

Twenty more lawsuits filed against land owners

Wisconsin
Oneidas say
still more
lawsuits to
come

By Keith Skenandore
Kalihwisaks

Twenty more lawsuits were filed on March 6 against private landowners in Madison and Oneida counties as the Oneida Tribe of Indians of Wisconsin attempts to protect their interests in the New York

land claim.

Wisconsin Oneida attorney Arlinda Locklear said she was going to be filing the additional lawsuits later that day in U.S. District Court, northern district of New York, and that no homeowners, farmers and public used property were named in the suits.

She couldn't say how many acres were targeted this time as she was still finalizing the suits during a phone interview, but that the acreage did include a couple of golf courses.

"It could be a little more (acreage), a little less," said Locklear. "I won't be a dra-

matic difference."

The lawsuits are in direct response to the proposed settlement agreement negotiated by Ray Halbritter, representative for the New York Oneidas, and Gov. George Pataki, back on Feb. 16. The first 20 lawsuits, targeting 660 acres, were filed on Feb. 20, and announced at a press conference in Syracuse, N.Y. by Oneida of Wisconsin Chairman Gerald Danforth.

Gollnick, in a phone interview while in Washington, D.C., said the lawsuits and his trip to Capitol Hill are de-

**See Page 2
Lawsuits**



Photo courtesy of Bobbi Webster

Attorney for the Wisconsin Oneidas, Arlinda Locklear, left, and Chairman Gerald Danforth, center, announce the filing of the first 20 lawsuits against property owners at a press conference in Syracuse, N.Y. on Feb. 20. Listening is Oneida Councilman David Bischoff.

Radisson receives President's Award

Green Bay - Radisson Hotel and Resorts has presented it's top honor, the President's Award, to the Radisson Hotel and Conference Center in Green Bay. The hotel was selected from among more than 350 Radisson hotels worldwide, and is one of 28 Radisson properties honored.

Jay Witzel, President of Radisson Hotels and Resorts, presented the award to Pat Lassila, President of the Oneida Airport Hotel Corporation and Lance Broberg, General Manager of the Radisson. "The President's Award winners truly represent the best of the best for the Radisson," explained Witzel. "The Radisson Green Bay is setting the quality standard for Radissons around the world."

The President's Award is presented annually to a select group of Radisson hotels who consistently receive high scores in qualifying criteria such as the Quality Performance Review, guest comment cards ratings, comprehensive implementation of Radisson's award winning "Yes I Can!" customer service

program, and promotion of core marketing programs.

"We were a little worried about winning the award this year with the construction and the amount of stress that was put on the staff to provide outstanding service to our customers," said General Manager Lance Broberg. "We believe it was a good indication of our ability to take care of our guests," he added.

The Radisson Green Bay currently has 299 guestrooms and over 12,000 square feet of meeting space. It's in the process of a \$24 million expansion by adding an additional 115 contemporary guestrooms and new conference center with over 13,000 square feet for a total of 414 guestrooms and approximately 26,000 square feet of convention space. The expansion is scheduled to be completed by June.

The Radisson Green Bay is a three time winner of the award. They won it last year (2001) and also back in 1993. "The award is important with the expansion, we can use it as a marketing tool in our advertising, at trade shows and brochures indicating that we deliver a quality product," said Broberg.

Oneida "Honors the Youth"



Photos by Keith Skenandore

Young and adult Native American dancers came out on Feb. 23 to honor the youth at Oneida's "Honor the Youth" Pow Wow celebration. Shown above is Keanna King, 8, of Oneida, as she displays the beauty of a shawl dancer during an inter-tribal, while at right, Sherri LaChapelle of Keshena displays her U.S. spirit with her red, white and blue traditional dance outfit. Dancing along side of LaChapelle is Amy Allmandinger of Keshena.



Oneida Tribe brings cultural awareness issue to Bellin Psychiatric Center

By Keith Skenandore
Kalihwisaks

Sharing of information has brought forward much needed information for staff members at Bellin Psychiatric Center when dealing with Native Americans who come for help.

An informal training conducted last month by staff of Oneida Social Services at Bellin Psychiatric Center has led to more informational meetings and a tour of the Oneida Reservation.

Dorothy Erdmann, president of Bellin Psychiatric Center, said the meetings have gone extremely well and that their has been a good sharing of information by both parties as they address the needs of Native Americans.

The meetings stem from a suicide

of a tribal member, and Erdmann says this cultural awareness is a benefit for both groups.

"I think the staff at Bellin Psych Center came away with a greater understanding of behavioral health needs for the Oneida people," said Erdmann.

Approximately 6 to 7 intake staff members, along with Erdmann, were present at the first informational meeting, and according to her, they were the right group of people to bring together.

She said the intake-staff are the ones who answer the phone calls and deal with individual and families who



Dorothy Erdmann

come through the doors of their center.

A \$3,000 service fee was always discussed when Bellin was contacted, but Erdmann said that has changed and the priority is to get people, Native American or non-native, to their facility first to address their needs.

Erdmann realizes they are just scratching the surface in their collaborative efforts, nonetheless, she feels this is a step in the right direction. The lasting impression from their initial meeting was not to stereotype, but to look at Native American and tailor their customs and values in finding traditional methods of seeking health care.

"We have to make sure we talk to each individual with the understanding that we have to respect and understand where there coming from and where there needs are because we are going to have a very diverse group coming to us," said Erdmann.

Bob Fresen, director of Employee Assistance Program, said the training went well, and that it's a mistake to stereotype, but that "they (Bellin) will really have to assess each person."

He said he wanted to impress upon the staff at Bellin that Native Americans are at higher risk for suicide. The difference he said is 1.5 more times higher than the general population.

**See Page 4
Cultural Awareness**

Local News

From Page 1/Oneida says more lawsuits against property owners to be filed in New York

signed to protect the tribe's main interest - land - and to correct the injustice of the proposed agreement that was made without the two other Oneida communities input.

"As this is a land claim, it continues to be concern that their be land as part of a settlement," said Gollnick.

He said the General Tribal Council had authorized to proceed with lawsuits with individually property owners.

"The exclusive purpose of which was to restore land to the equation," said Gollnick. "The only way that land could be part of that discussion if we were in a legal venue was if we filed the individual suits.

"We expect that we continue to go forward with suits and keep that option open to us as a remedy."

Locklear said she received word from the Oneida Business Committee to "keep the production running until we have a reason to stop." Twenty more additional suits are expected to be filed in a week to 10 days.

While in D.C., Gollnick said the tribe is looking at a number of political and business issues. He said the purpose for all of the tribe's efforts - remembering the context of a land claim settlement - on the political end is much discussion of a casino option as part of a settlement.

"It's important we keep that in perspective," said Gollnick. "The damages portion of a settlement could include a casino, and that is something that is open to discussion for some time."

General Tribal Council also approved the Oneida Business Committee to pursue this option.

"It's something that has the potential of providing a long term benefit to the tribe, but it's still within the context of just the damages portion."

No lawsuits were filed against any homeowners, just land that was limited to commercial and industrial property, abandoned farms, private forests and recreational areas.

Gollnick said the tribe took the position of the Supreme Court decision on March 4, 1985, that ruled that Oneida lands were illegally taken by the State of New York in a series of deals that were never approved by Congress.

"We did not pursue suits against any land transactions that occurred prior to 1985," he said. "We also looked at

excluding individual sights.

"Our intent was to look at other properties. We didn't want to see anyone ejected from their homes."

If the lawsuits were not filed, according to Gollnick, the tribe was in jeopardy of losing their rights. He used the legal term "laches" which states if the tribe sits on their rights too long and don't exercise their rights, "eventually the court will say that you conveyed to people by inaction that they were secure, therefore, you have essentially given up that right."

"It was an option we either had to exercise or lose it," he said. "In the absence of legitimate participation in what was stated as a solution we

felt we had to pursue with the course that would assure us an equitable solution."

What has been an unequitable solution is the agreement between Halbritter and Gov. Pataki. They agreed to a \$500 million settlement, with half going to the Wisconsin Oneidas, \$200 million to the Oneidas of New York, and \$50 million to be split between the Oneidas of the Thames in Canada, and the other half going to Oneida and Madison counties.

Gollnick said the proposed cash settlement is not fair considering the Wisconsin Oneidas membership consists of 15,000 members, compared to 4,000 in Canada and 1,000 in New York.

"We make up three quarters of all Oneidas and would only received half of the cash damages," said Gollnick.

He said the tribe is taking the position that Gov. Pataki is being misinformed and that the tribe wants to be represented on their own behalf.

In a full-page ad run by the New York Oneidas in the Green Bay Press-Gazette, they ask that the membership of the Wisconsin Oneidas "stand shoulder to shoulder" with them "and direct our combined efforts to finally resolving this claim together."

The ad further states they were surprised to learn that the Wisconsin Oneida leaders will trade their homelands for a casino in New York.

Halbritter also called the Wisconsin Oneidas "greedy outsiders" in a prepared statement

Gollnick said it is incumbent upon the Wisconsin Oneidas to get an accurate message conveyed to Capitol Hill and to the government officials in New York because Halbritter has taken it upon himself to misrepresent the tribe.

"Our position is to clarify," said Gollnick, "and we want the people in Washington, D.C. to hear that directly from us."

Other developing news from the claim, the New York Oneidas have hired a New York City law firm to defend the landowners named in the

suits filed by the Wisconsin Oneidas. White & Case met with 19 of the 20 property owners and six have signed on to be represented by them.

The Times Union in New York reported that three Iroquois nations have sent letters to Gov. Pataki urging him not to consider land or gaming compacts when settling the land claims with non-New York tribes.

Letters of warning were sent by the Cayuga Nation, Oneidas of New York and the St. Regis Mohawk Tribal Council outlining the consequences of legal action or refusal to resolve claims. The letters were obtained by the Times Union.



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Correction

In the February 21 issue, Page 3a Local News, some of the grandchildren's and great-grandchildren's names were either misspelled or incorrectly submitted in the Rosetta "Rosie" Huntington obituary. The correct names of the grandchildren are; Faith, Hope, Francis II, Melynda, Adam, Dominic and William. The great-grandchildren are; Josh, Rachel, Francis III, Cierrah and Seham.

kalihwisaks
"The Look For News"

The Staff

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Reporter/Photographer: Yvonne Kiquatash

Subscription Rates

Oneida Enrolled Members: Free
(Age 18 years & Older)
Non-Tribal Members & Business Organizations: \$24/Year

Deadlines

Every other Wednesday at 4:30pm

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Kalihwisaks is a member of the
Native American Journalists Association
& the Wisconsin Newspapers Association

Local News



Passing On

Anna McDaniel

Albert L. Griffey, age 84, of Oneida died Sunday, Feb. 17, 2002 at home. Albert was born march 20, 1917, in Dawson Springs, KY., to the late Ernest and Naomi (Chapel) Griffey. He was an International Harvester truck mechanic for many years, retiring in 1979. Albert was a member of the Chicago Teamsters Local #701 and served his country in the U.S. Army.

Survivors include his ex-wife, Grace Griffey, Oneida;

children, Hopie and Sid Paterson, Cary, Ill., Edward Arnold Griffey, Oneida, Ken and Rusty Griffey, New Salem, Mich., Brenda Griffey, Powers Lake, Wis., Albert Griffey Jr., Oneida; grandchildren, Sid and Jesse Paterson, Jeff and Km Griffey, Heather Griffey, William Griffey, Lucas, Douglas and Adam Kiel; great-grandchildren, Lauren, Sidney and Amber Paterson, Clarissa and Casey Griffey; and sister Nell Ballard, Florida.

Your store corner

Tower Foods Cooperative

Submitted by Bill Ver Voort

OCIFS Coordinator

Greetings to all members of the proud Oneida Nation. On behalf of the grocery store Board of Directors, it is my pleasure to update you on the progress of the Community Co-op Grocery Store known as Tower Foods. Tower Foods is expected to open in June 2002. Tower Foods will be located in the Oneida Business Park in the vacant half of the Nori Damrow Food Distribution Center, approximately 1/4 mile west of the stop light on Hwy 54 at

the intersection of 54 & Seminary Road. The current tenants of the Business Park are the Post Office, Little Bear Development Center, Nori Damrow Food Distribution Center and the new Tower Foods.

Tower Foods will be a community grocery store and carry all your grocery needs. Tower Foods will be a 6,000 square foot store with 2,000 square feet of store front yet to be determined. The store will consist of all your grocery amenities including fresh packaged meats, frozen foods, dairy, bakery goods, and Tsyunhe'hkw^ products. We also hope to carry items from Oneida farms and the Orchard.

Carl Lorang, was recently hired as the Store Manager. Carl has worked for Super Valu for 32 years and has experience starting and evaluating stores and setting up programs for the MIS systems for grocery stores. Carl has been assisting with the store lay-out design, equipment purchases, procuring supply sources, category management, and designing employee regulations. The Board is pleased with Carls' progress to-date, highlighting the fact that he has saved Tower Foods a substantial amount of money in the purchase of specialty equipment needed for the store, due to his unique experience and contacts.

The Selmer Company was hired to design and renovate the grocery store. Selmer has been working with Oneida Engineering to complete the design of the interior of the grocery store, construction will begin in March. The Board of Directors has been

meeting weekly, during lunch and after work, to get a solid foundation laid for the Cooperative structure (By-Laws, Policies and Procedures, Marketing Components, etc).

NAME: Tower Foods Cooperative
LOCATION: N7372 Water Circle Place, The Oneida Business Park
STORE STRUCTURE: Cooperative, which means it is owned by the community co-op members, who will begin meeting in October 2002' to elect the Board of Directors and decide other important issues.
MANAGER: Carl Lorang who has over 32 years experience in the grocery business.

The Board of Directors will be holding community meetings every 1st and 3rd Thursdays of the month.

The first meeting will be on Thursday, April 4th from Noon to 1:00pm, and the second meeting will be on Thursday, April 18th from 6:00pm to 7:00pm. These meetings will continue until the store is opened in June. It is estimated that these meetings will be approximately one (1) hour long, and all community members are welcome to attend with their questions.

Community Meetings at the store location:
April 4th-Noon to 1:00pm
April 18-6:00pm to 7:00pm
May 2nd - Noon to 1:00pm
May 16th - 6:00pm to 7:00pm
June 6th - Noon to 1:00pm

Pardon process within Tribe

The Oneida Housing Authority would like to inform all Tribal members that there is a system within the Tribe that if you are a felon, you can apply for a pardon at the Pardon's office located at the Norbert Hill Tribal Building. The Oneida Housing Authority does accept certain pardons, depending on the offense. Contact the Pardon's office for details as to the time frame that is required before an application for a pardon can be made. This pardon can only be used on the Oneida reservation for jobs and services.

In Remembrance of
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who passed on March 13, 1999

Your in no more pain from all your tears of war, tears of pain, tears of sadness, or tears of prejudice.

That night God took you home
There was a scar.
A scar of pride, of happiness, of remembrance.
A scar that will always be there
for every sacrifice you made, and every time you made your family proud.



A scar that nobody will ever forget.
That night you died March 13, that night I cried myself to sleep, that night you died March 13
I knew God set your body of pain free
I still remember the way you walk, the way you laughed, and the way you'd sit in your chair and watch T.V.
Now that the country you sacrificed so much for, is at a time of war, It's your time now to watch down over us.
You, my Grandpa, are a proud war veteran
That will be in our hearts forever
Until the day we're a big family again, in Heaven.

Jayne Danforth

11/22/01

Sadly Missed by Family & Friends

In Loving Memory of
Enroy Big Al Reed

Born: August 10, 1957

Died: March 14, 1999

God's garden must be beautiful.

He always takes the best.



*He knew that you were suffering,
He knew that you were in pain,
He knew that you would never get well on earth again.
He saw the road was getting rough, and the hills were hard to climb.*

*So He closed your weary eyelids, and whispered "Peace Be Thine."
It broke our hearts to lose you, but you didn't go alone,
For part of us went with you, the day God called you home.*



Sadly Missed by Mom, Dad and Family

Thank You, Everyone!

Me, Mary Ann, Kelly Jr. and Frank would like to give a 'Special Thanks' to all our Family and Friends in Oneida, Green Bay and Milwaukee for helping us with the death of my son, Bryan M. Metoxen. The outpouring of support we received from everyone meant more to us than words can express. I would also like to Thank the Tribe for helping with the \$5,000 - Thank you very much!

Kelly Metoxen, Mary Ann Hendricks and Family



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Local News

Ulali to close out Oneida Concert Night Sun Series



Ulali is scheduled to perform on March 23 as the finale of the Oneida Concert series.

Three Native women are the finale of the Oneida Concerts: Night Sun Series. Ulali, (U-la-lee) an acapella trio, will perform Sat., Mar. 23, at 7:30 p.m. in the Walter Theatre on the St. Norbert College Campus in DePere, Wisconsin. Tickets are \$12 and \$10 dollars at the door.

Ulali created a new genre of Native Music and inspired the creation of other Native women's groups. Known for their unusual harmonies and wide vocal and musical range, Ulali's sound encompasses an array of indigenous music including Southeast choral singing (pre-blues and gospel) and pre-Columbian (before the borders) music.

With their beautiful yearning and powerful voices, they drum, rattle and stomp. Breaking the stereotypes of Native women, Ulali is political, romantic, and humorous.

For a music sample, visit the ONAP website at oneidationarts.org and select Concerts in the left column, and then select Ulali on the concerts page. To order tickets with your VISA card, call the St. Norbert Box Office at (920) 403-3950.

Summer house parties

Oneida - Hosts and performing artists are needed for the second series of Summer House Parties in Oneida this summer.

The Summer House Parties build upon the tradition of home-grown arts and sharing those arts with visitors.

The Oneida Nation Arts Program and Special Events Department will coordinate the second annual "Summer House Parties" in Oneida this year. Tentative dates for the parties are Thursdays June 20, June 27, July 11, July 18, July 25 in the evenings from 7:00 - 9:00 p.m. on each date.

The Summer House Parties promote tourism and stimulate the economy in Oneida with activities geared for the cultural tourist. A cultural tourist is someone whose main reason for travel is to participate and learn more about the arts, heritages, and cultural activities.

Submitted by Planning Department

The Oneida Planning Department would like to know why only a few Tribal members come to meetings that are specifically organized to hear what they have to say about what matters to them most . . . their concerns and ideas about the future of their family and the community.

We have been told that Tribal members don't attend community planning meetings because there is a lack of trust in what we are doing.

We are concerned about what the community thinks!

The Oneida Planning Department demonstrated its commitment to finding out about what concerns and interests you by holding a series of community meetings. We organized and held seven planning related meetings since the end of December. The purpose of those meetings was to ask community members to identify their concerns and ideas to be included in the Oneida 2022 Comprehensive Plan.

On both nights at the Christmas dinner show "An Oneida Christmas Carol,"

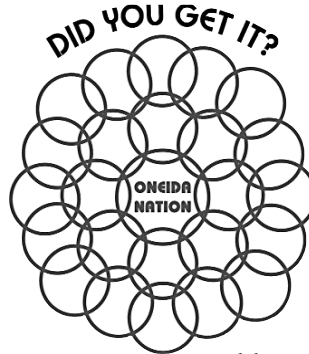
more than 90 people jammed the Parish Hall. At both of the two "Coffee With the Planners" meetings, we had between 20 and 30 people in attendance. At two workshops we had seven people in attendance and at two additional workshops we had nobody in attendance.

At our last workshop, Saturday, February 23, we were told that the number of Tribal members coming to the meetings probably will not change. Also, while the Planning Department may be asking questions and writing down statements made by community members, the community's perception is that nothing will be done with the answers.

We were told that many people think that our minds have already been made up about what should be done. An additional issue is, the elderly feel that even with their input, nothing will change.

Furthermore, we were told that community members feel that somebody is trying to control them and that there is a "trust issue" and a loss of faith in things actually getting done.

In the February 22 issue of Kalihwisaks, the Planning Department submitted the article "How important is it to you?" (page 5). We stated that the community members



would be asked FIRST about what they wanted the community to look like and to identify troubling problems or issues that the Oneida 2022 Comprehensive Plan should address.

The Planning Department has not made up its mind about what should be done, nor do we make any decisions. While this may have happened at another time, it will not happen during this process. The Planning Department has dedicated its efforts to getting the Oneida 2022 Comprehensive Plan prepared with the key role of community members

From Page 1/Working relationship addresses cultural awareness

"There is a clear difference - opposite pattern - than in the mainstream," said Fresen.

Erdmann said that Bellin is aware of this diverse group and that they will need to pay very close attention to them.

"It ties back to cultural awareness," said Erdmann, "and the next step is to learn more about the Oneida culture and other Native American cultures of potential people that will come to us - that we know what are the main elements of these cultures we may see - we need to know enough about them to ask the right questions specific toward tailored care."

Fresen said tailored care is needed towards young Native American males between the ages of 18 and 32 who are at the highest risk of suicide

"Young males face identity issues," Fresen said. "It's one fact that is in Indian Country and the white world."

He said other issues of concern are substance abuse as well as depression that both lead to suicide.

Erdmann said the staff at Bellin was not familiar with the specific statistics regarding Native American suicides but they "certainly understood the concept of what Bob (Fresen) talked about - post traumatic stress syndrome - because many Native Americans are survivors of suicide."

As for the young Native American males, she says the most important thing to remember is that their need for help is a very serious crisis and they need to pay very clear attention to that.

Erdmann did ask, "Why are these young men feeling such a sense of hopelessness?"

She claims not to have all the answers but she said you only have to look at what has happened to Native Americans over the past 200 years. Tragic transformation to loss of culture and disruption of family systems has all lead to these feelings of hopelessness. She's also aware of the matriarchal society, but that left her "with more questions."

Erdmann does bring an awareness of the concept of culture awareness with her years of working with the Chippewa at Lac du Flambeau. She was previously employed at Howard Young Health Care, in Woodruff, Wis. as the vice-president of family care.

"I was very fortunate and very privileged to work with the Lac du Flambeau and develop a close relationship with their health services and their clinic," said Erdmann.

She said together they jointly recruited a Native American female physician. "We kept the coordination very strong and any problems were immediately addressed.

"That's what I want to bring to Bellin Psychiatric Center."

She realizes she can't do it alone and that this shared vision that must be kept in the forefront, as a goal.

"I don't want this just to be reactive," said Erdmann. "Throughout this process perhaps we - Bellin and Oneida - can create part of a legacy together."

involved.

The Planning Department's role is to help solve problems and to help bring the hopes and dreams of the Oneida Tribal members to reality.

We are keeping an open mind and are committed to providing the best planning services, to you, the community. We will make sure that those issues and ideas that you provide are included in plans that we, with your assistance, will prepare. This plan is THE COMMUNITY'S PLAN, not the Planning Department's plan.

During the analysis of issues and ideas phase, you will be asked to: 1) identify the priorities; 2) to consider the advantages and disadvantages; 3) the costs and the benefits; 4) ways to get the work done; 5) where the money should come from; 6) and when they should get done.

We are committed to open communication and community participation throughout the full planning process. If community members want to speak, we will patiently listen. If somebody wishes to give their comments confi-

dentially and privately, we will listen and we will reveal only what they want revealed.

While there are technical terms commonly used in the planning process, we will try to keep this to a minimum so that there are no language barriers.

We welcome your ideas and recommendations for completing this work. Please let us know how we can assure you that your ideas and concerns will be dealt with fairly and accurately? You can call the Oneida Planning Department at 869-1600, visit us at the Little Bear Development Center, or we can meet you at another location to discuss your ideas.

In the month of March, five meetings are scheduled. "Coffee With the Planners" on March 21 at the Elderly Services Building, and Planning Workshops on March 6, 16, 23 and 26 at the Community Center on County Road 'H.'

Let us begin to develop mutual trust and respect for each other.

Suicide Prevention

How do we prevent the tragedy of suicide? What can we do to lift and honor life in our youth, ourselves and our elders? These are critical questions. In previous articles, you have seen information for Crisis Intervention and emergency numbers to call. You have seen information for Intervention and what you can do to help someone you love or to help yourself. What can be done for the sake of Prevention?

In a personal sense, it is important for each of us to be aware of some of the warning signs of suicide such as:

- Depression - discouragement
- Previous suicide attempts
- Talking about attempting suicide
- Use of drugs and/or alcohol
- Abrupt personality changes
- Abrupt ending of a relationship
- Losing loved one, family disruption
- Running away from home
- Giving away possessions
- Outbursts of anger
- Withdrawal, rebelliousness
- Sleeping disturbances
- Inability to communicate
- Risky sexual behavior
- Neglecting personal appearance
- Exaggerated or extended boredom
- Difficulty concentrating
- Carelessness- accident prone
- Neglect of school work

If we become aware of someone we know that is behaving in any of these ways, we need to be sincerely ask how that person is feeling. Tell them what you are noticing and that you are truly interested in listening. All of need to be listened to.

Sometimes, we need to take a risk and ask if that person is thinking of hurting themselves.

If they acknowledge these kind of thoughts, help them call the Crisis Center numbers or help them make an appointment to talk to a counselor.

On a larger scale, Prevention efforts can reach out to our students in the elementary and high school grades, to adults who have regular contact with children and to adults who are needing the basics for suicide prevention.

Depression screening days can be offered on a regular basis, pamphlets can be widely distributed to inform and direct community members regarding their responses to crisis.

Brown County Crisis Center 920-436-8888
Outagamie County Crisis 920-832-4646
Oneida Social Services - 920-490-3700
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Letters/Opinions

Per capita issue

The July elections are drawing near. Three years ago I thought this new group would make a change. I thought the distribution of our financial resources would be more equal. I believe in equality and I am disappointed that this Business Committee we elected almost three years ago is not any better than the other Business Committee who had their favorite people making big money too. Only the names have changed, but the same favoritism continues

This time I don't want to be fooled. I don't want any more lies. I want the truth from the candidates when they come to Milwaukee where I live. Too long we've been fooled and too long we've been lied to. They told us we couldn't have a polling site in Milwaukee, then we found out that we could. Now some of them up there at the Norbert Hill Center say it's too expensive. \$15,000. dollars is too expensive to spend on the Oneida people living in Milwaukee and Northern Illinois in order to make voting easier for them? Green Bay has 50 polling sites and we can't afford 2? There's another reason and I wish the leaders on the second floor of the Norbert Hill Center and the leaders of the Oneida Election Committee would be more honest with us by telling us what they really think about a polling site in Milwaukee.

Like I said, I'm tired of being fooled. This time I want people running for the Oneida Business Committee to sign a public contract promising that they support in concept of our first constitution brought to us by the Peacemaker and Hiawatha. I want ETHICS brought back to our beloved Nation and our governmental leaders. I will not support any leader or candidate who cannot promise to me that they will act ethically if they are elected. If our leaders are ethical, they will not be involved in back door deals that make some rich and most poor.

On Saturday, March 23, 2002, from 1:00 p.m. to 4:00 p.m. there will be a meeting at the SEOTS Building in Milwaukee. The phone # is 414-384-7740. All Oneidas who are interested in running for office in July should attend. I will ask you prospective candidates to make a promise to the citizens of the Oneida Nation and sign it. Like I said, I don't want to be fooled this time. If you lie, it will be written and signed.

There are other people you speak who have worked hard to change some things that need to be changed. I've talked to these people and they have allowed me to publish their phone numbers in this letter ... You may call and speak to: Alice Skenandore, ph: 1-920-490-0627 Ed Delgado, ph: 1- 920-833-7526

Please write to me if you agree or disagree.

Kerry Rae Brunette
761 N25 Street, #9
Milwaukee, WI 53233

Letter to the Editor:

The Gaming Commission's last article claims to set high standards for integrity and honesty in "how gaming activities are conducted." It

says this is accomplished by the licensing of employees and vendors. FACT: More than half are not licensed. Several employees have "conditional" licenses, which means they have been convicted of a crime making them ineligible to work at the casino and have not received a pardon through the Oneida Business Committee. Vendors have never been licensed by our Commission, although that is one of their duties.

The National Indian Gaming Commission (NIGC) does not require tribes to have gaming commissions. Currently, the NIGC has an inquiry into our Gaming Commission asking for an explanation of how four of our tribal members' licenses were suspended without due process. Six months later the question goes unanswered.

An Indian gaming commission makes it possible for Indian nations to remain self-regulatory. Because there is no accountability, our Commission can perform their job, or fail to, as they see fit. Background Investigations is doing its job (they report to HRD, not the Commission) and furnish information to the Commission so that licenses can be either issued, denied, or renewed.

Why are so many employees not licensed? Why are several people working at the casino who are convicted felons with either conditional licenses or no licenses at all? Why does the Gaining Commission interfere with Gaming Management and HRD's attempts to make decisions regarding these employees so that their presence does not continue to jeopardize our operation?

As you see your elected Commissioners out and about the community during work hours with their friends, children, grandchildren, or simply running errands, ask yourselves if you would rather pay for them to perform these activities or cut more services to Tribal members. Call their office and see how many Commissioners you can reach at 8:00 am or much later.

Gaming employees complain about meetings they have set up at the request of the Gaming Commission when the Commissioners come severely late or don't show up at all. Those arriving late want the information recapped for them or they ask questions that have just been answered. Ask Gaming management how often documents have to be sent to the Commission multiple times because the first copies are "lost".

The Gaming Commission should be an autonomous body that is free from undue interference from other arms of the government. But in order to have that, you need Commissioners who are mature, knowledgeable, and have integrity. Most lack all three qualities, hence the need for outside regulation and somebody to hold them accountable. It is urgent that General Tribal Council get involved and reign this body in. The way it is operating now, I certainly would not support cutting services to Tribal members to send more funding their way. It is hard for the Chairman of this august body to hold members

accountable when he is not accountable himself Check it out.

David A. Webster

What's up with blackjack? (V)

So the scheduler speaks up. It is easy for you to accept the changes with the blackjack department because none of the rules apply to you, that apply to dealers, floor personnel, pit managers and shift supervisors. I don't hear you complaining that you don't have to work a night or weekend shift "because YOUR DIRECTOR" needs you available to him on days, even though you are also an interim shift supervisor. The other regular or interim shift supervisors have to work weekends and swing.

You want to talk about the real world? If somebody in the real world had your position all these years and still couldn't properly schedule the pits, they would be reprimanded or dismissed by now. All these years floor personnel, pit managers and shift supervisors have complained about the under staffing of all pits. Sometimes it was top-heavy on days and not enough on swing, nevertheless, how could any management allow this to go on year after year? What was ever done about that?

In reading your letter, it seemed to me word for word statements the assistant director has stated. I don't know if you are the puppet or the parrot but they are not your original words. You want fact? The dealers wanted that schedule a dealer came up with. We would have saved money because then we wouldn't have needed the scheduler position as the new schedule would have worked on its own. But, then that wouldn't have been in the best interest of let me see um, you. A serious problem here is the schedulers position does not enhance the budget, thus it needs to be phased out.

My statements are somewhat vague in other issues, but they -are based on fact. I do not see myself as part of the problem. I see myself rather as the solution. The scheduling problem has long been part of the moral problem. I have other issues more important to address such as the rigid military style rules that keep coming out of the walls and my fight for employee health/disabled rights and for improvement of moral, I inform the community of what's going on in blackjack, so it's not hidden anymore. You would not believe the incredible amount of community support we have.

We have several options on how to approach the problems, which we are exercising now. By the time this goes into print, we would have already begun our crusade. If, we get a new administration, who are you going to brown nose then?

Elaine Doxtator

In general

In general, the amount of time an individual has participated on a board, committee, or commission is not always relevant to the individual's knowledge, experience, background and abilities in that

specific area. Generally, the individuals who are chosen (whether elected or appointed) to fill positions on boards, committees and commissions are selected based upon their qualifications, knowledge, skills, experience, background and abilities. Please don't get me wrong, I believe there are situations where individuals are selected based upon popularity, association and/or political influences and politically driven agendas. IN GENERAL, when an individual or group believes someone who participates on a board, committee or commission is a conflict of interest the appropriate process would be to make a request to the board, committee or commission to remove the individual from participating in the matter in question. If the board, committee or commission has specific rules that govern this type of request, you will be required to follow the appropriate process.

For example: If an individual was terminated from a position in gaming while she was on a medical leave due to complications with her pregnancy that was documented and approved by a medical physician and that individual was later elected to the Oneida Business Committee, Oneida Appeals Commission or Oneida Gaming Commission. That individual would not automatically be considered a "conflict of interest" It is the accusers responsibility to raise the issue and the accuser's burden of proof to validate the claim of a "conflict of interest." The accused must be given an opportunity to respond.

In general, an employment action between an individual and a supervisor does not constitute a "conflict of interest" between the individual and the entire organization.

In general, the Treasurer's Report section of the *Kalihwisaks* should not be utilized as a median to publish a person's lame, slanted, personal and politically driven attacks on individuals, groups or entities. To do so would be an abuse of the Treasurer's position, its authority, and the privilege. The Treasurer's Report section of the *Kalihwisaks* should strictly report out to the membership financial information & numbers (NOT personalities) regarding the Oneida Tribe of Indians of Wisconsin's current financial state of affairs (as required) pursuant to BY-LAWS OF THE ONEIDA TRIBE OF INDIANS OF WISCONSIN, Article 1. Duties of Officers, Section 4. Treasurer of Council. However, it appears that Tribal Treasurer Judy Cornelius utilizes her position and the privileged section of the *Kalihwisaks* to bash and exploit the individuals, groups, tribal entities and activities that she does not agree with. This has been allowed to go on for nearly three (3) full years without intervention. This is wrong, corrupt and deteriorates the mainstay of trust and confidence in the Treasurer's responsibilities duties and office. Tribal Treasurer Judy Cornelius be required to stop wasting the tribal dollars spent on putting her personal and political attacking comments & rhetoric in the

Treasurer's Report section. Judy should be required to print her personal and political comments & views in the editorial section just like everyone else!

Linda S. Dallas
GTC Member

The facts behind my suspension

In early June, I was asked by the Interim Assistant General Manager of Support to perform an analysis on the sales of the slot floor design. The purpose of this was to identify the slot sales in relationship to the type and physical location of the machines on the gaming floor.

While studying slot reports that reveal the sales, jackpots, denominations, holds and location of machines over a specified period of time, I discovered what I considered to be unusual reporting of specific machines. I also discovered what appeared to be money going into machines during periods when they were supposed to be in a different location. This may have been a simple error in reporting to the tracking system. To check, I contacted a slot supervisor with a list of machine numbers and locations. I asked the supervisor to confirm the machine locations. The slot supervisor reported that machines with different numbers were in the locations I specified.

I contacted an employee in the Internal Audit Department, explained what I was looking at and asked if this was possible. The answer was, "No. This should not happen". I asked the Hard/Soft Count Manager how she would know if she was missing money from a machine that was reporting under a different number. She was puzzled by my report. She said this correlated with her concerns about potential security weaknesses in her area. She immediately went to the IAGM of Support and

conveyed her concern and my finding.

On June 8, I presented my finding to the Interim General Gaming Manager, the Interim Assistant General Managers of Support and Profits, the Hard/Soft Count Manager and a consultant hired by the Oneida Business Committee. Although my analysis was not finished, I explained my initial concern. The Hard/Soft Count Manager was asked several questions about her security concerns. The IGGM decided to address the issue and inspect the area.

We found 47 empty cash boxes that were not secured. The IGGM allowed the Hard/Soft Count Manager to demonstrate how easily the "cold boxes" (empty cash boxes) could be obtained. This is important because a "cold box" may potentially be switched with a "hot-box" (boxes with money). The IGGM immediately reported this to the Oneida Gaming Commission on June 8. He also requested that the AGMs meet to resolve these issues.

On September 24, 2001, I was suspended along with the Interim General Gaming Manager, Interim Assistant General Manager of Support and the Hard/Soft Count Manager. The security issue and mystery slot machine locations were not resolved. The OGC does not care that the potential for internal theft existed. But a body of three commissioners was very eager to suspend our licenses, or should I say, David Webster's license.

David Webster is the first General Gaming Manager who has personally inspected an asset issue brought forth by employees that may have lead to internal theft. Wasn't this his job and duty as the IGGM? Oh, I forgot, no one cares. As usual, certain OGC members successfully satisfied their personal agendas. Well done.

Amy L. Gutierrez



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) 869-4277.

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 - and send the hard copy through the mail - to ensure we get your submission in time for the deadline day. E-mail your letters to:

Keith Skenandore - kskena@oneidation.org

If you have any questions, please feel free to call (920) 869-4277.

Appeals Commission/Gaming Commission

Oneida Appeals Commission Decisions for October 2001

Initial Review Decisions:

David Webster et al vs. Oneida Gaming Commission, 01-AC-014. October 9, 2001. Lead Judicial Officer Kathy Hughes. A motion for injunction against the intended suspension of the petitioners' gaming license was filed. That injunction was denied. An appeal was filed. Upon initial review it was determined that the petitioners did not allege with sufficient clarity any of the criteria for the acceptance of an appeal. The appeal was denied.

Bruce McKay vs. Oneida Bingo and Casino, 01-AC-016. October 23, 2001. Lead Judicial Officer Leland Wigg Ninham. The Initial Review Body assumed jurisdiction over the case and submitted notice to the original hearing body for receipt of the record before that body and its final decision.

William Gollnick vs. Debra Powless and Lois Strong, 01-AC-019. October 30, 2001. Lead Judicial Officer Leland Wigg Ninham. The Initial Review Body required perfection of the appeal, seeking specific allegations of error presented by the Appellant.

Oneida Community Development vs. Jan Malcolm, 01-AC-018. October 31, 2001. Lead Judicial Officer Stanley R. Webster. The Initial Review Body found that the Appellant failed to supply sufficient information. The case was sent back for perfection so that the Appellant could cite specific rules under which the case was filed.

Lisa Benson vs. Geraldine Danforth, 01-AC-023. October 31, 2001. Lead Judicial Officer Mary Adams. The Appellant failed to supply a copy of the original hearing body decision. The case was returned for perfection within 5 days.

Trial Court Decisions:

Oneida Division of Land Management vs. Laura Hill and Timothy Hill, 01-TC-012. October 1, 2001. Judicial Officers Winnifred L. Thomas, Mary Adams, Janice McLester. This was a rental arrears action taken against the respondents for failure to pay rent from January to April of 2001. A prior agreement to fulfill rental payment problems was entered into between the parties in November of 2000, but this was also not satisfied by the respondents. It was found that the respondents failed to pay rent in accordance with the rental agreement, and judgement for back rent was entered against the respondents.

Rita Lara and Mary C. Kestell vs. Oneida Human Resources Department and Oneida Gaming Management, October 2, 2001. Judicial Officers Carole Liggins, Kirby Metoxen, Marjorie Stevens. Two female employees of the Casino filed a claim of sex discrimination in the hiring of a Table Games Director, arguing that the respondents improperly permitted applicants who did not have a bachelor's degree to be interviewed. A bachelor's degree was listed in the job description, and the petitioners argued that expansion of the applicant pool to include persons without a degree was unfair to them and in violation of language contained within the job description. This language was based from Resolution 8-8-94-A, and stated generally that if none of the applicants for a job met educational requirements, then applicants who submitted an education plan and who had education and experience equivalent to the educational requirement would be considered. However, while this language was in the job description, the Resolution was repealed in 1996 and is generally unenforceable. In addition, the bachelor's degree in the job description for this case was not listed as a requirement. Even without the language created by the Resolution, the job description allowed anyone without a

bachelor's degree to apply and submit an educational plan. The decision to permit applicants without a degree was made before the job was posted, and the process was clearly established and followed by the respondents. By allowing these additional applicants, the trial court found that the petitioners were not harmed. The petitioners were not excluded from the interview process, but did score lower than two applicants who were interviewed without degrees. However, it was found that there are a wide variety of factors involved in scoring during an interview that have little to do with education. The respondents provided a detailed explanation for the interview score established by the person selected for the position, and this finding was upheld by the trial court.

A second issue in the case involved use of the Table of Equivalences to screen applicants. The petitioners argued that because it was not created under a specific law, its use was not permitted. The trial court found that Oneida laws created an intent to expand applicant pools and allow potential employees who had experience, but lacked education, to work for the Tribe. The Table was created to establish a formula to fulfill this intent, and the Table was therefore found to be permissible under Oneida law. It was found by the trial court that the petitioners were not unfairly treated when other applicants were interviewed and that the interview scoring process was followed in accordance with established procedures. Judgment was rendered in favor of the respondents.

Oneida Gaming Commission vs. Oneida Business Committee, 01-TC-024. October 11, 2001. Judicial Officer Mary Adams. The petitioner filed this case to compel disclosure of a report made by Attorney's Process and Investigation Services (API). Since the filing of the case, the parties have resolved their dispute independently and the petitioner has filed for dismissal of the claim. The voluntary dismissal was granted.

David Webster et al vs. Oneida Gaming Commission, 01-TC-025. October 24, 2001. Judicial Officer Carole Liggins. The respondent filed a motion for an extension to file an answer to the petitioners' amended complaint. Under OAC Rules, the respondent automatically receives 10 additional days to file an answer to an amended complaint. The request for additional time to file was therefore granted.

David Webster et al vs. Oneida Gaming Commission, 01-TC-025. October 25, 2001. Judicial Officer Carole Liggins. The petitioners filed a joint motion requesting a postponement of a scheduled hearing on the grounds that they had retained an attorney together as a group. The request was timely and reasonable and granted so the newly retained attorney would have time to prepare arguments for presentation.

Oneida Paralegal Department vs. Oneida Law Office, 01-TC-010. October 29, 2001. Judicial Officers Stanley R. Webster, Anthony Benson Jr., Janice McLester. The petitioner filed a motion for a declaratory ruling on the issue of the respondent's involvement in settlement agreements entered into between employees and the Tribe after an employment grievance has been resolved by a hearing body of the Tribe. The petitioners asserted that the respondent had no authority to force parties to enter into a settlement agreement and that the respondent's actions interfered with hearing body decisions and enforcement of those decisions. Over the course of the hearing, it was found that the Oneida Business Committee has entered a resolution directing Tribal entities to develop a consistent policy on the determination of back pay awards. In addition, it was found by the trial court that the petitioner's filing did not meet the criteria for a

declaratory ruling. A declaratory ruling requires an examination of a party's rights and responsibilities under an Oneida rule or regulation. No such rule was cited and the petitioner was found to be without standing to bring this action. The case was therefore dismissed.

Appellate Court Decisions:

Oneida Social Services vs. Kelly Stevens, 01-AC-009. October 18, 2001. Judicial Officers Leland Wigg Ninham, Kathy Hughes, Carole Liggins, Janice McLester, Winnifred L. Thomas. The respondent had been terminated from his employment after he had failed to adequately complete his probationary status as the Probation and Parole Manager. The respondent had held this position from 1994 to 1999. He applied for and was hired to this same position upon the department's reorganization and move to Oneida Social Services. The position was classified as new, and the respondent was placed upon probationary status. This status was extended by his new supervisor on the basis that insufficient time had passed to adequately evaluate the respondent's performance. The Personnel Commission had found that the appellant improperly extended the respondent's probationary period and that the respondent's termination was therefore unlawful because he had received an overall satisfactory evaluation. The first overall evaluation received by the respondent during his probationary period were satisfactory, but labeled several necessary areas of improvement, specifically in the respondent's ability to supervise others and his interpersonal skills. The period was extended and the second evaluation was statistically unsatisfactory. The appellate court found that a supervisor has discretion as to when a probationary employee should have that probationary period extended. It is presumed that some reason or basis for this decision exists, but the Personnel Policies and Procedures gives no specific criteria or limitation on the decision to end or extend a probationary period. In addition, the respondent did not challenge the decision to extend this period until after he was terminated at the end of this extended period. It was found by the appellate court that the Personnel Commission erroneously interpreted the Personnel Policy and Procedures to require an unsatisfactory evaluation to extend probationary periods. It was also found that the Personnel Commission erroneously discounted witness testimony on the mere grounds that the witnesses were considered hostile, when the respondent failed to present witnesses to rebut evidence presented. The termination of the respondent was upheld.

Roy Skenandore vs. Oneida Bingo and Casino, 00-AC-027. October 22, 2001. Judicial Officers Stanley R. Webster, Mary Adams, Carole Liggins, Kirby Metoxen, Marjorie Stevens. The appellant was suspended twice in 2000. The first time was in August, and this suspension was overturned due to procedural errors on the part of the appellant's supervisor and the appellant was placed under the protection of the Employment Protection Policy (EPP). Upon contesting his second suspension, the Personnel Commission found that he was no longer eligible for EPP protection and remanded the case to the area manager, in this case the Business Committee. The area manager modified the suspension to a termination. The appellant filed both an appeal of the Personnel Commission's decision to remand and a grievance of the area manager's decision to terminate. The action regarding the termination was put on hold by the appellate court until a decision on the remand could be made. The Personnel Commission found that the appellant, while under the protection of the EPP for disclosure of information, had told other employees that he was under such protection and given the

disclosed information to the Kalihwisaks. The Personnel Commission therefore found that the protection of the EPP would no longer be extended to the appellant. It was found by the appellate court that telling other employees in a meeting of his protected status was not an improper disclosure of information detrimental to the interests of the Tribe. In addition, it was found that the actual information disclosed to the *Kalihwisaks* occurred after the appellant was disciplined. The appellate court found that using actions after his discipline against the appellant was improper procedurally and the decision of the Personnel Commission was reversed. The decision of the Personnel Commission was reversed and the appellant was granted an order of reinstatement and back pay.

Oneida Administration vs. Troy Parr, 01-AC-002. October 22, 2001. Judicial Officers Stanley R. Webster, Mary Adams, Tony Benson Jr., Janice McLester, Leland Wigg-Ninham. The appellant is appealing a Personnel Commission decision which reversed the respondent's lay off from employment. The respondent had worked in Customer Service, which was scheduled for elimination under organizational restructuring and budget cuts. In anticipation of this, the respondent was reassigned to Special Projects and anticipated being reassigned to the position of Project Manager in the Development Division. However, it was determined by HRD that the position of Project Manager was new and required an application. The respondent was screened out of the process,

Independence of tribal gaming commissions

A tribal gaming commission is an arm of the tribal government established for the exclusive purpose of regulating and monitoring gaming on behalf of the tribe. The charter document for the tribal gaming commission should ensure that the commission is an independent body, separated completely from the tribe's gaming activities. Responsibilities such as the adoption and establishment of rules and standards for the operation of gaming activity should be delegated to the tribal gaming commission. The exercise of such authority is strong evidence that the gaming commission functions in an independent capacity distinct from the tribal council.

The purpose of a tribal gaming commission is regulatory not managerial. A tribal gaming commission conducts oversight to ensure compliance with federal, tribal, and if applicable, state laws and regulations. The commission serves as the licensing authority for individuals employed in the gaming operation, administering an effective program for background investigations as part of the licensing process. The commission also has a role in monitoring compliance with internal control standards for the gaming operation in tracking revenues. In order to carry out its regulatory duties, the commission should have unrestricted access to all areas of the gaming operation and to all records. A tribal gaming commission should have clear authority to take enforcement actions, including suspension or revocation of an individual gaming license, when appropriate.

The length of term in office and assurance of an opportunity to perform the required duties are important to the independence of tribal gaming commissions as both a matter of reality and perception. The term should be of fixed length and long enough to ensure stability. Continuity is fostered by staggering the terms of commission members thus avoiding wholesale changes in the

and when HRD placed a hold on all reassignments, he was laid off from his position in Personnel Projects. The Personnel Commission found that this lay off violated Resolution 12-19-99-A, which stated in part that no tribal member employees should be laid off as a result of per capita payments. However, the dissolution of the respondent's original Customer Service job was a direct result of per capita distributions according to documents submitted into evidence. The appellate court found that the Personnel Commission properly interpreted the Resolution. While the directive not to lay off tribal members due to per capita appeared in a "whereas" section of the Resolution, and should have been in the "resolved" section, the intent of G.T.C. to preserve the employment of tribal members was clear an unambiguous and the directive contained in the Resolution was therefore upheld. In addition, the appellate court found that HRD improperly interpreted a decision of the Appeals Commission when it put a hold on job reassignments. This error was compounded by a lack of notice to employees as to when this decision was made. The Personnel Commission decision was therefore upheld and the respondent was ordered to be reinstated to his position in Special Projects, with an award of back pay.

Amelia Cornelius vs. Oneida Gaming Commission, 00-AC-013. October 22, 2001. Judicial Officers Stanley R. Webster, Mary Adams, David Raasch, Marjorie Stevens, Winnifred L. Thomas. The appellant filed a motion to enforce a decision of the appel-

membership. The commission should be non-partisan and non political. Removal of commission members during term of office should be for good cause only and follow a procedure which provides for due process. Removal should not be permitted for simple disagreement with tribal leadership over matters that involve a gaming commissioner's exercise of discretion in the performance of duty.

While independence is critical and open communication with tribal leadership and tribal membership is also important. The general aspects of the commission's regulations and its oversight of gaming activities are vital interest to the tribe. Regular reports should be made to the tribal council and to the membership on the status and health of the gaming operation from regulatory perspective.

Serious conflicts of interest in the exercise of its regulatory responsibilities as well as an appearance of impropriety are avoided if members of the

late court which ordered that the respondent be given her gaming license, which was found to have been improperly revoked by the respondent. In addition, the appellant sought to implead, or bring in as a party, the Business Committee, in an attempt to compel negotiations for reinstatement to her former position as Gaming General Manager. The appellate court found that the Appeals Commission has full appellate authority over the actions and hearing body decisions of the Gaming Commission, as authorized under the Gaming Ordinance and Administrative Procedures Act. The respondent was therefore reordered to reinstate the appellant's gaming license. However, it was noted that the appellant was terminated from her employment due to language within her employment contract related to the retention of her gaming license. The appellant's contract had stated that any suspension of her gaming license would automatically result in her termination. The appellant never directly appealed her termination after the Personnel Commission denied her a grievance hearing on that issue. The appellate court therefore found that while the door was open for the appellant and Business Committee to negotiate a settlement of some sort, there was no legal basis at this time to bring the Business Committee in as a party or to provide full judicial review of the appellant's employment contract. The motion to implead the Business Committee was therefore denied and the respondent was ordered to issue a gaming license within thirty days.

gaming commissions are prohibited from playing in the gaming activities they regulate. Commission members should not be employed by gaming operations or by the management company or consultant serving the gaming operation. Participation as a player or as an employee in the regulated operations will likely raise questions about independence of the tribal gaming commission and potentially compromise its integrity or that of its member.

Ideally, no member of a tribal council would serve on the tribal gaming commission. Tribal council members and tribal gaming commission members may not always agree on matters about which the tribal gaming commission has taken a regulatory position because they may approach these matters from different perspectives. Actual and perceived independence for a tribal gaming commission is fostered if the roles of council member and gaming commissioner are separate and distinct.

LINDA S. DALLAS Oneida Gaming Commissioner

My employment with the Oneida Tribe of Indians of Wisconsin began shortly after I graduated from Seymour High School in 1985. After a short break in employment, I participated in twelve (12) continuous years of service in our Retail and Gaming Operations. I have worked my way up from a front line employee to upper management level positions. As a direct result, I have gained a wide range of valuable first hand knowledge, skills and experience regarding how our retail and gaming operations function in the positions and work areas.

As the Oneida Retail Assistant Store Manager Trainee I performed hopper fills, repaired machines, reconciled paperwork for the store, slot machines and change machine, maintenance of the store and slot machine areas, prepared the start funds for the change machine and cash registers, and ordered products and stocked shelves. Throughout my twelve year tenure with retail and gaming, I have gained hands on experience with reading, writing, interpreting and working with the Gaming, Tribal, and Federal rules and regulations that apply to over-seeing and regulating our gaming operation. I also have experience working with our tribal laws, policies, procedures, Oneida Personnel Policies and Procedures Manual, Gaming Compact, Gaming Ordinance, Gaming Licensing Procedures. I have clearly demonstrated loyalty and commitment to the Oneida Tribe by my twelve consecutive year tenure with the gaming & retail operations. I have twelve (12) years of experience in personal and written customer communications and quality customer service. Five (5) years supervisory/administrative experience. I am self-motivated with a demonstrated ability to work independently or with a team.

I have strong organizational, analytical, numerical, reasoning and decision-making abilities. I am goal oriented and willing to devote extended time and effort to achieve professional and organizational goals. I enjoy learning and would like to finish my course work and achieve my Bachelors degree in Business Management and Communication within the next two years. I am currently attending the Administrative Excellence Certificate Program (ADEX).

Sports

Recreation News

Rolling out of bed to go bowling

On Saturday Feb. 16, 2002, Fawn Billie and Conrad King of Recreation took 15 youth to Ashwaubenon Bowling Lanes for their Saturday activity. Ages ranged from 7-16 years old. Instead of sitting at home on a Saturday afternoon, everyone had a great time bowling, enjoying soda and snacks. Every Saturday there are activities organized by the staff. Watch for flyers at the Civic Center or Fitness Center.

7th and 8th grade boys basketball

The season is nearing a close, in fact, we may be finished by the time this letter gets out. As of today, Tuesday Feb. 25, 2002. There are still three games left to play. By this time we will have played the championship game at the Green Bay Boys and Girls Club, a Milwaukee game on March 1 and an away game at Bowler against Mohican Recreation. Victory prevails we will have completed the season with an 8 and 2 record. In this writers opinion, that would be not a bad start for the first season for 7th and 8th grade. The boys worked hard throughout the season and the parents did a great job supporting the kids by transporting and cheering at the games.

Teammates consist of Gavin Hill, Scott Lynk, Jesus Escamea, Robert Cantu, Sonny King, Brett Metoxen, Josh Christjohn, Virgil Stevens and joining us late in the season was Richard House. Thanks a bunch for making this a great season.

Oneida Rec Dartball League

A twist of America's favorite pastime with steel tips and a cork board returns to the Civic Center for another year. Yes, dartball is back again! This year there are eight teams competing for the right to call themselves the sharpest shooters in the land, or at least in the Civic gymnasium on Monday nights. Teams are scheduled to play an eight week season consisting of a seven week round-robin format and a single week for play-offs or tie breakers. Week one had its share of drama with multiple close games highlighted by an eighteen inning marathon by the team captained by Ken Metoxen and the Hops Dirty Moccasins. With this much competitive action already the following weeks can only promise more of the same. Games start at 6:30 p.m. and concessions have been scheduled for just about all league nights.

Soccer League

Oneida has soccer fever! Oneida Recreation has started a coed soccer team and it has caught fire! The team filled up quickly with boys and girls ranging from seven years of age to ten. The team had their first game on Tuesday, February, 19 and will play every Tuesday through April 9 at 4:30 p.m. at the Sports Emporium. Fun is being had by all and the improvement is spectacular. We are working hard on positions and aggressiveness. Our Oneida team consists of the following individuals; Jordan King, James Hebb, Jasmin Webster, John E. Powless IV, Brandi Metoxen, Gage Walking Eagle-Robertson, Donovan Walking Eagle, Jordan Bain, Arron Lara, Corina Lara, Lakota Martinez, Devonne Skenandore and Kevin Fish.

Skenandore loses opening round match at state wrestling meet

By Phil Wisneski

Kalihwisaks

In his first season as a varsity wrestler Johnny Skenandore may have snuck up on a few opponents earlier in the season, but after the season was completed there was no doubting who Johnny Skenandore is.

This sophomore wrestler from Seymour made a name for himself by earning All Bay Conference first team and by qualifying for the individual State Tournament in Madison.

"We thought he had the potential to go, but going to state really exceeded our

expectations," said Seymour coach Keith Swett.

At the State Tournament, Johnny dropped his opening round match and was finished for the season. He lost to eventual fifth place finisher, Kevin Prindle of Amery 13-3. Skenandore finished the season with a 25-10 record. The

sophomore was the youngest competitor in his weight class of 130 pounds.

Skenandore was one of a contingent of five wrestlers from Seymour to qualify for state. The other wrestlers were Max Sevald at 103 pounds, Adam Pashhouwer at 112 pounds, Mark Everard at 135 pounds and Kevin Baumgart at 189 pounds. The five qualifiers were the most Seymour has ever sent to state in their school history.

Coach Swett is hoping for big things from Skenandore.

"We hope he takes that success (of going to state) and expands it," said Swett. Skenandore's style is really suited well for Greco style of wrestling and the coaches are hoping he competes in the cadet level and advances to the national level.

Being only a sophomore and continuously improving, Skenandore has given the Thunder optimism about having something that has only happened once before in school history, a state champion.

Thunderhawks ousted in WIAA Regional

By Phil Wisneski

Kalihwisaks

The Oneida Nation Boys basketball team dropped a heart breaker to White Lake in the opening round of the WIAA State Tournament 56-52 on February 26. The standing room only crowd got its money's worth as the two evenly matched teams went back and forth the entire game.

The game was billed as a match-up between two star players; Jamison King of Oneida and J.J. Maule of White Lake. Both players stepped up huge for their perspective team. King led all scorers with 27 points including 11 in the critical fourth quarter. Meanwhile, Maule led White Lake with 26 points, 13 coming in the fourth.

Oneida started the game quickly and jumped out to a 7-0 lead with Lee Laster hitting two 15-foot jump shots. The Thunderhawks controlled the tempo of the game by pushing the ball up the floor and not allowing the Lakers to set up their half court trapping defense. The quarter ended with Oneida leading 10-7.

Oneida led the entire first half until a steal and reverse dunk by Maule sent the crowd into a frenzy and forced Oneida to call a time out. Maule's dunk put White Lake up 13-12, but on the next possession King drilled a 3-pointer to put the Thunderhawks back in the lead. At the half, Oneida went into the locker room with a 27-23 lead.

The third quarter started the back and forth trend that would continue the remainder of the game. The Lakers took a 36-34 lead with 3:30 left in the quarter, but again Oneida answered the bell. This time it was Roberto Hill. He nailed a 3-point basket with 3 minutes left. Both teams suddenly went cold for the rest of the quarter and into the fourth quarter. Oneida's cold steak lasted longer though. They failed to score for a total of



6 and a half minutes. The Thunderhawk's drought lasted the final 3 minutes of the third and lasted into the first 3 and a half minutes of the fourth.

King broke the cold spell with a 3-pointer to cut the Laker lead to 43-40. It was "game on" from there to the final buzzer. Just as quickly as each team went cold the previous quarter, both teams caught fire as if soaked in gasoline. Both teams played at a frantic pace and converted some very difficult shots.

Three-pointers, reverse lay-ups and fade-away jumpers were the norm during the final 3 minutes of the game. The final quarter was a classic duel of "can you top this." White Lake lead the entire fourth quarter, but the lead was cut to two at 51-49 on a lay-up by Bucko Reiter with one minute left. The Thunderhawks however could get no closer as time ran out on their season. The Lakers made just enough free-throws down the stretch to keep Oneida at bay the rest of the game.

Roberto Hill chipped in 12 points for Oneida including two 3-pointers. Lee Laster finished with nine points, all in the first half and also grabbed a game high 14 rebounds.

Oneida Coach Lance



Photos by Phil Wisneski

Top: Roberto Hill drives for a lay-up against White Lake in the opening round of the WIAA Tournament. Oneida lost 56-52. Above: Jamison King scores two of his game high 27 points.

Kelley said," We didn't lose the game, they (White Lake) won it. It was a great game between two evenly matched teams, unfortunately we lost."

The Thunderhawks finish the season with a 14-7 record. "We had a very successful season," said Kelley.

Fit-4 Family class to be offered

Oneida Family Fitness would like to invite you to come to the Fit-4-Family class held on Fridays at 5:10 p.m.

Each week during Fit-4-Family there will be new exercises and activities that will provide an active learning experience for the whole family. Member ideas and input are always appreciated and welcomed as well.

Fit-4-Family is an excellent opportunity to spend quality time exercising with your family. After class is completed, you and your family can head down to the pool and enjoy yourselves during Family Recreation Swim.

We hope to see you there this Friday!



Ladies' Singles

Pool Tournament

Saturday • March 16th, 2002

Sign up at noon - Games begin at 2 p.m.

Singles - Best of Three!

- Double Elimination
- Semi-Slop
- Straight In
- Ball in Hand
- 4 Tables
- \$20.00 Entry Fee

50/50 Raffles held throughout the day!

Carol's Lucky Star

1025 Airport Drive • Oneida, Wisconsin 869-2275

Local girl to participate in "People to People Sports Ambassadors



Photo courtesy of Shannon Wilber

BreAnn Wilber of Shawano will be a member of the girls volleyball squad as part of the "People to People Sports Ambassador"

Submitted by Shannon Wilber

BreAnn M. Wilber, 14 a student at Shawano Community High School has been invited to participate in the People to People Sports Ambassadors Program. The People to People program was started by President Dwight D. Eisenhower on September 11,1956, and it now supports President George W. Bush's new initiative "Friendship Through Education".

BreAnn will be a member of the girl's volleyball team. A coach from her team in the Green Bay Juniors/ USA Volleyball team nominated her. She received a letter informing her of the nomina-

tion, and an invitation to join the program. So on Feb.7 her mother, Shannon Powless-Wilber, took her to Appleton for an informational meeting. At that time she decided to join the program.

In July BreAnn is to travel to New Zealand to meet her teammates and begin practice. She can take part in many other activities besides volleyball while there. During her participation in this program she can also earn transferable high school and college credits. She will participate in a tournament with other girls from around the world, and be given the opportunity to spend time getting to know these girls in a more sociable environment. They will all go to Sydney

Australia to compete in the Surfin' n Slammin' Volleyball Competition.

BreAnn is very excited about this opportunity to play the sport she loves while traveling to other countries, and meeting new people. She is also proud to be representing two tribes on this trip, as she is of both Menominee and Oneida descent.

She is involved in a vigorous fund raising campaign to raise the funds needed to attend this program. Bake sales and other types of fund raising efforts are underway. BreAnn is writing letters to local businesses asking for donations also. Any help you can give her will be greatly appreciated, so watch for the fundraising activities as they

WIGA Annual Meeting

The Wisconsin Indian Golf Association (WIGA) will meet on Saturday April 6, 2002 at 10:00 a.m. at the Oneida Police Department, 2783 Freedom Road.

- 1 Annual of election of officers
- 2 Set tournament dates for season

For more information, contact Dale Webster at 869-2322



Cornelius is having fun in the sun



Photo courtesy of Frank Cornelius

Frank Cornelius receives a medal for his participation in the Yuma Senior Olympics in Arizona.

By Phil Wisneski

Kalihwisaks

Frank Cornelius Sr. can be compared to the Energizer bunny. He just keeps going and going and going... At 68 years old, this former Marine hasn't lost a step in staying active and in turn staying healthy. Frank Sr. currently resides in Yuma, Arizona. He stays there during the winter months to get out of the cold Wisconsin winter.

"Why stay up there and freeze?" he said. He comes home to Oneida every summer though to run his business and to be around his family.

For the past two years Frank Sr. has competed in the city of Yuma Senior Olympics. Two years ago he brought home four gold medals along with one silver. He won the gold medals in the 60-69 year old division in the punt, pass and kick; javelin; badminton and the 1,500 meter run. He finished second in softball.

This past year the games were held in the city at various venues. Frank Sr. entered in 20 events. The events were held from January 11 through February 20. Frank won three medals this year. He won silver medals in the javelin and basketball long shot and won a bronze medal in a game called wahshoes. Wahshoes is a cross between a bean bag toss and shuffleboard. You stand eight feet from a board and try to throw your 5 inch

washer into a hole on the board which is laid on the ground. Each hole on the board is worth an allotted amount of points and the first one to get exactly 21 wins or over 31. Opponents can knock each others washers away and out of scoring position much like shuffleboard. Frank Sr. had to pull out of a few events this year due to an injury.

"I do it to stay in shape," he said. "It's also is a good social event. You get to meet a lot of different people and many are from other countries. They are all good people too," Frank Sr. added. This year there was over 400 participants in the games.

Frank Sr. looks forward to competing again next year. "I am planning on doing better next year," he said.

While living back in Oneida Franklin opened up his own small business in 1983. He opened Convenience Corner near the intersection of Seminary Road and County Road E. This store was a gas station with a convenience store and it also had a separate building that was used as a laundromat. Though the gas station and store are gone now the laundromat still remains open for business. The business is believed to be the oldest Oneida owned and operated business with nearly 20 years in operation.

Hopefully next year he can bring home the gold.

Oneida "Honors the Youth"

Oneida - The youth of Oneida achieve many goals in their lives, some recognized and some not, but the annual Honor the Youth pow wow is a celebration for all the youth and their families and friends.

Approximately 85 dancers registered for the pow wow, held on Feb. 22, at the Oneida Turtle School gymnasium.

Drumbeats were provided by 13 drum groups, lead by the host drum of the Little Bear Singers from the Menominee Tribal School.

Head dancers for the this year's pow wow was handled by the Youth Educational Services program. Nominations for head male and female youth dancers were submitted and selections were made by Jenny Webster and the Oneida Nation Commission on Aging.

Grand entry began at 1:00 pm and leading in all the dancers were Keshia and William Belisle, a brother and sister head dancer duo.

Keshia, 13, attends the Oneida Nation Elementary School. Her nomination stated, "She is very respectful in all areas of life, especially to culture. Keshia has learned to make her own outfit and has proper pow wow etiquette including being very well mannered, caring and responsible. Maintains excellent grades in school, participates in school activities, sports and making crafts. At home Keshia helps out with younger siblings. A very good role model for others."

Her brother William, 11, also attends ONES. His nomination said, "William is very respectful to the culture and everyone he comes in contact with, is well mannered, caring and responsible for his age. He takes a lot of responsibility with his baby sister when others are busy, helps out when needed and doesn't complain. William is active in school, excels in cross country and is attending an Extended Day Program to improve himself academically. He is a good role model for others."

Following dinner, grand entry was held once again with head dancers Sharrell Hill and Anthony Gutierrez leading in all the dancers.

Sharell Hill attends Seymour Middle School. Her nomination said, "She is taught to be respectful of others, be proud of her culture and heritage. Sharell does well in all school activities. She enjoys doing beadwork and is learning to make moccasins and her outfits. Sharell is respectful to others and is very helpful to elders. Outside of school and home, Sharell, is very active in the Green Bay Elite's girls cheerleading group and gymnastics." Sharrell currently represents Rochester, Minn. as Jr. Miss.

Anthony Gutierrez attends Seymour High School. His nomination read, "He is a well mannered, caring and responsible young man. He assisted his grandmother during a recent critical illness spending a lot of time helping her when he could of been outside playing. His caring

attitude and helpfulness brings a lot of honor to his family!"

Other youth nominated for head dancers were Jenna Eisch, Vanessa Vandehei, Melinda Bain, Schuyler Sallaway, Jennifer Tucker, Kristy King, Sheena Danforth, LaDonna Parker, Leon White and Albert King.

The YES program would like to give a special thanks to the Oneida Nation School System kitchen staff who was helpful by making the kitchen available for preparing coffee and Kool aid. They were also helpful in opening the serving window so there would be more sitting space available in the cafeteria.

Other thanks goes to the Oneida Nation School System custodial staff for their patience and understanding about the significance of the Honor the Youth Pow Wow. It is our understanding that some of their time is donated for such occasions.

Volunteers who made the food donations helped in making a bountiful and delicious feast were Sandi Skenandore, Lynn and John Peltier, Shirley Barber, the Tobacco cessation program, Steve and Rebecca Webster, and the rest of the food provided by the Pow Wow Committee.

There were a lot of positive comments heard about this years pow wow. A large part of that is due to the participants, the MC, Mark Denning did a wonderful job of describing certain responsibilities of everyone there.

Pat Madrid was the Arena Director who made sure people felt comfortable and their needs were met. The Head Dancers did an excellent job of leading everyone into and around the arena during grand entry. They also led the 2 steps that looked pretty fun, some people may have even learned a few new moves.

And of course we can't forget the Drums and Dancers who were very instrumental

in creating a joyous spirit to the day. Thank you Dave Paluch for contributing the helpful Pow Wow tips.

It was good to see the Am Vets, Lac Du Flambeau, Vietnam Era, and Menominee Honor Guards bring in their staffs and colors.

A van load of visitors came all the way from Lac Courte Orielles (LCO) to join us. The LCO Boys and Girls Club did a wonderful job representing there home town with their chaperones. The bus load of students from the Menominee Reservation did a wonderful job of representing their home town also. It was so good to see the numbers of youth we have to envision keeping these practices alive.

Representation by our own Oneida students created a sense of pride in the parents and adult community members who were there to watch as the Oneida Nation Middle School Girls dresses were acknowledged.

The Youth are a reflection of what we do as community. All of you parents, guardians, grandparents, aunts, uncles and mentors can pat yourself on the back for the positive values you instill in your children. Thank you for sharing them with us.

If anyone has any suggestions or would like to volunteer in making the next Honor the Youth Pow Wow even better please call Anita at 869-4381.



Photos by Keith Skenandore

Top photo: Leading in the dancers at the first grand entry at the "Honor the Youth" pow wow, held on Feb. 22, were Keisha and William Belisle, a brother and sister combination that were selected by a committee. This year the Youth Educational Services program accepted nominations for head dancers. The other head dancers for the evening grand entry were Sharell Hill and Anthony Gutierrez.

Above: The Little Bear Singers from the Menominee Tribal School was the head drum. Thirteen drums provided the dance beat for the 85 registered pow wow dancers.

Valentine's party fun

Photos courtesy of Oneida Recreation

Tashina Peters, right, tries out the bungee run at the Valentine's party held at Recreation. Below, Jolee Denn, left and Debra Santiago enjoy some pie during the pie eating contest.



Thunder Hawk

What is your New Year's Resolution?

By Ashley Stevens
ONHS Sophomore

WOW...It's already a couple months into the New Year, but a look at New Year's resolutions might be in order.

What is your New Year's resolution? New Year's resolutions are what people always make before the New Year is actually here. They are almost always broken, though some people actually can handle keeping their resolution.

Some, New Year resolutions are that people want to spend their money more "wisely," try to get "a better job" and become "more successful," and "spend more time with their kids." Those are just a few of those usual "adult" resolutions. But teenagers make them too.

Teresa Guillermo, a Sophomore at ONHS, said that her New Year's resolution is to "get a job and keep it," so she can save up for a car and get her license.

Another Sophomore at ONHS, Kerri Krenzke, said that she would like to "stay on the Honor Roll and to get a job."

I guess that's what everyone wants to do this New Year, is to get a job and keep it.

Lee Laster, ONHS Junior, also said that he would like to get a job.

But some people have different goals or resolutions in life. An ONHS Junior, Carly Skenandore, said that her New Year's resolution is to "get better grades in school."

For me, Ashley Stevens, ONHS Sophomore, I really haven't thought about it, but I would say that I would get good grades and try to make it to school on time or more often. This would be my resolution for the New Year.

So what is your New Year's resolution for the New Year? And, are you still keeping it?

It's all In the "jeans"

By Standing Wolf Barber
ONHS Sophomore

Pants, what's the deal? There are so many good things about them, and yet they have so many bad things to do with them. On the good side, they keep you warm when you get cold. Nobody teases you because you wear them. They can help you get a job, and they hide your legs where you haven't shaved them in like four days.

On the bad side, they're too hot when it's warm. Pants even itch sometimes. They shrink, fade, stain, turn your socks grey in the wash, and there are too many to decide from: Levi, Tommy, Polo, Calvin Klein, etc. I hope you took what I've said to the heart and think about what you really want out of your pants before you buy them. And don't be so insensitive when you see somebody with a pair of high waters.

Money...It's all over

By Lee Laster
ONHS Junior and Editor

"Stocks," they can be your friend or they can be your worst enemy. Oneida has been dealing with stocks since 1990. From 1974 to 1990 Oneida has been pulling their money from the BIA. There are hundreds of stocks that the tribe deal with. Enron, which was the largest stock last year, but is no longer with the tribe this year due to a great fall down which made the stock go out of business

Susan White, the Oneida trust department director and Larry Barton, the Investment representative with Edward

Jones, came in to talk to students at ONHS. Susan White manages all tribal trust funds. Susan talked about the largest funds for the tribe. One of these is the elderly per capita trust fund which pays every elder money when they turn that age. She also talked about how per capita is guaranteed for elders but is not guaranteed for minors. Her goal is to set up a website where you can see all the stocks and all the accounts that are with the tribe including per capita.

Larry Barton helps people with financial problems. Larry talked about stocks and loans. If you own something its most likely a stock or a

mutual fund. If you loan something its when you loan money or loan certificates also known as CD's. Larry stated that the function of a stock is that investors want to save money and put extra money into stocks to support kids for college, etc. Basically, it's a place where people exchange money.

There are three main groups of stocks, they include minors, elders, scholarships. Elders and scholarships are forever but minors are not. Right now, elders have \$55 million, minors have \$10 million and scholarships have \$88,000 invested into them. If a stock goes bad, money man-

Baby think it over

By Lorraine Cornelius
ONHS junior

A lot of people think that schools have moved beyond the basic teaching of "reading, writing and 'rithmetic." In recent years, schools have moved into a lot of areas that would have never been considered before. This includes instruction in sex education and parenting.

A recent trend in teaching students to be good parents is the "Baby Think It Over" program which places life-like "dolls" in the hands of students. The students are "assigned" taking care of the baby for an overnight or weekend period. They are supposed to take the baby with them wherever go and, basically, treat it as if it were

a real infant.

ONHS Family and Consumer Ed teacher, Wanda Anton, teaches the Baby Think It Over class. Wanda says that the dolls are meant to help teens realize how difficult it is to be a parent. To some students they do accomplish that goal but, to others, the dolls are "just dolls" or "an assignment" for them.

Anton said one time when she went to Old Country Buffet she saw an elementary student with one of those baby's. She asked her husband to hold the baby but he didn't want to hold it because he thought it was a real baby and he was appalled when she told him it was fake. Anton had to watch a video and read instructions in order to learn

how to teach the class.

ONHS freshman, Morning Star Cornelius, had the Baby Think It Over for one weekend. Cornelius thinks "it's not like having a real baby." The only reason she said she liked it was "because you got to dress it and it wasn't real."

ONHS Sophomore, Damonte Collins, also had the baby for one weekend. He said it was not like having a kid. "It stopped me from going where I wanted to go, and I had to bring it wherever I went." He said he would never have a kid while he's young.

While the dolls may not be completely life-like, maybe they will help teenagers "think it over" before having babies while they're young.

In the Student Spotlight...

Matson shines at Oneida Nation

High School
By Bobbi Jo Reed
ONHS sophomore

LaToya Star Fire Matson, is a 16 year old Sophomore here at Oneida Nation High School.

LaToya's favorite class is Biology with Becky Nutt and her least favorite class is Geometry! Because she "just doesn't like math."

When Matson graduates from high school she plans on waiting like a year or so and then going to College to become a R.N. or obstetrician.

When LaToya isn't at school she likes to hang out with family and friends! Or



LaToya Matson
"go cruising or partying."
LaToya's hobbies are, basically, going shopping for "herself!"

When I asked Matson, what she thought about being student spotlight she said, "I

Civic has a high reliability rate, its smaller in size and is popular among teens. Next is the Ford Focus. It is priced between \$12,000 and \$16,000 new. It's smaller but is a powerful car and the new styles and safety features are up to date. The third is the Acura Integra/RSX. It's an upscale Civic and is extremely reliable. They have been known to go 200,000 miles to 250,000 miles. It's very powerful and popular among high school and college students. The down side is it's a little more expensive. The fourth on the list is the Nissan Maxima. The Maxima has

good power/acceleration and has many features. Even the older models are still reliable and have nice styling. The fifth on the opinions list is the Nissan Altima. It is smaller than a Maxima but it's more affordable and it is larger than the Civic or Integra. It has excellent handling, good reliability, but not exceptional. It's also widely available.

So if you looking for a car these are some safe, affordable considerations you might want to take. Of course, if you have the money for a brand new Lexus, more power to you.

agers get 6 months to sell the bad stock.

Per Cap started up in 1993 for three years and after that for another three years.

In 1994, '95 and '96 the minors were paid 225 dollars a year. In 1999 the minors were paid \$1500. In 2001,'02,and '03 they got and will get \$750 more for those years. The elders on the other hand get \$500 annually.

So, no matter who you are, chances are that you are affected by investments the tribe makes. Knowing a little bit about those investments and how they are made, you can finally see what's happening with your money.

In-school suspension

By Standing Wolf Barber
ONHS sophomore

In-School Suspension is fabulous. It gives you all kinds of time to think about what you will do on the weekend of after school. It makes school a lot easier because you have to be quiet. Which means nobody argues with you and it really puts you at peace to know you can have a little time for yourself. And who can really think with all of those darn teachers yappin' away?

It's a vacation, people coming up to the door laughing and snickering because they get to learn, while you, on the other hand, have to do absolutely nothing. Cross that, if you have no school work to do, then you have absolutely nothing to do. Talking to your friends in secrecy isn't such a small price to pay. It's a breeze and you don't even have to pass. I now have an insatiable craving for ISS.

Ask Tiffany

Dear Tiffany,
I have this really big crush on this guy in my class and I don't know what to do to make him notice me. He is really shy and I am really shy. I don't know how to approach him to ask him out. What can I do to make him notice me?
*Sincerely,
Shy-Ann*

Dear Shy-Ann,
You could try sparking a conversation with him. Who knows were it will go from there. He may just be the one for you, and you may be the one for him. Sometimes it may seem okay to act shy as well but maybe this isn't one of those times. Try stepping out of your shell and see where the wind takes you.
*Sincerely,
Tiffany*

Dear Tiffany,
In your last issue I wrote in about my girlfriend and my neck. Well things have only gotten worse. Not only is my neck visible but my face is starting to become covered with those same red blotchy things. What do I do?
*Sincerely,
Red Neck- Part 2*

Dear Red Neck,
Did you try talking with her and letting her know how it makes you feel. You could always resort to putting band-aids to cover them up. Try writing her a letter and telling her exactly how you feel. Maybe you should try doing something to prevent your neck and face from being covered with hickies. Good Luck Red Neck!
*Sincerely,
Tiffany*

Please feel free to write in to Tiffany at:
Thunder Hawk Times
Norbert Hill Center
c/o Oneida Nation High School



Hey, Check Out the Dead Guy!

By Lorraine Cornelius
ONHS Junior

If you're looking for a good-looking guy check out Rudolph Valentino. Rudolph Valentino was from Castellaneta, Italy. He immigrated to the United States in 1913. He wanted to be an actor, but he started out working as a gardener, dishwasher, and later as a dancer in vaudeville.

In 1918, Rudolph went to Hollywood, where he played small parts in films, until he was given the role of Julio in "The Four Horsemen of the Apocalypse." He then immediately became a star. His popularity was managed by skillful Hollywood press agents. His films were usually romantic dramas.

Rudolph Valentino's sudden death from a ruptured ulcer at the age of 31 caused a worldwide hysteria including several suicides and riots. A crowd stretched for 11 blocks to view his dead body. Each year after his death, a mysterious woman in black appeared at his tomb.

Oh unfortunately, as you might have already noticed, Valentino is dead. But you should still check him out.

Education Update

ONES 2nd Quarter Honor Roll, 2002

Honor Roll 3.0–3.49		
4th Grade:		
Cheyenne Starr	3.425	
Sara Melchert	3.332	
Brooke Benson	3.223	
Rhys Pocan	3.223	
Jada House	3.222	
Layni Stevens	3.076	
Jasmine Cornelius	3.073	
Derek Jourdan	3.056	
6th Grade:		
Raeanne Funmaker	3.460	
Deborah Santiago	3.429	
Lauren Mills	3.382	
Brittany Bateman	3.238	
7th Grade:		
Lois Stevens	3.089	
Edward Metoxen	3.000	

5th Grade:		
Kyle White	3.369	
Cassandra Cornelius	3.259	
Garrett Miller	3.056	
8th Grade:		
Eliza Pelky	3.422	
Keshia Belisle	3.158	
Tiana Thorstenson	3.158	
Raquel Kaquatosh	3.070	

High Honors 3.50–3.79		
3rd Grade:		
Aaron Lara	3.556	
Maurens Beans	3.537	
Shanandoah Thompson	3.537	
6th Grade:		
Robert Clary	3.710	

4th Grade:		
Crystal Skenandore	3.741	
Jessica Doxtator	3.611	
7th Grade:		
Glen Stevens	3.556	

5th Grade:		
Ladonna Parker	3.556	

Highest Honors 3.80–4.00		
3rd Grade:		
Robert Mills	3.852	
7th Grade:		
Stephanie Ortiz	3.949	

5th Grade:		
Jose Zayas	3.833	

Congratulations to all the Designers!

In the past few weeks, First and Second Graders' Volleyball Invitation Designs were displayed for all the school to view. The students, K-8, and the staff voted for the ones they liked best. Of the 58 designs, 13 were selected.

It was a difficult choice for everyone. The designs were all very good. We have included the top vote getters, but want to say a big Yaw^ko to all the First and Second Graders who entered the contest. Also a huge Yaw^ko to all the students, faculty, and staff members who took the time to vote. Great job!

Winning designs were drawn by the following students:
First Place: Guadalupe

Martinez, 2nd grade; **Second Place:** Tinea Bailey, 2nd grade; **Third Place:** Matthew Skenandore, 1st grade; **Fourth Place:** Allie Boyd, 2nd grade; **Fifth Place:** Samantha Benson, 1st grade;

Sixth Place: Caitlin Newago, 2nd grade; **Seventh Place (Tie):** Tiana Patterson, 1st grade, and Christopher Polanco, 2nd grade; **Eighth Place:** Heather Moreno, 1st grade; **Ninth Place:** Leo

Powless, 1st grade; **Tenth Place:** Vance Skenandore, 2nd grade; **Eleventh Place (Tie):** Tanner Doxtator and Michael Santiago, both in 2nd grade.

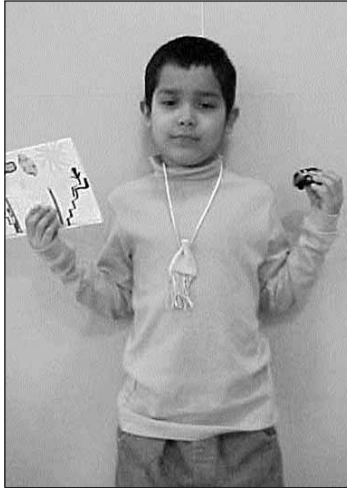
(Submitted Photos)



Guadalupe Martinez
1st Place



Tinea Bailey
2nd Place



Matthew Skenandore
3rd Place

Trustee to present report on Chief Illiniwek

URBANA, Ill. (AP) - A University of Illinois trustee who spent nearly a year examining the controversy around Chief Illiniwek will deliver his report on the embattled mascot next week at the trustees' board meeting. Trustee Roger Plummer, who was appointed to explore potential options for dealing with Chief Illiniwek in May 2001, will announce his finding when the board of trustees meets on March 13.

Chief Illiniwek, the university's symbol, has been the target of protests for years by those who say it is degrading to American Indians.

Supporters argue Chief Illiniwek honors the Indians who inhabited Illinois.

Plummer will present alternatives to the board but won't make a recommendation for how it should resolve the controversy. At a meeting in March 2001, the trustees expressed strong support for the Chief, although at least four called for further study to find some common ground with Chief opponents.

Plummer and other trustees would not say whether there would be a final decision on the issue at the meeting.

However, trustee Marjorie Sodemann said she would be ready to vote next week to retain the Chief.

"I've lived in this community all my life," she said. "I see this as part of the university and a very honored symbol."

Trustee Robert Vickery said he believes there is a strong possibility that the board will take action.

"I think you have a majority that feel a certain way," Vickery said. "I feel it's a 75-year tradition at the university that is presented in an honorable fashion."

Illiniwek first performed at a U of I football game in 1926, and trustees made the Chief the official university symbol in 1990.

About 800 faculty members have signed a petition asking the school to drop the symbol. In December, a fan at a basketball game tackled Chief Illiniwek, and a protester was arrested at a later game and removed from the arena for shouting anti-Chief slogans.

Let Education be your Pot of Gold!

A college fair will be held at the Radisson Inn-Green Bay on Thursday, March 14th, from 10 a.m. until 6 p.m. This is a great opportunity to meet representatives from various institutions of higher learning, from both in and out of the area. We encourage everyone to take advantage of this special event, and to see what educational opportunities await you. The college fair is sponsored by Oneida Higher Education, Oneida Youth Educational Services Program, Oneida Gaming Education & Training Department, Oneida Community Education Center, and the Oneida Tribal High School. **Free Admission.**

Third To Fifth Grades Are Geared-Up So Get Those Camcorders Ready!

As the culmination to our volleyball unit, third-fifth Grade students at the Oneida Nation Elementary School will be having a volleyball tournament. Students will be bringing home an invitation the first week in March. The play-off schedule will be as follows:

3rd grade Championships: Tuesday, March 19 at 12:30-2:30
4th grade Championships: Wednesday, March 21 at 12:30-2:30
5th grade Championships: Thursday, March 22 at 12:30-2:30

All the games will be held in the Big Gym at the Turtle school, with an Awards Ceremony directly after each of the final games.

Everyone is encouraged to attend and help cheer your team on to victory.

NBC Internship Program

The NBC Internship program offers college students the opportunity to take a first step into the broadcasting industry. Interns at NBC are unpaid, and must be enrolled at an accredited college or university leading to a bachelor or advanced degree. Students may work full or part time, and must arrange to receive college credit through their school. Students looking for fall 2002 internships should apply by emailing their resume to the appropriate TV station during the months of May, June, July and August. Participating TV stations are located in California, New York, Texas, Pennsylvania, Ohio, Rhode Island, Illinois, North Carolina, Washington D.C., Connecticut, Florida and Alabama. mail to: Nyintern@nbc.com For more information, go to the website at: www.nbcjobs.com/Internship_Program.html.

BUSINESS UNIT INFORMATIONAL MEETING PARISH HALL Monday ~ March 25, 2002 1:30 P.M.–3:55 P.M.

Facilitator: Lee Thomas

- 1. WELCOME: 03 min
 - a. Sign in
- 2. ANNOUNCEMENTS: 05 min
 - a. Accounting Staff Changes
 - b. 401K Announcement
- 3. Presentations
 - a. Human Resource Department -Barb Kolitsch 10 min
 - b. MIS- E-Mail, GroupWise, and Internet Usage-Dave Cluckey 20 min
 - c. Time & Attendance Update -Larae Gower 15 min
 - d. Safety-Dan King 15 min
 - e. Break 05 min
 - f. Treasurer's Report-Carolyn Salm 15 min
 - g. Planning Update-John Brueninger 30 min
 - h. Point of Sale Update-Laura Lane 10 min
- 4. Business Unit Representative Announcements 10 min

West De Pere Title IX Parent Committee Meeting

Monday, March 18, 2002 at the

West De Pere School District Office

930 Oak Street in De Pere from

12:00 p.m. – 1:00 p.m.

Bring your own bag lunch!

Agenda: Discuss end-of-year field trip and next year Title IX grant.

For more information, call 1 (920) 337-1393, ext. 8027

Attention All Graduating 2002 High School Seniors

The kalihwisaks is preparing to honor all "2002" graduating HIGH SCHOOL Seniors in the May 30th issue of the kalihwisaks with a special graduation centerfold.

DEADLINE to submit photos:

Friday, May 3, 2002

* Any pictures received after the deadline date may not be included in the Special Graduation centerfold!

If you would like to be showcased in the Special 'High School Graduate' Section of the kalihwisaks, please send the following by Friday, May 3rd:

- * One photo – preferably vertical. Can be color or black & white.
- * Include the following with submission:
 - Name of High School you will be graduating from.
 - Parents names.
 - Return address so the photo can be mailed back to you.

Send photos to: Yvonne Kaquatosh c/o Kalihwisaks- Graduate Special, P.O. Box 365, Oneida, WI 54155 or call (920) 869-4280 for more information.

Your Health

Dental risks associated with oral piercing

Today, many people have become interested in piercing the tongue, lip or cheeks.

While this may be a new form of self expression its important to remember that there are some significant health risks associated with piercing. Oral piercing may expose persons to infection. Infections are possible when openings occur on the skin or in the oral cavity. The oral cavity is filled with bacteria which can enter the wound. Excessive handling of the jewelry may also assist bacteria in entering the wound.

Piercing the tongue may lead to several complications. If blood vessels are damaged severe blood loss may occur. In addition, due to the constant motion of the tongue, healing is slowed and swelling and nerve damage are possible. An article, in the Journal of the American Dental Association, reported a case of swelling serious enough to block the airway. The National Institutes of Health has cited piercing as a factor in the transmission of Hepatitis B, C, D and G. For some patients, the risk of endocarditis is present. Endocarditis is an inflammation of the heart valves or tissues. Wounds created during piercing allow bacteria in the mouth to possibly enter the blood stream and travel to the heart.

The placement of jewelry in the mouth may also lead to problems. The constant pressure on the gum tissue can lead to recession. Jewelry that constantly contacts teeth may fracture teeth or damage restorations. Excessive saliva production may occur and piercing of the tongue may impede talking, chewing and swallowing. If any of the jewelry becomes loose it may become a choking hazard.

Unemployment benefits running out soon?

Extended Benefits:

A special program, "Temporary Supplemental Benefits" (TSB) was signed into law by governor McCallum on February 12, and will provide additional benefits to eligible claimants who exhaust their regular UI benefits and do not qualify for a new claim. Claimants who are potentially eligible for the new program will be notified during the week of March 3, the first week of the program.

Answers to frequently asked questions

What is TSB? Temporary Supplemental Benefits (TSB) is a state program to extend unemployment insurance during a relatively high period of unemployment. The program provides additional benefits to eligible persons who have exhausted their regular claim and do not qualify for a new claim in Wisconsin or another state.

How do I qualify?

- You must have a benefit year that began March 11, 2001 or later
- You need to have exhausted all regular unemployment benefits potentially

payable in that benefit year

- You cannot qualify for a new regular unemployment claim
- You must be totally or partially unemployed and looking for work

What is the TSB payment period?

Benefits are payable for weeks of unemployment beginning on or after March 3, 2002 and ending on or before December 28, 2002. The State cannot pay TSB for a week that begins earlier than March 3, even if you exhausted your regular benefits prior to this week.

How much could I receive?

The weekly benefit amount will generally be the same weekly amount last paid on your regular UI claim.

How long can I receive TSB?

You will receive the lesser of: 8 times your TSB weekly benefit rate OR 50% of the maximum benefit amount payable on your regular UI claim.

How will I find out if I qualify?

The State will notify all potentially eligible claimants during the week of March 3, 2002.

Follow the instructions on that notification to file your claim.

How do I apply for these benefits?

- Those eligible for TSB and who exhaust their claim with week ending 3/2/2002

and later, will be automatically converted to the TSB program

- Those whose benefit year ends 3/2/2002 and later will be automatically converted to the TSB program if they do not qualify for a new claim

- Claimants who exhausted their claims for earlier weeks may apply for TSB on or after 3/3/2002. Generally, your claim will be effective with the week that you file. You may file by telephone by calling the telephone initial claim system at one of the numbers listed below, or file your claim over the Internet at: www.ucclaim-wi.org

Madison area: 608-232-0678

Milwaukee area: 414-438-7700

Toll Free Number: 800-822-5246
(800-UC-CLAIM)

Indian Health Service Scholarships

Competitive applications are now being accepted for academic year 2002-2003 Indian Health Service (IHS) Scholarship Programs. The purpose of the scholarship program is to train the health professional personnel necessary to staff IHS health programs and other health programs serving Indian people.

The scholarships fall under 3 categories: (1) Health Professions Preparatory, (2) Health Professions Pregraduate; and (3) Health Professions. Scholarship winners receive the cost of tuition and fees, books, uniforms, and a stipend to cover living expenses. Applicants must be American Indian or Alaska Native.

For more information and/or application materials contact the Oneida Higher Education Office at 920-869-4033 or 1-800-236-2214.

Deadline for all application materials is April 1, 2002.

Senior Community Service Employment Program

Are you or someone you know 55 or older and in need of work?

The National Indian Council on Aging has Title V positions open in Brown County and surrounding areas. Eligible applicants will meet federal income guidelines. Applications can be obtained by calling Kathy at 433-0290.

Red, White & Blue...

Spring Fling 2002!

United We Stand

“Celebrating Public Health in Oneida”

Thursday, April 4th

2:00–6:30 p.m.

at the Turtle School

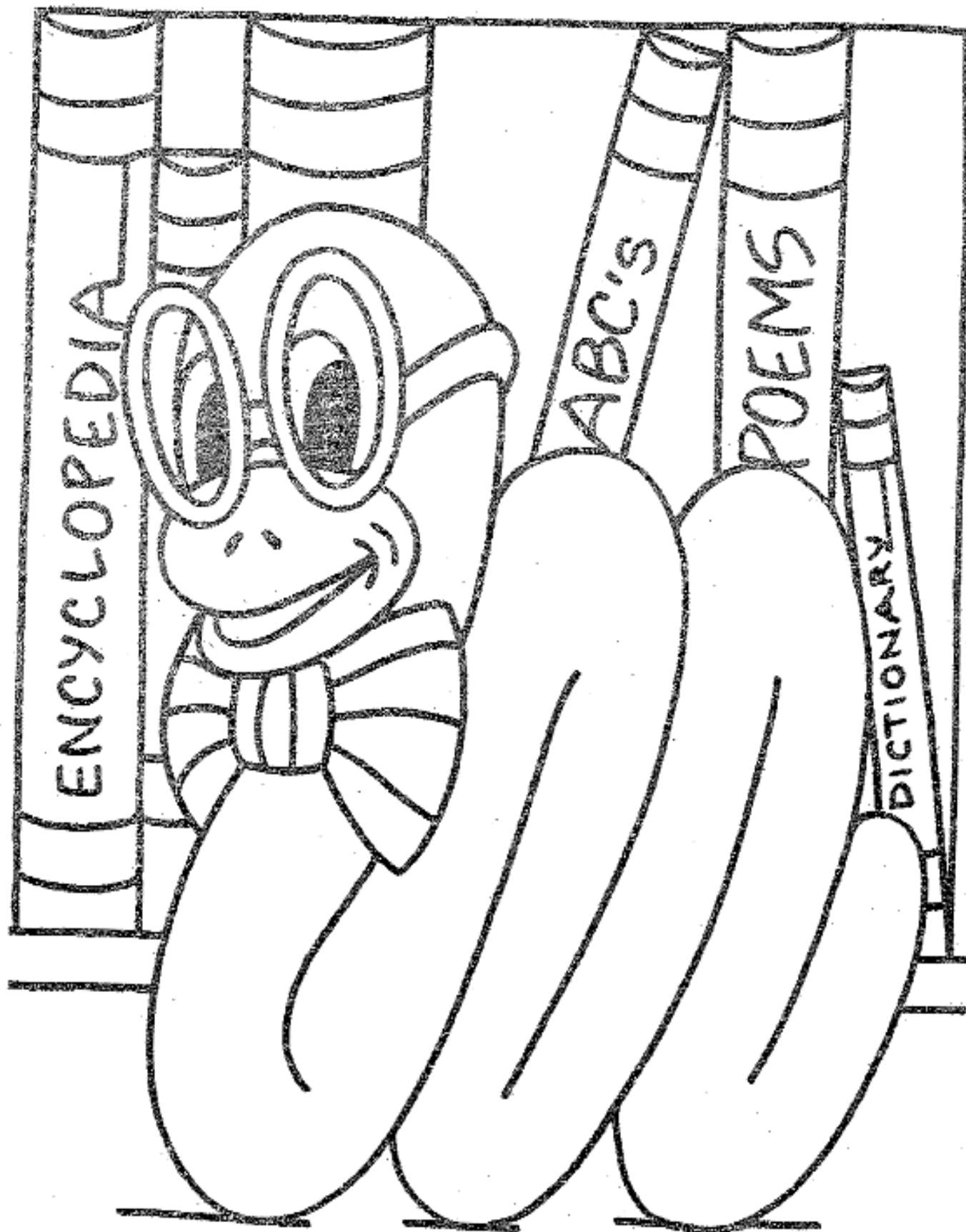
Free Subway Subs!

Door Prizes

Giant inflatable playroom

Free fun for all ages!

Oneida Eyecare Department Coloring Contest



March 2002

Save Your Vision Month

Rules: Open to all children between ages of 4-12. There will be 3 age categories: 4-6, 7-9, and 10-12. The top 2 from each category will receive a prize and 1 grand prize will be awarded overall. Contest will run March 2002. All entries need to be at Oneida Eyecare Department (Ridgeview Plaza, 3759 W. Mason St., Suite #8, Oneida, WI 54155) by April 1, 2002 to qualify for contest. Each entry must be accompanied by name, address, phone number and age. Winners will be announced in Kalihwisaks.

Eye on Environment

Contract Health Services Information

Important facts you should know about Oneida Contract Health!

The current deadline to submit your approved medical and dental bills for the last fiscal year is **March 31, 2002**. This deadline applies to all CHS referred medical services received between the dates of October 1, 2000 and September 30, 2001. These are services purchased by CHS for eligible persons with funds provided by Indian Health Service. Eligibility Criteria for Oneida Contract Health are as follows:

1. An Oneida tribal member or descendent and resides in Brown or Outagamie County.
2. Enrolled member of a Federally recognized tribe and resides in Brown or Outagamie County and maintains close social or economic ties to the Oneida Tribe.
3. Enrolled member of a Federally recognized tribe and resides within Oneida reservation boundaries.
4. Non-Native American female pregnant with an eligible Native American fetus.
5. Be a full time Oneida student whose permanent residence is in Brown or Outagamie County.
6. It has been established that no other alternate resources are available to the person.
7. Submitted proof of residence to Contract Health

Important Reminders!

Contract Health Services Reminders

- Ultimately you are responsible for notifying Contract Health of your medical bills.
- The more telephone calls the staff must respond to, the longer it will take to pay your bills.
- Please do not bring in more than one copy of each bill.
- For a service episode to be payable, your Contract Health application must have been updated within 6 months of the date of service.
- In a life threatening Emergency hospital visit, seek immediate medical care and notify Contract Health within 72 hours, Monday through Friday, 8 a.m. to 4:30 p.m. Elders have 30 days.
- In a non-life threatening Emergency, the Oneida Community Health Center On-Call medical staff personnel must be notified before seeking medical care.
- On-call personnel are available 24 hours a day, 7 days per week by contacting the Oneida Community Health Center at 869-2711.
- You have the Right to appeal in writing, any denial of payment for medical services by Oneida Contract Health.

Lawmakers criticize Fox River cleanup plan

GREEN BAY, Wis. (AP) - Some state lawmakers are criticizing a state Department of Natural Resources plan to remove the chemical pollutant PCBs from the Fox River, saying it relies too heavily on dredging.

The DNR and Environmental Protection Agency recommended in October that seven paper companies spend \$308 million to dredge polluted sediment from parts of a 39-mile stretch of the Fox River between Little Lake Butte des Morts and the bay of Green Bay.

But the majority of written comments on the plan have asked the DNR to reconsider its proposed massive dredging plan for the lower Fox River, said Tim Dantoin, a spokesman for the seven com-

panies known as the Fox River Group.

He said the group feels the best option is conducting a series of capping, dredging and other restoration projects along the Fox River in order to determine which method works best.

Some lawmakers agree with the group.

"Unfortunately the proposal offered by these agencies last year lacks the clarity, specifics and accuracy needed for folks to offer fully informed comments with any confidence," Rep. Mark Green, R-Green Bay, wrote in a letter to the DNR.

State Sen. Robert Cowles, R-Allouez, said he was troubled by the plan.

"I simply cannot accept any plan which is not based on sound, detailed, state-of-

the-art planning and which risks imposing the cost overruns, delays and technical failures too often experienced by the federal Superfund program on the lower Fox River and the surrounding communities I represent."

State Reps. John Gard, Terri McCormick, Lee Meyerhoffer, Judy Krawczyk, Phil Montgomery and John Ryba signed a joint letter to the DNR, claiming the plan to dredge more river sediment than has ever been attempted before in any other river may not be sound.

"The cost estimates also represent one of the largest expenditures ever for river remediation. We support a balanced approach of dredging, capping and natural recovery to speed up the river's ongoing improve-

ment," the letter said.

Dantoin said that the effort on behalf of the paper companies is not aimed at stopping the DNR from cleaning the river.

"We believe that dredging is appropriate in some places," he said. "Just not all. There are successful capping programs in other places around the country."

Polychlorinated biphenyls, or PCBs, were released into the Fox River by seven paper mills that made or recycled carbonless copy paper from the 1950s through the 1970s.

The chemicals were linked to reproductive and developmental problems in people, fish and other wildlife.

The agencies estimate that about 70 percent of the PCBs released into the river already have reached the bay.

Building a Home This Year?

Once you have your plans, do you know what approvals you need and who gives them? We understand the frustrations with this process and want to give you an opportunity to come to an information gathering session available to you on Wednesday, April 3rd, 4-7pm in Suite 4 of Ridgview Plaza. We hope to make this process easier for you while you through one of the most exciting times of your life- building your home!

In hopes of making this a more understandable process,

the Environmental Quality Department is hosting an information gathering session for you in which you will be able to visit with tribal staff that can assist you with your project and those who will provide the necessary approvals you need to get started. Various tribal staff will be on hand to help you get through the perceived maze of tribal obstacles.

This interactive session will help you understand the "Permit Processing Checklist" which includes approvals from Zoning, DPW,

Utilities, Land Management, Engineering, Cultural Heritage, and Environmental Quality. If you are building a house, you probably have lots of questions and we would like to help. Join us on April 3rd to get your questions answered, have some food, and become eligible to win a prize.

If you have any questions about this or any other environmental issues, please contact us at 497-5812. You do not have to pre-register to attend.

Communities ask state to allow pumping treated water into aquifers

MADISON, Wis. (AP) - Leaders from communities statewide say they can save millions of dollars if the state allows them to pump treated water underground for storage.

Municipalities, including Oak Creek, Waukesha and Green Bay, see the option as a way out of costly water treat-

ment plant expansions and the expense of drilling new wells.

Those cities are asking the state Legislature and the state Department of Natural Resources to permit them, for the first time in Wisconsin, to reverse the flow of wells and pump water down.

Cities could save money by setting aside treated water in aquifers during periods of low demand, such as winter, said Richard Roth, a water supply specialist with the state Department of Natural Resources.

The aquifers, which would be deep below ground and confined by top and bottom layers of impermeable rock, would replace surface storage tanks and reservoirs or new wells.

There is debate over allowing the drinking water in aquifers, because one of the steps for treating it, chlorine disinfection, creates small amounts of chlorinated byproducts, such as chloroform. Utilities must meet stringent standards for byproducts in water distributed to residents.

The state's groundwater laws allow even lower amounts of the byproducts in aquifers than are allowed in

drinking water, so the Legislature must grant an exemption before the DNR could permit any community to use the technology.

State Sen. Robert Cowles, R-Green Bay, introduced legislation that would excuse the DNR from taking action when an ASR system violates groundwater standards for the byproducts.

The technology could save Green Bay and nearby municipalities "tens of millions of dollars," Cowles said. "It could be over \$100 million."

Dan Duchniak, assistant manager of the Oak Creek Water and Sewer Utility, said that by building just five reverse flow wells, Oak Creek could avoid expanding its current water treatment plant in 2006, saving customers \$5 million.

Oak Creek has been allowed to experiment with aquifers since 1999. After rebuilding a 1,800-foot-deep well, the city has pumped treated water five times into a sandstone aquifer and later removed all of the water.

After tests convinced DNR officials the water was potable, about 85 percent of it was distributed to residents in October of that year, Duchniak said.

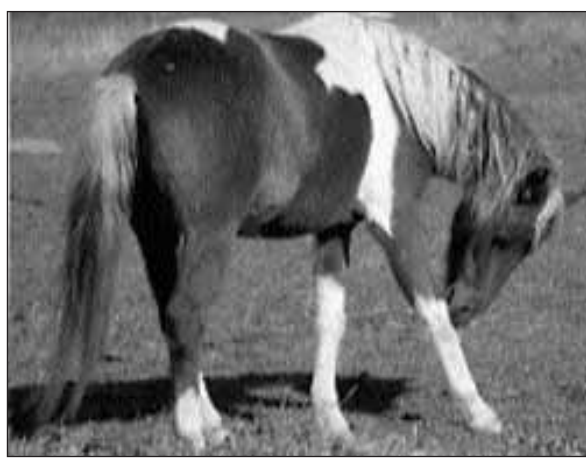
Fish flash

Submitted by Conservation Staff

Since 1995, the Oneida Conservation Department and the U. S. Fish & Wildlife Service have been monitoring the fish annually in the waters within the reservation boundaries. One of the ways the tribe monitors the fish is by electro-shocking, which temporarily stuns the fish so that they can be easily captured for data collection. Data collected include; sex, weight, size and age (via scale sample). After all data is collected, the fish is tagged, with a floy tag, for future identification, and is the released safely back into water. Recently, the U.S. Fish & Wildlife Service contacted the Conservation Department and reported a Northern Pike, that was tagged in 1996, was caught by an angler in Rowleys' Bay, nearly 70 miles northeast of the Oneida Reservation. At the time it was tagged the fish measured 24 inches in length. When it was captured by the angler, in February, 2002, the same fish measured 35 1/2 inches long. This is an average growth rate of 1 1/2 inches annually. Information such as this helps to monitor growth and migration patterns, so we are better able to develop management strategies that help maintain viable populations within the Oneida Nation waters. Through cooperative measures between the U.S. Fish & Wildlife Service and the Conservation Department we continue to respond to the needs of the Oneida community and the conservation of our natural resources.

For all your advertising needs, call 869-4280

Wildlife winners in the Earthfest Photo Contest



Photos courtesy Oneida Environmental, Health & Safety

The winners in the adult division of the wildlife category of the 2001 Earthfest Photo contest, sponsored by Oneida Environmental Health & Safety, were (top left, clockwise) Bev Anderson - Tracks - 1st Place; Hillary Hawk - Buffalo with Calf - 2nd Place; Hillary Hawk - Pony - 3rd Place; and Hilary Hawk - Duck Creek - Honorable Mention.

\$\$\$ Per Capita Membership Distributions \$\$\$

An Important Notice from the Oneida Enrollment Department

If you are an enrolled Oneida Tribal Wisconsin member with a birth date prior to August 31, 1983 and believe that you may have missed a membership distribution payment, please contact the Enrollment Department at the number listed below.

We ask that those that have already been contacted by the Enrollment Department and have already submitted a payment form, do not call in unless you have moved and need a new payment form to change your address.

Please call: **1-800-571-9902** to leave a message or **920-869-2083** ext. 10, 15, or 20.

Cultural Connection

As told by Jim Skye to Basil H. Johnston

(Part 1 of 2)

With the first flow of sap in spring time and new life begin in the physical order. It is the sign that the trees are beginning to regenerate: soon thereafter new grasses and flowers will come into being: animals who had been asleep will awaken refreshed; and those who had been away will return; all will give birth to young; men will resume life and living with renewed vigor and hope. What was dormant revives. One order comes to an end and a new one begins. And through a new order commences, it is but a continuation of the old which it resembles.

The Times of Life Form a Circle

The flow of sap symbolizes aspects of life's phases and changes: renewal, becoming, and regeneration, life and death: the maple from which the sap issues images the continuity of life. Time in the physical order goes through four periods, spring, summer, autumn and winter and then repeats itself in the same order. The pattern of life in the physical order follows upon the rhythm of the world; seeding, sprouting, fruition and decay. Each period, each phase, is characterized by the predominating colors of green, yellow, brown and white. There is ever a coming and ever a going; always a returning. Time and life in the physical world are cyclic. The flow of sap is the visible sign of the force of the continuity of life enduring all change.

For the Iroquoian people it is a time for remembrance, gladness and thanksgiving.

On this occasion, men and women congregated to recall the ultimate origin of all good; all life; all being. They would rejoice in their survival and would render thanks to the creator. No time was more fitting for thanksgiving than was the time of renewal prefigured in the first flow of sap.

Just as the physical order embodies and incarnates life and being in many forms and aspects, so does it mirror life and existence in the human order. Men and women pass through stages of life similar to those reflected in the physical world. For humankind, the passage of life leads from infancy, to youth, to adulthood, to old age, from generation to generation. Individuals come, remain for a while before departing; the people live on, the tribe endures death; the people are renewed in the birth of children.

Primal in the generation and perpetuation of life was a woman. Through her the creator made man. Without her, man cannot beget life. It was woman who, when man would choose war espoused peace for the perpetuation of life and the growth of the spirit of the people. As she gave life in physical form, woman gave it in spirit; the primary preparation of the young is entrusted to her. Woman was a gift of the creator; she in turn gave life.

What was commemorated and celebrated in the Maple sugar Festival as the beginning of time and life in the physical order; symbolically, continuity and regeneration in the human order.

In the physical order, life begins in the spring with the first flow sap: in the human

order, with conception. The growth of plant form seed to flower to fruit is assured by nature. Not so in the human order. For the soul-spirit substance does not grow of its own force or volition; it needs nourishment of another kind. Birth is analogous to the flow of sap; yet, it is but the first sign of life, not life itself.

From the moment of conception, a new being was deemed to exist. Mother and child; through separate and distinct in being, conjoined and united in spirit and sense. During gestation the mother saw, heard felt and sensed for another being, as well as for herself.

Jointly mother and child were to grow. That this was possible was deduced from the nature of the bond that existed between mother and child during gestation; the mother was an extension of her child; the child, one with its mother. As the physical frame attains growth, so does the inner being. What was true of individuals was postulated as true of mother and her child

Woman the Spirit Giver

There was between mother and child a unique relationship; there was between mother and community a relationship in the social order. Just as mother was obliged to nourish and nurture her child, so the community had an obligation to guide and instruct the mother during her pregnancy. Similarly, the mother as did every member,

owed a duty to the community.

Such a singular relationship between an individual and her society, as conceived by the Iroquoian speaking peoples would, if all obligations were fulfilled , lead to enhancement not only of the individual but also of the community as a whole. From the community, the individual would derive strength and vitality; from the individuals, the community its force and vigor of character.

Central to and in life was woman. Through her the community imparted its corporate character and wisdom to the child; through her, the child reached out to the world beyond the confines of her womb.

It was by learning and teaching that the mother discharged her obligations to her child and to her community. By seeding wisdom through guidance and instruction, mother and child espoused the character of their community to make it part of themselves, and enabled the community to confer its gift of self.

Primarily the purpose of guidance was to foster ideals. Instruction imparted in story form embodies them with principles of life and living.

To perpetrate the spirit and character of the tribal community and society, the mother told the same stories to her unborn child. Moreover, she had to abide the teachings of the elders; by her example her child would acquire a sense for what is right.

<div>Oneida Language Lesson</div> <div></div>	
what is this	nahte> ka>i-k< Not tay guy eck
what is that	nahte> thi-k< Not tay teek
this is a boy	laksə= n#= ka>i-k< Luck saw
this is a girl	yekse= n#= ka>i-k< Yheak saw
this is a man	lukw# n#= ka>i-k< Loon gwe
this is a woman	yukw# n#= ka>i-k< Yun gwe
this is a house	kan&hsote> n#= ka>i-k< Ga new soat
this is a car	kə= sleht n#= ka>i-k< Ga slate
this is a bed	ka= nək te> n#= ka>i-k< Ga nuk day
this is a boat/canoe	kahuwe= yə n#= ka>i-k< Ga who weigh yah
this is a book/paper	kahyat&hslī> n#= ka>i-k< Guy yah due sli
this is a pencil	yehyat&khwa n#= ka>i-k< Yeh yah duk wa

ONEIDA Pronunciation System

VOWELS:

"a" has the sound of the "a" in ah or father

"e" has the sound of the "e" in egg or eight

"i" has the sound "i" in ski or machine

"o" has the sound of the "o" in hope or low

"u" has the sound of "un" in une

"<" has the sound of "on" in on

CONSONANTS:

These consonants have the same sound as they usually do in English: h, l, n, w, and y. The letters 't', 'k', and 's' each have two (2) pronunciations depending on other sounds near them.

't' normally has the sound like a 'd'. If a 'k', 'h', or 's' follows, then the 't' sounds as top.

'k' normally has a g-like sound but if a 't', 's', or 'h' follows, it has the sound as kill.

's' coming between two vowels makes a 'z' sound, before or after an 'h' like the sound in sea.

'>' glottal stop. Stops sound like in the word like 'oh, oh'

'tshy' or 'tsi' sounds like 'j'

'tshy' or 'tshi' sounds like 'ch'

'sy' sounds like 'sh'

'#' accent mark over a vowel indicates stressed syllable in a word. Combination of '#' makes of falling tone sound.

'=' lengthens the sound of a vowel and underlined sounds are whispered.

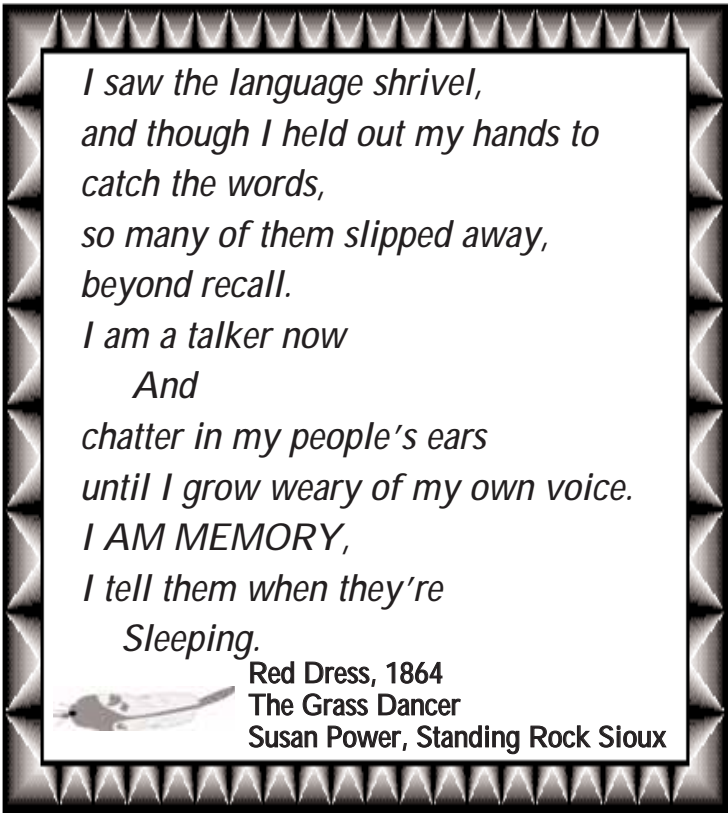
Otsya>khe-ta twanehela-t& Maple Tree Thanksgiving-Opening

This ceremony is generally done at the end of February, first part of March. It all depends on the weather. When the warm winds once again begin to circulate a day is set aside to give thanks. A tobacco burning is done to honor the maple tree that the people will be able to harvest the sap to make sugar, syrup and candy.

Words in the tobacco burn-

ing also asks of creation for a safe time while the people are in the woods working. Calling on creation to assist and to assure that no great harm comes to hose harvesting the sap. All of creation is acknowledged at this time.

The Great feather dance is done to honor the Maple tree. Then the people can go out and set up their sugar camps.



*I saw the language shrivel,
and though I held out my hands to
catch the words,
so many of them slipped away,
beyond recall.
I am a talker now
And
chatter in my people's ears
until I grow weary of my own voice.
I AM MEMORY,
I tell them when they're
Sleeping.*

Red Dress, 1864
The Grass Dancer
Susan Power, Standing Rock Sioux

YONATYENAWASTU TSI÷ KUNUNHE
(They are controlling their own lives)
A Circle of Healing for Women
A circle for women who have experienced sexual abuse as a child.

Topics to be discussed include:

- Safety/Trust Issues
- Body Image
- Relationship Issues
- Family Issues
- Self-esteem
- Parenting

This will be a 10-12 week group addressing issues related to the effects of sexual abuse

The Group will meet every Wednesday from 9:30 a.m. to 11:30 a.m.
Starting March 20, 2002
Social Services Building, 2640 West Point Road, Green Bay, WI
Childcare will be available in the Social Services Building.



Please call Shelley Riutta
(920)-490-3726
to register for the group.
The Group is limited to eight women, so call soon if you would like to participate.

Good News

Happy 1st Birthday
March 14th to
Jaelin Ariana Moss
"Our lil' JAM"



We Love You!
Hugs & Kisses,
Mama & Dada

Happy 1st Birthday
to our Granddaughter
"Jaelin"



Hugs & Kisses!
Love Gramma &
Grandpa,
Uncle Rudy

Happy 27th Birthday
to my Loving Husband
Dale Reed
March 26th



Love You Always,
Your wife, Noreen Reed

Happy 11th Birthday
Cole Metoxen



Love You Baby!
Mom, Nick, Aunty

Happy Belated
Birthday
to my son,
Justin C. Webster
who turned 13 on
March 2nd, 2002
Hope you had a great
day!



Love from your Dad,
Cliff

Congratulations &
Best Wishes
to
Mr. & Mrs.
Richard
Summers, Jr.
(Lisa & Butch)
who exchanged
Wedding Vows
on Saturday,
February 23, 2002
Communications
Staff

Ben
Vieau

New Arrivals

If you have a birth announcement, please send it to the Kalihwisaks Newspaper, PO 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 (first, middle & last) name, parents (first & last), d.o.b., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (names only). Also, if the baby was given an Indian name, please include the correct spelling and meaning. **Please include phone number where you can be reached during the day!**



Cassidy Marie Baker

Cassidy Marie Baker is the newborn daughter to Kelly Schuyler and Adam Baker. She was born at 1:35 a.m. on January 25, 2002 at Lexington Medical Center, S.C. weighing 6 lbs., 15 oz.'s and measured 19.5 inches in length. The proud grandparents are Gary & Cheryl Schuyler, Sue Tillman, and Jim & Debbie Baker.

Happy 11th Birthday
Cole Metoxen



Love from-Aunties,
Uncles, Cousins,
Grandparents.
We Love You Dearly!

NOTICE Community Meeting

regarding
Oneida Tribes' Investment Portfolio
Wednesday
March 27, 2002
5:00 p.m.
NHC/Business Committee
Conference Room
Refreshments will be served

It's as plain as black & white!

Call **869-4280**
For all your advertising needs!

Next *kalihwisaks* deadline is
March 13, 2002
with a publish date of **March 21, 2002.**

SECOND-HAND SMOKE KILLS.

HELP WANTED:

The Wisconsin Ethnic Network Collaborative is looking for people in our community who are sick and/or dying from cancer as a result of living with someone who smokes cigarettes. Too many smokers think their habit only affects their health. We need help in showing them they are killing the people they care about the most. Please call the Great Lakes Inter-Tribal Council at (715) 588-3324. The last thing we should be doing is killing each other.

CALL 1-715-588-3324 IF YOU'VE HAD ENOUGH.
Sponsored by the Wisconsin Tobacco Control Board

Legals

SETTING TIME AND NOTICE TO CREDITORS: REQUEST FOR INFORMATION. The following estate is being prepared for probate by the Oneida Tribe of Indians of Wisconsin, Appeals Commission. All creditor claims must be filed on or before March 8, 2002. ESTATE OF LILLIAN COOPER, DOD 12/09/1999. Send all creditor claims and information relating to the decedent to the following address: Harriet Kindness,, Oneida Tribe of WI, Division of Land Management, Oneida, WI 54155. Dated February 6, 2002.

Order Determining Heirs and Decree of Distribution. In the matter of the estate of **Elmer John Vanden Bloomer**, deceased Oneida Indian. Upon receipt of the notice of death, a hearing was duly noticed and held at Oneida, WI, on 9/25/01 and the record thereafter closed.

Findings of Fact and Conclusions of Law, based upon evidence, are as follows: **Vital Statistics.** The decedent was born on 12/24/1922 and died of natural causes at Little Chute, Wisconsin, on 1/25/1998, a domiciliary of the State of Wisconsin. **Family History.** The decedent's only marriage was to Donna VandenBlommer, which ended in their divorce. Together they had nine children: William, Tina, Vickie, Lynn, Luann, Kim, Jeff, Becky and Mike. All of these children survive except for Kim, who died prior to the decedent without leaving any issue. The decedent did not adopt any children, and none of the decedent's children were adopted by other parents. **Restricted or Trust Assets.** At the date of death, the decedent was the owner of trust or restricted property, real and/or personal, located on the Oneida Reservation listed on the inventory and other reporting documents. **Claims.** No claims of creditors were filed against the decedent's estate. **Will.** No last Will and Testament was submitted for probate in this estate and there is no substantial evidence to conclude tat the decedent executed a Will. **Heirs.** At death, the decedent was survived by heir at law whose respective names, enrollment numbers, birth dates, relationships and interests in the estate under statutes of descent of the State of Wisconsin, are as stated in paragraph A below. **Wherefore, it is ordered and decreed:** A. Trust real property located in the State of Wisconsin, including any income accrued after the decedent's death, and any trust personality in the decedents Individual Indian Money Account, which passes under the laws of the State of domicile of decedent, shall pass to: William VandenBloomer, Tina VandenBloomer, Vickie Vanden Bloomer, Lynn Wautier, Luann VandenBloomer, Jeff Vanden Bloomer, Becky VandenBloomer and Mike VandenBloomer. B. The Superintendent or other officer in charge shall distribute the estate to the heirs as stated in paragraph A above. C. The distribution of interests remaining in trust or in restricted status is to be made subject to the burden of payment of allowed claims as stated in paragraph 4 above. This decision is final for the department unless a petition for rehearing is timely filed in accordance with 43 c.f.r.4.241 within 60 days from the date hereof as set forth in the notice attached hereto, or unless a petition for reopening is filed pursuant to 43 c.f.r. 4.242. No claims shall be paid and no distribution shall be made during the pendency of proceedings following the filing of a petition of rehearing, except as specifically authorized by the administrative law judge. Done at Fort Snelling, MN, on Jan. 11, 2002.

Order Determining Heirs and Decree of Distribution. In the matter of the estate of **Joseph Dennison Webster** deceased Oneida Indian. Upon receipt of the notice of death, a hearing was duly noticed and held at Oneida, WI, on 9/25/01 and the record thereafter closed.

Findings of Fact and Conclusions of Law, based upon evidence, are as follows: **Vital Statistics.** The decedent was born on 9/6/1924 and died of natural causes at Green Bay, Wisconsin, on 5/1/1998, a domiciliary of the State of Wisconsin. **Family History.** The decedent's only marriage was to Audrey Constance Bowman, which ended in their divorce. Together they had four children: Jodine, Cecile, Alvida and Vernita (Verneida). All of these children survive. The decedent did not adopt any children, and none of the decedent's children were adopted by other parents. **Restricted or Trust Assets.** At the date of death, the decedent was the owner of trust or restricted property, real and/or personal, located on the Bad River Reservation listed on the inventory and other reporting documents. **Claims.** No claims of creditors were filed against the decedent's estate. **Will.** The decedent died leaving a Last Will and Testament executed on 3/21/1995. At the time the Will executed, the decedent was of sound mind and was not under any constraint or undue influence; and the Will was executed in accordance with the provision of 43 c.f.r. 4.260. **Heirs.** At death, the decedent was survived by heirs at law whose respective names, enrollment numbers, birth dates, relationships and interests in the estate under statutes of descent of the State of Wisconsin, are as stated in paragraph B. below. **Wherefore, it is ordered and decreed:** A. The Last Will and Testament of the decedent, executed on 3/21/1995 is approved. B. Trust real property located on the Bad River Reservation in the State of Wisconsin, that consists of 2% or less shares, including any income accrued after the decedent's death, shall pass to: Est. of Evelyn E. Baird and Louis Webster. Trust real property located on the Bad River Reservation in the State of Wisconsin, that consists of 2% or more shares (if any), including any income accrued after the decedent's death shall pass to: Jodine Sharon Bowman Webster Stone, Cecile Elisence Webster Wilmot, Alvida Lee Webster Ratzke, and Vennita (Verneida) H. Webster Williams. Further, Tina Pickard, is appointed as guardian as litem for Verneida Williams, per 43 c.f.r. 4.230. C. The Superintendent or other officer in charge shall distribute the estate to the heirs as stated in paragraph B above. D. The distribution of interests remaining in trust or in restricted status is to be made subject to the burden of payment of allowed claims as stated in paragraph 4 above. This decision is final for the department unless a petition for rehearing is timely filed in accordance with 43 c.f.r.4.241 within 60 days from the date hereof as set forth in the notice attached hereto, or unless a petition for reopening is filed pursuant to 43 c.f.r. 4.242. No claims shall be paid and no distribution shall be made during the pendency of proceedings following the filing of a petition of rehearing, except as specifically authorized by the administrative law judge. Done at Fort Snelling, MN, on Jan. 11, 2002.

Board Vacancies

Oneida Housing Authority Board; One (1) Vacancy. Qualifications: The board member will serve a term ending in July 2004. Board members are appointed by the Oneida Business Committee. May or may not be enrolled member of the Oneida Tribe. Expiration date is March 8, 2002

Oneida Tribal School Board; One (1) Vacancy. Qualifications: The candidate will serve the remainder of an unexpired term that expires July 2004. Applicants must be a parent/guardian of student(s) attending the Tribal School. Must be at least 21 years-old and an enrolled member of the Oneida Tribe. Expiration date is April 5, 2002.

Oneida Land Commission; Two (2) Vacancies. Qualifications: Any enrolled General Tribal Council member

of voting age living within the Oneida Reservation boundaries or within Brown or Outagamie counties can apply for the Oneida Land Commission. The term for the board member is three (3) years. Expiration date is March 8, 2002.

Oneida Environmental Board; Three (3) Vacancies. Qualifications: ERB members must be enrolled members of the Oneida Tribe. No ERB member may be employed within the Environmental Department, the Conservation Department or any other area of the Oneida Tribe over which the ERB has direct oversight responsibility and authority. All applicants for membership shall be required to sign a conflict of interest statement. Each ERB member shall be appointed for a three-year term. ALL ERB members, within ninety (90) days of the appointment are required to participate in training: Environmental Law, Oneida Tribal law, and procedures, grievance, hearing and appeals, professional ethics. In addition, all ERB members are required to review and accumulate a minimum of eight (8) hours annually in these courses. ERB members shall be required to be familiar with Robert's Rules of Order. The expiration date is March 29, 2002.

Southeastern Oneida Tribal Services (SEOTS) Advisory Board; One (1) Vacancy. Qualifications: Must be an enrolled Oneida Tribal member. Resumes will be required for appointments. Must be a resident of southeastern Wisconsin. Applicant must agree to firm commitments for attending training, Board and General Tribal Council meetings, functions and other events as established by the board, SEOTS Advisory Board Office or the Tribe. Each position serves a three year term. Expiration date is April 5, 2002.

Oneida Health Board; Two (2) Vacancies. Qualifications: Must be at least 21 years-old. Must be an enrolled member of the Oneida Tribe. Must hold residency within the original boundaries of the Oneida Reservation. Employees of the Oneida Community Health Center and Anna John Nursing Home are ineligible to be members of the board. Board members will serve a two-year term. Expiration date is March 29, 2002.

Oneida Nation Veterans Affairs Committee; One (1) Vacancy. Qualifications: Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin who has served honorably on active duty in the Armed Forces of the United States of America. Honorable service. A person who has been inducted into or voluntarily entered into active duty in one of the service branches and who did not receive a discharge from active duty with that branch due to "less than honorable conditions". Active duty is having served 181 days or more of continuous duty unless discharged early for a service-related disability. Served as a member of the Selected Reserve and who has completed at least six years in the Reserves or National Guard or who was discharged early because of a service connected disability. Shall be a citizen in good standing. Board member will serve an unexpired term which ends in November 2002. Expiration date is March 29, 2002.

For Sale

For Sale: 1989 Ford Van. \$600. Call 497-7672 for more information.

Community Notices

Family Fitness Has New Hours! New extended hours are as follows:Monday-Friday 6am-9 pm. and Saturday 7am-2pm. Hope to see ya there!! Call 490-3730 for more information and ask for Cathy with questions and/or concerns.

Oneida Nation Jobs Available

Security Guard Position #00427

Salary: Grade 05 \$9.71/Hourly (Negotiable dependent upon education & experience.) Position Summary: This position patrols Tribal entities as assigned to include but not limited to parking lots and grounds to assure security and prevent damage to or loss of Tribal or employee property. This position works nights, weekends which includes holidays as assigned. This is a non-exempt KEY position and reports to the Security Sergeant. Continuation of position is contingent upon funding allocation.

Closing Date: Until Filled

Proposed Start Date: As Soon As Possible

Pharmacy Technician Position #01102

Salary: Grade 06 \$10.42/Hourly (Negotiable dependent upon education & experience.) Position Summary: This position will assist the pharmacy staff in customer relations, basic prescription filling and dispensing duties and secretarial/clerical tasks related to the normal operation of the Oneida Community Health Center Pharmacy Department. This is a non-exempt position and reports to the Pharmacy Director. Continuation of position is contingent upon funding allocation.

Closing Date: Until Filled

Proposed Start Date: As Soon As Possible

Recreation Supervisor LTE Position #01743

Salary: Grade 07 \$11.21/Hourly (Negotiable dependent upon education & experience.) Position Summary: This position is responsible for the development and operation of the recreation facility and supervision of staff at the Hwy. H site. Incumbent will plan, develop, organize, coordinate and implement scheduled recreational activities for the Oneida Community. Incumbent will assist in the development and monitor the program budget and grant funding, standard operating procedures, provide statistical and narrative reports and train staff on Aphelion Management Software. Incumbent must be willing to work evenings and weekends as needed/requested. This is a non-exempt position and reports to the Assistant Director-Recreation. Continuation of position is contingent upon funding allocation.

Closing Date: March 12, 2002

Proposed Start Date: May 13, 2002

Recreation Specialist Trainee LTE Position #05092

Salary: Grade 03 \$8.49/Hourly (Negotiable dependent upon education & experience.) Position Summary: This position assists the recreation specialists in the planning, developing, organizing, coordinating and implementing of all assigned recreation activities, new recreation programs and special events for the Oneida Community. Incumbent must be able to work evenings and weekends as needed/required. This position is a grant position and the incumbent will be a Limited Term Employee (LTE). This is a non-exempt position and reports to the Assistant Director-Recreation. Continuation of position is contingent upon funding allocation.

Closing Date: March 12, 2002

Proposed Start Date: May 13, 2002

Ambulatory Clinic Staff Nurse Position #00112

Salary: Grade 10 (Negotiable dependent upon education & experience.) Position Summary: This position provides nursing care in the ambulatory clinic at the Oneida Community Health Center. This position will work in compliance with the Health Center's philosophy and mission statement. This is a non-exempt position and reports to the Nursing Supervisor. Continuation of position is contingent upon funding allocation.

Closing Date:

On-going Recruitment

Proposed Start Date:

Applicants Placed in Interviewing Pool

Recreation Transit Driver LTE Position #01742

Salary: Grade 04 \$9.07/Hourly (Negotiable dependent upon education & experience.) Position Summary: This position is responsible to transport passengers to and from the Oneida recreation Centers and Oneida Family Fitness Center on a regular scheduled route within the Oneida Community. Incumbent will perform all route safety inspections of vehicle and other duties for the normal operation of the vehicle. This position is expected to use the highest degree of care when operating and maintaining the vehicle. Incumbent must be able to work evenings and some weekends. This position will require incumbent to participate in a random drug testing/screening according to the Oneida Tribe's Drug Free Workplace Policy. This is a grant position and the incumbent will be a limited term employee (LTE). This is a non-exempt position and reports to the Assistant Director-Recreation. Continuation of position is contingent upon funding allocation.

Closing Date: March 12, 2002

Proposed Start Date: May 13, 2002

Slot Supervisor Position #00941/6010

Salary: Grade 9 \$13.06/hourly (Negotiable dependent upon education & experience.) **Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin** Position Summary: The primary focus of this position is to ensure excellent guest services. This position is to assist the Director and Assistant Director of Slots in overseeing the day-to-day operations of the Slot Department for all designated areas to include Gaming outlets. The incumbent will have a thorough knowledge of Tribal, Gaming and Departmental policies and procedures. This position will serve as a motivator and role model while encouraging and supporting employees in the Slot Department. This includes, but is not limited to, assisting in training of new employees, scheduling of the Slot Service Representatives, completing annual and/or probationary eval-

uations and completing daily paperwork in a timely manner. Primary hours of operation are Thursday through Sunday. Scheduled hours may vary and will be based on operational need. This is a designated key, non-exempt position and reports to the Assistant Director of Slots. Continuation of position is contingent upon funding allocation.

Closing Date: March 14, 2002

Proposed Start Date: May 13, 2002

Bingo Director Position #00500

Salary: Grade 13 \$36,836/Annually (Negotiable dependent upon education & experience.) **Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin** Position Summary: This position will direct the Bingo operations to include, but limited to, overseeing the Bingo games, supervising personnel, creating and implementing a two (2) year business plan and developing and maintaining the department standard operating procedures. Incumbent will complete the Bingo Department budget ensuring operations are run within budgeted parameters. This is a designated key, exempt position and reports to the Assistant Gaming Manager-Profit. Continuation of position is contingent upon funding allocation.

Closing Date: March 14, 2002

Proposed Start Date: May 13, 2002

INJURED?

JIM WILL MEET WITH YOU TODAY

"Jim cares. Jim met me at home and answered all my questions". - Jim Green

Jim Joannes Attorney

1-800-924-3520

Se habla español Muaj Hais Lus Hmoob

Recka & Joannes 211 S. Monroe Av., Green Bay

BANKRUPTCY

\$100.00 Down

"Joe and Cori treat me with respect. Joe helped me handle the debt collector's harassing phone calls". - W.H.

Joe Recka Attorney

1-800-924-3520

Se habla español Muaj Hais Lus Hmoob

Recka & Joannes 211 S. Monroe Av., Green Bay

ONEIDA HIGHER EDUCATION GRANT PROGRAM

The Oneida Higher Education grant program is designed to provide financial aid to enrolled members of the Oneida Tribe of Indians of Wisconsin who intend to pursue post secondary education at an accredited technical school, college or university. Students can be awarded up to \$20,000 per academic year as determined by the school's financial aid office and based on the Oneida Higher Education guidelines.

• Must have a high school diploma, GED or HSED.

• Must be accepted into an accredited technical school, college or university and provide Oneida Higher Education with a copy of school acceptance letter.

• Complete the Oneida Higher Education application and the participant acknowledgment/agreement form each academic year. Application priority dates are April 15 (fall term); October 1 (spring term); and May 1 (summer term).

• Complete the Free Application for Federal Student Aid (FAFSA) when taking 6 or more credits.

• Complete the Oneida academic plan with the college advisor prior to each term.

For more information please contact our office at 920-869-4033 or 800-236-2214. Be sure to check out our web site at: oneidanation.org