Anyone planning to attend college or technical school for the fall 2005 term is encouraged to attend. The workshop will be held at 6 p.m. at the Community Education Center, 2632 Packerland Drive, next to the Settle Inn. The focus will be on the Oneida Higher Education Grant program, how and when to apply, and what it offers to enrolled tribal members. Everyone is welcome, please call the Higher Education Office at 920-869-4033 if you have any questions.

Sign up for Summer Program

Registration for the Summer Youth Program will begin on Monday, May 16 through Friday, May 20 at the Civic Center for current Rec members. Following are the age groups: 5–6 year olds, 7-12, and 13 & above.

There is a limited number of spaces available in all three age groups, once filled, names will be placed on a waiting list. Registration is on a first come, first serve basis. Stop at the Civic Center between 8:00 A.M. and 4:30 P.M. to sign up.

If you have any questions, please feel free to call 833-0010 or 869-1088.

CALENDAR

EVENTS

May 21, 2005

Oneida Environmental Health & Safety & Elderly Services
Sixth Annual Youth/Elderly Fishing Day
DATE: Saturday, May 21, 2005 (Rain Date May 22, 2005)
WHERE:  hsnuhsa lake at Cultural Heritage Grounds
TIME: 9 A.M. – 1 P.M.
Live band 10 A.M. – 1 P.M. The Blue Cats
Food, Games, Prizes and Bait. Just bring your own pole!! Bait will be provided!!

May 21 & 22, 2005

Oneida Sportsman Club
6th Annual Walleye Fishing Tournament
~ Open to the Public ~
DATE: Saturday, May 21 and Sunday May 22, 2005
TIME: Saturday 7 A.M. – 9 P.M.
Sunday 7 A.M. – 12 P.M.
WHERE: Lac Vieux Desert, North Shore Campground
COST: \$25.00 per person
CONTACT: Jerry Jordan at (920) 336-4884 or James Green at (920) 833-7786/(920) 660-3093 for more information.

May 23, 2005

Oneida Small Business, Inc. Meeting
DATE: Monday, May 23, 2005
TIME: 5:00 – 7:00 P.M.
WHERE: Oneida Police Department
2783 Freedom Road
For anyone interested in learning more. Leave message at (920) 490-3022 or (920) 869-2806.

May 26, 2005

AMVETS
Memorial Day Recognition Dinner 2005
DATE: Thursday, May 26, 2005
TIME: Social Hour 5:00 P.M., Program 6:00 P.M.
WHERE: Doxbee’s Supper Club
CONTACT: Carolyn Miller for ticket information at 490-3920
Individual Tickets must be purchased by **Thursday May 19, 2005** at the Oneida Veterans Department.

June 4, 2005

Classic Cruisers of Oneida
9th Annual Car Show
DATE: Saturday, June 4, 2005
WHERE: Norbert Hill Center
CONTACT: Jim King at (920) 362-6467
Registration from 7 A.M. – 11 A.M., registration fee \$8.00, Judging at noon, Awards at 4:30 P.M. There will be 15 show classes.

June 18 & 19, 2005

Oneida Sportsman Club
2005 Muskie Fishing Tournament
Open to the Public
DATE: Saturday, June 18 and Sunday, June 19, 2005
TIME: Saturday 6 A.M. – 9 P.M.
Sunday 6 A.M. – 12 P.M.
WHERE: Lac Vieux Desert, North Shore Campground
Cost: \$25.00 per person
CONTACT: Jerry Jordan at (920) 336-4884 or James Green at (920) 833-7786/(920) 660-3093 for more information.

Please call the *kalihwisaks* office at (920) 869-4280 or 4279 to include events in this section.

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Business

Oneida Compliance Division

Administering license since program was established



Kali photo/ Phil Wisneski

Tonya Webster, License Administrator for the Oneida Tribe, has been with the department since 1995.

Submitted by Oneida Compliance Division

The Oneida Compliance Division's License Department, located in Suite 7 of the Ridgeview Plaza on Highway 54 in Oneida, is a regulatory and service department for GTC members and tribal vendors. The License Department issues motor vehicle licenses, vendor licenses, food vendor licenses and alcohol sales licenses.

Tonya Webster, the License Administrator has been with the department since its inception in 1995. Initially, in order to create the License Department she researched all the other tribes in Wisconsin

and their license departments, met with the Wisconsin Department of Transportation, assisted the Compliance attorney to draft the Oneida Motor Vehicle Registration Ordinance and lobbied to get the proposed ordinance adopted by the Business Committee. Then the Tribe entered into a Memorandum of Agreement with the State. Once the Ordinance was adopted and the MOM agreed upon, she faced the daunting challenge of creating and organizing the department. She worked with the local law enforcement community to help them understand the new ordinance and its requirements. Tonya

worked with the Wisconsin Department of Transportation for on-line communication in regard to license records and registrations. She continues to regularly communicate with the DOT in regard to our tribal motor vehicle registrations.

The first Oneida license plates were issued in 1999 to elders Anna John and Purcell Powless and to the license plate designer, Sharon Sarnowski.

Motor Vehicle Registration License Plates, Tags and Titles

All vehicles owned by tribal members who live within the boundaries of the reservation may register their vehi-

cles with the License Department instead of the Wisconsin DOT.

The cost of the Oneida plate fees is less than the State plate fees. Currently the State fees are \$ 55.00 for auto registrations, \$ 70.00, for personalized plates, and \$ 48.50 and up for trucks. The Oneida License Department fees are \$ 45.00 for automobiles, \$ 60.00 for personalized plates and \$ 48.50 and up for trucks, depending on the weight of the truck.

The License Department has issued more than 3,011 motor vehicle registrations in the 6 years since the first registration was issued. The first plates were given to Oneida elders Anna John and Percell Powless and plate designer, Sharon Sarnowski.

Two new auto plate designs to choose from have come out this year as designed by Garth Webster, who is the supervisor of graphic arts at the Oneida Casino. One design features an eagle with a wampum belt and another features the three Oneida clan symbols, the wolf, the bear, and the turtle.

Beside being a moving declaration of Oneida sovereignty, some of the personalized license plates are also a moving declaration of our unique sense of tribal humor. Some of the eye catching personalized plates seen around town are "I BGONE", "REZRNNR" "JST4FUN" "O ISIT", "JO MAMA", "INDNHUNY", "PAR TEE", "RUT ROH", "TRADNCR", "WAZZUP" "TUDALU",

"YIKES" and "U WISH".

Some of the personalized plates depict a native pride as seen in the plates, ""NATIVE", "ONEIDA", "INDIGNUS", "PRIDE", "SAGOLI", and "N8TVLUV"

Also, how many of us have been driving along, and seen a plate with a family name or a funny saying and look to see if we know the driver? These plates are a wonderful sense of native pride and identification on many levels.

Vendors Licenses

Vendor's licenses are issued to all vendors (persons, businesses or corporations,) who do business with the Tribe allowing the vendor to perform the duties pursuant to Tribal regulations and fees pursuant to the Oneida Vendor's Ordinance.

The License Department determines compliance with the regulations, collects the vendors fees, issues the Vendor's Licenses, and, working with the Purchasing Department, Risk Management and Indian Preference Department, keeps a record of all vendors who have the licenses with their insurance and other pertinent information.

The License Department issues approximately 750 vendor licenses a year.

The vendor's license fees are similar to what other tribes have called TERO fees. Our vendors license law is unique to Oneida, however, in that it was written by Oneidas for Oneidas. One half of the revenue procured from the

fees go the Elderly Trust Fund. This law is another statement to all of our status as a sovereign nation.

Alcohol Licenses

Currently the License Department issues alcohol sales licenses only to the Casinos under the Oneida Alcoholic Beverages Sales Law. Under Federal Law tribes cannot solely regulate the sale of alcohol but do so in conjunction with the delegated local authority. So, our Casinos fall within both the purview of the local and tribal regulations for the sale of alcohol, which means they must be even more stringent to comport with the double rules to keep their tribal and local licenses to sell alcohol.

Food Vendor Licenses

The License Department works together with Oneida Environmental Department and their Health and Sanitation Department to license and enforce compliance with the Oneida Food Vendor's Code by food vendors on tribal property. The Food Code has expanded, along with an agreement with Outagamie County, to inspect and license those businesses that sell food on the reservation that are located within Outagamie County as well. The Federal Food Code is used in conjunction with the Oneida Food Code for enforcement requirements for protecting the health and safety of the public.

Next Month: The Oneida Compliance Division's Occupational Health Department

Oneida Small Business, Inc. gets one million dollar state funding

On Friday, April 23, 2005 Oneida Small Business, Inc., a community corporation, received the first \$250,000 installment of a legislative award for a Revolving Loan Fund Program. For twelve years, Judy Cornelius and Terry Hetzel researched and worked on different initiatives so talented tribal members could turn their creativity and hard work into a profitable business.

Oneida Small Business is a "grassroots" effort created by and for the people. Since 1999 meetings were held to identify needs of tribal entrepreneurs and in 2000 works on the legislative award started. In that time, more than 85 tribal members interested in going into their own business regularly attended meetings. For Oneida Small Business, Inc. to be a success and get funded, it needed the input from all those people who

shared their time, thoughts and ideas over the last six years.

One part of the agreement made with the State of Wisconsin - Department of Commerce, is the money will be used by Oneida Small Business, Inc. to provide loans to Oneida Tribal Members to open a business located on the reservation or in a county touching the Oneida reservation.

Oneida Small Business will be different from a bank or other lending institutions because the vision of Judy Cornelius and Terry Hetzel was to give tribal members a chance to make their business dream a reality whether the dream was to sell their art, sew clothes or quilts, cook or bake, fix cars, be a rock musician, dance, basket making, roofing, beadworking, carpentry, open a bookstore, make dog biscuits, teach your

skill, etc. No loan is too small for Oneida Small Business to work with.

Oneida Small Business, Inc. will hold a meeting on Monday, May 23rd from 5:00 to 7:00 at Oneida Police Department on 2783 Freedom Road for anyone interested in learning more.

The purpose of this meeting is to ask "What do you need from a business loan program to help you be a success in your business?" and "How can Oneida Small Business, Inc. can be a successful loan program that has the funds to give loans to the next seven generations?"

Since we do not have an office you can leave a message at: 920-490-3022 or 920-869-2806 and we will return your call or write us at: Oneida Small Business Inc. PO Box 13071, Green Bay, WI 54307-3071.



Join us at the next meeting!

- Nomination for officers
- Election in May
- Remind or Invite Tribal Business Owners

www.OneidaBusiness.com
Support@OneidaBusiness.com

Oneida Independent Business Association

The recently formed Association is seeking Tribal Business owners for future meetings. You're invited to come share, learn, and network with us at our next meeting on May 18th!

Information:

Oneida Police Dept.,
May 18th
7PM - 8PM

Contact:

Oneida Indian
Preference ~ 920.496.7897



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Culture

Oneida Peacemaking System: Iroquois Clan System

Dr. Carol Cornelius
Area Manager, Cultural Heritage

As a follow-up to the Oneida Peacemaking conference, we will be printing cultural information articles.

Part II: Clans of the Oneida

Bob Brown
Cultural Advisor

Turtle: Environment

And then we have the anowalu, or latiny<tha. Latiny<tha, talks about the extended neck of the turtle and how the neck comes out of their shell. Anowalu talks about his shell and how he walks, hunched over, walking along as he's going about on this earth.

If we look at the turtle, it has a greater significance than the neck or the shell. It goes back to the creation story when the sky woman was placed on the turtle's back. In creation story, the earth began to grow after the muskrat brought mud from bottom of the sea and placed it on the back of the turtle. Life was created from that earth.

If you think about it, the earth represents what we refer to as the world and the turtle has the earth on its back. Also, if you look at the different panels that are on turtles shell, there are 13 plates which are in a relationship with the different moons. There are thirteen moons within a year. Around the rim of those bigger panels, around the bottom of that turtle's shell there are 28 smaller plates. There are 28 days

The first in this series is the "Iroquois Clan System" which is both a peace making and decision making process that has existed among our people since the beginning of time. Part I will be the Origin

within each of those moons.

And so again, as we look at the turtle we are given reference how it is used as a calendar. So the turtle has all the responsibility of the shifting of the earth and the cycles of the moon. The turtle clan's responsibility is to look after our environment.

Bear: Medicine

Latiskle>wake talks about the face of the bear which has some discoloration, like his face is powdered a lighter color than the rest of his fur. That's what our people saw and so they said that the bear was latiskle>wake. Ohkwali is a another term used to describe the bear. Ohkwali talks about the color of the blanket of fur that he has around him.

The responsibility of the bear also goes back to the time of creation. There was a time when the creator formed himself into a very old man, a beggar who went through the whole village, to the different long houses, asking for a place to sleep and some food to eat.

He went to the Wolf clan, then to the Snipe Clan, the Beaver Clan, the Eel, the Heron, the Hawk and the Deer Clans. No one accepted him into their houses. They all said they didn't have

of Clans story, part 2, Clans of the Oneida, Part 3, Clan Relationships, Part 4, Clan Meetings, and Part 5, The confederacy and the Great Law. At the end of the series we will schedule a discussion session. All of this information has been published in a brochure by the Oneida Cultural Heritage Department. To get a copy, please call 496-5395 or e-mail Judith Jourdan at:jjourda1@oneidanation.org

enough food or they didn't have a place for him. They were too crowded. They gave every of excuse not to allow him to come in. Well, there was one particular elder lady of the Bear Clan who lived aside from the village. When he went to her house and asked for a place to sleep and some food, she allowed him to come in and she gave him a place to sleep, a place to rest his weary body. After she did that, he began to regain his strength and to feel better about himself. He stayed there a few days. Each day she would be out preparing the earth getting ready for collecting her harvest. One day, the old man became ill. He told her what he needed. She needed to get this particular kind of plant. When she brought it back, he instructed her how to prepare it. Then she administered it to him. This went on for a few days and as time went on he would create different kinds of sicknesses, then he would give her different instructions on things to gather for those sicknesses.

After a time, after all was accomplished that was asked of her, she was coming back to her long house when suddenly there was a great, bright light that shown from within her long house. She didn't

know what it was and when she came to her long house, there stood a man, a being dressed in very fine clothing. He revealed to her that he was the creator. He thanked her for reviving him and doing for him all of those things that he had asked her to do. Because of her generosity and ability to gather the medicines, all of the people of the bear clan would be known as the medicine people. So the bear clan people became known as the medicine people as we understand it.

Wolf: The Pathfinders

lati>kwaho, talks about a wolf standing with his throat exposed and he is howling his acknowledgment. He is giving a message to others around that he is there. That is the way we refer to the wolf-- lati>kwaho. Another term is lonatha>yuni which talks about how they make a path on this earth. They are the ones that are the pathfinders. They give us direction in the way that we should go on the pathways of life. That is the responsibility of the wolf clan.

Coming in the next issue: Clans Relationships- Part III

It's never too early to start planning for the...

Miss Oneida &
Jr. Miss Oneida
Pageant!

...June 16th will be here before you know it!!



We are looking for ambitious and positive young ladies who want to have fun while representing the Oneida Nation!

Miss Oneida (ages 18-25)
Jr Miss Oneida (ages 13-17)

- All participants must be single with no children.
- If you have any questions or need ideas call any one of the following members of the Miss Oneida Committee:

Tana Aguirre, 869-4239
Heidi King, 869-1580
Racquel Hill, 869-4388
Kalene White, 429-3263

Great prizes for Miss & Jr Miss Oneida 2005-2006

Program of the Oneida Tribe of Indians in Wisconsin
Tsi>kutekway\$he
"The place where they put food away"
ONEIDA CANNERY
Hours: Monday - Friday
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P.O. Box 365
Oneida, WI 54155

Toll Free: 1 (800) 236-2214
Exts: 4179, 4379 or 4479

Lacrosse lifts spirits

By Chris Powless
Communications

Friday was an overcast cold day, somewhat gray and at times a day when you did not want to move, it was one of those days when staying in bed or watching movies all day looked really good.

I have been told that La Crosse is the Creators game and that when it is played we honor our Creator and remember that one of the greatest gifts he gave us is our mortal bodies. All of us will one day make our journey back to our Creator but while we are here we can honor him through the game of La Crosse.

It was on this day, April that we honored not only the gift our Creator gave us but we helped a family remember that in death there is also life. As Polo's family sat watching the game. The smiles and laughter seemed to ease the pain of missing a father, a brother and a friend, if only for a short time. I was fortunate to know Polo and a little

bit about his life. Like all of us he had his struggles and I'm sure he had his triumphs and disappointments. His children are among his triumphs. As I watched the boys, I could see their father in each of them, their laugh, their smile and many different mannerisms that their father had. I remember him around the drum and the joy that brought him. The pride he had when his boys would join him.

For a while the grey air was filled with laughter and smiles and people remembering what it is like to live. To run to breath to move. Life does not end here, we only move to another level. For those left behind there will be times of sadness but that is also a gift, it helps you remember the good times.

Know this, that in time, not ours but the Creator's, you will all be together again. Somewhere Polo smiles.....



Photos by Chris Powless
Right: A traditional game of lacrosse was played to lift the spirits of the Guiterrez-Madrid family on April 29. Below: The family enjoyed front row seats for the game.



Oneida Pow-Wow

JULY 1 - 3, 2005
Norbert Hill Center Pow-Wow Grounds
6 Miles west of Green Bay just off Hwy. 54

Join us in song and dance at the 33RD ANNUAL ONEIDA CONTEST POW-WOW! Over \$49,000 IN PRIZE MONEY WILL BE AWARDED!

Co-Emcee - Artley Skenandore, Oneida, WI
Co-Emcee - Frances Huntington (Former WWE Tag Team Champion), Meriden, CT
Head Male Dance Judge - Charlie Belisle, Oneida, WI
Head Female Dance Judge - Roberta Funmaker, Wisconsin Dells, WI
Head Smoke Dance Judge - Sonny Hill, Oneida, WI
Head Drum Judge - Gordell Wright, Shinnecock, NY
Arena Director - William King, Oneida, WI
Host Drum - Little Otter, Baraga, MI
Mens 65 & Over \$1000 Traditional Special - Sponsored by Stanley Webster

| Admission | | Grand Entries | | Registration | |
|-------------------|---------|-----------------------------|-----------|---------------------------------|------------------|
| Weekend Pass | \$10.00 | Fri., July 1 | 7:00pm | Fri., July 1 | 5pm - 7pm |
| Daily Pass | \$5.00 | Sat., July 2 | 1pm & 7pm | Sat., July 2 | 9:30am - 12:45pm |
| 60 yrs. & older | FREE | Sun., July 3 | 12 Noon | Contest points start on Friday. | |
| 10 yrs. & younger | FREE | NO CANOPIES ALLOWED. | | | |
| Dancers/Singers | \$5.00 | | | | |

The Public is Welcome!

For more information, call the Oneida Pow-Wow Committee at 920-496-7897. Reserve your room now at the Radisson Hotel & Conference Center, Green Bay by calling 1-800-333-3333. Ask for the Pow-Wow room rate. Rates based on availability.

Good News

Jr. Miss Oneida Community Address

Hi. My name is Sheena Danforth. As you may or may not know, I represent the Oneida Nation as Jr. Miss Oneida. I have been participating in many events throughout my reign, and the last couple of months have been no different. I attended the Honor the Youth Pow wow on February 5th at the Turtle School where I was able to socialize with many Oneida youth. On February 19th I attended the Miss Green Bay Area Pageant at Bay Port High School and was recognized on stage as royalty along with Miss Oneida Amy Doxtator and Li'l Miss Oneida Cassandra Powless. On February 25th, not only did I get the chance to dance at Hillcrest Elementary School with other dancers in the community, but I was also able to speak to the youth and encourage them to do their best and school or whatever it is they want to do. That was a very rewarding experience for me.

I was asked by Cathy Mutschler to kick off the Celebrating Women's History Month at a morning breakfast of February 26th where I gave a speech to women in the Appleton area. While there, I had the privilege to hear women honoring women of the past, recognizing women in the present, and inspiring women of the future, and there were also talks about the challenges women have been faced with throughout the years. I chose to give my speech on what young women may be faced with today and what the outlook of the future may be for them as well. Other speakers at this event were Karla Hutson (poet) and Dr. Carmen Heider (UWO). Those in attendance were amazed and proud to hear of the types of things I participate in as Jr. Miss Oneida and that I've taken a big step in succeeding in life. This is an



Sheena Danforth

Jr. Miss Oneida 2004-05
experience I will treasure always.

On April 6th I was honored to selected to meet and greet those attending the Annual Spring Fling put on by the Oneida Health Center. It was National Public Health Week and there was a health education fair which was open to all community members and employees and their families. There was plenty of healthy food, promotional items, you could've met the staff and learn about the services provided at the Oneida Health Center and various other health departments.

On April 15th I was asked to dance at the Milwaukee Area Technical College (MATC) and on April 22nd I was honored to be asked to be head dancer at the College of the Menominee Nation pow wow. This pow wow was held to honor those individuals who are taking steps in making their lives better with education. On April 23rd, I greeted everyone who attended the open house at the Oneida Community Library. That was fun because there was a lot going on: they had story telling, a chili contest, and plenty of socializing. There were tours given and any questions answered of the community.

I have recently become an

active member of the O-Town Youth Group. We try to think of different events that Oneida youth can participate in. Any youth in the community are welcome to join. If you're interested in helping out in the community while having fun at the same time, this is the place for you! I'm excited to head to San Diego, California with the other youth involved in the O-Town Youth Group to attend an all Native American youth conference.

As far as school goes, I am currently taking college courses through the "Learn to Earn" Program offered at the College of the Menominee Nation.

Seeing that my reign is nearing the end, I am looking forward to all the upcoming events. I would like to take this time to encourage the young ladies out there in the Oneida Community who are eligible to run. It is an experience you will never forget and you'll get to meet so many people. I hope everyone enjoys the warmer spring weather, and I thank you for your time.

Respectfully,
Sheena Danforth
Jr. Miss Oneida 2004-05

Bay Beach Wildlife Sanctuary May 2005 Calendar of Events

Animal Stories for Preschoolers: *Baby Animals*

Monday, May 16 at 1 P.M.
Children and their families can learn about baby animals during Animal Stories for Preschoolers. Sanctuary staff will read the short stories, "Hush Little Ones" by John Butler and "Ducklings and Polywogs" by Anne Rockwell. After the stories, participants will participate in a fun craft project. Cost is \$1 per resident or Friends member and \$1.50 per non-resident. Pre-registration is required.

Trail Fitness Walk: *It's time for some out-*

Happy 6th Birthday Abby ~ May 10th ~



**We Love You...
Mom, Dad, Loren,
Dana, Whiskers, Ginger
& Fergi**

Happy 14th Birthday on May 51st



Oops...you know what we meant!

Happy Birthday Ashley "18" years May 12th



**Love...
Mom, Matt & Sandi**

Congratulations

RC Metoxen

**on graduating from
Haskell Indian
Junior College
and Good Luck with
future endeavors!**

Kirby, Von & Family

New Arrivals

If you have a birth announcement, you may send it to the *Kalihwisaks* Newspaper, P.O. Box 365, Oneida WI 54155 or call Yvonne Kaquatosh at (920) 869-4280 for more information. There is **NO CHARGE** for birth announcements. Please include baby's full name (first, middle & last) parents (first & last), d.o.b., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (names only). Also, if an Indian name was given, please include the correct spelling and meaning. For verification purposes, please include daytime phone number!

Thomas James Huntington III

Thomas James Huntington III, newborn son to Thomas James

Huntington Jr., and Amanda Wheeler, was born on Sunday, April 17, 2005. Thomas III weighed 9 lbs., 2.6 oz. and measured 22.5 inches in length. The proud grandparents are Thomas Huntingon Sr., Rose (Aguirre) Doxtator, and Madonna Wheeler.

Kalihwisaks

NEXT DEADLINE is...Wednesday, May 18th, 2005 @ 4:30 P.M. with a PUBLISH DATE of... Thursday, May 26th, 2005
Questions, please call **Toll Free: 1.800.236.2214** ext. 4280 or 4279 to speak with Yvonne or Phil.

Oneida THUNDER WASH

EQUIPPED WITH PDQ LASERWASH TOUCH-FREE 4000

**For Future Promotions...
Clip and deposit in mailbox on site.**

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Why pay high prices to express yourself?

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Douglas Schmidt
Owner

douglasgrnb@aol.com
2225 S. Oneida St. • Green Bay, WI

Do you know a tribal member who is not receiving the Kalihwisaks? Or, have you moved recently and need to update your address to continue receiving the Kalihwisaks without interruption?

Call the Enrollment Department TOLL FREE at: 1.800.571.9902 to get the matter resolved!

Psst...Your signed request mailed or delivered to Enrollment will ensure delivery to your home!

Presented by Town of Oneida Volunteer Fire Dept. and Green Bay High Riders, Ltd 4x4 Club

Mud Drags

Saturday, May 21, 2005

Registration: 9am-11:30am • Race Time: 12:30pm
at the Oneida Volunteer Fireman's Grounds

Directions: 10 miles west of Green Bay on Hwy. 54 or 2 miles east of Hwy. 55, then 2 miles south on Cty H.

Spectator Truck - Show & Shine
Peoples Choice - 1st place trophy

NEW this year!

Free parking!

Buy 1 Admission, Get 1 Admission "Free" with this Ad
Admission - \$5 and children under 12 Free with paid Adult

Rain or Shine • No Carry-In's
Front and Rear Tow Hooks Required!

Competitors must wear helmet and seat belt!

For more information call (920) 866-3790 or (920) 339-8407 • www.greenbayhighriders.org

ONEIDA NATION 4TH OF JULY PARADE

Saturday, July 2, 2005 ~ 10:00 A.M.
(Rain Date: July 3, 2005)

THEME: "Under the Sea"
(Examples: Shark Tale or Finding Nemo . . . use your imagination!)

\$3,200 IN PRIZE MONEY!!

- * PRIZE MONEY AWARDED IN THE FOLLOWING CATEGORIES: INDIVIDUAL CHARACTER - VEHICLE - FLOAT
- * In order to be eligible for prize money, entries must be received NO LATER than 4:30pm on June 17, 2005. NO EXCEPTIONS! Entries received after June 17th are welcome to participate, but will not be considered for prize money.
- * Please mail entry form to the Oneida Pow-wow Committee, ATTN: Tami or Tonya, c/o Oneida Compliance Division, P.O. Box 365, Oneida, WI 54155, FAX to (920) 496-7893, or drop off forms at the Compliance Division, Suite 7, Ridgeview Plaza.
- * Confirmation letters of entry, along with additional information, will be mailed to those who submit timely forms.
- * Any questions, please contact Tami or Tonya at (920) 496-7897.

To... Oneida General Tribal Council

The Oneida Personnel Commission's Position on the Proposed Draft

ONEIDA LABOR CODE

Creation of the Oneida Personnel Commission: Why? When?

The Oneida Personnel Selection Committee was created by General Tribal Council in 1974 and redesignated as the Oneida Personnel Commission per (RESOLUTION # 4-13-90-A) The Oneida Personnel Commission (OPC) was created as an autonomous forum, independent of the Oneida Business Committee (OBC), to avoid political involvements and to be directly involved, on behalf of the Oneida General Tribal Council (OGTC), to ensure that Tribal employment hiring, management and disciplinary policies and procedures are fairly conducted and enforced. The OPC is the delegated authority of OGTC through the Oneida Personnel Policies and Procedures Manual (Blue Book) and the Administrative Procedures Act (APA) to act as neutral forum to hear cases pertaining to employment issues arising out of the Oneida Tribal law and ensure that Due Process and Equal Protection of the Oneida and U. S. Constitutions are adhered to in all personnel matters. The independence and autonomy of the OPC has been upheld by the Oneida Appeals Commission (OAC) when that issue has arisen.

Historically, the OPC is the Original Hearing Body for all employment matters that adversely affect employees of the Oneida Tribe. Originally, the OPC reviewed only disciplinary actions such as suspensions and terminations, but later expanded to include all adverse employment actions, including but not limited to: all disciplinary actions (written warnings, suspensions, terminations) reassignments, layoffs, retaliation hearings and employee protection hearings. The APA, Article X, Contested Cases, has expanded the jurisdictional authority for cases that are accepted by the Oneida Personnel Commission. Additionally, the OAC has created Tribal case law under Article X, which the OPC is obliged to consider in reviewing all adverse employment appeals it hears. This ensures judicial fairness in both hearings and appeals and to all parties as well.

The OPC members are appointed by the OBC. Upon screening, selection and appointment, Commission members are publicly sworn in by the OBC to begin training for their new responsibilities. The autonomy of the OPC requires that it report directly to the General Tribal Council which it does in the semi-annual report. As a matter of fiscal responsibility the OPC also reports to the OBC on a quarterly basis.

The duties and responsibilities of the Oneida Personnel Commission are specifically outlined in the Oneida Personnel Commissions Bylaws, Oneida Tribes Personnel Policy and Procedures Manual, commonly referred to as the Blue Book, the Oneida APA, and the Comprehensive Policy Governing Boards, Committees and Commissions.

Oneida Personnel Commission Responsibility to OGTC

The OPC has determined that informing the Oneida General Tribal Council about a draft Oneida Tribal Labor Code that is presently pending before the Oneida Legislative Operating Committee, a sub-committee of the Oneida Business Committee is necessary. The concerns of the OPC relate to the process employed by the LOC as well as provisions of the proposed Labor Code.

Changing Decisions and Directives of the OGTC Without Notice

First, as a body created by the OGTC, the Oneida Labor Code will eliminate the OPC without giving prior notice to the OGTC of such intent. This would be accomplished by adoption of the Labor Code by the OBC. While the LOC has been delegated some authority by the OBC such authority cannot include the power to supercede decisions of the OGTC, i.e. the creation of the Oneida Personnel Commission. A previous

OBC's attempt to summarily eliminate the Oneida Personnel Commission failed when it was brought to their attention that OPC was created by the OGTC.

Eliminating the Personnel Commission would have far reaching consequences. This is not the same as saying that the Oneida Tribe's employment law cannot be improved or that its systems should not be reviewed or updated when necessary. The OPC has communicated with the OBC, HRD and the OAC on different occasions about its desire to improve both the system and the policies and procedures by which it functions in an effort to work cooperatively with other entities of the Tribe in areas related to their responsibilities. Unfortunately, the OPC has rarely been asked to participate in discussions and proposals on Tribal personnel management conflict resolution issues of which it has more than 20 years of experience. The OPC has also suggested, at times, a working group composed of Tribal management, OAC, HRD, and the OPC be created to address Oneida law and policy on the subject. Instead, the OBC has chosen to ignore the experience of its own professional people to look outside the Tribe for guidance. For example, this proposed Labor Code is the 11th draft but the first made available to the OPC and the OGTC.

Blue Book would be replaced by Incomplete Labor Code

The Labor Code, as drafted, includes 5 chapters, one of which is Chapter 91, PERSONNEL MANAGEMENT. If adopted as drafted, this chapter will replace the Oneida Personnel Policies and Procedures, the Blue Book, the Oneida Personnel Commission and "Any law, policy, regulation, rule, resolution or motion, or portion thereof, which directly conflicts with the provisions of this law is hereby repealed to the extent that it is inconsistent with or is contrary to this law." 91.2-3.(emphasis added) including laws and directives of the OGTC. The OPC is compelled by its sworn responsibility to uphold the Laws of the Oneida Tribe to inform the OGTC of this ill considered proposed Labor Code. We have no knowledge of what the other chapters may be addressing.

With the proposed Labor Code, all existing personnel laws and procedures will be eliminated. In effect, adoption of this Labor Code will set a precedent for ignoring or avoiding the directives and decisions of the OGTC. The OGTC created the Oneida Personnel Commission; yours is the only power that can rescind that action, not a legal opinion, nor a Business Committee decision and, especially NOT a Labor Code drafted by the LOC .

Remember, the Oneida Business Committee, like the Oneida Personnel Commission, reports directly to you. Please write or call in your concerns regarding the Labor Code to the **Oneida Business Committee at P. O . Box 365, Oneida, WI 54155 (920-869-2214) and Oneida Legislative Operating Committee at P. O. Box 365, Oneida, WI 54155 (920-869-4376).**

Attend the LOC Public Hearing on the *draft* Oneida Labor Code on May 17th and 19th; 1:30 pm, 3:30 pm and 7:30 pm; 2nd floor, OBC Conference Room, Norbert Hill Center.

Respectfully Submitted,

Oneida Personnel Commission

Shirley Bissell
Margie Furmeyer
Nancy O. O'Brien
Brenda Penland
Genevieve Golbrink
Londry Bennett

Carol M. Robelia
Nancy Cook



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Issue

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Oneida graduates honored

By Ed Williams

Special to the Kalihwisaks

Community members along with Youth Enrichment Services (Y.E.S. Program), teachers, guidance counselors and education advocates helped celebrate the accomplishments of Oneida Nation graduates at the 'Class of 2005 Banquet' May 5 in

Seymour.

High school and college graduates as well as graduates of other educational facilities including the Oneida Nation Community Education Center, the Oneida Education and Training Department,

were honored for their commencement into future endeavors.

The annual celebration took place at Doxbee's Supper Club where a full house recognized over 120 student and adult graduates

from area high schools and education programs.

After the Sacred Leader Singers brought in the Oneida Color Guard with a flag song,

**See Page 2B
Graduates**



Kali photo/Ed Williams
Members of the Business Committee join in the community in congratulating Oneida students for their achievements throughout their high school years. At right, Desiree Metoxen, receives greetings from (l to r): Chairperson Tina Danforth, Mercie Danforth, Brian Doxtator, Trish King, Thelma McLester, Administrator Sherry Mousseau, and Principal Bob Ganka.

Cayuga faction seeks new government

AUBURN, N.Y. (AP) – A pro-casino faction of the Cayuga Indian Nation of New York wants to form a new governing council to replace the tribe's traditional government and is holding a referendum election.

Meanwhile, traditional leaders said the vote had no legitimacy.

The pro-casino group said it sent out ballots to Cayuga Nation members throughout the country seeking support for a change in leadership.

The pro-casino faction wants the tribe to accept the state's offer of a Las Vegas-style casino in the Catskills in exchange for the Cayuga's dropping their land claim.

**See Page 2A
Cayuga**

Menominee Tribal Legislature wins temporary restraining order

By Donna Hobscheid

Leader Reporter

The Menominee Tribal Legislature received a temporary restraining order last Tuesday afternoon (May 3) to stop Menominee Tribal Enterprises from proceeding with a planned pine cut.

The order was granted by a tribal judge, said tribal chairman Michael Chapman.

The legislature agreed to seek the injunction Monday during an eight-hour emergency session and authorized its attorneys to draft an emergency ordinance to restrict a method of cutting used by MTE contractors and to develop an amendment to the Forest Management Plan.

**See Page 3A
Menominee**

Fallen Officers Remembered...



Kali photo/Phil Wisneski

The Oneida Police Department participated in the Twelfth Annual Commemoration of National Police Week sponsored by the Blue Light Association on May 9 at the Brown County Courthouse. Above: Officers Al Metoxen and Rich Vanboxtel escort a young man to the stage to place a flower in the wreath in memory of officers that were killed in the line of duty in 2004. Right: Officer Matt Ninham was a color guard participant for the event.

Green Bay Mayor Jim Schmitt gave a proclamation and District Attorney John Zakowski was the featured speaker.

The event was held to remember officers that have died within the past year and to reflect on officers that have died in the past. There was 153 officers that were killed in the line of duty last year; one from Wisconsin.



Tribe needs money for payment on ex-mine site at Crandon

By Robert Imrie

Associated Press Writer

WAUSAU, Wis. (AP) – Two years after it helped to buy the site of a proposed zinc and copper mine at Crandon, shutting down the disputed project, an Indian tribe is trying to raise the \$8 million it needs for a mortgage payment in 2006.

Part of the fund-raising effort involves selling silver-dollar shaped samples of mine borings from the project for \$30 each – as a symbol of the environmental damage that the tribe says was prevented by the purchase.

If the payment on the mort-

gage note held by BHP Billiton of Melbourne, Australia, isn't made by next April's deadline, foreclosure could occur, said Sandra Rachal, chairwoman of the Mole Lake, or Sakaogon, Chippewa band.

"We are not really worried," she said Wednesday from tribal headquarters near Crandon. "We have got plans. It will work out. I sure hope so."

If the tribe had to make the payment today, it couldn't do it "without a little bit of scrambling," Rachal said. "I am sure we could get it. I am confident."

She declined comment on how much money the tribe has already set aside for the payment.

In October 2003, the Mole Lake Chippewa and Forest County Potawatomi agreed to pay \$16.5 million to buy Nicolet Minerals Co. and more than 5,000 acres associated with the proposed underground mine just south of Crandon. The purchase was from Northern Resource Group, a new company started by the Connor family of Laona.

Northern Resource, with expertise in logging and wood products, had acquired the

project in April 2003 from BHP Billiton, an international metals company which had also provided \$8 million in financing to the Connors, authorities said. But Northern Resource said it was unable to find other investors and a partner with mining expertise to proceed with the mine.

The two tribes, with new wealth from casino profits, opposed the Crandon mine project for years, warning it would pollute valuable water resources, including the pristine Wolf River nearby, and that the risk wasn't worth the mining jobs that would be created.

When the tribes bought the mine site, the Potawatomi paid cash for its share of the deal.

Rachal said her tribe has paid \$250,000 as a down payment on the BHP note.

In the fund-raising campaign, the tribe says buyers of the coin-shaped mine borings get to own a piece of history – a sample from the mine that activists, sportsmen and tribal members stopped, preventing "irreversible" environmental damage to northern Wisconsin.

**See Page 2A
Crandon Mine**

13th ANNUAL

FAMILY CARNIVAL



JUNE 3-4, 2005

Norbert Hill Center | Oneida, WI

FRIDAY
JUNE 3SATURDAY
JUNE 4

MAIN STAGE

5-6 pm
STRONG MEDICINE
*Native American
Musical Experience*

6:30-8 pm
ABRAXAS
*A tribute to the music
of Carlos Santana*

8:30-10 pm
THE GROOVE HOGS
R & B



FAMILY STAGE

5:30-6:30 pm
BUGGIN MALONE
Native Hip Hop

7-9 pm
TEEN DANCE
with ELP D.J.s



MAIN STAGE

12-1:30 pm
THE EARTH SHAKERS
Rockin' Blues

2-3:30 pm
SHY GUYS
Variety Show Band

4-5:30 pm
RIVERTOWN
New Country

6-7:45 pm
TOM GREENE SHOW
Tribute to Elvis

8:30-10 pm
COWBOY CRUSH
Direct from Nashville

10-11 pm
95.9 MIX
FIREWORKS SHOW



FAMILY STAGE

12-4 pm
KARAOKE CONTEST
*Age 15 & Under
Prizes for all participants*

5-8 pm
KARAOKE CONTEST
*Age 16 & Older
1st, 2nd & 3rd Place
\$\$\$ Prize Winners*

Featuring Cowboy Crush



Tom Greene



BUGGIN MALONE



All acts are subject to change.

SATURDAY
JUNE 4Special Appearances by
Mr. Billy—Family Stage

1 pm
3 pm
4:30 pm

4



FIREWORKS SHOW

*Saturday Night
following Cowboy Crush*

Open to the public | Great American and Ethnic Foods |
Carnival Games and Rides | Variety of Music |
Free Parking and Admission | For more information call 920-869-4340



Oneida Police Department launch Click it or Ticket mobilization

Law Enforcement to Increase Safety Belt Enforcement May 23-28, 2005

Law Enforcement to Increase Safety Belt Enforcement May 23-28, 2005

Wear Your Safety Belt - Save Your Money, Help Save Your Life

Joining forces with the nationwide Click It or Ticket/Operation ABC (America Buckle Up Children) May 2005 Mobilization, local law enforcement officers from the Oneida Police Department will increase enforcement of the safety belt laws. In the two weeks leading up to May 23, officers will check all passenger vehicle drivers and their passengers, and issue warnings to those who are not buckled up.

During the week of May 23 - 28, Oneida law enforcement officers will aggressively ticket unbelted drivers and passengers and reward those who know the law and obey it. Citizens who fail to properly wear their safety belt will be issued a citation that carries a \$10 forfeiture and cited for respective violations. When compliance with the seatbelt law is observed, officers may give the driver a \$5 Oneida Retail Gas Card.

The areas of special enforcement will be:

- Hwy 54 from Cty. FF to Hwy 55
- Hwy 172 from Hwy EB/Packerland Drive to Hwy 54
- Seminary Rd from Hwy. 54 to Cty. E/Freedom Rd.

- Cty EE from Hwy EB/Packerland Drive to Hwy 55

The goal of the effort is to boost the Oneida community's 54% safety belt use rate and reduce fatalities. In 2004, the WDOT found that 72.4% of front seat occupants in motor vehicles used their safety belts. Teenagers and young adults are especially vulnerable. Motor vehicle crashes are the leading cause of death for people ages 15 to 24 in the United States, according to the National Center for Health Statistics and continue to be the leading cause of death for ages 3 to 33. The past few years have shown a significant increase in safety belt use, but more must be done to sustain and grow these gains.

Between 1975 and 2000, safety belts prevented 135,000 fatalities and 3.8 million injuries, saving \$585 billion in medical and other costs. If all vehicle occupants had used safety belts during that period, nearly 315,000 deaths and 5.2 million injuries could have been prevented-and \$913 billion in costs saved.

Safety belt use saves lives and prevents injuries. "Because we've seen first hand, the severe injury and death that often results from not wearing a safety belt, we will be showing zero tolerance for anyone not buckled up. Unless you want to risk a

ticket - or worse, your life - remember to wear your seat-belt," said Oneida Police Sgt. Mark Stanchik. "We want everyone on the road to remember to buckle up - every trip, every time."

For the past several years the National Highway Traffic Safety Administration, has aided law enforcement agencies in conducting intensive, high-publicity Click It or Ticket campaigns with increased enforcement of safety belt laws. More than 12, 000 law enforcement agencies in all 50 states will conduct safety belt checkpoints and other special law enforcement activities as part of the effort.

Sponsored by the Oneida Safe Community Coalition, Oneida Police Department, Oneida One-Stops.

Volunteers needed...

for the Family Carnival

Friday & Saturday, June 3rd & 4th, 2005

at the Norbert Hill Center

Call 869-4275 to sign up!

From Page 1/Cayuga seek new government

That offer and similar deals made with four other tribes, are on hold following the U.S. Supreme Court's recent decision in the city of Sherrill-Oneida Indian tax case.

The election is being administered by TrueBallot Inc., a company that runs elections for labor unions, trade associations and business groups, said Gary Wheeler, one of four men seeking election to the interim council. Tribal members had until May 11 to vote.

Wheeler said an interim government is needed to quell the tribe's internal divisions so it can concentrate on settling the land claim and pursuing economic prosperity.

In February, tribal officials removed Clint Halftown as the nation's federally recognized representative, alleging he mis-allocated federal money and acted on his own without tribal authority. Halftown was appointed to serve by the clan mothers, who are responsible for selecting the chiefs of the tribe under the traditional form of government.

Last month, the tribe selected two new chiefs, Sam George and William "Chuck" Jacobs. The Cayugas had been without a chief since

then-chief Vernon Issacs died in 2003.

Clan mother Bernadette Hill said the election would have no bearing on the traditional tribal government, which opposes casinos and gambling.

"We do have a traditional form of government, we have

From Page 1/Crandon Mine

The money goes into the tribe's Wolf River protection fund.

Coming up with the money to make the final payment will cause a hardship for the tribe "for a while," Rachal said. "We are making requests from other tribes. We just started on that."

The Crandon mine had been disputed for years.

In 1994, Exxon Coal and Minerals Co. of Houston and Rio Algom Ltd. of Toronto, which owned the land, applied for state permits to mine 55 million tons of mostly zinc and copper ore.

The regulatory review was expected to take about three years.

But the study by the state Department of Natural Resources never reached the point of recommending whether the project could be

leaders in place and we are moving ahead," she said.

Joseph Heath, a Syracuse attorney representing the traditional government, said the move by Wheeler and his group was akin to a random, private citizen calling for a vote to oust the New York state government.

done without harming the environment, in part because new owners kept getting involved.

Over the years, the DNR billed the mining companies about \$7 million to pay for the review, officials said in 2003.

Tsyunhehkwa^ Retail 2nd Anniversary OPEN HOUSE

Saturday, June 4, 2005

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GOOD MIND...

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great future!

At-Risk Youth

Are you the parent of a K-12 student?

By Stephanie Gossen

Peer pressure is a very strong instigator for both good and bad behavior. Which one will your child follow? Make sure your child has positive role models and good strong values such as honesty, integrity, responsibility, equality and caring. Know what your child is doing at all times. Know who their friends are.

C.A.P.P.S. is trying to reduce and prevent youth alcohol use in the Oneida community. Committee #1 (Advocacy) of CAPPS is working toward change by

looking at and affecting policies and procedures within tribal programs, tribal departments, tribal government, and the surrounding area. Currently the committee is looking at five policies; hours and distance of transit, the hours of recreation program, the hours offered to single parents at the casino and bingo, youth hiring through HRD, and ordinances for truancy.

If you would like to be involved, we invite you to join this committee to advocate for youth and how you can help, please call Alex at 490-3774 or Justine at 490-3854.

We are currently

approaching Transit for longer operating hours and we are working on policies with school attendance.

CAPPS (Community Analysis Process for Planning Strategies) is the national model used to mobilize the community to share resources, ideas, and information surrounding an issue.

Please join us on May 25, 5:30-7:30 for our next community dinner located at Social Services Building in the Community Room. OPD will host and Medical Investigator Richard Malone will present on traffic safety, as seen on such programs on the Discovery Channel.

MAY is Anniversary Month!

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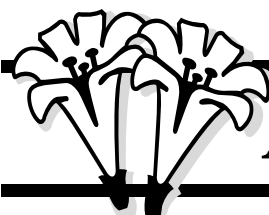
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For classified information please contact Phil Wisneski at (920) 869-4279 and for questions or comments about news coverage, please contact Yvonne Kaquatosh at (920) 869-4280

Kalihwisaks is a member of NAJA (Native American Journalists Association) & WNA (Wisconsin Newspaper Association)



Local



Passing On

Waterloo, Mary Ann

Mary Ann Waterloo, 69, of Oneida, entered into eternal rest Sunday May 1, 2005



while surrounded by her family at home after a long struggle with cancer. She was born August 19, 1935 to Lydia (Metoxen) Skenandore and the late James Skenandore.

Survivors include children, Theresa and Victor Zielinski, De Pere, John and Michelle Skenandore, Green Bay, Sharon Skenandore, MN, her fiancée, Matthew Pascal, De Pere, her mother Lydia (Metoxen) Skenandore, nine grandchildren, Mark and Tina Skenandore, De Pere, Staci Stubblefield De Pere, Ricky, Aubrey, Sara, Todd, Guy and Chadene Skenandore, nine great-grandchildren including, Crystal, Marcus, Lexus and Alex Skenandore, one brother, Larry Skenandore, Hoffman Estates, IL, two sisters, Roxanne (Tom) Waterloo, Lockport, IL, Diane

Brackett, Green Bay, stepbrother Matthew Antone, Green Bay, stepsister Yvonne (Dennis) Brennan, Seymour. She is further survived by many Aunts, Nieces, Nephews, Cousins and her cat Delilya.

Mary Ann was preceded in death by her father James, five brothers, Herbert Metoxen, Carl Skenandore, David Skenandore, Mario Skenandore and Howard Skenandore, stepmother Bertha Skenandore, one special granddaughter, Dawn Michelle Skenandore. two great grandsons, Anthony and Brandon Skenandore.

Funeral services were held May 4, 2005 at the Oneida Methodist Church. Reverend Im Jung officiated with burial at the church cemetery.

Special thanks being given to Unity Hospice, the Bellin Health Ultrasound and Dr. Varma from Froedert Hospital in Milwaukee, WI, and Dr. James Mc Govern.

Ryan Funeral Home, De Pere assisted the family with arrangements.

Kroening, Lillian

Lillian Kroening, age 95 of Shawano, formerly of Green Bay, passed away Saturday, May 7, 2005



in Shawano. Lillian was born on September 14, 1909 in Oneida, Wisconsin the daughter of the late Herman and Flora (Green) Hill. She lived in Bowler during her youth. She attended school at the Government Indian School in Wittenberg. She married Frank Lee in 1930 and together they had a son, Donny. Both Frank and Donny preceded her in death, in 1950 and 1955 respectively. She then married Otto Kroening and they made their home in Green Bay. Otto preceded her in death in 1980.

Lillian was a caregiver to all who crossed her path. She was an avid sports fan, especially of the Green Bay Packers, who she fondly remembered watching at the City Stadium in the 1930's. With fiercely proud work ethic and independent personality, Lillian worked at numerous jobs throughout her life. She worked as an overseer in the orchards of Door County, a restaurant manager, housekeeper and even took in ironing at her home until the age of 93.

Survivors include nieces and nephews, Marceline Herrmann, Darwin Hill, Ina Rae Krizan, Leland "Butch" (Jackie) Hill; special friends, Dan and Gayle Erickson and their daughters, Ingrid and Greta, adopted granddaughters of Lillian; and other special friends. Lillian is further

survived by twenty-five great nieces and nephews, thirty great-great nieces and nephews, and five great-great-great nieces and nephews.

Lillian was preceded in death by both husbands, Frank and Otto; her son, Donny; her brothers and sisters, Adrian, Elmer, Agnes and Florence.

Funeral services were held Monday, May 9, 2005 in, Shawano. Rev. Jeff Uhler officiated with burial in Zion Rest Cemetery. Swedberg Funeral Home, assisted with arrangements.

The family extend thanks to staff and caregivers of Heartland Healthcare Center and Heartland Hospice.

From Page 1/Menominee Legislature

The amendment would let the Legislature review cutting plans, called silvicultural prescriptions, before MTE submits them to the federal Bureau of Indian Affairs for approval.

The Legislature also is asking for initiation of removal proceedings against the five MTE board members who voted to proceed with the planned cut.

MTE's board voted 5-3 April 29 to proceed with the cuts, disregarding motions the Legislature passed April 28 in a special session, Chapman said.

The harvesting began Monday, which spurred a protest by more than two dozen people outside tribal offices Monday morning.

The Legislature voted 7-1 on April 28 to "prohibit all clear cutting including shelter wood, effective immediately," and they passed another motion that stated "that buffers be re-instituted along all roads and wetland areas," and recommend MTE rebid logging jobs, Chapman said in a statement issued Tuesday. Gary Besaw cast the dissenting vote.

The main concern the Legislature had was over certain forms of clear cutting, especially in pine stands the lack of replanting MTE has done in those areas. Chapman had learned early last week via a fax from the Bureau of Indian Affairs that 10 of the 14 new logging prescriptions the bureau had approved were for clear-cutting.

The legislature also took issue with contracts going to non-Menominee loggers.

"Considerable concern was also expressed (at the April 28 meeting) about the aesthetic degradation to many of the Reservations' scenic roadways by clear cuts performed adjacent to such roadways, the adverse effect of clear cuts on wildlife and plant habitats

"We have one of the most diverse forests in the world today. People have to keep in mind that our generation may bare the brunt of the not-most-appealing-to-look-at forest practice, i.e. clear cutting in the shelter woods, but these practices are geared for not our immediate benefit but for our children's children."

~ Joe Besaw, MTE Board President

in and around waterways and wetlands and bidding practices that appeared to favor non-Menominee contractors over Menominee contractors," Chapman wrote in his weekly message to the tribe posted on the tribe's web site.

MTE board chairman Joe Besaw said outside contractors are used because some Menominee contractors don't have the necessary equipment.

Besaw said their in-house attorney was present at the filing for the injunction and that the issue is in the court's hands.

MTE will have to pull loggers out of the woods, Besaw said, and it could mean layoffs at the mill.

"It will have a great impact on our community," Besaw said. "A lot of jobbers have called and voiced their concern. We may lose some of these guys because of the instability."

Besaw also said he was unaware of the possible proceedings to remove MTE board members and had no comment on that Tuesday evening.

Chapman said the Legislature's actions are not intended to harm MTE employees or subcontractors, "but is instead intended to protect and promote one of the Tribe's most cherished resources — the Menominee Forest."

About 30 protesters of the MTE cutting had rallied outside tribal offices on Monday as the Menominee Legislature met inside for eight hours.

"We're protesting against the cutting of white pine and clear-cutting," said Rose Schanandore, who was among the protesters.

The cutting of white pine is out of season on the Menominee Indian Reservation, and MTE head forester Marshall Pecore is not following the tribal forest management plan, she said.

"The norm, which has been for 100 years, was to cut according to a management plan laid out for 80 to 100 years," Schanandore said. "Clear-cutting with an out-of-season pine cut doesn't follow the management plan and the constitution of the Menominee people." Protesters held signs, with one that said "Honk if you're against clear-cutting," Schanandore said.

"MTE, on Friday, said they want to go ahead and ignore an order from the legislature and clear-cut," Schanandore said. "We're not against the

Menominee loggers — we just want them to follow prescriptions that have been followed for 80 years."

Besaw said they are trying to keep the saw mill running and are using practices MTE has used since the 1960s. MTE waits three years after clear cutting pine for natural regeneration, he said.

"If that doesn't happen, we go in and artificially regenerate. We would like to avoid the cost of artificial regeneration," Besaw explained, adding that the area in question is in the middle of the regeneration cycle.

"Our forestry practice is to promote the most vigorous, healthy and diverse forest mix with strong hardwood and

softwood specie mixes. We have one of the most diverse forests in the world today. People have to keep in mind that our generation may bare the brunt of the not-most-appealing-to-look-at forest practice, i.e. clear cutting in the shelter woods, but these practices are geared for not our immediate benefit but for our children's children."

MTE follows a harvesting schedule that the Bureau of Indian Affairs must approve every 10 years, Besaw said. MTE is in its last year of the current term and is preparing for the next approval session.

"There may be some things that would change and that's got to be approved by the Bureau," Besaw said, noting that the changes would involve new forestry practices and technology.

Consideration on the Temporary Restraining Order will be heard at a hearing in Menominee Tribal Court on May 12.

Leader reporter Nathan Falk contributed to this story.

Reprinted with permission from the Shawano Leader.

Incidents from April 26–May 6, 2005

OPD Report

Submitted by the Oneida Police Department.

To report any suspicious activity please call the Oneida Police Department at 869-2239.

April 26

- Warrant arrest on male for 3rd OWI offense at 6000 Deer Path Dr, Town of Oneida.
- Disturbance between male and female at 1000 Chief Hill Dr, City of Green Bay. Male party slapped and kneed female party in the face.
- Animal call at 3000 Jonas Cir, Village of Hobart. Residence dog broke its chain and started running around, neighbor shooting BB gun at dog.

April 27

- Trespassing at N7000 County Line Rd, Town of Oneida. Three individuals issued citations.
- Rescue call at W800 Cty EE, Town of Oneida.
- Rescue call at 2000 Airport Dr, Village of Ashwaubenon.
- Suspicious person at N7000 Bodart Court, Town of Oneida.
- Emergency call at W300 Cornelius Circle, Town of Oneida.

April 28

- Disturbance at Cty E & Standing Stone Dr, Village of Hobart. Male party arrested for OWI 2nd offense.
- Rescue call at 1000 Chief Hill Dr, City of Green Bay.

April 29

- Noise Complaint at N5000 Skylark Dr, Town of Oneida. Verbal warning given to individual for racing car engines.
- Damage to property at W1000 Ranch Rd, Town of Oneida.
- Warrant arrest on male individual at N6000 Cornelius Cir, Town of Oneida.
- Routine traffic stop at Packerland & West Point Rd., City of Green Bay, lead to arrest of drug possession and open intoxicants.
- Warrant arrest on male individual at N5000 Sandhill Ct., Town of Oneida.

April 30

- Disorderly conduct at N7095 Path of the Bear, Town of Oneida. Resident reported that house & car where egged.

May 1

- Disturbance between Male and Female Party, both parties intoxicated, Male party transported to relatives house to stay the night. N6000 Cornelius Cir, Town of Oneida.
- Domestic disturbance at N6000 Onondaga Dr, Town of Oneida. Male and female party arguing over broken windshield. Male party had no recollection of breaking the windshield. He was arrested and charged for Domestic/disorderly conduct.
- Disorderly conduct/resisting at 2000 Airport Dr., Village of Ashwaubenon. Two intoxicated males urinating in ramp, were detained until officers arrived. Officers spoke to males & the two males informed officers they were waiting for a ride, Male parties got into elevator and one started urinating in corner of elevator. He would not comply with officers and was placed under arrest.

May 2

- Theft/Gas drive off at N7000 Cty U, Town of Oneida.

May 3

- Threats at 400 Airport Dr, Village of Hobart. Threatening phone message left on answering machine.
- Theft/Gas drive off at W1000 54, Town of Oneida.

May 5

- Traffic stop at 172 & GE lead to arrest of male individual with a warrant.
- Traffic stop on 172 lead to arrest of male individual for probation hold.

May 6

- Criminal Damage to property at 2000 Mason St, City of Green Bay. Male individual damaged slot machine.

Totals for above time period: Animal calls-6, Accidents-6, Traffic Stops-58, Warrants-9. Police Activity total is 238.

In Loving Memory of

Melvin M. Jordan Sr.

who passed away 6 months ago
(October 18, 2004)
(#1 Papa)

We thought of you with
love today
But that is nothing
new.

We thought of you
yesterday, and days
before that, too.

We think of you in
silence, we speak of
you in PRIDE

And, we relive our memories of living
side by side.

Your memory is our keepsake with
which we'll never part.

God has you in His keeping,
we have you in our hearts.

Loved & Missed by,
Your devoted wife Heleema,
children, grandchildren, and
great-grandchildren

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2005 Business Committee Candidate Profiles

Paul Ninham

Age: 47
Current Occupation: Councilman Oneida Business Committee
Education: BS degree in Physical Education from Arizona State University
Family: Wife – Jill, Daughter – Jamie
Political Experience: Councilman – Oneida Business Committee – (6) years, Member – Oneida Trust and Enrollment Committee – (6) years
Community Involvement: Executive Board Member – Native American Rights Fund, Executive Board Member – Board of Regents – Haskell Indian Nations University, Vice-Chairman – Wisconsin Tribal Conservation Advisory Council, Wisconsin Representative – EPA Region 5 Tribal Operating Committee, Oneida Tribal Representative – Fox River and Green Bay Natural Resources Trustee Council
Important Issues/Platform: I firmly believe that for the Oneida Nation to continue to prosper into the next several generations, we must first pause and re-create the Oneida Community. We must look deep into our past and attempt to emulate the life style we once knew. We must take the opportunity to share and build upon relationships that are close and dear to us. Our families are

very important to us, as is our friendships with community members.

We must take advantage of the many gatherings that take place in Oneida and utilize these events to communicate our feelings. When we share and listen, we learn.

As a current councilman, I understand the many issues that are important to the Membership. The leadership of the Oneida Nation needs to continue to offer affordable housing, education opportunities, small business grants and loans, exceptional health care and all of the services and benefits that are made available through our varied resources. The issue of the land claim settlement is imminent, we must move forward with great diligence and fortitude to bring forth the best negotiated terms as possible. Going to the Supreme Court is not a viable option.

As caretakers of the earth it is incumbent upon each and every one of us to heal our mother, we must learn and understand the relationship between humans and all of the natural world.

I want to thank the Kalihwisaks for providing me the opportunity to present my information to the readership. I will provide additional information in upcoming issues of the paper.



Theodore A. 'Ted' Skenandore

ókwa-lí lothó ska?
Age: 43
Current Occupation: Horticultural Farmer - Tsyunhehkw[^]
Education: 1979 Graduate West De Pere High School, NWTC Graduate Basic Electronics, Attended UWGB, and UW-Stevens Point. Currently attending Urban Hope.
Family: Son of Zack & Delores Skenandore, Wife – Nadine, Brother – Z. Ron Skenandore, Sister – Norma Skenandore
Political Experience: Political and spiritual issues of our nation are inseparable. I have devoted many years to learning our language and culture. In order for us to remain a strong nation we need to protect our sovereign rights as native people I have advocated and supported native peoples rights all of my life.
Community Involvement: I have helped incorporate language and culture while educating community through work-

shops encouraging self-sufficiency; education and presentations have involved children and community. President of Bullet Proof Recordings, involved with music and recording for over 25 years. Performing on TV and overseas for our troops serving in the Navy in Japan. Currently a member of Eagle Singers Drum.
Important Issues/Platform: Laws and ordinances of Oneida Nation need to be adhered to regarding Oneida Preference. We have many educated and capable Oneida Tribal Members who are qualified to manage and supervise Tribal Programs and entities. Exercising our sovereignty as a nation begins with ourselves. Quality services provided to our Tribal Members are of utmost importance. Elders and children deserve to be protected and treated with respect and dignity.



Kelly D. Stevens

Age: 46
Current Occupation: Carpenter
Education: Flandreau Indian School 1972-1976; Fox Valley Technical College-Police Recruit Academy 1988; Mt Senario Outreach Program 1988-1992 Associate Degree in Criminal Justice with 90 credits towards my bachelor degree: UW Oshkosh 2004 Fall Semester.
Family: Wife Shelly J. Stevens/Wheelock, Children: Shakira, Anastasia, Coleman, Natasha, Kelly Jr. Oldest Son, Paul BadHorse Stevens who is presently stationed in Iraq with the U.S. Army. Mother: Marge Stevens/Powless and Father Ernest L. Stevens Sr., Grandparents, Mothers Parents Margareet Powless and Mark Powless, Fathers Parents, Tony Stevens and Maria Hinton/Christjohn
Political Experience: Flandreau Indian School Inter-Tribal Council 1973 to 1976; Established Probation and Parole Dept Ordinance for Oneida Tribe, that was approved by the Oneida

Legislative Operation Committee, Probation and Parole Advocate. Member of First Student Body of the Milwaukee Indian Community School.
Community Involvement: Long House member and supporter, Sweat lodge Ceremony, Soaring Eagle Boxing Club, Oneida Fitness Center, 25 years of Sobriety
Important Issues/Platform: Protection of Oneida Sovereignty, Strict Enforcement of Oneida Indian Preference Law, Requiring all Directors and Managers to Attend Certified Classes on Ethics and Employee Relations. Establish Formal relations with other Oneida Communities, Plan and develop Tribal Court with the approval of O.G.T.C., Exercise Criminal Jurisdiction with in Tribal Boundaries, Implement Economic Diversification plan that was already approved by O.G.T.C.



Ralph L. Powless

Age: 47
Education: I have a long and diverse work history and educational experience. My education includes some schooling in police science and complete training and certification in ironwork. I am a 1990 graduate of the American Indian Ironworker Training School, Chicago, IL
Family: Son of Purcell and Angeline Powless.
Political Experience: I have experience being a front line employee and that of upper management positions both for the Oneida Tribe and in the construction industry. Within the Tribal structure I have been in management in the division of planning and development. I have served on various boards and committees throughout the years and I have gained the experience and knowledge necessary to be effective in Tribal Government.

My experience and knowledge goes beyond the Tribal environment. I have worked on construction projects such as Miller Park, and Lambeau Field which speaks to my ability to work in a non Tribal environment effectively. My work has taken me as far away as Toronto Canada, Detroit Michigan, Indiana and all over the Midwest. Various jobs require various skills. I have served in different positions from foreman to laborer and I have developed my skills in a manner that has led me to understand and contribute to get the job done. In a foreman's capacity I have had to complete projects on schedule, on time, and within the budget.

The experience of negotiating contracts, creating successful joint ventures and partnerships with reputable area General Contractors and Subcontractors for tribal projects, gives me first hand knowledge of making sure tribal monies and resources are being utilized to the fullest extent possible. I can also support and encourage diversification of our reservation economy. Although gaming has been the lifeblood of our reservation for the past twenty years, I believe we need to continue to work at diversifying our economy to build business and opportunities for business on and around the reservation. I believe Indian owned and operated businesses on the reservation should have some level of priority in providing services, equipment and materials to the Tribe.

Important Issues/Platform: My vision for the Oneida Nation is to: Enforce the directives of the General Tribal Council on the Land Claims and Per-Capita planning and distribution.

Strengthen our diversification plan for economic development for the Oneida Nation and for Tribal entrepreneurs and seek financial support.

Make educational advancement affordable and to remain a priority for all students in early childhood through post graduate.

Acquire land for homes on the reservation.

Build bridges between all Oneida communities within the Oneida Nation of Wisconsin and our brothers and sisters in our claim area and in Canada.

Deadlines announced for the remaining candidates

Following are the deadline dates for the remaining positions on the Business Committee that will be provided:

May 18th – Secretary
June 1st – Treasurer
June 15th – Vice-Chair
June 29th – Chair

Candidates will have until 4 P.M. on the scheduled deadline dates to submit their information.

Also, we are requesting all candidates who plan to advertise to please submit your information as early as possible along with payment. This will allow us sufficient time to prepare your information. If you have any questions, please feel free to contact one of the following: Yvonne Kaquatosh at (920) 869-4280 or via email: yklaquato@oneidanation.org or Phil Wisneski at (920) 869-4279 or ia e-mail: pwisnesk@oneidanation.org

Stanley R. Webster

Age: Elder
Current Occupation: Self employed DBA Bear Paw Keepsakes
Education: 1984-1986 University of Wi-Stevens Point, Associate Degree, 1994-2005 National Judicial College, Completed Courses in Judicial Development Series, Trial Court Skills - 2 years, Dispute Resolution - 2 years, Tribal Judicial Skills - 2 years, Civil Mediation
Family: Grand-Parents; Richard Metoxen & Lucinda Hill Metoxen. Mother; Ann Metoxen, 5 sisters & 3 brothers. Grand-Parents: Lafayette Webster & Jane Doxtator-Webster. Father; Peter Stanley Webster, 5 sisters
 Married to Loretta House, daughter of Walter House & Pearl Archiquette-House, 5 sisters, 4 brothers. Children: Richard, Eli, Pete, Lee, Rae, Sarah and Danny.
Political Experience: 1991-2005 Oneida Appeals Commission
Community Involvement: 1968 -1974 Assisted in development of Milwaukee "Indian Action Group," Milwaukee Indian Health Board, Milwaukee Indian Urban Affairs Council, WE

Indians & Milwaukee American Indian Manpower Council. 1974 Oneida Trust Committee, NCAI Area Vice President, Pow Wow Committee. 1975 Oneida Land Committee, Pow Wow Committee. 1976 Oneida Land Claims, Pow Wow Committee. 1989 Oneida Personnel Committee & Pow Wow Committee. 1991 Oneida Constitution Review Committee. 2001 to present Faculty for National Judicial College: Appellate Court/Peacemaking. 2003 Member of Native Dispute Resolution Network for U.S. Institute for Environmental Conflict Resolution.
Important Issues/Platform: Continued Expansion/Improvement of Tribal Communication, Oneida Language, Culture and Traditions. Support of Oneida Independent Small Business. Support for Responsible Distribution of Per-Cap - per GTC. Support Government Reorganization - per GTC. Support Judicial Arm of Government



Dale P. Wheelock

Age: 56
Current Occupation: Grants Writer – Project Development
Education: Master's of Science in Education – UW - Oshkosh
Family: Motherside: Wheelock & Swamp, Fatherside: Hill & Summers
Political Experience: "It's not what you know, it's who you know," in getting, keeping and getting promotions in Tribal employment. "Vote Wheelock and Wheelock will vote for you" Presentations before General Tribal Council, Oneida

Business Committee, Oneida Housing Authority, Green Bay City Council and City of Oceanside, CA.
Community Involvement: "Lead, follow or get out of the way," Oneida Personnel Commission 2 years, Oneida Utilities Commission 4 years.
Important Issues/Platform: Increase Per Capita for the Elderly. Million dollar decisions need G.T.C. approval. The proposed Labor Code will result in hire at will, terminate at will and a labor union.

Louis J. 'Lou' Williams

Age: 60
Education: Graduate of Eastern Michigan University, Ypsilanti Michigan 1966 BS ED. USAF Veteran
Family: Wife: Amy; Children: Louis Jr., Tracy, Chauncey, Levi and Belle

Mae
Important Issues/Platform: Education Resolution, Sovereignty, Language Preservation, Health Care and Transparency in Government. Veterans



Caretakers Corner ~ May 2005

Submitted by Lisa Metoxen

During May the Division of Land Management holds their Annual Open House. This year it will be our Tenth Open House. The Open House will be on May 25 & 26, 2005, 10:00 a.m. until 2:00 p.m. We hold the Open House to inform the community of the functions that go on within our Division and other land related activities of the Tribe. We will have in our conference room information and displays from each department within our Division. This is a valuable two-day event where we get the chance to communicate with community members, employees for the Oneida Tribe, County workers and vendors who come together and share information.

We have raffles, games, bakery and food. The Grand Prize on the raffle ticket sales this year is a Camping package, which includes: a ten-person tent, 2 sleeping bags,

Coleman lantern and cooler. First prize is an Octagon Screen Tent and there are numerous other prizes. Tickets can be purchased from any Division of Land Management employee. You do not need to be present to win, the drawing will be held at 2:00 p.m. on Thursday, May 26, 2005. We will also have a 50/50 raffle both days.

The Division of Land Management has had a face-lift with new carpeting and vinyl in the old section. This is the last leg of work that was initiated with the new addition at Land Management. Our Maintenance personnel were integral in making this as easy of a transition as possible. Maintenance personnel also started their Spring Maintenance on our rental properties. This will take place starting April 25 and ending May 13, 2005.

The New York Land Claims project, which started

right after Christmas, has been completed. There were 25 employees from Land Management and Environmental Department who collaborated together on this project. All employees received an Excellence in Action reward for their time and commitment on this project.

The Land Commission meets three times this month. The dates are: May 9, 2005 Regular meeting, May 16, 2005, Special meeting and May 23, 2005, Acquisition meeting.

The Division of Land Management cordially invites the community to stop in and visit us during our Open House event. The Division of Land Management would like to thank you in advance for your support.

If you should have any questions please feel free to contact our Division at 920-869-1690 or 1-800-684-1697.

2005 Business Committee Candidate Profiles

Gina (Powless) Buenrostro

Age: 41
Current Occupation: Administrator for the Oneida Personnel Commission, started employment with the Oneida Tribe in 1985
Education: College, expected graduation “2005” with BA, double major in Business/Communication and Criminal Justice
Family: Daughter of Herbert Powless and Dorothy Ninham, Paternal Grandparents: Mark N. Powless and Margaret Powless, Maternal Grandparents: Melinda Ninham, Children: Juanita Powless, Catrina Powless, Tracey Stevens and Granddaughter Trinity Little Star Vargas
Political Experience: Personnel Commission Member and Chair 2000-2003, Oneida Housing Board Member 2004–Present
Community Involvement: Volunteer for Oneida Pow Wow, Oneida Carnival, Miss Oneida Pageant, Active member of the Oneida Native American Church, Fund-raising efforts for the Racine Boys and Girls Bugle Drum Corp.

Important Issues/Platform: Employment Issues, Educational opportunities, Low Income Housing, Elderly Housing, and Child care Issues. **Gina Buenrostro** Gaming and Language/Culture Revitalization. I believe I bring knowledge and experience to the Oneida Business Committee in terms of Employee Rights and Benefits. I take personal issue with low income housing assistance and addressing housing issues of our Elderly enrolled members. I place a high value on attaining education, however, I place an even higher value on experience that you can’t get from a textbook. I strongly believe the gaming operations should maintain Oneida enrolled members in supervisory level positions and above. I also believe the Oneida Tribe needs to pursue revitalization and preservation of our language and culture. “Our most valuable resource above anything is our people.”



Linda Dallas

Current Occupation: Oneida Gaming Commissioner
Education: Working toward Associates Degree in Supervisory Management and Bachelors Degree in Business Management & Communication; completed UWGB Human Resource Management Certification; completed Oneida Bingo & Casino’s Management Training Program, and completed University of Nevada (Reno) College of Extended Studies relating to Gaming.
Family: Daughter of Milton & Nadine Dallas, Children: Ashley, Alana, Lindsey and Dylan.
Political Experience: Currently serving my second three-year term on the Oneida Gaming Commission (Elected 2001-Present), Oneida Personnel Commission (Appointed 1998), Oneida Election Board Vice-Chairwoman three consecutive years (Elected 2001-2004), Extensive knowledge and experience gained over past twenty-four years regarding Oneida Tribal structure/processes, Oneida Gaming Operations, supervisory man-

agement, the development, analysis, interpretation and application of policies and procedures; variety of active involvement in communicating important issue to the membership inside and outside the General Tribal Council (GTC) meetings.
Community Involvement: Lifetime member and participant of the Oneida Methodist Church; Twelve years experience advocating for employees and community members; Volunteer for elderly and Veteran fund raisers and functions; Support and participate in youth activities at Oneida Recreation and community.
Important Issues/Platform: 1) Straight forward, honest and timely approach in communicating with our membership; 2) Affordable housing and health care for our elders; 3) Promote educational services and funding to assist current students and future students, and 4) a fair and equitable Per Capita for our membership.



Vince DelaRosa

Current Occupation: Business Committee Councilman
Education: I have an Applied Science Degree in Criminal Justice-Law Enforcement.
Family: My mother was Shirley Hoover (Smith) and my father is Efrain Valentine. My great grandparents are Cyrenus and Hulda Doxtator Smith.
Political Experience: I’ve had the great fortune of serving the Oneida People for the last 6 years, this will be my final run for office. My political experience is 7 years in direct involvement with the Oneida Tribe, 1 year as a Gaming Commissioner and 6 years as a Councilman. I also serve in the following capacities:
1.) Member of the Board of Directors for the Green Bay Area Chamber of Commerce (GBACC);
2.) Member of the GBACC’s Advance Board of Directors;
3.) Member of the GBACC’s Public Policy Council;
4.) Public Member of the Joint Tribal-State Relations

Committee; 4.) Member of the Board of Directors for Wisconsin Citizen Action (WCA), and; 5.) Member of the WCA’s Electoral Committee.
Important Issues/Platform: If re-elected I want to lead a brief re-examination of the wage issue. I kept my promise to get a new wage system in place, and over 900 + employees positively benefited from the new system. However, the market basis for a few of the wages only witness employees getting marginal raises, the marginal raises need to be re-examined.
The tribe also has serious outside political forces that want to damage us, it’s clear we need strong leadership who can both balance the rights of the people while intelligently addressing the hot local, state and federal issues which confront us.



Ed Delgado

Age: 58
Current Occupation: Legislative Analyst (Current Position), Education and Job Training Counselor, Classroom Teacher
Education: Master of Arts Degree in Political Science and Public Policy. Bachelor of Arts Degree in Education
Family: Father of 3 daughters; son of Rosaline (Smith) La Mere and step-son of the late Willard E. La Mere (Winnebago).
Political Experience: Oneida Constitutional Review Committee Member, Oneida Land Committee Member, Military: U.S. Army Vietnam Era Veteran - Honorably Discharged, 1973.
Important Issues/Platform: I am running for the office of Oneida Business Committee Councilman because I believe that you, the members of the Oneida Tribe, are entitled to your fair share of the enormous resources of the Tribe. If elected: I’ll initiate legislation to ensure that any increased

revenues generated by the Tribe include a fair monetary dividend to the Tribal membership; I’ll promote economic development by investing in the Oneida people; If the New York Land Claims are settled during the next term, I’ll bring to the General Tribal Council, a distribution plan that will grant to the membership, a minimum of 51 % of all monetary proceeds derived from any settlement; I’ll ensure that the labor laws of the Tribe provide Oneida employees with fair benefits and job security; Indian Preference policies in the hiring of Oneidas and their spouses need to be protected; and it is my promise to all Oneidas, that the policies promoted by my office will always be for the purpose of helping the people create a better life for themselves and their loved ones.



Brian A. Doxtator

Age: 37
Current Occupation: Councilman-Oneida Business Committee
Education: Associate of Arts Degree - Haskell Indian Junior College, Bachelor of Science in Education w/ a minor in Indian/Oneida History - St. Norbert College, Masters in Library and Information Science – University of Wisconsin Milwaukee, Project Management Certification – University of Wisconsin Green Bay.
Family: Grandparents: Margaret Skenandore, Melinda Doxtator, Clifford Doxtator. Parents: Christine (Babe) Doxtator, Donald E. Doxtator. Siblings: Taina Bain, Denise Nicholas and Carla Doxtator, Donald Q. Doxtator and Bruce Doxtator.
Political Experience: Appointed to the Museum Advisory Board (3 years), elected to the Oneida Nation School Board (2 years),

Elected to the Oneida Business Committee (3 years), Active participant of the General Tribal Council (18 years).
Community Involvement: Oneida Do-Do Club, Thanksgiving Feast, Assist with family feasts, wakes, funerals, storytelling and ceremonies.
Important Issues/Platform: Accomplishments I will work toward:
1. Continuation of Project Proud/Restructuring the Oneida Organization so that like functions can be managed with more efficiency.
2. Research and Development of a community Radio Station.
3. Research and development of an Oneida Housing Ordinance that combines the Oneida Housing Authority Board and Oneida Land Commission. (GTC Approval)
4. Oneida Census.
5. Research and development of a Health Regulatory Board (GTC Approval)
6. Oneida Community Veterans memorial–central location Oneida.



Genevieve Gollnick

Age: 55
Current Occupation: Oneida Personnel Commissioner
Education: B.A. in 1973 from University of WI – Green Bay; 1979 – advance coursework from UW-GB for two teaching licenses; 1982 Ed.M Harvard University; 1986 graduate work UW – GB for Curriculum license; 1990 graduate work UW-Milwaukee for Principal license
Family: Parents: Servilla (Skenandore) Webster & Levi P. Webster, Husband: William, three children: Cassandra, Sara (Kowa) and James, and one granddaughter, Shanice.
Political Experience: Served on Trust/Enrollment Committee for six years. I have also previously worked on presidential campaigns.
Community Involvement: I have done many presentations in the state of Wisconsin, Act 31, and at National level meetings to promote Oneida history, culture and sovereignty. I have worked with children, adults and professionals on topics of education reform, ie. technology, performance assess-

ment. For several years I co-chaired and facilitated the judging for Oneida Tribal School Science Fairs. I’ve also written a chapter in a book which highlighted the Oneida Nation School System in WI. I’ve worked with children and adults on religious education and volunteered with the Salvation Army.
Important Issues/Platform: I am a firm believer in open communication with those I will be representing. Consultation with Oneida members going both ways makes our government stronger. Making decisions based on facts, on the values of the community, and our heritage is a high priority for me. These are challenging times for the tribe. In the near future critical decisions will have to be made. I am committed to the Oneida community and as a team member will place all my energies into solutions that respect and support Oneida Citizenship and their status as owners.



Trish King

Age: 44
Current Occupation: Council Member
Education: General Education Degree and 92 Credits toward my Bachelor of Arts in Business Organization
Family: Harlan King, Spouse
Political Experience: Experience: 21 years in Tribal Government: Administration, Operations, Services, Legislation, Economic Development, Investments. I began working for the OBC in 1986 in Executive Administrative positions until 2002, at which time, I was elected to the Business Committee Council. As Council, I served on the Oneida Audit Committee, Finance Committee, and Legislative Operating Committee. I also served as Liaison to the Land Commission, the newly formed Commerce Division, and the Tribal Corporations as well as P.R.O.U.D (Project to Redesign Oneida Uniquely and Dynamically). I serve as an alternate delegate for Oneida at National Congress of American Indians as well as National Indian Gaming Association. Prior to the OBC, I have successfully developed, managed and operated two small businesses, served as President of the Oneida Seven Generations Corporation Board, and as Treasurer for the Oneida Holy Apostles Church.
Community Involvement: I assisted with the founding of the Oneida Community Little League and volunteered services as Treasurer/Secretary. The founders raised enough funds through private and corporate donations to renovate the Site I ball diamond, build and equip a concession stand, install new lighting and fencing. I’ve also participated with the Oneida Relay for Life to raise funds for the American Cancer Society,



and participate with other non-profit entities such as the

Thanksgiving Community Feast.
During the past 3 years, the OBC worked under the philosophy of being a team. By working cooperatively together, we were able to reach consensus toward accomplishing our goals, as well as ensure longevity for our Gaming Enterprise; provide a means for putting our lands in trust; create endowments for the purposes of sustaining revenues for our future; re-acquire gaming dollars to fund the Oneida Small Business Loan Program; restructure tribal operations to improve quality of service while reducing expenses; negotiate settlement agreements and service agreements for rescue and fire protection, to name just a few.
Important Issues/Platform: I am dedicated, committed, and willing to work as a leader to accomplish goals that will enhance the quality of life on the reservation, while at the same time, working toward improving services and/or resources to those who do not live on the reservation, i.e. low interest rate home loans, medical expense assistance. Other priority issues that need to be addressed include: Land Claims Settlement, economic diversification, developing a comprehensive community development plan, improving our employment laws, health care, Indian Child Welfare, and a three branch government - Legislative, Executive, Judicial. The best way to effectively reach our goals for the betterment of the Nation is to work together, supporting one another as a team.

Eugene Metoxen

Age: 58
Current Occupation: Oneida Casino - Maintenance
Education: West De Pere High School, Milwaukee Institute of Technology
Family: Children, Grandchildren and Great-Grandchildren
Political Experience: 3 years Business Committee, Legislative Operating Committee, Audit Committee, Finance Committee and Liaison to Development Division

Community Involvement: Attending various functions throughout the local & surrounding communities



Important Issues/Platform: Land Claims, establishing assisted living for the elderly, developing more housing for tribal members

Ben Vieau

Age: 64
Current Occupation: 24 years O.N.E.S. System Transportation Coordinator, Casino Shuttle Driver and Norbert Hill Security
Education: 1 year UWGB and 3 other schools with certificates and life’s lessons = Common Sense
Family: Grandparents: Ben David Jordan & Amelia Wheelock Jordan. Aunts & Uncles Jordans, Wheelocks, Whites, Oudenhovens & Cornelius
Political Experience: Oneida Utilities Commission 12 years Chairman, Treasurer, member Oneida

Nation Land Commission 10 years. Election Board, many moons United American Indian Board 3 years and AA Group Holy Apostles Vestry Board.
Community Involvement: Sanger B. Powers Correctional Institute Volunteer Running AA Group, Security Director Oneida Nation Pow-wow, Do Do Club Community Group
Important Issues/Platform: Elder, Land, Per Cap & Enterprises





SEOTS News & Notes

SEOTS Mission

Our mission is to provide for the well-being of On’yote?a.ka in southeastern Wisconsin; preserving our culture and environment for the next seven generations.

SEOTS Staff

The Southeastern Oneida Tribal Services (SEOTS) staff is here to serve you! If you haven’t been to our office yet, please stop in! Check your Kalihwisaks for SEOTS NEWS once a month for a listing of events. If you don’t know the staff, come in and see us. Mark, director; Anne, administrative assistant; Carmen, administrative assistant; and Deb, community education specialist. The office is located on 2778 South 35th Street. Phone: (414) 384-7740.

SEOTS office hours

M-T-W-TH-F: 8-4:30pm – Call for hour availability – Saturday: 9am-12pm

Information around the city

- 211 Impact – Simply call 211 for help with life/food/shelter/health/crisis intervention, etc.
- Pow Wow AA Group – All Welcome. Thursday’s – 8:00pm, 1st Baptist Church, 1576 So. 78th
- Gerald L. Ignace Indian Health Center: 383-9526
- Domestic Violence – Milwaukee Women’s Center: 272-5132/Ext. 153 - Bagwajikwe Madosh is the Native American Case Manager/Advocate and available to assist women or family members.
- Urban Circle of Voices – Milwaukee’s Native American Newspaper: 643-5510, Vicky Rank
- Interfaith Program for the Elderly–Meals on Monday and Friday, 11:30am., 631 N. 19th St.–First Friday of the month at 5pm.

Movies and Library

The SEOTS office has a collection of movies and library books for check-out. A large selection of Native American books fiction and non-fiction. Books and movies can be checked-out free of charge. Also, please return any past due books or movies so we can update our library.

Thank You to All That Donated to the Families in Red Lake

We thank all those that donated and supported them with your thoughts and prayers. Please try remember them, as this will help to give them strength to continue on

Candidate Forum–Election time is drawing near!

Get to know the candidates running for election. Be there to ask questions, see who is running for office, and decide

who you would like to see in office for the next 3 years. It is important for you to be there, as new Business Committee Members will be responsible for the future of the Oneida Nation.

Date: Sunday, June 26th
Time: 1:15 - 5:00pm
Place: Best Western Milwaukee Airport Hotel - 5104 So. Howell Ave
In the Symposium
Look for the Oneida Nation on the Announcement Board.

Attention all Community Members

One of our young community members is in need of a “kidney transplant”. Jessica is now on the waiting list for a transplant. Its possible for any healthy person to be a donor. If you are interested, you can call Jessica’s nurse Nancy at 414-385-2550. Tell them you are interested in being tested for a match for Jessica, that is on the kidney transplant list. You may also just call to ask questions of what criteria you must meet to be a donor. Who know’s you may be a match?

Jessica will also appreciate your thoughts and prayers.

Cultural Heritage

Cultural heritage classes are on hold until further notice.

Oneida language class – Taught weekly

Oneida Language class is taught weekly by teachers from Milwaukee and guest teachers from Oneida! *Families and children are welcome!* Language teacher Mark Powless would like to see you come with your children. Part of the class is planned for fun and easy learning for our children. They are our lifeblood for the Oneida language. Please try to attend! Let us continue to learn and carry on a great part of our heritage! The class is working on words for kinships, such as words for mother, father, sister, uncles, aunts, cousins, yours, mine, his, hers and ours.

Oneida language classes are taught at SEOTS on a weekly basis with Oneida instructors. You can also access the language program during the week on computers available at SEOTS.

Saturday’s: June 4, 11, 18, 25
Time: 10am–12pm

Young at Heart Movie Day on Friday’s (with added date for Children’s Movie day)

SEOTS will treat 10 people to the movies at 1:00pm at the Movies 10 Theatre (the old Southgate Show House) on South 27th street on Friday, June 3rd. We will cover the ticket for Oneida community members 55 and over. You

will have to buy your own treats. *Adults only* – PLEASE, no babies or small children. You will need to sign-up for this event. The movie we attend will be announced or decided by the group attending. We have surround sound and will provide the popcorn! Call for details and **sign-up for the Southgate Movie.**
Date: Fri., June 3 @ 12:45pm – Southgate Theatre (movie TBA)–*Adults only*

Date: Fri., June 17 @ 1:30pm
SEOTS, “*Million Dollar Baby*” with Academy Award Winner Clint Eastwood, Adults only.

Sign up limited to 10 people for the June 3 movie at the theater, Call 384-7740

Genealogy Trip to Oneida

Who’s your family? How are we all connected? This is a great trip to go on and discover your family tree. Seating is limited, but you also can attend if you drive up on your own. Call Seots for seat or meet at the Cultural Heritage House in Oneida.

Date: Saturday, June 25th
Time: 10am – 4pm at Cultural Heritage

Van Departs at 7:30am from Seots. Return by 6:30pm

Craft Class

Continued in the fall

Check your monthly Kalihwisaks for summer weekend classes.

Youth of Tradition

A great after-school program (coordinated by the WE Indians program) will meet at SEOTS every Monday 3:00pm to 4:30pm. The Youth of Tradition is for boys and girls ages 10-14. The Youth of Tradition series is an after-school program created to increase cultural awareness, and to help improve reading skills of our Native youth for success in higher education. The facilitators will help with homework, participate in cultural crafts, and help our children develop a sense of self, and respect for all that encircles our lives. Students will be picked up from local middle schools to attend the program. Snacks and beverages will be provided. There is no cost to the student. If you have questions or want more information, please contact Mandy at 304-6121, Charity at 383-9526 or the SEOTS office at 384-7740.

Only two Monday’s left till next fall

Dates: Monday, June 6 & 13th

Times: 3:00-4:30pm

Place: Southeastern Oneida Tribal Services Office, 2778 South 35th Street

Walk in for Veterans at the SEOTS Office

Rodney Pearsall, a staff

member from the Milwaukee Veterans Center will be available for any questions and information available to Veterans without any appointment once a month at SEOTS. The Vet’s Center provides services to all war veterans and their families. They also work closely with the VA Hospital and several agencies and organizations in order to provide the best care for the veteran.

Date: Friday, June 3
Time: 10:00am - 1:00pm
Place: SEOTS

Bingo Van Trip to Oneida

Date: Wednesday, June 8th
Time: Van leaves at 7:00am Seots

Returns to Seots by 4:30pm

Kids Klub

Kids Klub is for children ages 7-12. Children will do a variety of native crafts, go on out-door trips, learn some Oneida language, and have snacks. One trip will require a parent to attend. It’s a fun way to learn culture and tradition! A permission slip will be required and please have your child bring a brown bag lunch each time they attend.

Date: Tuesday, June 28th, Tuesday, July 5th, Monday, July 11th, Monday July 18th.

Time: 10am - 3pm

MAIRN – Milwaukee Area Indian Resource Network

meeting

If you are an agency or a business new to the area, attend this meeting. Area Native agencies and businesses meet once a month to share helpful information about our community, such as: contacts, what’s happening in Indian country, available grants, how to help our community and where to go for help. This is a must for area Indian agencies and businesses.

Date: Wednesday, June 29
Time: 12:00-2:00pm

Place: Native American Ministry, Methodist Church, 1738 S. 11th Street, Basement
Potluck--Potluck--Potluck

Computer lab now available for use

Use the lab for job search, school papers, resumes, infor-

mation research and language study. Come and check out the lab. Classes will be coming and you will need to sign up and get your name on the list. Names will be selected randomly. Classes will be 8 weeks in duration and will be conducted in groups of 4. The start of computer classes has not yet been determined. Any information will be announced in the coming months.

Call SEOTS for sign up. 384-7740

Oneida Singers

Oneida singers meet every Monday at 6:30pm at the SEOTS office. They are available for events and services. Please contact Mamie at 643-8972.

Veterans

Our Oneida veterans have a very busy summer ahead of them. They are planning to present colors at various festivities through out the area as follows: May 30th - Memorial Day Parade; June 8-11th- Oglala Sioux Vets Pow-wow, Oneida Family Carnival, Norbert Hill, July 4th - Oneida Pow-wow, August 14th - Wisconsin State Fair Park - Vets Day Parade, September, Indian Summer Festivals; November 5th - Veterans Day Parade. **We are proud of our Color Guard and all our Veterans. Keep up the good work!**

Tsyunhehkwa

If you are interested in products from Tsyunhehkwa we may have what you’re

looking for at the SEOTS office. We carry dehydrated corn, dried corn, wild rice, salsa, jellies and jams. If there is anything you would like that we don’t carry we would be happy to pick it up for you on our monthly van trip to Oneida.

SEOTS Advisory Board meetings

The board meets on a regular basis every 2nd and 4th Tuesday of the month. The public is invited.

Date: Tuesday, June 14 & 28th

Time: 6:00pm

Van Trip

Date: Wednesday, June 15
Time: Van leaves at 8:00am sharp and returns at approximately 5:30pm

SEOTS van trip and script pick-up

Script pick-up: Wednesday, May 4, 11, 18 & 25

Last day to call in meds for the following Wednesday pick-up is no later than 4:00pm each FRIDAY! You must order meds the week **BEFORE** each pick up. You can not order the same week you are requesting a pick up unless **you** are going to pick up your meds or arrange to have someone else pick them up for you. Please do not hesitate to call us if you have any questions about this. **Always make 2 calls – SEOTS & PHARMACY** (If you don’t get your name on the SEOTS List, your meds will not be included in the pick up.)

What is the Oneida Nation working on? Business Unit Informational Meeting

Monday, May 23, 2005

12:00 P.M. to 4:00 P.M.

**Business Committee Conference Room
2nd Floor - Norbert Hill Center
7210 Seminary Rd. • Oneida**

Lunch provided from 12:00–1:00 Meeting begins at 1:15

*Please call Lee Thomas at 490-3537 to reserve a spot for lunch **by May 18th.***

Reminder from the Enrollment Department regarding...Per Capita

The following is a schedule of important information, dates and deadlines for the 2005 Per Capita Payment.

- Oneida members enrolled before February 24, 2005 and age 18 before September 1, 2005 are eligible. Eligible minors will have their payment placed in a Trust Account.
- **The FY-2005 Membership Payment Forms are mailed to each eligible member who has an address on file with the Oneida Enrollment Department on May 13, 2005.**
- It is **your responsibility** (or the responsibility of your assigned Power of Attorney/Guardian) to keep your address current and on file with the Oneida Enrollment Department.
- If you want to **receive** the 2005 Per Capita payment, **complete Sections 1 & 2** of the form. Complete Section 3 if you wish to **VOLUNTARILY** have 20% of your payment withheld for Federal Taxes.
- If you **do not want to receive** the 2005 Per Capita payment, **complete Sections 1 & 2 and be sure to check the ‘refuse’ box in Section 2.**
- **The deadline to submit a FY-2005 Membership Payment Form is close of business on September 1, 2005.**
- If you want to change your check address, it is your responsibility to request a new payment form and submit it to the Oneida Enrollment Department by close of business on September 1, 2005. An Address Update **WILL NOT** change the address to which your payment is sent (check address).
- The 2005 Per Capita payment will be **mailed** on September 30, 2004.
- PHOTOCOPIED, FAXED, or E-MAILED FORMS WILL NOT BE ACCEPTED. FORMS WITH ALTERED INFORMATION (i.e. WHITE-OUT, WRITING OVER, SCRIBBLING OUT) WILL NOT BE ACCEPTED. **NO EXCEPTIONS.**

After you submit a form and it is accepted and processed by the Oneida Enrollment Department, a system generated postcard receipt will be mailed to the CHECK address indicated on the payment form. If you do not receive the postcard receipt, contact the Oneida Enrollment Department at: (800) 571-9902 or (920) 869-2083.

The Oneida Enrollment Department is looking for a number of members that have not claimed their 2004 payment. The deadline for claiming these payments is close of business on September 1, 2005. Thank You.

Entrepreneurship Specialist

Located in Green Bay, WI, this position will provide direct assistance/resource referral, and coordinate the services and education offerings for business owners participating in the NWTC Workforce Diversity and Targeted Business Development Program. Position will also: Administer needs assessment for participating business determining their efficiency and effectiveness; provide counseling, technical assistance and training to include market research, demographic information, feasibility analysis, and business plans; create professional development action plans for these businesses; and facilitate focus groups and/or use other research methodology to further identify skill sets targeted firms must acquire to improve their competitiveness and identify concerns and/or barriers to the use of targeted firms. Requirements: Bachelor's degree, preferably in Business, Economics or Economic Development, two years of related business work experience (with requirement of managing or owning a small business) and two years teaching/training/consulting experience. Must also have thorough knowledge of concepts associated with entrepreneurship/economic development, familiarity w/ entrepreneurship resources, and working knowledge of federal, state, and local regulations affecting entrepreneurs. Please see web site for complete description and requirements. Salary: \$45,000-\$50,000/yr, plus excellent benefits, including health, dental, WI State Retirement, and personal time off.

Anticipated start date: June 15, 2005. Apply at: **www.nwtc.edu**

Human Resources
PO Box 19042
Green Bay, WI 54307-9042
920-498-5710

EOE - Committed to the diversity of faculty, staff and students

Legislative Review

Vice-Chairwoman's Corner...

Land Claims

Land Claims is still a high priority for the Committee. We continue to attend meetings in New York with staff from the Governor's Office and officials from Madison and Oneida Counties. Although the Governor has pulled the original bill from the legislature for 5 casino sites in the Catskills, it is anticipated that another bill will be introduced in the very near future, again approving land claim settlements with casino sites in the Catskills.

So, if you have heard the rumors that we no longer have a settlement agreement with New York, that is not correct. As of this writing there is nothing in the agreement approved by the General Tribal Council that has changed. If that should happen, the General Tribal Council will be asked to convene to approve or disapprove the changes.

The City of Sherril decision, taking away the "Indian Land" status for the New York Oneidas, has generated a great deal of discussion by various officials. In our recent talks, they have indicated their desire to be able to have more meaningful discussions

with the New York Oneida but also expressed their willingness to go forward with the settlement agreement.

Capitol for a Day

This past week was time spent here at home. Because Governor Doyle had declared Capital for a Day in Outagamie and Winnebago Counties, the entire State Cabinet was in the area. Secretary of Administration, Mark Marotta, requested time to meet with the Oneida Business Committee. Secretary Marotta is the person we dealt with during the gaming compact discussions. Our second payment under that agreement is due June 30, and we assured ourselves that everything is working fine under that agreement.

Taking advantage of opportunities to meet with the Governor and/or his Cabinet members, helps us maintain a

good working relationship. We have used these opportunities to provide our thoughts on the Governor's budget proposals, discuss pending legislation that does/or does not include Tribes and basically to maintain a rapport that allows us to exchange views without becoming confrontational.

HALO is a meeting of local officials. We do have common needs and have found that getting together once a month, helps us resolve some of them to all of our benefits. One of the projects currently being worked on is Public Safety facility. Hobart, Ashwaubenon and Lawrence are looking to provide services to the southern ends of



**Vice-Chairwoman
Kathy Hughes**

their district and for Oneida, we feel having closer fire protection services to our members in that same southern district would be beneficial. With the four governments working together we are able to have more influence in getting funding on the State and Federal level. And sharing the costs for operations will have a lesser impact on our respective budgets while being able to expand on the services being provided.

Budget Plan

Budgeting is always a concern for us. The Treasurer is working on finalizing a balanced budget plan for fiscal year 2006. This is complicated

ed by the continued decrease in what we can expect from the federal process. Management continues to look at ways of producing less cost through greater efficiencies without decreasing services.

Health Center

You will find the Oneida Health Center coming under changes as part of this process. It has taken time to adjust to the new facility but now that is completed so an assessment of each component within this structure can be done. The goal is still to provide the best service to our membership that is possible and making improvements wherever necessary. Unfortunately, professional contracts are also coming to the end of their terms and movement of personnel will be occurring. Maybe we can find the answer to getting

some continuity in employment here. Bill Wild, a Tribal Member with extensive experience in the health field, has taken on the responsibility to improve the organization of the Health Center.

Project PROUD

The Oneida Tribe is a large organization that seems to be continually undergoing change. For the past two years the Business Committee has been working with management to create an environment for productivity and accountability. Project PROUD (Project to Redesign Oneida Uniquely and Dynamically) is well underway. The primary goals are to enhance direct services to the membership and align the operation to like functions for better efficiencies. We hope you will continue to provide us with your comments as we proceed through this.

Legislative Update

Task Force Formed

The Business Committee recently completed the second round of community meetings to gain input on the new Constitution draft. I would like to thank everyone who attended these meetings, and those of you who responded through general mail or e-mail. On 5/3/05, the Business Committee approved the development of a task force, whose responsibility it is to review all the comments received and make appropriate changes according to the input. The Task Force is scheduled to complete their review and recommend amendments by the middle of June 2005. Due to the amount of time put into the redraft of this document, it is likely the recommendation for a Secretarial Election will be presented to the next Administration for consideration.

Trust Status

I am pleased to announce that 26 applications have been approved by the BC for submission to the BIA for Trust status. I would like to extend my sincere appreciation to the Land

Management Dept., who combined efforts with the Land Commission, the Environmental Dept., and the Law office to complete these packages in record time. These packages represent about 550 plus acres. Through the efforts of the new Consortium, the determination process will take anywhere between 1 to 2 years. However, through the newly formed Consortium with the Bureau, the packages will be monitored and processed through in a timely manner. Prior to the consortium, we have not been able to get the applications processed. The last time land was put into trust was over 10 years ago.

The Radisson has once again, for the 5th year in a row, received the President's Award. I would like to extend our congratulations and appreciation to the Oneida Airport Hotel Corporation and all of the Radisson employees for earning this presti-



**Councilwoman
Trish King**

gious award. It is the award of excellence and your quality of service has made us very successful and proud.

I would also like to mention that our investment in the Marriot Hotel through Four Fires (a partnership of 4 Tribes: Oneida, Potawatomi, San Manual, and Viejas) has already reached the breakeven point. This was an unexpected and pleasant surprise. The hotel is operating very successfully.

The Three Fires (a partnership of 3 Tribes: Oneida, San Manual and Viejas) have also invested in a Marriot Hotel in Sacramento, California. Construction is scheduled to start at the end of May 2005. Watch for an update on these projects from our Representative Pat Lassila.

I would like to recognize and commend Pat Lassila, for her dedication and commitment to work as the Oneida Representative on these two

New Labor Laws:

"Employees take note"

Recently, the Oneida Business Committee sent to public hearing a proposed new labor law which would revamp a series of employment standards that tribal employees have come to rely on. My office opposes the new proposed labor law revisions and in this article I'll point out just a few of my reasons for opposition.

One of my main reasons for opposition is the commonsense reality, we (the OBC) only have a few months left on our term in office. It's not smart to pursue massive labor law changes right before your term ends. Similarly, law changes of this magnitude (employment/labor laws) require precise calculation, vigorous debate, and balanced consideration before such action is taken, that has not occurred amongst the elected leadership on these proposed labor law changes.

All of the natural legislative due-diligence that should have accompanied these changes has not occurred. For example, the Legislative Operating Committee (LOC) never even debated the proposed law changes. There was a directive given by the LOC that in 30 hours the law should be analyzed and then sent off to public hearing. Moving policy like this is reckless and I cannot support such action.

Indian Preference:

"Creating New Standards!"

In terms of the law itself, the new labor law takes central aim at several major employee rights and standards, including the diminishment of Indian Preference benefits for Oneida's. For example, the proposed law creates a new standard for applying Indian

Preference for new employment hires. The new application will establish that Indian Preference: "Shall apply when all candidate qualifications and job experience are equal."

Under current law, Indian Preference applies when both candidates meet the basic requirements for the job. The new standard could set-up a scenario, whereby, a non-Indian and an Oneida are both applying for a job - where both meet the basic qualifications for the job - the Oneida would only be hired if they have slightly more education and/or experience. This could lead to an unstable Indian preference scenario.

This also cuts against our desire to employee Oneida's when possible because it sets up a hurdle (education and experience) for candidates. This new hurdle presumably undercuts Indian preference. We go from Indian preference being an advantage to the creation of an education and experience hurdle. This potentially could create a slight disadvantage for Oneida candidates. This whole section needs in-dept evaluation.

Holiday Pay:

"To Pay or Not To Pay!"

Under current law employees are guaranteed 10 paid holidays per year. The proposed labor law establishes that the Tribe will not pay employees on holidays that fall on days they do not normally work. This is a departure from a long held tribal standard and my office does not support this change..

Personal, Vacation Time:



**Councilman
Vince DelaRosa**

"What about the Accrual Rates?"

The reliance of accumulated vacation and personal time is something most employees have grown accustomed to. We know how it works and we know what to expect each year. This stability has allowed employees to plan vacations and to be in general control of their usage of personal and vacation time throughout the year.

In fact, current policy establishes "by law," an accrual rate for the accumulation of vacation and personal days. The proposed law grants the Human Resource Department the authority to develop rules and regulations for the accrual of vacation and personal days. As a result, different and lower accrual rates could possibly be developed for different Tribal entities and departments, we simply do not know because it's not written in the law.

Trade Back For Cash

The current policies allow employees the right to annually trade up to 80 hours of accumulated vacation and personal hours for cash. The proposed legislation makes no mention of a "trade-back for cash" policy which means that the policy could possibly be eliminated.

Various Issues to Look For in the New Labor Law

- Section 91.13-4(b)(2) establishes that a written reprimand is not appealable to any tribal hearing body. Under current Oneida law, a written reprimand is appealable.
- Section 91.13(b)(3)(B) prohibits an employee who has been placed on

investment projects, while handling her duties as President of the OAHG, and the Three Clans Hospitality Consulting Service (a subsidiary of the OAHG). She is also an honorary committee member on the Coca Cola Foundation, a member of the Green Bay Rotary Club, and a member of the Green Bay Visitor and Convention Bureau. Pat is indubitably dedicated to her career in the hospitality business and her loyalty and leadership has brought great success and recognition to our Nation and its enterprises. Thank you Pat.

Seven Generation Corporation is another Tribal entity that is proving to be very successful. Recently their investment (which earned them 20% ownership) of the Nature's Way Tissue Company has proven to be as profitable as projected. 7 Gens also receives income through a lease arrangement. The Tribe does not

See Page 8

Trish King

probation from appealing that decision to the Human Resource Commission. Under current Oneida law, an employee may file a grievance when any adverse employment action is taken against their employment.

- Section 91.13-5(c)(6) of the proposed legislation requires the new HR Commission to make its final decision regarding a disciplinary action within 1 business day of the hearing. Such hurried adjudication increases the chance for mistakes in a process where an employee has much at stake. Under current law, the Personnel Commission has 5 days to make its final decision.

- Section 91.13(b)(4) establishes that an employee would be required to file an appeal within 3 business days. Under the current law, an employee has 5 business days to appeal a suspension. The reduction in time to prepare for an appeal is most likely detrimental to the employee.

- Disestablishment of the Personnel Commission is contained in this proposed labor law, it reads as follows:
~ The new Commission will have 5 appointed members instead 11.
~ Membership on the new Commission shall require either a post-secondary degree or a combination of 5 years of supervisory experience and completion of human resource training as offered by the Tribe.
~ There is no mention as to whether or not the 5 Commissioners will be compensated by a stipend or through employment.

Your Wages & Benefits – "Who should control

See Page 8

Vince DelaRosa

PUBLIC HEARING Labor Code

NORBERT HILL CENTER

BC-Conference Room

Tuesday

May 17, 2005

– 1:30 P.M., 3:30 P.M.
& 7:30 P.M.

NORBERT HILL CENTER

BC-Conference Room

Thursday

May 19, 2005

– 1:30 P.M., 3:30 P.M.
& 7:30 P.M.

Letters/Opinions...

Labor Code Revisited

At today's OBC meeting, May 4, 2005; Oneida Business Committee Councilman, Vince Dela Rosa; challenged the entire Business Committee to a debate on the Labor Code, rather than send it for a Public Hearing. Not one member present spoke up or was willing to accept that challenge.

The Debate was specific to the current Public Hearing posting of the new Labor Code submitted and approved by the Business Committee at 8:00 A.M., with very limited discussion. One hour later the same day it was then approved by the Business Committee at 9:00 A.M., to send the code through the Public Hearing process.

If you read the last Kalihwisaks, you may have read my letter on this Labor Code. If you call and request a copy of the Labor Code I think you will be able to understand why Mr. Dela Rosa made the challenge.

My question to them was why the hurry to shove the code through? This is my question on several issues brought forward recently and has been denied, but I continue to ask. To the reader I ask, can it be that their term is nearly up and they may need it for their future employment??

Please take the time to look at this code because I strongly support Mr. Dela Rosa's concerns. The new code if passed, is not employee friendly it is top management friendly and may be used as a tool for a more personal power and control device.

For one example it diminishes Indian Preference. If you read it carefully you will see that it holds more value for the non-native experience

of the white mans world. Please do not hesitate to hear me out on this. All you have to do is look closely at the hiring process.

Feel free to call Councilman, Paul Ninham who made the motion to move the code forward without participation by entities such as the Personnel Commission; who by the way brought the request forward for today's agenda with the help of Vince Dela Rosa. Ask if the code was written by non-native attorneys or tribal/native attorneys. I'll bet it was done by non-natives who do not have tribal members best interest in mind.

They call the Blue Book outdated, I call it prehistoric, but this change is just plain reckless and imprudent. It's obvious to me they are not acting in the best interest of our tribal employees/members.

If the code passes, one example of what I foresee more of, is people like Shirley Hill, who was a Gaming Commissioner and when she was not voted back in was suddenly hired on as an Administrative Assistant for the Gaming Commission. This is a request I made with the Business Committee to investigate, at today's meeting.

Cathy L. Metoxen

Alcohol should be banned in casiono

Recently, there was an article about serving alcoholic beverages in the casino area. I was furious! Alcohol abuse has been the American Indian's worst enemy. It has effected almost every Native American's life and family.

I can't believe you want to allow this in the casino.

Alcoholism is destroying us: our families and our communities.

Let's not serve any alco-

holic beverages. Let us not increase alcoholism any more than it already is.

Money is not as important as human life.

Pat (Fast Wolf) Rensch Tribal Member

Experience noted

I, InaGail Bain, am writing this letter on behalf of my daughter, Arlouine Bain, Director of Oneida Recreation. I'd like to say Arlouine has held her job for 23 years. She has taken care of the tribal children, grand children, great grand children for a lot of years. Now to have the personal appeals people, who suppose to uphold the law to stoop so low as to name calling. As to saying my daughter is not responsible has no common sense, no direction, if she is all of this when did these people become so perfect?

Now, I would like to comment on this. Some of you people do not even know her or what goes on at the civic centers. Arlouine and the staff help, and also feed the children after school, when parents are working. Also, not very often do I see a parent or grandparent offer to help.

It seems if Arlouine is so irresponsible, no direction, perhaps upper management should come down and help, instead of criticizing.

When the Christmas, and Easter parties were going on, I seen more than 500 families at the Christmas party, and 150 families at Easter come in and everybody received something, guess it was fine then.

There is so much back stabbing going on, what ever happened to, when people use to say, "we'll help" and did!

Thank you!
Arlouine's mother
InaGail Bain



Vote May 14 to lower Elderly percapita age to 55

May 14, 10:00 AM, Norbert Hill Center is the date, time and location for the Oneida People to vote on three issues. One is the venture fund, second is a resolution to approve having an elected rather than an appointed land commission, last is a resolution to lower the age for Oneidas to receive the elderly per capita to age 55.

At least seven of the Oneidas that I grew up with in Oneida died before they reached age 62. They never had the thrill of receiving the \$2,000. as I and others have. I feel the elderly per capita age should be lowered to 55. Also many people began to have health problems after age 55 and could use the money for needs.

If the Oneida people want to see these changes you have to come and vote for it. The last time I gave the opportunity to change the age to 55 we were just 11 votes short of the

2/3 majority vote. Hope to see you there.

Madelyn Genskow

Respecting one another

From my last letter I wrote in the tribal newsletter. Regarding the way we should respect each other & earning respect. The tribe talks about the next 7 generation and it has to start with the young people. But I don't see it and in especially in the tribal school system. They talk about learning the culture and language, but how can they learn this? And be the next 7 generation if they don't respect each other or the staff here at the tribal school. Someone has to care! They say it has to start with the family. Maybe so! But again I say someone has to care and they don't.

Bruce King #3105

A Mute Point

Is this a journal? Is this a poem? Is this a letter, an entry? I claim to myself, I am a writer. Others have told me I write to myself, not to the reader. Well, that is a mute point due to the fact that, "You", are not interested in reading this.

I have lost my interest in being Indian, being Oneida, being Iroquois, H<tihahtsyó-ni. I feel many indigenous governments and many of its' own people have lost their way hundreds of years ago.

Explain yourself to myself, I say, to the reader. Again, mute point, I digress. If you are out there trying to be Indian, trying to be Oneida, trying to find yourself, get up and look in the mirror. Look at your "self", not your face! If you cannot, imagine people looking at you. Then, there is no one, who are you? How does someone know, or care, when they are trying to be something? Trying? Trying! To make an effort, step forward, express need, or want, to have all excess sources acknowledge your existence, trying.

Now, do you, the mute point, yearn for approval or

exist on an island of your own? On my own, taking me back to not being the labels so dictatorially put upon me by the local communities, and in general, the world at large. Labels such as Indian, Oneida, Indigenous, Iroquois, H<tihahtsyó-ni, give me no freedom from local municipalities, including Oneida in which all are dictatorships.

As those layers were brushed off, does that action not make me what I was at conception, at mid-life, at death? Finding my "self" began by brushing those labels away, back before I was indoctrinated by your/my Oneida community, my childhood. Is this innocents or claiming ignorance of the law, of re-located Oneidas?

Looking at my "self", I no longer see Kenny Metoxen, I am not even a Metoxen, but a soul wanting more than your labels.

No, I will not roll, jump, nor take my number off the list...too many benefits, opportunists. Well, aren't we all. Looking at my son, I do not, I refuse to see him as a number as I am enrollment #3785.

Looking back and reading this self-absorbed piece, my wonder is with the mute point. Does it conceive the words written, such as, yours, Oneida, an enrolled member, such as myself? I am not the first nor the last to utilize freedom of speech. I am the first and only one to be me! Thank who?

I have found myself, wanting. In wanting, I tried too hard to be. In trying, I simply wanted to be without the work and paying my dues. In being, I stared in the mirror and never saw "self". At this moment, interests entail, not what others have discovered - what the soul will! Also, when mute point does acknowledge me, will the labels change?

Down the road I will read this and realize my immaturity. For now, well... therapy.

Kenny Metoxen

From Page 7/Councilwoman King Cont.

direct dividends from Nature's Way Tissue (as that is not our investment). However we do earn revenues through the success of the 7 Gens Corp. The more they make the better the dividends the Tribe receives. As mentioned earlier, this is one of the issues to be addressed at the May 14, 2005 GTC meeting.

Bay Bank has been continuously profitable as a small community bank. The Bank has been in existence for 10+ years, of which they have been a stable investment for the Tribe. It is time to begin growing their assets. A new Corporate Board of Directors has recently been appointed to the Bay Bancorporation to grow the bank. Recently,

other Tribes have been approached to inquire about their banking needs. The future looks good for the banking business.

The Committee is wrapping up its legislative agenda with the following public hearings. The Draft Labor Code Outline, Draft Personnel Management Chapter and Draft Rule Making Authority Chapter have been approved to Public Hearing on May 17 and May 19, 2005. The Public Hearings will take place at 11:30a.m., 3:30p.m. and 7:30p.m. in the Oneida Business Committee Conference Room, 2nd Floor, Norbert Hill Center. Public Hearings are also scheduled on June 14, 2005 @ 11:30 for

the Amendments to the Law Enforcement Ordinance and Amendments to the Hunting, Fishing Trapping Law, and on 5/31/05 for the Comprehensive Policy Governing Boards, Committees and Commissions. If necessary, emergency legislative action may be processed in accordance with the Administrative Procedures Act.

It's that time of year again...The Class of 2005 is counting down to graduation! This is an encouraging time of year for new beginnings, growth, and development. The Youth Enrichment Services Program held their annual banquet to recognize the graduates of our community on May 5, 2005 at

Doxbee's. Congratulations to all those who are graduating this year, and I wish you the best of luck in your future endeavors.

I gave a welcome to the team captains at the Kick-Off Luncheon for the 9th Annual Oneida Relay for Life on May 3, 2005. This year's event will take place on July 29-30 behind the Norbert Hill Center. If you haven't already joined a team, feel free to form your own team. The theme for the Relay is patriotic - red, white, and blue, so come on out and join the fun. For more information, you can contact Dottie Krull at (920) 869-4509.

From Page 7/Councilman DelaRosa Cont.

these?"

Section 91.6(a) which is on line 91 in the draft labor law states: "The Senior Managers shall be responsible for planning, developing and implementing adjustments to the compensation and benefits plan in coordination with the Tribal budget process."

This change is one of the most significant changes that needs evaluation. This change could be just what we need. However, on the other hand it could be a very problematic provision. Allowing the implementation of all wage and benefit adjustments to be controlled by a few people certainly requires much research. To date, my office has not seen anything to indicate why this may be a viable option, but I will try and seek clarification.

Immediate family – “What is the Impact?”

One of the most confused parts of the law resides in section 91.3-4. The definition of "Immediate Family" is addressed here. The definition of Immediate Family was expanded to include the following: son-in-law, daughter-in-law, sister-in-law, brother-in-law, great grandparent, great grandchildren, step-parent, step-child, foster children and other significant relationships of 5 years or more.

These proposed changes could create headaches for the entire tribe because it's a sweeping expansion of the definition. Presumably, this could result in many Oneida's not qualifying for work in various parts of the tribe, due

simply to a family tie or because you've known someone for 5 years or more.

The expanded definition provided for in the Immediate Family section, is problematic for other reasons also. For example, a major expansion of the 3 day funeral leave for all Immediate Family members now means many more people would be entitled to receive time off. Hundreds of people could be eligible, at any given time to get 3 days off for funeral leave. This could cost millions of dollars a year and it could cause major work disruptions throughout the tribe. These impacts are unknown at this time because the projected impacts have not yet been measured or analyzed.

Clearly the proposed labor law needs much more atten-

tion prior to being ready for a public hearing. However, several public hearings have already been scheduled on this matter. I would encourage Oneida employees to attend the public hearing and voice your opinions on the proposed labor law.

Three public hearings will be held respectively on May 17th and 19th at 11:30am, 3:30pm, and 7:30pm all of these hearings will be located on the second floor conference room of the Norbert Hill Center.

Thanks for reading my article. If you have any questions or need any assistance, please feel free to contact my Administrator Mrs. Karen Katch at 920-869-4469, or you can reach me at 920-869-4378.



Kalihwisaks

Letters To The Editor Policy

Letters must be limited to 500 words. All letters are subject to editing and **must have your signature, address and phone number for confirmation. Confirmation of letters will be needed before publication. Kalihwisaks has the right to refuse publication of submitted letters.**

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Although Kalihwisaks requires a final signed submission from our readers who write in, you can e-mail us now to ensure we get your submission in time for the deadline day. You must follow through and send a hard copy through the mail. E-mail your letters to: **Yvonne Kaquatosh – ykaquato@oneidanation.org**
Any questions, please feel free to call (920) 869-4280.

Sports

Oneida track athletes kick it into high gear

By Phil Wisneski
Kalihwisaks

The Oneida track and field team is competing at the highest level since it's inception. The team has placed and had athletes qualify for the finals in more meets than ever.

Coach Thom Burke said that he isn't doing anything different from previous season.

"We are still working hard, but we are also having fun," Burke said.

As with season pasts, Irene Danforth is putting up the most points for the Thunderhawks this season.

She has placed numerous times this season and won the Lena Invitational with a throw

of 100'11". The distance broke her own school record for the event.

Luanne Funmaker broke the girls mile record with a time of 7:26 and placed sixth at the Bowler Invitational.

Sprinter Eddie Metoxen qualified for the 200 meter final, but had to pull out of the finals due to illness.

Darrell Skenandore had qualified for finals in two meets in both the triple jump and long jump. He has a personal best of 32'2" in the triple jump.

The future also looks bright for the Thunderhawks as freshman Lauren Mills and Tonya Christjohn have both qualified for finals in the shot put.



Photos by Phil Wisneski

Above: Lauren Mills throws the discus at the Tri-County Invitational. Right: Darrell Skenandore lands in the pit after his long jump.



Father, son earn Minnesota Basketball Honors

(Cass Lake, MN) Only two teams finish their season with a win at the Minnesota State High School Basketball Tournament - the champions and the third place winner. The father-son combination of Dan and Byron Ninham led the Cass Lake-Bena Panthers to third place in the Class A State Tournament last month. Senior Co-Captain Byron Ninham, son of Head Coach Dan and Susan Ninham of Bemidji and grandson of Vernon and the late Joy Ninham of Oneida, spearheaded the team into the state tournament with a last second put back of a teammates missed shot to defeat #3 state ranked Park Christian 65-63 on March 11th in the Class A Section 6 Final.

Byron Ninham has grown from a benchwarmer on his 7th grade Bemidji Middle School team into an all around player and record breaker as a senior.

"Byron played in about 70 spring and summer basketball games between 9th and 10th grade. he worked hard to get where he is," Coach Ninham said.

Byron Ninham signed a National Letter of Intent on April 11th to attend Fergus Falls Community College (MN), a nationally recognized basketball program and 1998 National Junior College Champions.

The Panthers finished this season with a 25 and 7 record including an undefeated Northland Conference Championship, Class A Section 6 Championship, and Third Place in the State Tournament.

The 6-4 shooting guard was one of the state's leading scorer's with 24.9 ppg and also had averages of 8.7 rebounds, 3.5 assists, 2.0 steals, and 2 blocked shots per game. He was named a candidate for Mr. Basketball as

the top senior in the state. The three-year starter also made the Minnesota State History Book in a number of categories: 4th place-seven consecutive three-pointers in one game; 4th place-top three-point percentage in one game with 7-8 for 87.5 percent; 16th place-796 points in a single season; 2nd place-654 overall field goals attempted in a single season; 12th place-310 overall field goals made in a single season. He also was one point away from the school record with 46 points in one game and set the school record of 12 blocked shots in one game as a sophomore. He was named to the 2005 All State Tournament Team, two-time All State Honorable Mention, two-time Northland Conference Most Valuable Player, and two-time Section 6 East Most Valuable Player. As a three-year starter he has averaged a double-double with 21.3 ppg and 10.1 rpg and has two school records with 879 rebounds and 1852 career points.

Dan Ninham, former Oneida Tribal School physical education teacher and Athletic Director in the 1980's, took over the Cass Lake-Bena coaching reins in 1996 and guided the team to its first ever 20 win season in his first season (41-8 during the first two season). The Panthers had a winning record only five out of the previous 20 seasons. Ninham is currently the winningest coach in the school's history with 118 wins in seven seasons. The Minnesota State Basketball Coaches Association named Dan Ninham as the 2005 Class A State Coach of the Year. "It's nice to be honored as a teacher and a coach, but I believe it's an honor to be able to coach and teach kids," said Coach Ninham.

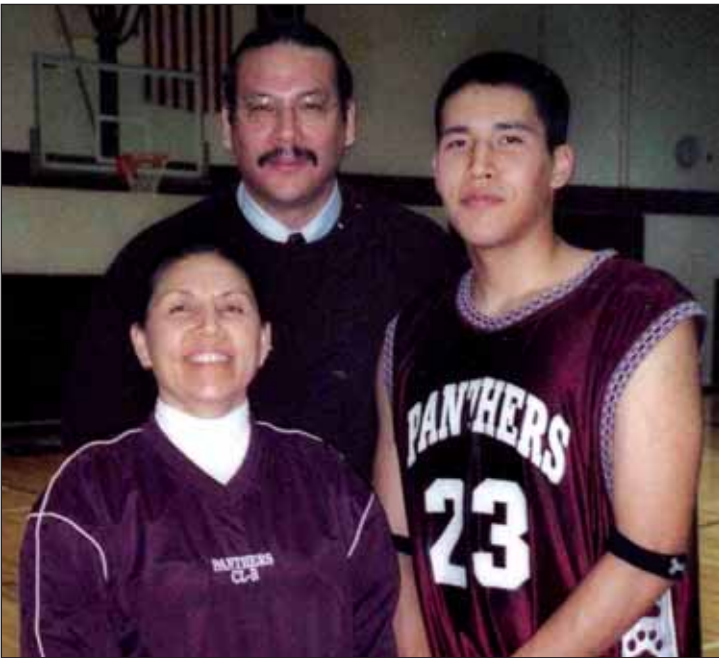


Photo submitted by Cass-Lake Athletic Dept.

Byron Ninham along with his coach and father Dan Ninham earned Minnesota all-state honors this past season.

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Valdor John receives sacred eagle feather

By Phil Wisneski
Kalihwisaks

Many in the Oneida community already know of his bravery during the Korean War. Valdor John is now facing an enemy that will not go away, his health.

On April 29, the Oneida Veterans Department held a luncheon to honor the bravery and leadership that John has shown through out his life. To show their gratitude for the United States Army veteran, the Oneida Veterans Department presented him with an eagle feather.

After receiving the eagle feather, John spoke to his fellow comrades and thanked them for the honor.

"I am speechless as to how I feel right now," John said.

"I have faced many enemies before, but this is one I can't seem to shake," he said of his recent illness.

John served in the United States Army for 26 years. He fought in both the Korean War and Vietnam War.

During his time in Korea, John was one of 370 men captured in Taejon, Korea.

As a prisoner of war, John never spent time in a camp, instead he was put on what is now called the "Korean Death March". He along with his fellow troops marched 380 miles in the cold, mountainous terrain. Only 250 men survived the trek.

After the march the men were put in open gondola cars and packed like wood John said. The train then stopped in a tunnel.

The North Koreans, told John to pick 25 men, as they were going to eat. They were lead to a ravine and told to wait for food. Instead the North Koreans opened fire on the un-armed men. John was

shot in the arm.

"They thought I was dead," John said.

John was found two days later by American troops. He was a POW for three years. Upon capture John weighed 227 pounds, and he weighed less than 90 pounds when

found. Only 21 soldiers survived the Sunchon Tunnel Massacre.

The Oneida community is very fortunate to have such a person in their lives. He gives true meaning to the term Warrior.



Photos By Phil Wisneski

Above: Valdor John gets a standing ovation from the Oneida veterans. Right: John is speechless after he received a sacred eagle feather.



Red Lake Nation Benefit Concert set

"It was put upon my heart to help my brothers and sisters in Minnesota in this time of tragedy. I have begun contacting my friends and colleagues in the music industry... Music can help in the healing process, and my industry will do all it can for the Red Lake people," said Grammy-winner Mary Youngblood, Aleut/Seminole.

The Red Lake Tribal Council have given their blessing to Youngblood and friends to organize a benefit concert for the Tribe and families of the victims of the Red Lake High School shooting.

The result is a concert May 29, in conjunction with WNBA's Minnesota Lynx game against the Sacramento Monarchs at the Target Center in Minneapolis. The women's basketball game is 5-7 pm, the concert begins at 8 pm, with ticket purchase giving admission to both events.

Youngblood asked for help in organizing the benefit from Kimberlie Hall of News From Indian Country, Hayward, Wisconsin. Hall, Turtle Mountain Chippewa, was instrumental in lining up support from the Timberwolves and Lynx management, as well as from Leon Thompson, Yakama, events promoter from Minneapolis.

Artists who have pledged to perform in addition to Youngblood are Rita Coolidge, Micki Free, Charlie Hill, Annie Humphrey, Litefoot, Bill Miller, and Joanne Shenandoah, with more to be announced. Host drum is Eyabay/Battle River, from Red Lake. House Voice for the evening is Vince Byle, Ojibwe.

Order tickets by calling 612.673.8391 or email buffo@timberwolves.com. For more information, www.indiancountrynews.com. If you want to help support this event but don't live in the area, you can purchase a ticket or tickets and donate them back to be given to Red Lake Tribal members.

Oneida Casino Bob Eubanks Promotion

Health/Enviro

Keep Kids safe this summer

Each spring, homeowners everywhere begin to use their lawnmowers, tractors and hedge trimmers to maintain their green spaces. However, many do not realize the potential dangers associated with outdoor power equipment ownership and use, especially the potential risks of injury that such equipment poses to young children.

“Most of these injuries can be prevented if young children are properly supervised or simply kept out of the work area,” says Martin Eichelberger, president and CEO of the National SAFE KIDS Campaign. “Parents must not allow children to play in area where someone is operating a lawn mower or riding mower or any outdoor power equipment.”

The National SAFE KIDS Campaign offers the following safety tips to keep your yard beautiful and your kids safe while doing yard work:

Keep children away from any work area in which any type of walk behind, riding, or hand-held outdoor power equipment is being used.

The best place for a child during the time that a piece of outdoor power equipment is being used is inside the house.

If any child enters a work area, immediately turn off any outdoor power equipment that is in use.

Do not allow a child to operate or play with any type of outdoor power equipment, even when it is not in use.

Store the ignition keys to pieces of outdoor power equipment when it is not in use.

Riding mowers should never carry passengers, especially children or tow trailers filled with children.

Clear the work area of any objects such as twigs, stones and toys that could be picked up and thrown by lawn mower blades or other apparatus.

Always look down and behind for children before, and while, backing up.

Remember, hiring a babysitter for an hour or two while you’re doing your yard work is a cost effective way to keep kids safe from injuries. Kids safety information can be accessed at the following website: www.safekids.org.

Submitted by: Karen Bialcik, RN - Community Health Nursing Services

Oneida hosts national tribal enviro conference

Oneida, Wis - The National Tribal Environmental Council’s 12th National Conference, hosted by the Oneida Nation of Wisconsin, started off on May 2 in Green Bay with a boat tour of the Fox River Natural Resources Damage Restoration Projects and several pre-conference workshops prior to the welcoming reception tonight.

The conference, held at the Radisson Hotel and Conference Center until noon on May 5, focused on discussions of tribal environmental issues and brainstorming of possible solutions by participants. A complete conference agenda is available on NTEC’s website at www.ntec.org.

Oneida elder Leander Danforth and Vice-Chairman Kathy Hughes were featured in Tuesday morning’s opening ceremonies as they welcome conference participants to the Oneida homeland. Other dignitaries speaking during the week included Pearl Capoean-Baller, president of the Quinault Nation and Chairwoman of the NTEC Executive Committee;

May is National Asthma and Allergy Awareness month

Submitted by: Karen Bialcik, RN

Community Health Nursing Services

Each year, the Asthma and Allergy Foundation of America (AAFA) declares May National Asthma and Allergy Awareness Month in the U.S. It’s a peak season for asthma and allergy sufferers.

How you can help prevent indoor allergy symptoms in your home:

Spring-cleaning is alive and well. Mike Tringale, from the AAFA remarks “When allergy sufferers clean properly, they can manage their indoor air quality, and lessen the nasal congestion, coughing, sneezing, headaches and severe, flu-like symptoms, they often experience.”

AAFA stresses the importance of using appropriate and effective cleaning methods to address the most common indoor allergy triggers; dust mites, pet dander and common household mold. For example, simply sweeping the home could actually make



Photo by Phil Wisneski

Norman Deschampe, President of the Minnesota Chippewa Tribe and Secretary of the NTEC Executive Committee spoke at the conference held at the Radisson Hotel and Convention Center in Oneida. He gave an update of the Great Lakes mercury issue.

Scott Hassett, secretary of the Wisconsin Department of Natural Resources; Raymond Colfax, councilman of the Yakama Indian Nation and vice-chair of the NTEC Executive Committee; and

Norman Deschampe, president of the Minnesota Chippewa Tribe and secretary of the NTEC Executive Committee.

The opening ceremonies featured an honor song and

memorial song for Virgil Masayesva, Institute for Tribal Environmental Professionals executive director who recently passed away. Virgil, one of ITEP’s co-founders, was noted throughout Indian Country for his considerable knowledge and many years’ hard work on tribal environmental issues.

Virgil was also a past recipient of NTEC’s prestigious Michael Frost Award, given to the person chosen as an out-

standing leader in tribal environmental protection. This year’s recipient, chosen from a field of nominees from across the country, is Tina L. Van Zile vice-chairman of the Sokaogon (Mole Lake) Band of Lake Superior Chippewa. Ms. Van Zile, who was nominated by her tribal chairman, was honored for her outstanding leadership and achievements in environmental protection for her work with her tribe. The presentation ceremony was held during the NTEC Executive Committee Reception Tuesday evening.

During the conference, NTEC’s member tribes’ representatives held elections for the following Executive Committee positions: chair, vice-chair, and member-at-large. In addition, NTEC’s standing committees – government relations, planning and development, finance and fundraising, and membership and nominations - will be meeting throughout the week.

NTEC’s stated mission is to enhance each tribe’s ability to protect, preserve and promote the wise management of air, land and water for the benefit of present and future generations. In addition to its website, NTEC may be contacted at 505/242.2175.

allergies worse because it may stir up pet hair and dust mites.

To manage dust mites and pet dander:

Maintaining the humidity in your home below 50 percent

Vacuuming regularly with a double-bag or Hepa vacuum cleaner

Keeping pets off of the furniture.

Bathing a cat or dog on a weekly basis.

Encasing mattresses and pillows in airtight, allergen proof covers.

Washing bed linens in 130 degree hot water once a week.

For the common household mold, Dr. Portnoy, “The Mold Doctor”, recommends “that people who have mold allergy take simple actions to avoid exposure and reduce growth by managing moisture and cleaning regularly and properly.”

To manage common household mold: Maintaining and running the air conditioner during humid months.

Fixing leaky pipes to limit

moisture in the home.

Using exhaust fans to increase kitchen and bathroom ventilation.

Cleaning and killing mold spores on hard, non-porous surfaces with an EPA-registered cleaning solution containing low concentrations of bleach.

Removing moldy soft surfaces immediately.

While soap and water may remove the mold stain from hard, non-porous surfaces, highly allergenic fragments still remain, quickly reproduce and potentially trigger allergies.

Because of the potential sensitivities of allergy and asthma sufferers to cleaning products, cleaning should be done by non-sensitive individuals and the area should be allowed to ventilate before re-entry. Always read and follow all precautions and usage directions before using cleaning products. (Adapted from Asthma and Allergy Foundation of America)

New employee at tsyhehkw^ farm

There is a new Tsyunhehkw^ Agricultural Worker and his name is Carl Jordan. Carl’s parents are Doyle and Grace Jordan. His brothers and sister are Gerald W., John, Barb, Joe, Jim, Glen, Jeff, Larry, Chris and David. He is a graduate of West De Pere High School and has been involved with agriculture for twenty years. He has raised steers and dairy cattle for beef and milk. He also has extensive experience in growing beans, wheat, corn and hay on his one hundred-twenty acre family farm. He now brings his experience and knowledge to the Tsyunhehkw^ Farm. Carl

likes hunting on his time off. He also enjoys concrete and masonry work and never thinks twice about helping his co-workers. His down-to-earth work ethic is an encouraging asset for our program. We are fortunate to have him.



Honoring our occupational nurses

Submitted by Carol Prendiville, Administrative Asst. Occupational Health

The primary role of the Oneida Occupational Health Nurse is to ensure the continued health of the Oneida working populations through both health promotion and the

prevention of injuries and diseases. To this end, the Occupational Health Nurse may serve as a primary care provider, educator, consultant and case manager. Come in and say HI to our five wonderful nurses at the Oneida Occupational Health Nursing

Department. Here to serve you with a friendly smile are: Pearl Webster, RNBSN; Mary Cornelissen, RN; Kate Hutton, RNBSN; Rita Kamps, RN; and Edith Sauer, LPN.

This is to honor our Oneida Occupational Health Nurses during National Nursing Week, which is May 6 - 12.

Photo submitted by Occupational Health

The Oneida Occupational health nursing staff consists of Pearl Webster, Mary Cornelissen, Kate Hutton, Rita Kamps and Edith Sauer.

National Nursing Week is May 6 - May 12, so don’t forget to say thanks to all the nurses that you come across during that span.



• Earth Day 2005 ~ 10th Annual •

Saturday
May 14, 2005
Osn&hsa> Lake
Near Cultural Heritage – Hwy. 54 to FF (Hillcrest)
9:00 A.M. – Opening Prayer, light breakfast, pick up bags, gloves and orange vests
11:00 A.M. – Tree Give Away
12:00 Noon – Lunch, Environmental Education Displays, Compost Demo, Kanukwathslakelu Garden Tour, Renaming Natural Areas
1:00 P.M. – Scales & Tales Presentation by Dino Tlachac

For more information, please call ERB at (920) 490-6874

• Earth Day 2005 ~ 10th Annual •

Earth Day 2005

Earth Day 2005

Education

From Page 1A/ Oneida graduates honored at YES banquet

Oneida Nation High School student Scott Lynk opened the festivities with an invocation. Thelma McLester, area manager of the Education and Training Department, welcomed everyone to the banquet and revealed how long the graduate celebration has been around.

“Not everyone knows this,” McLester said, “but this is the 36th year that I’ve been to this event to recognize our graduates. The first one was in 1966.”

West DePere High School student and a Class of 2005 graduate, Isaiah Skenandore had a few words of endearment for his fellow graduates.

“This is what we’ve been working toward,” Skenandore said. “Let’s all enjoy the moment because this is our time to shine, we’re finally there.”

Charlie Duxtater, one of the evening’s keynote speakers and undergraduate at the University of Wisconsin Oshkosh, emphasized to the crowd of mostly students, parents and family, to not let anxiety of the unknown prevent them from continuing their education.

“I hope some of you are going on to college,” Duxtater said. “Some of you better be going to college,” drawing laughter from the crowd, “because it makes you more aware of the outside world.

“And don’t let anything scare you out of it,” he added. “Sometimes going to college

can be overwhelming but you got to hang with it because college is a great experience.”

Other festivities included the presentation of several door prizes, a superb dinner of beef tips and fried chicken and students walking across the stage to be congratulated by various school administrators and some Oneida Business Committee members.

After the Sacred Leader Singers lead the color guard out with a n honor song and Scott Lynk blessing the evening with the Oneida language, the Oneida Longhouse Singers closed the evening’s festivities.

Students from Oneida Nation High School, Green Bay Southwest High School, Pulaski High School, Seymour High School, West DePere High School, Freedom High School and graduates of various educational programs attended this year’s graduation banquet sponsored by the Oneida Nation of Wisconsin and the Johnson O’Malley Program.

A special thanks was offered to Anita Barber, director of the Youth Enrichment Services of the Oneida Nation of Wisconsin, Charlie Duxtater, Scott Lynk, Thelma McLester, Isaiah Skenandore, and the Class of 2005 Banquet committee; Larry Cornelius, Lori Eiting, JoAnn Ninham, Sharon Skenandore, Heidi Smith, Cheryl Warrington and Maureen Zeise.



Kali photo/Ed Williams

Ticket drawings were held prior to the festivities getting underway.

University-community diversity partnership awarded state grant

GREEN BAY – The University of Wisconsin-Green Bay has been awarded a state grant to support a partnership working to promote diversity and opportunity at the University and in the community.

The \$7,500 grant will support "Pre-College Students of Color: Accessing Higher Education," which will enhance dialogue between leaders of diverse populations and increase access to higher education for students of color.

The grant awarded to the program is a Diversity Program Development Initiative Grant from the Division of Outreach and E-Learning Extension, University of Wisconsin-Extension.

The partnership aims to stimulate interest in higher

education among American Indian, Latino and Mexican youth. It will build networks between these students and UW-Green Bay faculty and staff to prepare the students for college. Preparation also will include seminars to teach parents how to become more involved in their children's academic future.

Programming will provide an exchange of information and ideas that fits the University and community's long-term plans for embracing and promoting diversity. Specific programs may include study skills seminars, meetings with parents and students, and weekend and after-school programs. Large group events will bring in well-known speakers who will motivate students to focus on their future and pursue higher education.

Pre-College Students of Color: Accessing Higher Education also will enhance the curriculum and extracurricular opportunities at UW-Green Bay.

UW-Green Bay partners involved in the initiative include Diversity and Justice Across Communities - a project led by faculty and staff - and the Division of Outreach and Extension.

Community partners include the Oneida Nation (through the Oneida Youth Enrichment Services Program), College of the Menominee Nation, and Green Bay Area Public Schools (through the East High School Guidance Department and the Preble High School English as a Second Language Department).

University will not return to Warriors nickname

MILWAUKEE (AP) – Marquette University will not return to its old Warriors nickname but instead will take on a new name of the Marquette Gold, instead of Golden Eagles.

Marquette President Robert Wild announced the decision after the Board of Trustees held a late afternoon meeting Wednesday on the nickname issue.

The board had spent months considering opinions of the thousands of students, alumni, faculty and staff who took part in focus groups and an online survey on the issue.

Some alumni have pushed for years to restore the Warriors nickname that was in place from 1954 through 1993. The name change was made in 1994.

Years before that, in 1971, a cartoon figure called Willie Wampus had been dropped as the Marquette mascot.

At commencement last May, the vice chairman of the board and another unnamed trustee offered to donate \$1 million each to Marquette if it were to restore the Warriors name.

Marquette President Robert Wild immediately turned that offer down.

In September, the board decided to continue the discussion about the nickname but passed a resolution barring any nickname using American Indian references, imagery or symbolism.

The resolution adds that the university “shall consistently strive to avoid the use of images that diminish, limit, stereotype, or are offensive to the character, history and culture of any ethnic heritage.”

Financial Aid Workshop

The Oneida Higher Education Office will present the second financial aid workshop for spring 2005 on **Wednesday, May 18.**

Anyone planning to attend college or technical school for the fall 2005 term is encouraged to attend. The workshop will be held at 6 p.m. at the Community Education Center, 2632 Packerland Drive, next to the Settle Inn. The focus will be on the Oneida Higher Education Grant program, how and when to apply, and what it offers to enrolled tribal members. Everyone is welcome, please call the Higher Education Office at 920-869-4033 if you have any questions.

Sign up for Summer Program

Registration for the Summer Youth Program will begin on Monday, May 16 through Friday, May 20 at the Civic Center for current Rec members. Following are the age groups: 5–6 year olds, 7-12, and 13 & above.

There is a limited number of spaces available in all three age groups, once filled, names will be placed on a waiting list. Registration is on a first come, first serve basis. Stop at the Civic Center between 8:00 A.M. and 4:30 P.M. to sign up.

If you have any questions, please feel free to call 833-0010 or 869-1088.

CALENDAR

EVENTS

May 21, 2005

Oneida Environmental Health & Safety & Elderly Services
Sixth Annual Youth/Elderly Fishing Day
DATE: Saturday, May 21, 2005 (Rain Date May 22, 2005)
WHERE:  hsnuhsa lake at Cultural Heritage Grounds
TIME: 9 A.M. – 1 P.M.
Live band 10 A.M. – 1 P.M. The Blue Cats
Food, Games, Prizes and Bait. Just bring your own pole!! Bait will be provided!!

May 21 & 22, 2005

Oneida Sportsman Club
6th Annual Walleye Fishing Tournament
~ Open to the Public ~
DATE: Saturday, May 21 and Sunday May 22, 2005
TIME: Saturday 7 A.M. – 9 P.M.
Sunday 7 A.M. – 12 P.M.
WHERE: Lac Vieux Desert, North Shore Campground
COST: \$25.00 per person
CONTACT: Jerry Jordan at (920) 336-4884 or James Green at (920) 833-7786/(920) 660-3093 for more information.

May 23, 2005

Oneida Small Business, Inc. Meeting
DATE: Monday, May 23, 2005
TIME: 5:00 – 7:00 P.M.
WHERE: Oneida Police Department
2783 Freedom Road
For anyone interested in learning more. Leave message at (920) 490-3022 or (920) 869-2806.

May 26, 2005

AMVETS
Memorial Day Recognition Dinner 2005
DATE: Thursday, May 26, 2005
TIME: Social Hour 5:00 P.M., Program 6:00 P.M.
WHERE: Doxbee’s Supper Club
CONTACT: Carolyn Miller for ticket information at 490-3920
Individual Tickets must be purchased by **Thursday May 19, 2005** at the Oneida Veterans Department.

June 4, 2005

Classic Cruisers of Oneida
9th Annual Car Show
DATE: Saturday, June 4, 2005
WHERE: Norbert Hill Center
CONTACT: Jim King at (920) 362-6467
Registration from 7 A.M. – 11 A.M., registration fee \$8.00, Judging at noon, Awards at 4:30 P.M. There will be 15 show classes.

June 18 & 19, 2005

Oneida Sportsman Club
2005 Muskie Fishing Tournament
Open to the Public
DATE: Saturday, June 18 and Sunday, June 19, 2005
TIME: Saturday 6 A.M. – 9 P.M.
Sunday 6 A.M. – 12 P.M.
WHERE: Lac Vieux Desert, North Shore Campground
Cost: \$25.00 per person
CONTACT: Jerry Jordan at (920) 336-4884 or James Green at (920) 833-7786/(920) 660-3093 for more information.

Please call the *kalihwisaks* office at (920) 869-4280 or 4279 to include events in this section.

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Business

Oneida Compliance Division

Administering license since program was established



Kali photo/ Phil Wisneski

Tonya Webster, License Administrator for the Oneida Tribe, has been with the department since 1995.

Submitted by Oneida Compliance Division

The Oneida Compliance Division's License Department, located in Suite 7 of the Ridgeview Plaza on Highway 54 in Oneida, is a regulatory and service department for GTC members and tribal vendors. The License Department issues motor vehicle licenses, vendor licenses, food vendor licenses and alcohol sales licenses.

Tonya Webster, the License Administrator has been with the department since its inception in 1995. Initially, in order to create the License Department she researched all the other tribes in Wisconsin

and their license departments, met with the Wisconsin Department of Transportation, assisted the Compliance attorney to draft the Oneida Motor Vehicle Registration Ordinance and lobbied to get the proposed ordinance adopted by the Business Committee. Then the Tribe entered into a Memorandum of Agreement with the State. Once the Ordinance was adopted and the MOM agreed upon, she faced the daunting challenge of creating and organizing the department. She worked with the local law enforcement community to help them understand the new ordinance and its requirements. Tonya

worked with the Wisconsin Department of Transportation for on-line communication in regard to license records and registrations. She continues to regularly communicate with the DOT in regard to our tribal motor vehicle registrations.

The first Oneida license plates were issued in 1999 to elders Anna John and Purcell Powless and to the license plate designer, Sharon Sarnowski.

Motor Vehicle Registration License Plates, Tags and Titles

All vehicles owned by tribal members who live within the boundaries of the reservation may register their vehi-

cles with the License Department instead of the Wisconsin DOT.

The cost of the Oneida plate fees is less than the State plate fees. Currently the State fees are \$ 55.00 for auto registrations, \$ 70.00, for personalized plates, and \$ 48.50 and up for trucks. The Oneida License Department fees are \$ 45.00 for automobiles, \$ 60.00 for personalized plates and \$ 48.50 and up for trucks, depending on the weight of the truck.

The License Department has issued more than 3,011 motor vehicle registrations in the 6 years since the first registration was issued. The first plates were given to Oneida elders Anna John and Percell Powless and plate designer, Sharon Sarnowski.

Two new auto plate designs to choose from have come out this year as designed by Garth Webster, who is the supervisor of graphic arts at the Oneida Casino. One design features an eagle with a wampum belt and another features the three Oneida clan symbols, the wolf, the bear, and the turtle.

Beside being a moving declaration of Oneida sovereignty, some of the personalized license plates are also a moving declaration of our unique sense of tribal humor. Some of the eye catching personalized plates seen around town are "I BGONE", "REZRNNR" "JST4FUN" "O ISIT", "JO MAMA", "INDNHUNY", "PAR TEE", "RUT ROH", "TRADNCR", "WAZZUP" "TUDALU",

"YIKES" and "U WISH".

Some of the personalized plates depict a native pride as seen in the plates, ""NATIVE", "ONEIDA", "INDIGNUS", "PRIDE", "SAGOLI", and "N8TVLUV"

Also, how many of us have been driving along, and seen a plate with a family name or a funny saying and look to see if we know the driver? These plates are a wonderful sense of native pride and identification on many levels.

Vendors Licenses

Vendor's licenses are issued to all vendors (persons, businesses or corporations,) who do business with the Tribe allowing the vendor to perform the duties pursuant to Tribal regulations and fees pursuant to the Oneida Vendor's Ordinance.

The License Department determines compliance with the regulations, collects the vendors fees, issues the Vendor's Licenses, and, working with the Purchasing Department, Risk Management and Indian Preference Department, keeps a record of all vendors who have the licenses with their insurance and other pertinent information.

The License Department issues approximately 750 vendor licenses a year.

The vendor's license fees are similar to what other tribes have called TERO fees. Our vendors license law is unique to Oneida, however, in that it was written by Oneidas for Oneidas. One half of the revenue procured from the

fees go the Elderly Trust Fund. This law is another statement to all of our status as a sovereign nation.

Alcohol Licenses

Currently the License Department issues alcohol sales licenses only to the Casinos under the Oneida Alcoholic Beverages Sales Law. Under Federal Law tribes cannot solely regulate the sale of alcohol but do so in conjunction with the delegated local authority. So, our Casinos fall within both the purview of the local and tribal regulations for the sale of alcohol, which means they must be even more stringent to comport with the double rules to keep their tribal and local licenses to sell alcohol.

Food Vendor Licenses

The License Department works together with Oneida Environmental Department and their Health and Sanitation Department to license and enforce compliance with the Oneida Food Vendor's Code by food vendors on tribal property. The Food Code has expanded, along with an agreement with Outagamie County, to inspect and license those businesses that sell food on the reservation that are located within Outagamie County as well. The Federal Food Code is used in conjunction with the Oneida Food Code for enforcement requirements for protecting the health and safety of the public.

Next Month: The Oneida Compliance Division's Occupational Health Department

Oneida Small Business, Inc. gets one million dollar state funding

On Friday, April 23, 2005 Oneida Small Business, Inc., a community corporation, received the first \$250,000 installment of a legislative award for a Revolving Loan Fund Program. For twelve years, Judy Cornelius and Terry Hetzel researched and worked on different initiatives so talented tribal members could turn their creativity and hard work into a profitable business.

Oneida Small Business is a "grassroots" effort created by and for the people. Since 1999 meetings were held to identify needs of tribal entrepreneurs and in 2000 works on the legislative award started. In that time, more than 85 tribal members interested in going into their own business regularly attended meetings. For Oneida Small Business, Inc. to be a success and get funded, it needed the input from all those people who

shared their time, thoughts and ideas over the last six years.

One part of the agreement made with the State of Wisconsin - Department of Commerce, is the money will be used by Oneida Small Business, Inc. to provide loans to Oneida Tribal Members to open a business located on the reservation or in a county touching the Oneida reservation.

Oneida Small Business will be different from a bank or other lending institutions because the vision of Judy Cornelius and Terry Hetzel was to give tribal members a chance to make their business dream a reality whether the dream was to sell their art, sew clothes or quilts, cook or bake, fix cars, be a rock musician, dance, basket making, roofing, beadworking, carpentry, open a bookstore, make dog biscuits, teach your

skill, etc. No loan is too small for Oneida Small Business to work with.

Oneida Small Business, Inc. will hold a meeting on Monday, May 23rd from 5:00 to 7:00 at Oneida Police Department on 2783 Freedom Road for anyone interested in learning more.

The purpose of this meeting is to ask "What do you need from a business loan program to help you be a success in your business?" and "How can Oneida Small Business, Inc. can be a successful loan program that has the funds to give loans to the next seven generations?"

Since we do not have an office you can leave a message at: 920-490-3022 or 920-869-2806 and we will return your call or write us at: Oneida Small Business Inc. PO Box 13071, Green Bay, WI 54307-3071.



Join us at the next meeting!

- Nomination for officers
- Election in May
- Remind or Invite Tribal Business Owners

www.OneidaBusiness.com
Support@OneidaBusiness.com

Oneida Independent Business Association

The recently formed Association is seeking Tribal Business owners for future meetings. You're invited to come share, learn, and network with us at our next meeting on May 18th!

Information:

Oneida Police Dept.,
May 18th
7PM - 8PM

Contact:

Oneida Indian Preference ~ 920.496.7897



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(920) 490-7600

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Culture

Oneida Peacemaking System: Iroquois Clan System

Dr. Carol Cornelius
Area Manager, Cultural Heritage

As a follow-up to the Oneida Peacemaking conference, we will be printing cultural information articles.

Part II: Clans of the Oneida

Bob Brown
Cultural Advisor

Turtle: Environment

And then we have the anowalu, or latiny<tha. Latiny<tha, talks about the extended neck of the turtle and how the neck comes out of their shell. Anowalu talks about his shell and how he walks, hunched over, walking along as he's going about on this earth.

If we look at the turtle, it has a greater significance than the neck or the shell. It goes back to the creation story when the sky woman was placed on the turtle's back. In creation story, the earth began to grow after the muskrat brought mud from bottom of the sea and placed it on the back of the turtle. Life was created from that earth.

If you think about it, the earth represents what we refer to as the world and the turtle has the earth on its back. Also, if you look at the different panels that are on turtles shell, there are 13 plates which are in a relationship with the different moons. There are thirteen moons within a year. Around the rim of those bigger panels, around the bottom of that turtle's shell there are 28 smaller plates. There are 28 days

The first in this series is the "Iroquois Clan System" which is both a peace making and decision making process that has existed among our people since the beginning of time. Part I will be the Origin

within each of those moons.

And so again, as we look at the turtle we are given reference how it is used as a calendar. So the turtle has all the responsibility of the shifting of the earth and the cycles of the moon. The turtle clan's responsibility is to look after our environment.

Bear: Medicine

Latiskle>wake talks about the face of the bear which has some discoloration, like his face is powdered a lighter color than the rest of his fur. That's what our people saw and so they said that the bear was latiskle>wake. Ohkwali is a another term used to describe the bear. Ohkwali talks about the color of the blanket of fur that he has around him.

The responsibility of the bear also goes back to the time of creation. There was a time when the creator formed himself into a very old man, a beggar who went through the whole village, to the different long houses, asking for a place to sleep and some food to eat.

He went to the Wolf clan, then to the Snipe Clan, the Beaver Clan, the Eel, the Heron, the Hawk and the Deer Clans. No one accepted him into their houses. They all said they didn't have

of Clans story, part 2, Clans of the Oneida, Part 3, Clan Relationships, Part 4, Clan Meetings, and Part 5, The confederacy and the Great Law. At the end of the series we will schedule a discussion session. All of this information has been published in a brochure by the Oneida Cultural Heritage Department. To get a copy, please call 496-5395 or e-mail Judith Jourdan at:jjourda1@oneidanation.org

enough food or they didn't have a place for him. They were too crowded. They gave every of excuse not to allow him to come in. Well, there was one particular elder lady of the Bear Clan who lived aside from the village. When he went to her house and asked for a place to sleep and some food, she allowed him to come in and she gave him a place to sleep, a place to rest his weary body. After she did that, he began to regain his strength and to feel better about himself. He stayed there a few days. Each day she would be out preparing the earth getting ready for collecting her harvest. One day, the old man became ill. He told her what he needed. She needed to get this particular kind of plant. When she brought it back, he instructed her how to prepare it. Then she administered it to him. This went on for a few days and as time went on he would create different kinds of sicknesses, then he would give her different instructions on things to gather for those sicknesses.

After a time, after all was accomplished that was asked of her, she was coming back to her long house when suddenly there was a great, bright light that shown from within her long house. She didn't

know what it was and when she came to her long house, there stood a man, a being dressed in very fine clothing. He revealed to her that he was the creator. He thanked her for reviving him and doing for him all of those things that he had asked her to do. Because of her generosity and ability to gather the medicines, all of the people of the bear clan would be known as the medicine people. So the bear clan people became known as the medicine people as we understand it.

Wolf: The Pathfinders

lati>kwaho, talks about a wolf standing with his throat exposed and he is howling his acknowledgment. He is giving a message to others around that he is there. That is the way we refer to the wolf-- lati>kwaho. Another term is lonatha>yuni which talks about how they make a path on this earth. They are the ones that are the pathfinders. They give us direction in the way that we should go on the pathways of life. That is the responsibility of the wolf clan.

Coming in the next issue: Clans Relationships- Part III

It's never too early to start planning for the...

Miss Oneida &
Jr. Miss Oneida
Pageant!

...June 16th will be here before you know it!!



We are looking for ambitious and positive young ladies who want to have fun while representing the Oneida Nation!

Miss Oneida (ages 18-25)
Jr Miss Oneida (ages 13-17)

- All participants must be single with no children.
- If you have any questions or need ideas call any one of the following members of the Miss Oneida Committee:

Tana Aguirre, 869-4239
Heidi King, 869-1580
Racquel Hill, 869-4388
Kalene White, 429-3263

Great prizes for Miss & Jr Miss Oneida 2005-2006

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Toll Free: 1 (800) 236-2214
Exts: 4179, 4379 or 4479

Lacrosse lifts spirits

By Chris Powless
Communications

Friday was an overcast cold day, somewhat gray and at times a day when you did not want to move, it was one of those days when staying in bed or watching movies all day looked really good.

I have been told that La Crosse is the Creators game and that when it is played we honor our Creator and remember that one of the greatest gifts he gave us is our mortal bodies. All of us will one day make our journey back to our Creator but while we are here we can honor him through the game of La Crosse.

It was on this day, April that we honored not only the gift our Creator gave us but we helped a family remember that in death there is also life. As Polo's family sat watching the game. The smiles and laughter seemed to ease the pain of missing a father, a brother and a friend, if only for a short time. I was fortunate to know Polo and a little

bit about his life. Like all of us he had his struggles and I'm sure he had his triumphs and disappointments. His children are among his triumphs. As I watched the boys, I could see their father in each of them, their laugh, their smile and many different mannerisms that their father had. I remember him around the drum and the joy that brought him. The pride he had when his boys would join him.

For a while the grey air was filled with laughter and smiles and people remembering what it is like to live. To run to breath to move. Life does not end here, we only move to another level. For those left behind there will be times of sadness but that is also a gift, it helps you remember the good times.

Know this, that in time, not ours but the Creator's, you will all be together again. Somewhere Polo smiles.....



Oneida Pow-Wow

JULY 1 - 3, 2005
Norbert Hill Center Pow-Wow Grounds
6 Miles west of Green Bay just off Hwy. 54

Join us in song and dance at the 33RD ANNUAL ONEIDA CONTEST POW-WOW! Over \$49,000 IN PRIZE MONEY WILL BE AWARDED!

Co-Emcee - Artley Skenandore, Oneida, WI
Co-Emcee - Frances Huntington (Former WWE Tag Team Champion), Meriden, CT
Head Male Dance Judge - Charlie Belisle, Oneida, WI
Head Female Dance Judge - Roberta Funmaker, Wisconsin Dells, WI
Head Smoke Dance Judge - Sonny Hill, Oneida, WI
Head Drum Judge - Gordell Wright, Shinnecock, NY
Arena Director - William King, Oneida, WI
Host Drum - Little Otter, Baraga, MI
Mens 65 & Over \$1000 Traditional Special - Sponsored by Stanley Webster

| Admission | | Grand Entries | | Registration | |
|-------------------|---------|-----------------------------|-----------|---------------------------------|------------------|
| Weekend Pass | \$10.00 | Fri., July 1 | 7:00pm | Fri., July 1 | 5pm - 7pm |
| Daily Pass | \$5.00 | Sat., July 2 | 1pm & 7pm | Sat., July 2 | 9:30am - 12:45pm |
| 60 yrs. & older | FREE | Sun., July 3 | 12 Noon | Contest points start on Friday. | |
| 10 yrs. & younger | FREE | NO CANOPIES ALLOWED. | | | |
| Dancers/Singers | \$5.00 | | | | |

The Public is Welcome!

For more information, call the Oneida Pow-Wow Committee at 920-496-7897. Reserve your room now at the Radisson Hotel & Conference Center, Green Bay by calling 1-800-333-3333. Ask for the Pow-Wow room rate. Rates based on availability.

Good News

Jr. Miss Oneida Community Address

Hi. My name is Sheena Danforth. As you may or may not know, I represent the Oneida Nation as Jr. Miss Oneida. I have been participating in many events throughout my reign, and the last couple of months have been no different. I attended the Honor the Youth Pow wow on February 5th at the Turtle School where I was able to socialize with many Oneida youth. On February 19th I attended the Miss Green Bay Area Pageant at Bay Port High School and was recognized on stage as royalty along with Miss Oneida Amy Doxtator and Li'l Miss Oneida Cassandra Powless. On February 25th, not only did I get the chance to dance at Hillcrest Elementary School with other dancers in the community, but I was also able to speak to the youth and encourage them to do their best and school or whatever it is they want to do. That was a very rewarding experience for me.

I was asked by Cathy Mutschler to kick off the Celebrating Women's History Month at a morning breakfast of February 26th where I gave a speech to women in the Appleton area. While there, I had the privilege to hear women honoring women of the past, recognizing women in the present, and inspiring women of the future, and there were also talks about the challenges women have been faced with throughout the years. I chose to give my speech on what young women may be faced with today and what the outlook of the future may be for them as well. Other speakers at this event were Karla Hutson (poet) and Dr. Carmen Heider (UWO). Those in attendance were amazed and proud to hear of the types of things I participate in as Jr. Miss Oneida and that I've taken a big step in succeeding in life. This is an



Sheena Danforth

Jr. Miss Oneida 2004-05
experience I will treasure always.

On April 6th I was honored to selected to meet and greet those attending the Annual Spring Fling put on by the Oneida Health Center. It was National Public Health Week and there was a health education fair which was open to all community members and employees and their families. There was plenty of healthy food, promotional items, you could've met the staff and learn about the services provided at the Oneida Health Center and various other health departments.

On April 15th I was asked to dance at the Milwaukee Area Technical College (MATC) and on April 22nd I was honored to be asked to be head dancer at the College of the Menominee Nation pow wow. This pow wow was held to honor those individuals who are taking steps in making their lives better with education. On April 23rd, I greeted everyone who attended the open house at the Oneida Community Library. That was fun because there was a lot going on: they had story telling, a chili contest, and plenty of socializing. There were tours given and any questions answered of the community.

I have recently become an

active member of the O-Town Youth Group. We try to think of different events that Oneida youth can participate in. Any youth in the community are welcome to join. If you're interested in helping out in the community while having fun at the same time, this is the place for you! I'm excited to head to San Diego, California with the other youth involved in the O-Town Youth Group to attend an all Native American youth conference.

As far as school goes, I am currently taking college courses through the "Learn to Earn" Program offered at the College of the Menominee Nation.

Seeing that my reign is nearing the end, I am looking forward to all the upcoming events. I would like to take this time to encourage the young ladies out there in the Oneida Community who are eligible to run. It is an experience you will never forget and you'll get to meet so many people. I hope everyone enjoys the warmer spring weather, and I thank you for your time.

Respectfully,
Sheena Danforth
Jr. Miss Oneida 2004-05

Bay Beach Wildlife Sanctuary May 2005 Calendar of Events

Animal Stories for Preschoolers: *Baby Animals*

Monday, May 16 at 1 P.M.
Children and their families can learn about baby animals during Animal Stories for Preschoolers. Sanctuary staff will read the short stories, "Hush Little Ones" by John Butler and "Ducklings and Polywogs" by Anne Rockwell. After the stories, participants will participate in a fun craft project. Cost is \$1 per resident or Friends member and \$1.50 per non-resident. Pre-registration is required.

Trail Fitness Walk: *It's time for some out-*

Happy 6th Birthday Abby ~ May 10th ~



**We Love You...
Mom, Dad, Loren,
Dana, Whiskers, Ginger
& Fergi**

Happy 14th Birthday on May 51st



Oops...you know what we meant!

Happy Birthday Ashley "18" years May 12th



**Love...
Mom, Matt & Sandi**

Congratulations

RC Metoxen

**on graduating from
Haskell Indian
Junior College
and Good Luck with
future endeavors!**

Kirby, Von & Family

New Arrivals

If you have a birth announcement, you may send it to the *Kalihwisaks* Newspaper, P.O. Box 365, Oneida WI 54155 or call Yvonne Kaquatosh at (920) 869-4280 for more information. There is **NO CHARGE** for birth announcements. Please include baby's full name (first, middle & last) parents (first & last), d.o.b., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (names only). Also, if an Indian name was given, please include the correct spelling and meaning. For verification purposes, please include daytime phone number!

Thomas James Huntington III

Thomas James Huntington III, newborn son to Thomas James

Huntington Jr., and Amanda Wheeler, was born on Sunday, April 17, 2005. Thomas III weighed 9 lbs., 2.6 oz. and measured 22.5 inches in length. The proud grandparents are Thomas Huntingon Sr., Rose (Aguirre) Doxtator, and Madonna Wheeler.

Kalihwisaks

NEXT DEADLINE
is...Wednesday,
May 18th, 2005
@ 4:30 P.M.
with a PUBLISH
DATE of...
Thursday,
May 26th, 2005
Questions, please
call **Toll Free:**
1.800.236.2214
ext. 4280 or 4279
to speak with
Yvonne or Phil.

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Do you know a tribal member who is not receiving the Kalihwisaks? Or, have you moved recently and need to update your address to continue receiving the Kalihwisaks without interruption?

Call the Enrollment Department
TOLL FREE at:
1.800.571.9902
to get the matter resolved!

Psst...Your signed request mailed or delivered to Enrollment will ensure delivery to your home!

Presented by Town of Oneida Volunteer Fire Dept. and Green Bay High Riders, Ltd 4x4 Club

Mud Drags

Saturday, May 21, 2005

Registration: 9am-11:30am • Race Time: 12:30pm
at the Oneida Volunteer Fireman's Grounds

Directions: 10 miles west of Green Bay on Hwy. 54 or 2 miles east of Hwy. 55, then 2 miles south on Cty H.

Spectator Truck - Show & Shine
Peoples Choice - 1st place trophy

NEW this year!

Free parking!

Buy 1 Admission, Get 1 Admission "Free" with this Ad
Admission - \$5 and children under 12 Free with paid Adult

Rain or Shine • No Carry-In's
Front and Rear Tow Hooks Required!

Competitors must wear helmet and seat belt!

For more information call (920) 866-3790 or (920) 339-8407 • www.greenbayhighriders.org

ONEIDA NATION 4TH OF JULY PARADE

Saturday, July 2, 2005 ~ 10:00 A.M.
(Rain Date: July 3, 2005)

THEME: "Under the Sea"
(Examples: Shark Tale or Finding Nemo . . . use your imagination!)

\$3,200 IN PRIZE MONEY!!

- * **PRIZE MONEY AWARDED IN THE FOLLOWING CATEGORIES:**
INDIVIDUAL CHARACTER - VEHICLE - FLOAT
- * In order to be eligible for prize money, entries must be received **NO LATER** than 4:30pm on June 17, 2005. **NO EXCEPTIONS!** Entries received after June 17th are welcome to participate, but will not be considered for prize money.
- * Please mail entry form to the Oneida Pow-wow Committee, ATTN: Tami or Tonya, c/o Oneida Compliance Division, P.O. Box 365, Oneida, WI 54155, FAX to (920) 496-7893, or drop off forms at the Compliance Division, Suite 7, Ridgeview Plaza.
- * Confirmation letters of entry, along with additional information, will be mailed to those who submit timely forms.
- * Any questions, please contact Tami or Tonya at (920) 496-7897.

***Oneida's
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Marketplace!!***

THE CLASSIFIEDS


PURPOSE: Adoption of Labor Code which would replace the Personnel Policies and Procedures. The Labor Code would include: rule making authority for HRD, allow severance pay for employees and peacemaking for certain employee disputes, among other changes.

When: May 17 AND May 19, 2005

Where: Business Committee Conference Room

Time: 11:30 A.M. AND 3:30 P.M. AND 7:30 P.M.

If you would like to obtain a copy of the above proposed policy or have any questions as to the public hearing process you may contact Peril Huff at the Legislative Reference Office, via GroupWise phuff@oneidanaion.org Or call 1-800-236-2214 or (920) 869-4376. The Legislative Reference Office fax number is 1-920-869-4399. Copies of this law are available at: www.on-loc.org



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| Open Positions Shifts Available | Pay Rates are Per Hour <i>Actual Rate Depends on Experience</i> | Job Duties |
|---|--|------------|
| Dishwasher, Part Time, \$7.50 | | |
| Maintain the cleanliness of the kitchen area to include: floors, walls, sinks, dishes, utensils, and equipment. | | |
| Cocktail Server, Part Time, \$3.50 + tips | | |
| Service of beverage and/or food in a friendly, courteous and timely manner, resulting in guest satisfaction. | | |
| Guest Services Supervisor, Full Time, \$9.00 - \$10.00 | | |
| Provide superior guest service to all guests using the Yes I Can behaviors and hotel systems, train and develop Guest Service Representative staff. Cover the front office in the absence of a manager. | | |
| Line cook/Buffer cook, Part & Full Time, \$8.50 - \$10.00 | | |
| Assist lead cooks in the preparation of all items for the Food & Beverage outlets. Must have previous cooking experience & basic math skills | | |
| Pine Trill Grill Server, Part & Full Time, \$3.50 + tips | | |
| Provide food and/or beverage service to include the order-taking and delivery. Cash handling experience preferred. Must be 18 years or older. | | |
| Housekeeper, Full Time, \$7.50+\$1.25 (premium) | | |
| Provide housekeeping services to all guest areas, sleeping rooms and public areas according to the established policies and procedures to ensure exceptional Yes I Can! quality standards. | | |

We offer benefits including health, dental & life insurance, 401K, paid time off, holidays, discounted employee meals, competitive wages, opportunities for advancement and continued education in the Hospitality industry .Experienced and/or interested candidates may apply in person, fax or mail resume.

To... Oneida General Tribal Council

The Oneida Personnel Commission's Position on the Proposed Draft

ONEIDA LABOR CODE

Creation of the Oneida Personnel Commission: Why? When?

The Oneida Personnel Selection Committee was created by General Tribal Council in 1974 and redesignated as the Oneida Personnel Commission per (RESOLUTION # 4-13-90-A) The Oneida Personnel Commission (OPC) was created as an autonomous forum, independent of the Oneida Business Committee (OBC), to avoid political involvements and to be directly involved, on behalf of the Oneida General Tribal Council (OGTC), to ensure that Tribal employment hiring, management and disciplinary policies and procedures are fairly conducted and enforced. The OPC is the delegated authority of OGTC through the Oneida Personnel Policies and Procedures Manual (Blue Book) and the Administrative Procedures Act (APA) to act as neutral forum to hear cases pertaining to employment issues arising out of the Oneida Tribal law and ensure that Due Process and Equal Protection of the Oneida and U. S. Constitutions are adhered to in all personnel matters. The independence and autonomy of the OPC has been upheld by the Oneida Appeals Commission (OAC) when that issue has arisen.

Historically, the OPC is the Original Hearing Body for all employment matters that adversely affect employees of the Oneida Tribe. Originally, the OPC reviewed only disciplinary actions such as suspensions and terminations, but later expanded to include all adverse employment actions, including but not limited to: all disciplinary actions (written warnings, suspensions, terminations) reassignments, layoffs, retaliation hearings and employee protection hearings. The APA, Article X, Contested Cases, has expanded the jurisdictional authority for cases that are accepted by the Oneida Personnel Commission. Additionally, the OAC has created Tribal case law under Article X, which the OPC is obliged to consider in reviewing all adverse employment appeals it hears. This ensures judicial fairness in both hearings and appeals and to all parties as well.

The OPC members are appointed by the OBC. Upon screening, selection and appointment, Commission members are publicly sworn in by the OBC to begin training for their new responsibilities. The autonomy of the OPC requires that it report directly to the General Tribal Council which it does in the semi-annual report. As a matter of fiscal responsibility the OPC also reports to the OBC on a quarterly basis.

The duties and responsibilities of the Oneida Personnel Commission are specifically outlined in the Oneida Personnel Commissions Bylaws, Oneida Tribes Personnel Policy and Procedures Manual, commonly referred to as the Blue Book, the Oneida APA, and the Comprehensive Policy Governing Boards, Committees and Commissions.

Oneida Personnel Commission Responsibility to OGTC

The OPC has determined that informing the Oneida General Tribal Council about a draft Oneida Tribal Labor Code that is presently pending before the Oneida Legislative Operating Committee, a sub-committee of the Oneida Business Committee is necessary. The concerns of the OPC relate to the process employed by the LOC as well as provisions of the proposed Labor Code.

Changing Decisions and Directives of the OGTC Without Notice

First, as a body created by the OGTC, the Oneida Labor Code will eliminate the OPC without giving prior notice to the OGTC of such intent. This would be accomplished by adoption of the Labor Code by the OBC. While the LOC has been delegated some authority by the OBC such authority cannot include the power to supercede decisions of the OGTC, i.e. the creation of the Oneida Personnel Commission. A previous

OBC's attempt to summarily eliminate the Oneida Personnel Commission failed when it was brought to their attention that OPC was created by the OGTC.

Eliminating the Personnel Commission would have far reaching consequences. This is not the same as saying that the Oneida Tribe's employment law cannot be improved or that its systems should not be reviewed or updated when necessary. The OPC has communicated with the OBC, HRD and the OAC on different occasions about its desire to improve both the system and the policies and procedures by which it functions in an effort to work cooperatively with other entities of the Tribe in areas related to their responsibilities. Unfortunately, the OPC has rarely been asked to participate in discussions and proposals on Tribal personnel management conflict resolution issues of which it has more than 20 years of experience. The OPC has also suggested, at times, a working group composed of Tribal management, OAC, HRD, and the OPC be created to address Oneida law and policy on the subject. Instead, the OBC has chosen to ignore the experience of its own professional people to look outside the Tribe for guidance. For example, this proposed Labor Code is the 11th draft but the first made available to the OPC and the OGTC.

Blue Book would be replaced by Incomplete Labor Code

The Labor Code, as drafted, includes 5 chapters, one of which is Chapter 91, PERSONNEL MANAGEMENT. If adopted as drafted, this chapter will replace the Oneida Personnel Policies and Procedures, the Blue Book, the Oneida Personnel Commission and "Any law, policy, regulation, rule, resolution or motion, or portion thereof, which directly conflicts with the provisions of this law is hereby repealed to the extent that it is inconsistent with or is contrary to this law." 91.2-3.(emphasis added) including laws and directives of the OGTC. The OPC is compelled by its sworn responsibility to uphold the Laws of the Oneida Tribe to inform the OGTC of this ill considered proposed Labor Code. We have no knowledge of what the other chapters may be addressing.

With the proposed Labor Code, all existing personnel laws and procedures will be eliminated. In effect, adoption of this Labor Code will set a precedent for ignoring or avoiding the directives and decisions of the OGTC. The OGTC created the Oneida Personnel Commission; yours is the only power that can rescind that action, not a legal opinion, nor a Business Committee decision and, especially NOT a Labor Code drafted by the LOC.

Remember, the Oneida Business Committee, like the Oneida Personnel Commission, reports directly to you. Please write or call in your concerns regarding the Labor Code to the **Oneida Business Committee at P. O. Box 365, Oneida, WI 54155 (920-869-2214) and Oneida Legislative Operating Committee at P. O. Box 365, Oneida, WI 54155 (920-869-4376).**

Attend the LOC Public Hearing on the *draft* Oneida Labor Code on May 17th and 19th; 1:30 pm, 3:30 pm and 7:30 pm; 2nd floor, OBC Conference Room, Norbert Hill Center.

Respectfully Submitted,

Oneida Personnel Commission

Shirley Biddisell

*Marge Furmeyer
Nancy O. O'Brien
Brenda Penland
Genevieve Golbrink
Londry Bennett*

*Carol M. Robelia
Nancy Cook*