

KALIHWISAKS

"SHE LOOKS FOR NEWS"



Kalihwisaks
Oneida Tribe of Indians
P.O. Box 365
Oneida, WI 54155

Non-Profit
Organization
US Postage Paid
Permit No. 4

20920
RECORDS MANAGEMENT
PO BOX 365
ONEIDA, WI 54155

Volume 132

Official Newspaper of the Oneida Tribe

October 16, 1991

Oneida seeks leadership role

Business Committee members attend national forum of Indian Country



Photo/Margaret King-Francour

Tribal Vice-Chairman Debbie Doxtator, right, presents a handmade Indian basket to Senator Daniel Inouye on behalf of his trust and working relationship with Indian tribes. Inouye was honored at a reception at a national forum in Denver.

Margaret King-Francour

Kalihwisaks

The Oneida Tribe recently decided to participate in a national forum developing legislation for a National Indian Agenda called for by Senator Inouye, D-Hawaii and Chairman of the Senate Select Committee on Indian Affairs.

Subsequently, the Business Committee sent several of its members to the forum in Denver, Colorado in a full-fledged effort of participation in the issues Indians face nationwide.

According to Debbie Doxtator, Vice-Chairperson for the Oneida Nation, the Oneidas are looking to be in the forefront of development of legislation.

"The Oneidas need to take a progressive stance on this, we need to be one of the leaders of Indian Tribes who will be the initiators of developing legislation in key areas facing all tribes over the past 50 years," commented Doxtator.

The work on the proposed legislation was broken down into areas such as Children and Families, Tribal Government Enhancement, Trust Fulfillment, Sustainable Indian Lands and Resources and Economic Self-Sufficiency. These areas were broken down into work groups that seen much activity by Julie Barton, Loretta Metoxen, Russell Metoxen and Debbie Doxtator.

A host of labor was seen as work groups sifted through common threads and worked out healthy debate around issues such as government jurisdiction, definition of

sovereignty, land and water management, education and social reform as well as taxation and capital raising business techniques unique to the Indian people.

Exercises in deductive thinking, vision setting, conducting five year plans and sample bill writing were all a part of the work group output in the intensive two day sessions.

In a Sustainable Indian Lands and Resources session, participator Loretta Metoxen found funding a common problem.

"There needs to be sufficient funding for tribes to adequately protect their resources...land, for example, is now costing the Oneida Tribe \$90,000 yearly in real estate taxes when it should be in trust. Logistically, there isn't enough funds for office or manpower for the BIA agency to administratively process this and they're backlogged three years now."

Council member Julie Barton noted the effects that could be felt throughout Indian Country if the legislation was carried through.

"Many acts of law that the federal government enacted to 'help' the Indians, actually was detrimental to them. This could be turned around to be beneficial at all Indian tribes nationwide if the tribes unify and work towards preparing a legislative agenda instead of the federal government coming in and doing it and without our consent. We hope to be prepared this time."

See Forum/Page 2

A Closer Look...

M. Francour/Kalihwisaks with the assistance of Attorney Sharon House

Federal government laws instituted to help Indians actually act as a detriment to them

PUBLIC LAW 280:

Federal government gave states jurisdiction over tribes. Nation to Nation status of operation is replaced as federal government passes on authority to the states. Tribes' sovereignty diminishes.

DAWES ALLOTMENT ACT:

An effort of the federal government to assimilate the Indians into the white culture by taking land, (believed by the Indians to belong to the Creator; and it's existence being for man's use but not ownership) and breaking into parcels. This would force the Indians into private land ownership.

INDIAN REORGANIZATION ACT:

An effort by the federal government to institute governmental Indian self-determination. The federal government realizes the tribes won't assimilate, and thus believed the Indians should form constitutions in order to setup a government.

As noted with Attorney Sharon House, the federal government's mood around Indian policy fluctuates, year to year, decade to decade, sometimes leaning towards assisting the Indians towards self-determination and sometimes leaning towards assimilation into the white culture.

Reading between the lines

Keith Skenandore

Kalihwisaks

In the last edition of Kalihwisaks, a story was done on the Oneida Tribe giving TV Bingo Oneida a final chance. Within the story, a statement was stated that Louise King, Assistant Gaming Manager, reminded the Business Committee that negotiations were still going on with the State of Wisconsin.

Although the statement was true, let us not forget that the Business Committee did not forget that there was negotiations still going on.

As a matter of fact, some of the Committee members were lobbying last week for

tribal gaming. The committee has been negotiating and lobbying for some time.

Lets not read between the lines, but just read the lines. That's what Kalihwisaks is here for.

**General Tribal Council Meeting
October 21, 1991
6:00 P.M.**

**Norbert Hill Center Auditorium
Re: Adoption of
FY '92 Budget**

**Your input is needed.
Hope to see you there!**

Senator Inouye claims Indian Tribes need to unite

Margaret King-Francour
Kalihwisaks

(Denver, Colorado) - In a forum setup to bring tribes together on a national level to discuss similar issues Native Americans confront, Senator Daniel Inouye (D-Hawaii), Chairman of the Senate Select Committee on Indian Affairs, stated that the tribes of North America need to find a "united front" together. More power comes from a unified alliance of people, as he proclaimed in a closing speech addressed to Indian leaders from around the country.

"Keep it up," stated the Senator, referring to the on-going battle Indians face, plugging away at maintaining the rights of Indian sovereignty and other rights of land inherent to them.

The Senator expressed the disappointment of the Indian representation held by the federal government, "Native Americans are dying for our countries (in war) far more than they are being represented by the U.S."

The Senator also made point of how the U.S. Government handles the treaty issues.

"The Indian Nations entered into 800 treaties with the U.S. government," said Inouye. "The Senate and government insisted they live up to their responsibilities, and then the Senate ends up not recognizing 430 of those treaties."

He went on to say, "The Indians had over 550 million acres of land. 50 million are left. Where's the commitment to them, their land, education and health care as they promised? The promise was for as long as the sun rises in the east to imperpetuary."

He noted other historical events the Native Americans partook in.

"If it weren't for the Indians, George Washington and his men would have perished, and the Indians didn't ask for any payment," he said.

"The tribes demonstrated their intellect in their form of government. Everyone voted, including women, their judiciary and checks and balances system were all in place. That's how advanced the Indians were. When someone asks where did this come from, you will then see where the values of this nation has been built."

Sovereignty, the independence and self-government of a nation is what Indian Nations or tribes have been fighting for a long time. According to Stanley Webster, Oneida Tribal Appeals Commission member and forum



Photo/Margaret King-Francour

Debbie Doxtator, Oneida Tribal Vice-Chairperson, left, listens as Senator Daniel Inouye, far right, addresses tribal leaders at a national forum held in Denver, Colorado.

attendant, "The Iroquois is the most strongest tribe in North America. Inouye introduced a concurrent resolution in 1987, on behalf of the Iroquois, that gave recognition of the Iroquois influencing the Constitution."

Webster added, "He pointed it out. We didn't have to come out and say it. We've had a longer association with the non-original people and still retain the concept of sovereignty in our minds in a very strong way."

Inouye also pointed out that one of the most important things we can do at home is to do everything possible to take pride in ourselves.

"Let others know about yourselves, then they can witness the grandeur and majesty of your people," said Inouye.

He concluded, "The Indian children will then be able to see for themselves what their forefathers made in this fabric of society."

Wisconsin Public Radio seeks future radio stars

(Madison, WI) - Wisconsin Public Radio is looking for radio scriptwriters, announcers, producers and actors of the future. It hopes to find them through the 19th Annual Young People's Radio Competition.

Fourth through twelfth graders throughout Wisconsin are invited to participate in the competition. Cash prizes are awarded to the winners in each age groups -- grades 4 through 6, 7 and 8, and grades 9 through 12. Grand-prize winners come to Wisconsin Public Radio studios in Madison to produce, with the assistance of radio professionals, their programs for statewide broadcast on Wisconsin Public Radio.

The project's executive producer, Norman Michie says, "The Young People's Radio Competition is a wonderful opportunity for students to develop their creativity and their language and technical skills. It also gives young people an awareness of the broad facets of radio communications."

The deadline for entering a handbook, write Young People's Radio Competition, Wisconsin Public Radio, 3319 W. Beltline Highway, Madison, WI 54713.

To obtain an official entry blank, competition rules and

Remax 1st Advantage

RENTERS NOTICE!

Take advantage of the lowest rates in years.

A SPECIAL HOME BUYERS SEMINAR

PRESENTED FREE OF CHARGE IN ASSOCIATION WITH ASSOCIATED MORTGAGE CORP.

Mr. Sandors comprehensive seminars have put many renters in their own homes faster and at less cost than they thought possible. Don't miss this opportunity to learn how easy owning your own home can be. Two hours of solid information.

Seminar Covers:

- FHA-VA-WHEDA Loans
- Rent vs Owning
- 5 Steps to Ownership
- Current Market Conditions
- Low Cost Financing
- Avoiding Costly Mistakes

"Good Buying Decisions are made with Good Information"

When: November 12, 1991
Where: ORCOA
134 Riverdale Drive
Time: 6:00 P.M.

Limited Seating

RSVP Call Early
869-4338

Forum: From Page 1

She added, "History has worked against us. The Indian Reorganization Act, Dawes Allotment Act, and Public Law 280 have all worked against us. We hope these can get repealed. These laws work to detract our jurisdiction, contradict our original treaties of trust with the federal government, and thus unable us to act on a nation to nation mode. We should not be working with states. Right now, we comply and to follow through, but we need to establish and have our own constitutional legislation, and confederacy of tribes nationwide. We need to be recognized as our own government, as all tribes seek."

An active role in developing legislation carries many benefits in the realm of improving relations of government to government.

According to Loretta Metoxen, "It also will be very beneficial to the tribes when

we (Oneidas, as a Nation) are visible to major agencies such as the BIA, the Senate Select Committee and other important leaders. Developing testimony and law and taking a role of leadership is very helpful. We're gaining more experience with the issues of Indian Country and becoming more unified in our relationship to the U.S. government in trust responsibility."

Previous to the national forum held in Denver, twelve other forums were held at local Indian regions. The meeting in Denver was the only one to initiate actual work sessions to gather information and work on putting ideas together for legislation.

Other bodies, such as the National Indian Policy Center and the National Indian Resources Institute helped guide the groups in technical support and bill writing. Future collaboration may see NCAI format or join in on the work on behalf of the tribes nationwide.

Oneida Conservation Department hope for cross-deputization of tribal wardens

Keith Skenandore
Kalihwisaks

With the Tribe's Public Safety officers officially cross-deputized, it is now time for the Oneida Conservation Department to hope for the same.

Following a meeting last month with Lawrence Kriese, Lake Michigan's District Warden, the conservation department now looks at filling some needs.

Wardens Mike King and Terry Metoxen were encouraged following their meeting with Kriese.

"It's going to take a long process," said King, "but hopefully by next fall, we will be cross-deputized."

King agreed with Kriese that the cross-deputization will fill some needs, and according to King, the sooner the better.

"Currently, we just have jurisdiction over our own people," said King. "When non-tribal people are involved, we just take down the information, and then turn them over to the Warden."

Another need that would be filled would be the ex-

change of training that's available.

"We would receive in-service training, off-road vehicles, water safety and other various training," said King.

According to King and Metoxen, there are frequent violations, which the cross-deputization would help decrease. Violations such as uncased weapons, hunting too close to roads, shooting out of vehicles, shooting too close to houses, and the ever popular trespassing would be diminished.

"I think they (hunters) are pretty free out here," said King. "Kriese wants more incidents such as citations, whether it be non-tribal or tribal."

But as in any type of negotiations, there are key factors involved, and these negotiations are no different. According to King, the big problem in these negotiations is monetary liability.

He said, "In law enforcement, that's always a factor."

Sharon House Cornelius, Oneida Tribal Attorney, said the DNR is not opposed to the




cross-deputization, but once again jurisdiction comes into play.

"What we need to do is look at what type of infrastructure the tribe has," said Cornelius. "We need to do more research on jurisdiction."

Cornelius added, "Hopefully this won't be an issue. We're hoping for a more formal agreement, whether it concerns Indians or non-Indians."

Currently the State has an agreement with the Great Lakes Indian Fish and Wildlife Commission.

Oneida Tribe to introduce new, quick bingo game

QUICK PICK BINGO	NUMBER OF PICKS		
	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15		
Select your own Quick Pick BINGO Numbers or mark "EZ-PICK"	AMOUNT		1ST American GAMES
	10 20 30 40 50	EZ-PICK 1 2 3 4 5	
The "House" draws 20 numbers YOU pick up to 15	Be Sure to select Amount and Number of Games		
MATCH and WIN!	B	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	
	I	16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	
(See back for additional rules)	N	31 32 33 34 35 36 37 38 39 40 41 42 43 44 45	
	G	46 47 48 49 50 51 52 53 54 55 56 57 58 59 60	
	O	61 62 63 64 65 66 67 68 69 70 71 72 73 74 75	

This slip is not a valid receipt

Place your bets: Pictured above is a sample copy of the bet slip that will be used when playing Quick Pick Bingo.

Keith Skenandore
Kalihwisaks

With the competition level of gaming getting more and more competitive, the Oneida Tribe is ready to introduce a new bingo game.

The game, called Quick Pick Bingo, was approved by the Oneida Business Committee in their September 18 meeting.

As of press time, the game was ready to be made available to the community although no official start date has been set.

Louise King, Assistant Gaming Manager, presented the logistics of game to the committee at the September meeting.

"Quick Pick Bingo is a game that's played continuously throughout the day," said King. "The game will allow the bingo players to play their regular bingo game along with Quick Pick."

King stated that the players of Quick Pick could select up to 15 out of 75 numbers on the betting slip. If a player matches a certain amount of numbers with the bingo balls that are selected, they would win a cash prize.

The gross revenue that could be made annually with Quick Pick has been estimated at \$750,000.

A version of Quick Pick is currently played at the Potawatomi Bingo Hall in Milwaukee. The Potawatomi's play Quick Pick 8, where the players need only to select 8 numbers out of 75, with progressive boards.

Tom Taylor, General Manager of the Potawatomi Bingo Hall, stated that their version of the Quick Pick Bingo game is doing very well.

"We started slow, but now the game is going over very well," said Taylor.

Taylor explained that they did a test market on the same game the Oneida's are ready to begin.

"The game was tested for four days back in July," said Taylor. "We did very good, but we made some alterations."

Taylor stated that Quick Pick 8 is played every half hour, the same option the Oneida's are looking at. Once the players are more comfortable with the game, the Oneida Tribe then has the option to possibly play the game every 15 minutes.


Options is what was presented to the Business Committee. Although three options were available on the purchase of this game, the Business Committee directed Dale Wheelock, Gaming Manager, to follow through on option two.

Option two states that the Oneida Tribe work with Melange Computer Services, Inc., for one year then purchase the hardware and lease the software for the tribe's own use.

Gaming is expected to come back to the Business Committee with an evaluation of Quick Pick in the near future.

Special Offer on Marlboro

SAVE \$2.00




SURGEON GENERAL'S WARNING: Cigarette Smoke Contains Carbon Monoxide.

Lights: Menthol 10 mg "tar," 0.8 mg nicotine; 100's & Kings 11 mg "tar," 0.9 mg nicotine—Medium Soft & Box: 12 mg "tar," 0.8 mg nicotine—100's Soft & Menthol Kings: 16 mg "tar," 1.2 mg nicotine—100's Box & Kings: 17 mg "tar," 1.2 mg nicotine av. per cigarette by FTC method.

Discount good October 21 thru October 27
(While supplies last)

Available at these Oneida One Stop locations:

ONE STOP 54 180 Hwy 54 Oneida, WI 54155	ONE STOP S. EEE 790 Hwy E & EE De Pere, WI 54115	ONE STOP LUCKY U 5300 County Line Rd. Oneida, WI 54155
--	---	---



ONE STOP WESTWIND 2370 West Mason St. Green Bay, WI 54313	SMOKE SHOP 2100 Airport Dr. Green Bay, WI 54313
--	--

Fond du Lac woman wins over \$17,000

Keith Skenandore
Kalihwisaks

According to John McArdle, there will be more TV Bingo Oneida game card sales in Fond du Lac the next few weeks. His reasoning is that his wife, Eileen, recently won the Outline Diamond jackpot worth \$17,831 on the airing of the September 29 show.

Eileen, 57, filled out her card on the final 25th call, and she recalls that vividly.

"N-34 was the call," said Eileen, as she was grinning ear to ear. "We never won anything like this."

The McArdle's recently started playing TV Bingo a

couple of months ago, and they always order their tickets through the mail. John stated he saw a commercial for TV Bingo Oneida on television, so he figured why not give it a chance!

"Somebody's got to win," said John. "You can't win if you don't play. How much more convenient do you want it?"

The McArdle's were gone during the morning airing of the show, but as John put's it, "It pays to have a VCR."

When Eileen filled out the Outlined Diamond, which was around 10:00 p.m., the first thing she did was call her children.

"I was in bed," said her son, "but I didn't mind being woken up."

The McArdle's plan on sharing their good fortune with their two children, and also their grandchildren.

As for the remainder of the money, John and Eileen plan on having more fun as they leave for Las Vegas on October 21.

"This will make it (the trip) a little bit better," said Eileen.

How do the McArdle's plan on viewing TV Bingo Oneida when their in Vegas. Just ask John.

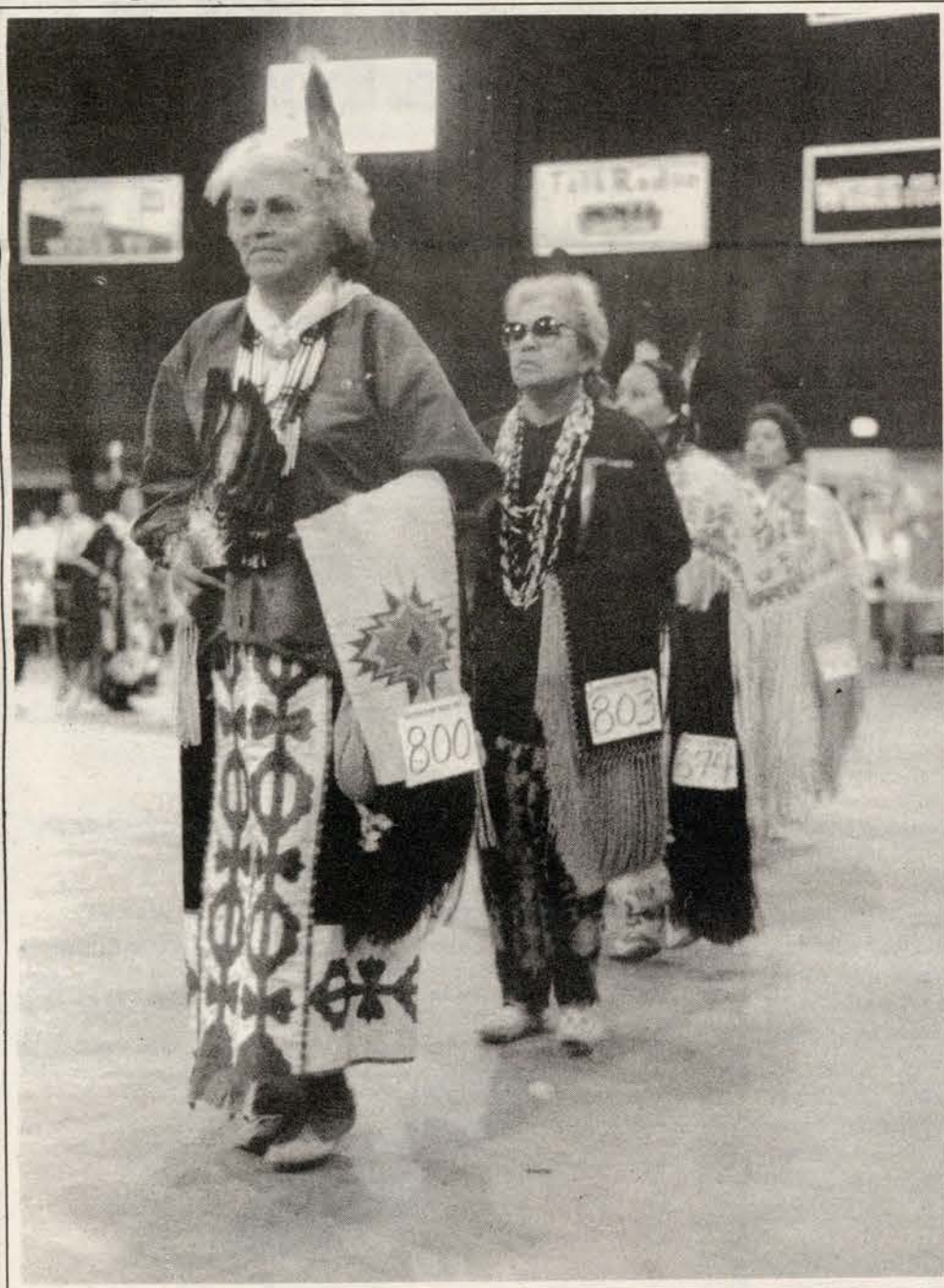
"We'll tape it of course," he said.



Photo/Keith Skenandore

Eileen McArdle of Fond du Lac gladly accepts her check for \$17,831 from Ron Peterson, Advertising and Marketing Director for TV Bingo Oneida.

Making a grand entry...



Photo/Keith Skenandore

The weekend of October 4 - 6 saw many grand entries as the Oneida Tribe of Indians hosted their 2nd Annual Oneida Fall Championship Pow-Wow. Watch the next issue for dance results and more photos.

Resolution # 9-4-91-A

WHEREAS, the Oneida Tribe is in a state of extremely high growth rate, and WHEREAS, Phase I of the Sewer Project is nearing completion, and WHEREAS, Phase II of the Sewer Project will be constructed in F.Y. '92, and WHEREAS, space needs for an administration building and Oneida Tribal School are critical and are currently being planned for the inclusion of financial considerations, and WHEREAS, Gaming revenues make up approximately 86% of the total income for the Oneida Tribe, and WHEREAS, the legal and legislative support have increased substantially and will continue to do so throughout F.Y. '92, and WHEREAS, the General Tribal Council requires a definitive budget for consideration for final approval, NOW THEREFORE BE IT RESOLVED, that the Tribal expenditures will continue at the FY '91 level, BE IT FURTHER RESOLVED, that the proposed final budget will be presented by the Treasurer to the General Tribal council for their review and discussion at a General Tribal Council meeting on September 30, and BE IT FINALLY RESOLVED, that the FY'92 budget will be finally adopted by General Tribal Council on October 21, 1991 which will provide for an adequate comment period.

NOTICE

ALL TRIBAL DEPARTMENTS, ONEIDA HOUSING AUTHORITY, AGENCIES, ENTITIES AND ENTERPRISES, AND TRIBAL MEMBERS

The tribe has established the Tribal Construction Committee to assure compliance with Tribal Codes, Ordinances, and Regulations pertaining to any structure constructed within Reservation Boundaries by all Tribal members For those of you interested in building a new home, moving an existing building or home, purchasing a new mobile home or doing any type of remodeling a BUILDING PERMIT IS REQUIRED.

A three month notice to the Oneida Planning Department would be appreciated so that all necessary documents and inspections are completed before the commencement of construction.

The cost of these permits are:

1. Commercial - \$250.00
2. Residential - \$210.00
3. Trailer Homes - \$135.00
4. Remodeling - \$35.00 plus \$15.00 for each inspection required
5. Accessory buildings-garages, pole buildings etc...
 - Under 1000 square feet - \$15.00
 - Over 1000 square feet - \$25.00

Plus \$15.00 for each inspection required Failure to comply with obtaining a building permit will result in a fine of \$25 for each violation per day. These violations will be documented by the Building Inspector and the construction site will be red tagged so that no work can commence or continue until violations are corrected.

Packets for Building permits can be obtained from the Oneida Planning Department, which include policies and a copy of the Wisconsin Codes and a checklist of what documents are needed.

American Indian History and Culture Conference to be held at the Radisson

The American Indian History and Culture Conference, sponsored by the Stated Historical Society of Wisconsin and the University of Wisconsin System, will be held November 7-9, 1991. This year's conference will be held at the Radisson Inn, Green Bay.

The theme of the conference is respecting American Indian identity perspective from history and culture.

The conference will examine topics relating to American Indian history and culture both at the national and the Wisconsin levels. Included will be presentations on precontact, contact, colonial, nineteenth, and twentieth century issues by scholars from across the nation.

American Indian history and culture is intricately woven into the history of the United States and its colonial antecedents presenting a rich and varied past. Each tribe also

has a distinctive history, language, and culture. Together the tribes comprise an amazingly complex component in the life of Americans.

Posters, displays, book exhibits and sales booths, and informational tables will also be part of the conference. Guided tours of the Oneida reservation and Oneida Nation Museum will also be available.

For more information contact the Office of Outreach and Extension, (414) 465-2102.



Public Notice

To all Tribal Members who had signed the water and sewer petition, regarding the rates.

I, Celene Elm, the author of the petition has withdrawn the petition at the Business Committee meeting on August 21, 1991, due to the agreed upon rates set and approved by the Business Committee and the Utilities Commission.

I also requested that the rates be made public and Business Committee minutes to reflect action.

Respectfully submitted,

Celene Elm,
Tribal Member

Football Fundamentals

Punting, Passing & Kicking Competition

Kids 10 - 15

October 26, 5:00 P.M.

Oneida Baseball Diamond

Contact Oneida Recreation (869-1088)

for further information

Remember When...



Pictured above is the 1898 Carlisle Indian School Football Team. The Oneida Nation Museum has identified the names, however, they would like some information on three men in the second row (l-r) Cayou, Redwater, Smith, Sickles and Scott. Does anyone know these men. What is their tribe? If you have any information, contact the museum at 869-2768.

Update on Oneida community swimming pool project

Submitted by Eric Krawczyk

The swimming pool project committee has been very busy working on details to get an aquatics facility/swimming pool built for our Oneida community. The surrounding communities of Hobart, DePere, Seymour, Pulaski, Freedom, and even Green Bay would also have access to the facility, which would help off-set maintenance and operational costs. Barb Kolitsch is the chairperson of the committee. The plans are moving along smoothly. It should be noted that the funds for the projected pool are not coming from the Oneida

Tribe but from other outside sources. Fund raising activities are also beginning.

An aquatics program would be a great addition to the Oneida Community because it offers complete body exercise in a reduced gravity environment. Swimming is an ideal source of aerobic exercise because one uses many of the muscles of the body without the severe strain to the joints one experiences in running or jogging programs.

Swimming is done in a very controlled environment so one doesn't have to worry about extremes of heat

or cold. In an indoor facility it is truly a year round activity.

Swimming also offers some very good therapy modes for the elderly or those with arthritis or other joint disabilities. In a heat therapy pool persons with limited range of motion can treat their joint stiffness and receive the exercise they otherwise would not be able to get. This facility will also have wheelchair accessability, which would be the only one in the Green Bay area.

A swimming pool shouldk not be looked upon as just a recreation facility but as an integral component

of health promotion. In a facility of this type special programs can be offered for pre-school, Oneida Tribal School students, high school students, AODA and other human services programs, workers of the tribe, elderly, and the rest of the tribal community. In addition, the facility could serve a family fun area during periods of open and recreational swimming times. Your support is greatly appreciated.

If interested in obtaining more information, please contact Barb Kolitsch at x341 or Eric Krawczyk at x398.

Pharmacy News

A new product findings its way onto pharmacy shelves is "Tooth Whitener". Non-existent 5 years ago, tooth whiteners had sales of \$5 million last year, will probably hit \$30 million in 1991, and it is expected to top \$60 million by 1992.

Whiteners available today use peroxide to brighten teeth. Dentists first used peroxide in periodontal disease maintenance therapy. Over time, the incidental effect of whitening teeth was seen as a benefit in itself and this has resulted in the development of products for use in the home.

Available are either 3 step or 2 step products. The 3 step systems use a pre-rinse, a peroxide whiting gel and a polishing cream. The 1 step

product perform mainly the bleaching (peroxide) process or combine the first and second steps.

Although these products are gaining popularity, there is concern within the dental profession that these products may actually be injurious to some individuals. Irritation to tissues within the mouth and the possibility of demineralizing the tooth and allowing peroxide to get into the enamel's surface are some of the problems dentists fear will become more prominent as use of these products increase.

The FDA is presently reviewing these products and one would be well advised to discuss the use of these products with their dentist before starting treatment.

Being prepared for an emergency at home

Being prepared for an emergency at home does require some time and effort.

The first step is to have an adequately stocked medicine chest or drawer. Things to include are:

- Band Aids - for simple cuts or abrasions
- Butterfly bandages or narrow adhesive strips - to hold the cut together and allow it to heal.
- Cotton tipped swabs
- Sterile gauze pads - helps prevent contamination by being individually wrapped
- Roll of gauze bandage - aids in holding dressing or splint in place
- Roll of absorbent cotton - padding for a splint
- Roll of adhesive tape
- Ace (elastic) bandage - for sprains/strains immobilization
- Analgesic - such as Tylenol, Motrin used to decrease discomfort, muscle aches, etc.

- Thermometer
- Syrup of peca- to induce vomiting if certain poison's are swallowed. **ONLY ADMINISTER** after talking with physician or poison control center - phone: 433-8100
- Tweezers - to remove splinters
- Hydrogen Peroxide - to clean wounds, cuts, abrasion
- Antibiotic ointment - to prevent infection to wounds
- Calamine lotion - helpsk to decrease discomfort ofitchiness and insect sting

Always watch expiration dates on articles - dispose of them is expired and replace with new articles.

Remember tokeep up out of reach of small children. Some items are harmful if swallowed, gotten in eyes, etc. Prevent an accident from happening!

Please call with any questions or concerns about taking care of a wound. Call the Health Center if signs of infection appear, the person may need medical attention.

Broken Appointment Policy and Procedure

Effective Date: October 1, 1991

Review Date: October, 1991

Approvals:

<u>Dr. William J. Stempshi</u> Dental Director	8/1/91 Date
<u>Deanna L. Bauman</u> Manager, Comprehensive Health Services	8/5/91 Date
<u>Tony Benson</u> Oneida Health Board Chairman	8-6-91 Date

Policy: All patients who fail to show (broken appointment), for a scheduled dental appointment, will be assessed a \$10.00 fee. Fee must be paid in full prior to receiving any future dental appointments.

Purpose: To alleviate broken appointments from the dental department, which will allow more patients to be seen, increase productivity, treatment rendered, and increase revenue from third party collections.

Procedure: Patients will be assessed a \$10.00 fee for each broken appointment that they have. A broken appointment is defined as the following:

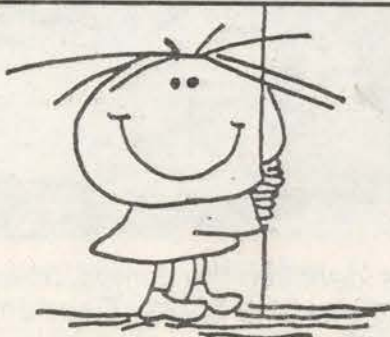
- 1) Not showing for ascheduled dental appintment.
- 2) Failure to give sufficient notice to cancel a dental appointment. (At least one (1) hour prior to appointment time)
- 3) Arriving 15 minutes or more late for scheduled appointment, (Un-usual circumstances will be taken into consideration for being late).

WELL BEING

An eight week class on improving lifestyles

Day: Mondays
Date: Oct. 14 - Dec. 2
Time: Noon - 1:00 P.M.
Place: NHC
Fee: \$10.00

Call 869-2711, ext. 154 for more information
Oneida Community Health Center Nutrition Office



The have and the have not's

Do you suppose upper management, the Business Committee or the people responsible for designing job descriptions and pay rates ever stop to realize we have a large number of Tribal employees who are underpaid? Do you suppose they care?

Various tribal leaders keep telling us how important the elderly and little people are, but they are not willing to exert efforts to pay decent wages to the people who provide the care for them.

And how about the gaming area? Do you really think \$5.50 an hour is decent or fair? Could the Big Wigs, and I do mean the Business Committee, Managers, and upper administration afford to feed their families, pay the rent and raise children on that amount? As a matter of fact, if it weren't for the gaming area and all those \$5.00 an hour people, upper management, the Business Committee and alot of programs would not be operating.

And then there's Retail, good old Retail, they've gone one better--not only are the workers (notice I did not say management) underpaid but Retail has a policy which cuts the hours of some personnel so the employee cannot obtain insurance. Nice guys!

Is this the Indian way, or am I missing something? I really believe the Tribe needs to take a long hard look at the way it deals with its' membership, especially those who are willing to get out and work--the least it can do is pay a fair wage. -- **Judy Cornelius, Tribal member and employee** -- (Incidentally, the Library is one of the many programs operating because

of those \$5.00 an hour people.)

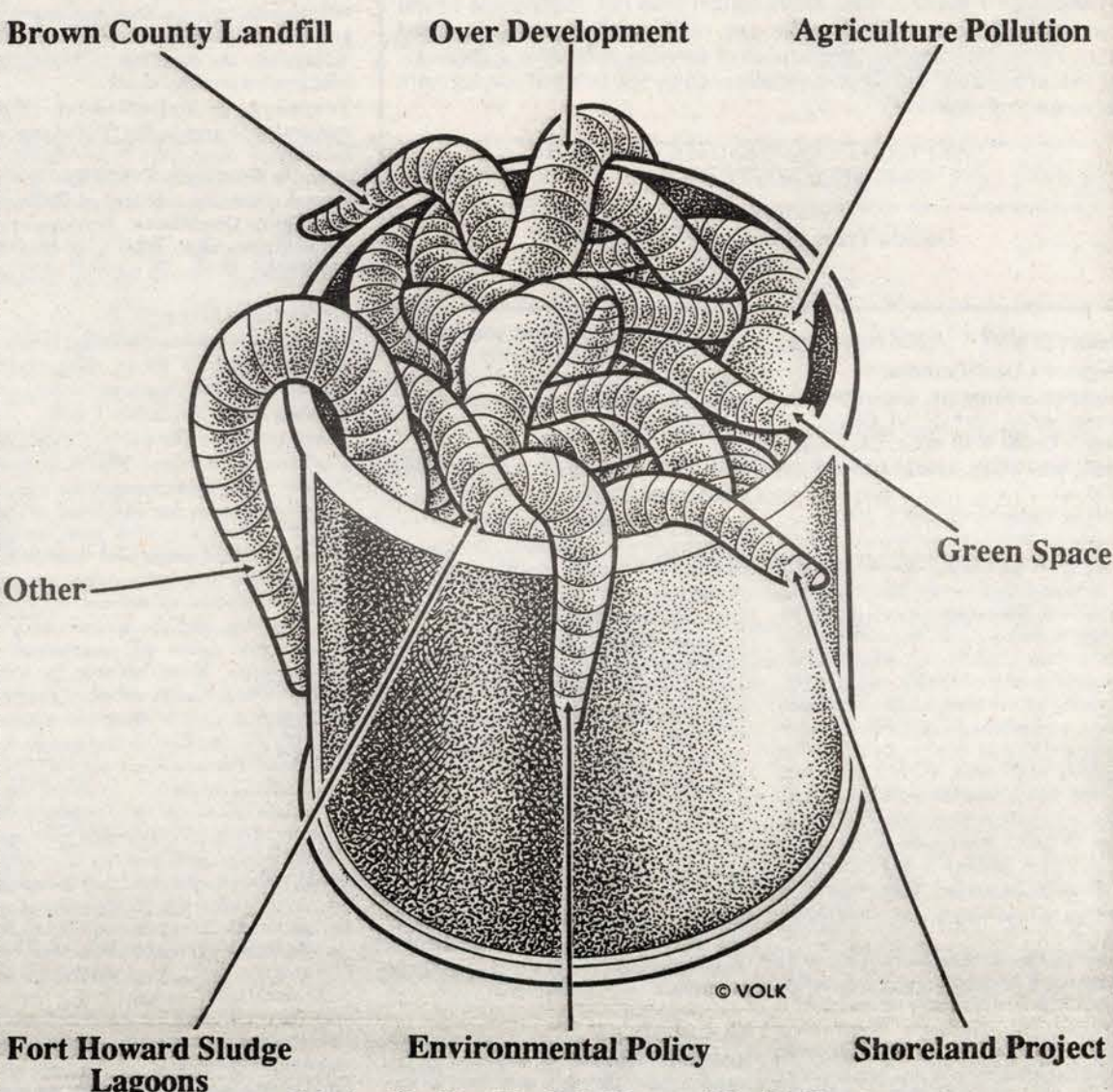
"Oneida Land"

If many people see *Dances with Wolves*, more people will realize the Indian's history. The viewers who watch it will see what happened when Indians tried to fight to keep their lands. We lost our lands because the white people had better weapons, and they outnumbered the Indians. After we lost our land, we were forced onto reservations.

I am an Oneida Indian, and I live on a reservation. Some Oneidas probably don't mind living on the reservation, but I think it's wrong for the white people to keep us on a reservation. I would like the white people to give us our land back. I heard our land was once so big it covered most of Wisconsin. This was true many years ago, and I think we deserve that land back. I believe our land was illegally taken from us because the whites dislike Indians. If white people only knew what happened many years ago, maybe they would give us our land back. To be more realistic, white people today could probably give some of our land back. If some of our land was given back it would be easier to do, and less people would be mad.

Also Indians have had to learn white customs and habits. I believe it's important for Indians today to know about their past history. To know their past history might give them pride in what they do, and pride in being an Indian. I have that pride! Hopefully, *Dances with Wolves* will help whites and Indians get along better, and solve problems they might have. -- **Curtis Canon, Grade 9, West De Pere High School**

ENVIRONMENTAL "CAN OF WORMS"



Submitted by Chaz Wheelock: Please call Oneida Planning with your thoughts!

Resolution #8-19-91-B

WHEREAS, the Oneida General Tribal Council is the duly recognized governing body of the Oneida Tribe of Indians of Wisconsin, and
 WHEREAS, the Oneida Business Committee may be delegated duties and responsibilities by the Oneida General Tribal Council and is at all times subject to the review powers of the Oneida General Tribal Council, and
 WHEREAS, the General Tribal Council Resolution #1-8-77-C authorized the duly elected Oneida Trust Committee the sole legal authority in administering the Docket 75 Trust Fund, and
 WHEREAS, General Tribal Council Resolution #10-29-87-A provides for a Tribal Reserve Fund and the creation of a Land Acquisition Budget, and
 WHEREAS, The Oneida Business Committee Resolution #9-29-89-C calls for the establishment of a "Revolving Loan Fund", and
 WHEREAS, on January 8, 1990 the Oneida General Tribal Council took action to direct the Oneida Trust Committee to prepare a plan that will include the 50% Tribal Reserve Fund, established by General Tribal Council Resolution #10-29-87-A, and to coordinate this fund with the proposed expenditures of Resolution #9-29-89-C "Revolving Loan Fund", and
 WHEREAS, General Tribal Council Resolution #6-30-91-A incorporated Docket 75 into an Elderly Per Capita Payment Distribution Plan on a perpetual basis which requires annual tribal contribution to the plan, and
 WHEREAS, the General Tribal Council has demonstrated through legislative action a concern for a secure and sound financial future for the general membership as set forth in aftermentioned resolution, and that no invasion of the principal amounts shall be invaded without 2/3 majority vote of the administering committee, Business Committee and General Tribal Council.

NOW THEREFORE BE IT RESOLVED: that on an annual basis, the Oneida Tribe of Indians of Wisconsin shall budget a front-end minimum of funds in the following schedule.

FY' 92 -	1. Elderly Trust Plan	\$170,000
	2. Land Acquisition Fund	\$500,000
	3. Tribal Reserve/Loan	\$170,000
	TOTAL	\$840,000
FY' 93 -	1. Elderly Trust Plan	\$330,000
	2. Land Acquisition Fund	\$750,000
	3. Tribal Reserve/Loan	\$330,000
	TOTAL	\$1,410,000
FY' 94 -	AND ANNUALLY THEREAFTER,	
	1. Elderly Trust Plan	\$500,000
	2. Land Acquisition Plan	\$1,000,000
	3. Tribal Reserve/Loan	\$500,000
	TOTAL	\$2,000,000

NOW THEREFORE BE IT RESOLVED: that the remaining Tribal funds shall be utilized for annual Tribal budget requirements, and that a plan for the management of three (3) Priority Funds shall be developed cooperatively between the Oneida Business Committee, Oneida Trust Committee, and Oneida Land Committee with a final report back to the Oneida General Tribal Council, semi-annually.

BE IT FURTHER RESOLVED: that this Resolution shall supersede Resolutions #10-29-87-C.

Have an idea or an opinion.

Send it to:

Letter to the Editor

Kalihwisaks

P.O. Box 365

Oneida, WI 54155

All letters must be signed and limited to 250 words.

ONEIDA TRIBAL EMPLOYMENT

The Oneida Tribe of Indians of Wisconsin does not discriminate on the basis of race, color, national origin, sex, religion, age, and handicapped status in employment or the provision of services. However, individuals of Indian ancestry will be given preference by law in initial employment or re-employment.

APPLICATIONS/RESUMES SHALL BE SUBMITTED TO:

**Personnel Office
Oneida Tribe of Indians of Wisconsin
P.O. Box 365
Oneida, WI 54155**

Vocational Education Project Coordinator

Location: Education Department - Career Center, Norbert Hill Center
Salary: Grade 8 \$8.84/hr. (Negotiable dependent upon training and experience)
Closing Date: November 1, 1991

Proposed Start Date: November 1991
Position Summary: This position will be responsible for administering the Vocational Education Grant which includes recruiting and registering students for classes, motivating environmental and health career goals, providing career counseling and assessments, and aiding job placement in environmental and health fields. This position will work with Education, Human Resources, Economic Development, as well as other departments in order to fulfill the needs of the grant. This position reports to the Director of the Career Counselor. Continuation of position is contingent upon funding allocation.

Qualifications: Bachelor's Degree in Business Administration, Education Administration or closely related field is required (a Master's Degree is preferred). Two (2) to three (3) years direct experience in a similar training program is preferred. Ability to inform and communicate orally and in writing in diverse and challenging situations required. Ability to process information effectively to learn new materials, identify and define problems, and to make decisions required. Ability to plan, organize and prioritize program objectives is required. Ability to develop and maintain effective working relationships with a variety of individuals and groups in a complex, multi-cultural environment required. Knowledge of the Oneida Community, its history and culture with the ability to integrate into work. Must be bondable under the Tribe's fidelity insurance bond (a background security check will be performed

on all applicants). Must possess valid Wisconsin driver's license, reliable transportation, and insurance upon employment; must meet Tribal Vehicle Driver's Policy.

Emotional/Behavior Disabilities Teacher

Location: Oneida Tribal School
Salary: Grade 8 \$8.58/hr. (Negotiable dependent upon training and experience)
Closing Date: November 1, 1991

Proposed Start Date: November 1991
Position Summary: This position is responsible for teaching the certified EBD students with the ability to test referred students and develop individual educational plans for them. This position coordinates the screening process involving health, academic, social, and emotional tests. This position conducts individual educational plan meetings with parents. This position works cooperatively with the special education coordinator to develop a working EDB Program. This position is responsible to the Principal. Continuation of position is contingent upon funding allocation.

Qualifications: Knowledge of principles and practices of students special needs, maintaining a case load of students, grades kindergarten through 8th. Ability to set up a program for students certified as Emotionally disturbed. Ability to adapt to the B.I.A. system for certifying learning disabled and emotionally disturbed students. Must be sensitive and receptive to the unique needs of exceptional education students. Must be responsible, enthusiastic person with a desire to learn about cultural, familial, and linguistic distinctions of Oneida students. Ability to develop and carry out individualized educational plans. Ability to create and maintain an appropriate environment for learning. Possession of an appropriate teaching certificate for emotionally disturbed. Ability to work cooperatively with other

EMPLOYMENT

school personnel and local community. Willingness to learn Oneida Language and incorporate Oneida Language and culture into the curriculum. Must pass background security check.

Training & Experience: Baccalaureate Degree in the field of special Education. Must have or be eligible to obtain a Wisconsin Certificate in the special education category of Emotional/Behavior Disabilities. Previous work experience with EBD children is preferred.

Activities Director

Location: Anna John Nursing Home
Salary: Grade 5 \$6.46 (Negotiable depending on training/experience)
Closing Date: November 1, 1991

Proposed Start Date: November 1991

Position Summary: The Activities Director plans and manages the recreational programs for residents of the AJNH. These activities must be appropriate to the needs and interests of each resident in order to encourage self-care, resumption of normal activities and lifestyles, and the maintenance of an optimal level of psychosocial functioning. Must be able to work flexible hours. Continuation of position is contingent upon funding allocations.

Qualifications: Certification as an Occupational Therapy Assistant (COTA) is required and preferred. In the absence of this certification, the Oneida Tribe will consider individuals who have specialized training in activity or recreational programming and are currently employed under the supervision of an Occupational Therapist or qualified Social Worker or who have had at least two (3) years recent experience in social/recreational programming and is eligible for certification as a Therapeutic Recreation Specialist, or a qualified Occupational Therapist.

Must have a genuine interest in working with elders and other residents of a long-term care nursing home. Must be able to establish rapport and good lines of communication with residents of a long-term care facility. Knowledge and understanding of the effects of aging on the physical, mental and emotional development of individuals. Must pass local security check. Must possess a Valid Wisconsin state driver's license, evidence of insurability, and a safe, reliable means of personal transportation and meet the Oneida Tribal Driver's Policy.

AODA Counselor Trainee (Four (4) Positions Available)

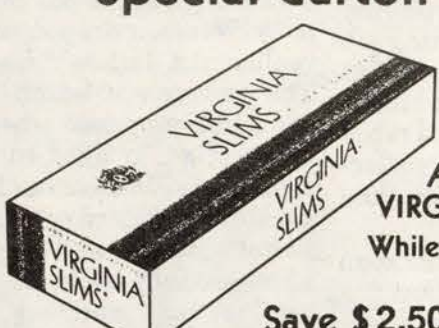
Location: AODA Program - Social Services Department/Norbert Hill Center
Salary: Grade 5 \$6.46 (Negotiable dependent upon training and experience; Once employee becomes a certified AODA Counselor said employee will be moved up to a Grade 7
Closing Date: October 25, 1991

Proposed Start Date: October 1991

Position Summary: This will be a trainee position that will coordinate education and work experience to acquire the skills and education to become a certified AODA counselor and will have varied responsibility dependent upon the trainees education and work experience. The goal of this position is to have the trainees acquire certification as an AODA Counselor within a three (3) year time period. The trainee will acquire increased responsibility as the applicant acquires more education and skills. This position will require a person to possess the following attributes: dedication, empathy, ability to work flexible hours, and attend out of town training sessions. This position is supervised by the Clinical Supervisor. Continuation of position is contingent upon

VIRGINIA SLIMS

Special Carton Price



Any Style
VIRGINIA SLIMS
While Supplies Last

Save \$2.50

MANUF. PROMOTION


SURGEON GENERAL'S WARNING: Quitting Smoking Now Greatly Reduces Serious Risks to Your Health.

© Philip Morris Inc. 1991

Ultra Lights: Menthol 5 mg "tar," 0.4 mg nicotine; Reg. 5 mg "tar," 0.5 mg nicotine—Superslims: 6 mg "tar," 0.4 mg nicotine—Lights: 100's: 9 mg "tar," 0.7 mg nicotine; 120's: 14 mg "tar," 1.1 mg nicotine—100's: 15 mg "tar," 1.1 mg nicotine; Menthol 15 mg "tar," 1.2 mg nicotine av. per cigarette by FTC method.

**Discount good
October 14 thru October 20, 1991
(While supplies last)**

Available at these Oneida One Stop Locations:



One Stop Lucky U
5300 County Line Rd.
Oneida

One Stop Westwind
2370 W. Mason St.
Green Bay

Oneida Smoke Shop
2100 Airport Dr.
Green Bay

Board Vacancies

Personnel Commission

6 Vacancies

Oneida Nation Museum Board

1 Vacancy

General Tribal Council Resolution Committee

5 Members

Election Ordinance Review Committee

5 Members

Top Management Advisory Committee

5 Vacancies

This Committee will oversee a select group of individuals who have been chosen to participate in the Oneida Tribal Top Management Training Program. The Advisory Committee will review all applications and select 10 applicants.

A policy statement for the Top Management Training Program is available for review with the Business Committee Secretary. Please see Marsha Danforth.

Deadline for filing shall be November 18, 1991

Applications for the above vacancies can be obtained at the Tribal Secretary's Office, Norbert Hill Center, 3000 Seminary Road, Oneida, Wisconsin 54155.

MEMORIAM

*In Memory of
Mary (Doxtator) Knutson
Johnson, age 78, Minneapolis,
who was born October 3, 1912
and died August 24, 1991*

"God's love shines and unto everlasting life we pass".

Mary is survived by sons and daughters-in-law Jerrold and Jan Knutson, Alvin and Delores Knutson; daughter and son-in-law Judy and Ed Olson; daughter Karen Miller, son Ray Johnson and wife Donna; 9 grandchildren; 6 great grandchildren; sister and brother-in-law Luella and Howard Denny; sisters-in-law Betty Doxtator and Prudence Doxtator; nieces and nephews.

Services were held at Gethsemane Lutheran Church.

Submitted by Prue Doxtator

PERSONALS

Congratulations to Jason Kurowski and Tammy Skowandore on the birth of their baby girl Jayleah Rose Kurowski, 9 lbs. 20 inches on August 11th.

Love Grandpa Jerry & Grandma Teanne, Auntie Jenni and Big Cuz Jerrel