

## Frequently Asked Questions

---

### WHAT IS TERO?

T.E.R.O. stands for Tribal Employment Rights Ordinance or Office. TERO Ordinances require that all employers engaged in business on reservations give preference to qualified Indians in all aspects of employment, contracting, and all other business or economic development activities.

### WHAT IS THE PURPOSE OF THE TERO PROGRAM?

The primary purpose of the TERO Program is to enforce tribal law in order to insure that Indian/ Native people gain their rightful share to employment, training, contracting, subcontracting, and all other economic opportunities on or near the reservation.

### WHAT IS INDIAN PREFERENCE?

Indian Preference is a unique right that tribal members have that entitles them to first consideration to all employment, training, contracting and subcontracting and business opportunities that exist on and in some cases near reservations.



**Tribal Employment Rights Office**  
**T.E.R.O.**

---



## The Tribal Employment Rights Office (T.E.R.O.)

### Mission Statement

*The mission of TERO is to assist in and require fair employment practices and set forth Indian Preference requirements of Reservation employers on or near the Ft. Yuma Quechan Indian Reservation. In addition, TERO is committed to promoting training opportunities and providing job referral services for Tribal members to achieve their highest potential in order to become competent and successful individuals.*

### Purpose

It is the purpose of the Quechan Tribe's TERO to provide the framework for individuals to increase workforce skills and ensure that they are afforded employment and economic opportunities by fostering programs that create career pathways and economic growth to strengthen our tribal community. TERO also provides workforce protections against discrimination and unfair pay and labor practices by outside employers working on the reservation.

## T.E.R.O. & You

Each individual must be responsible, dependable, and trustworthy in order for our TERO program to be a success.

To prove the TERO program's reliability to the employers, and make it work, each person placed/referred through the TERO program must make every attempt to be a success, so employers respect the TERO program it places/referrals with them.

### This means:

- Practicing good work habits
- Showing up on time
- Calling in when you can't show up
- No excess absences or tardiness
- Being dependable/reliable/trustworthy/responsible
- Setting a good example
- Being qualified for the job

Every time an employer sees a successful individual on his/her project, it makes it easier for those who come after you.

If a problem arises, but don't abuse discrimination complaints, and do let the TERO Office know of any valid questions or concerns you have regarding an employers actions. Even if you cannot determine discrimination, but feel uncomfortable, legal discrimination may exist which warrants an investigation.

## The Tribal Employment Rights Office (T.E.R.O.)

The Tribal Employment Rights Office (T.E.R.O.) is the central reference point for all private employment on the FT. Yuma Quechan Indian Reservation.

We assist individuals in all phases of the employment process (recruiting, referrals and screening). This also includes assisting employers in locating qualified men and women for future or on-going projects with contractors or subcontractors commencing work on the FT. Yuma Quechan reservation.

Providing employment opportunities in skilled trades (construction, laborers, utilities, heavy equipment operators, plumbing, landscaping, carpenters, clerical, etc.).

The Tribal Employment Rights Office (T.E.R.O.) is located at 1901 Agnes Road #3, Winterhaven, CA 92283

Office hours: Monday through Friday  
8:00 am to 5:00 pm

**Caine Palone, TERO Officer**  
**P.O. Box 1899**  
**Yuma, Arizona 85366**  
**(760) 919-3600 Ext 313 Office**  
**teroofficer@quechantribe.com**

