

Kalihwi-saks

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

NON-PROFIT
ORGANIZATION
U.S. POSTAGE
PAID
Oneida, WI 54155
Permit No. 4

Kalihwisaks



She Looks For News

**THE OFFICIAL PUBLICATION OF THE ONEIDA TRIBE
OF INDIANS OF WISCONSIN**

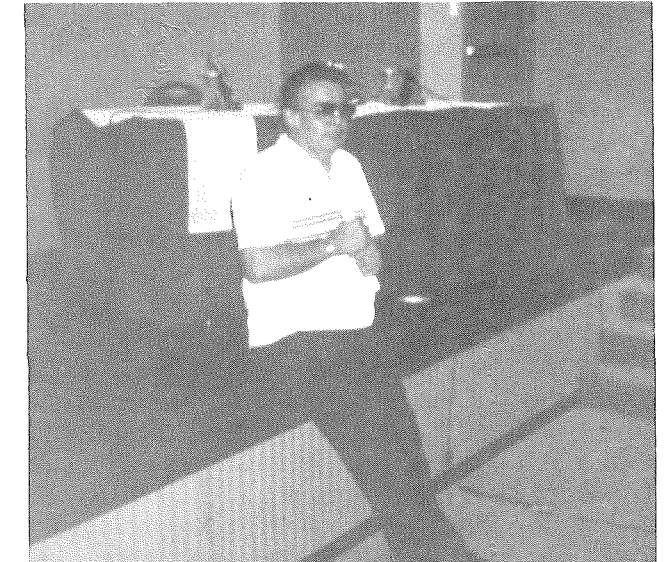
September 2, 1988 Vol. 63

869-2214

30250
KING, SONNY % B C
PO BOX 365
ONEIDA, WI 54155



Loretta Metoxen (left) and Ernie Stevens (right) are two members of the Wisconsin Oneida Litigation Committee. Both were presenters at the Land Claims Workshop.



Gordy McLester was the organizer of the Land Claims Workshop held at the Radisson Inn on August 27, 1988. He is a former member of the Litigation Committee.

NEW YORK LAND CLAIMS

A Land Claims Workshop was held at the Radisson Inn on August 27, 1988. The following is information on the New York Land Claims received at that meeting.

WHAT ARE THE NEW YORK LAND CLAIMS?

(The following narrative was developed by Oneida General Counsel Attorney Francis R. Skenandore for presentation at the annual General Tribal Council meeting held July 9, 1988.)

In three lawsuits, one filed in 1970, a second in 1974, and a third in 1979, the Oneidas challenged the legality of all the transactions with New York State by which the Oneidas lost possession of their land in New York State. In

the first two lawsuits, those filed in 1970 and 1974, the Oneidas sued only Oneida and Madison Counties. In the 1979 lawsuit, the Oneidas sued private land owners as well as the state and municipal land owners.

In the first lawsuit filed in 1970, the United States Supreme Court, on March 4, 1985, ruled that the Oneida Nation owns title to 871 acres of land in Oneida and Madison Counties. One issue in the case was remanded to the federal district court for a determination of whether damages awarded to the Oneidas should be offset by good faith improvements places on the land by the counties. If the counties cannot prove good faith, the Oneidas will be entitled to the value of



Kalihwisaks is the official newsletter of the Oneida Nation of Wisconsin. Published since 1973, it is circulated as a non-profit service to enrolled tribal members on a monthly schedule. Correspondence should be sent to Kalihwisaks, Oneida Nation of Wisconsin, P.O. Box 365, Oneida, WI 54155. Editor: Barbara Webster; Reporter/Photographer: Virginia Lovell.

improvements. The issue of damages has been stayed until July 17, 1988 by the Court pending settlement negotiations. Most likely, the stay will be extended another six months.

The second suit filed in 1974 against Oneida and Madison is presently being held in abeyance pending settlement negotiations. This suit seeks the return on the remaining treaty land that was not at issue in the first lawsuit.

The third lawsuit filed in 1979 is presently on appeal by the Oneida Nation to the United States Court of Appeals Second Circuit.

This lawsuit challenges the 1785 and 1788 land transactions between the Oneidas and the State of New York involving approximately five million acres of land. Oral arguments on the appeal by the Oneida Nation were heard by the Court of Appeals for the Second Circuit on June 2, 1987. A decision is pending and could be issued by the Court at any time.

After the Supreme Court's March 7, 1985 decision, a representative of the New York Governor's Office visited the Wisconsin Oneida Reservation and expressed New York State's desire to attempt a negotiated settlement of the Oneida claim. Formal negotiations among representatives of the Oneidas, New York State, the United States and private landowners in the suit commenced September 23, 1986 in Washington, D.C. and have been ongoing ever since. The last negotiating session was held on July 22, 1988 in Washington, D.C.

TREATIES WITH THE ONEIDAS RESULTING IN THE LOSS OF OVER 6 MILLION ACRES OF LAND WITHIN THE STATE OF NEW YORK

1-1784 (United States) Fort Stanwix

2-1785 (New York) Fort Herkimer - Between New York and the Oneidas on June 28. Oneida sell portion of land between the Unadilla and Chenango Rivers. Receive from New York \$11,000.

3-1788 (New York) Fort Schuyler (formerly Fort Stanwix) - Between New York and the Oneidas on September 22. Cede all lands in New York to the state except reservation of land in Madison and Oneida counties. New York paid the

Oneidas \$2,000 and \$2,000 worth of clothing. The state also gave the Indians \$1,000 worth of provisions, and \$500 to build grist and saw mills. New York promised a \$600 annuity.

4-1789 (United States) Fort Harmer

5-1794 (United States) "Pickering Treaty"

6-1794 (United States) In return for loyalty during the Revolution.

7-1795 (New York) Between New York and the Oneidas on September 15. Oneidas sell a portion of their lands for \$2,952. New York promises to pay a \$2,952 annuity with the conditional sale of other tracts for \$3 annuity per 100 acres.

8-1798 (New York) Oneida - Between New York and the Oneidas on June 1. Oneidas sell a portion of their lands for \$200. New York promised a \$700 annuity.

9-1802 (New York) - Between New York and the Oneidas on March 5. Governor Clinton negotiated the sale of more Indian land for \$900. New York promised to pay a \$300 annuity.

10-1805 (not a state or United States treaty) - Between the Christian and Pagan parties of the Oneidas. The remaining Oneida land is divided into two sections.

11-1807 (New York Albany - Between New York and the Christian Party of Oneidas on March 13. Portion of land sold to the state. Indians quit-claimed this land for annual rent of 6% at the rate of 75 cents per acre. A \$600 sum was advanced to them.

12-1809 (New York) Albany - Between New York and the Christian Party of Oneidas on February 16. Indians sell 7,500 acres and receive \$600. \$1,000 payable in June by New York. \$120 annuity.

13-1809 (New York) Albany - Between New York and Pagan Party of Oneidas on February 21. Sell portion of land, quit-claimed for an annual rent of 6% at the rate of 56 cents per acre. \$1,000 advanced by the state to the Indians.

14-1810 (New York) Albany - Between New York and the Christian Party of Oneidas on March 3. Sell land at .50 per acre, \$300 paid by New York, the rest to be paid in an annuity at 6%.

15-1811 (New York) Albany - Between New York and the Christian Party of Oneidas on February 27. Indians sell more land and are paid \$200 by New York. Also paid 50 cents per acre, after deduction \$200 already paid. \$400 to be paid on June 1, 1811. State paid a 5% annuity on land surveyed after treaty signed.

Garbage Pick-Up

Are you tired of your unreliable collection service for your garbage pickup or have no service at all? For only \$6.00 per month (residential customers) with guaranteed pickup service, call 869-2322. Owned and operated by Oneida Tribal member. Serving Oneida and surrounding area.

Country & Polka Music

Gene, Ginger & Joe
Will play for parties, anniversaries, weddings, etc. Very reasonable rates.
435-0513

NATIVE AMERICANS

The Urban Indian Hearse Project of Minneapolis is offering all Native Americans transportation for departed loved ones back to reservation burial grounds. They know the problems that Indian people face at this time; should you need them to assist you, please call. They can advise you on how to handle the situation at that time. This project was made possible by the donation of the hearse by the MINNESOTA CHIPPEWA TRIBE. The services offered are free of charge to all Native Americans.

Urban Indian Hearse Project
1305 East 24th Street
Minneapolis, Minnesota 55404
(612) 348-5788

CORRECTION

LOTTONEIDA
Winners from out of town
CAN NOT
mail in their tickets.



Entertainment For All Ages And All Occasions
Call 497-0481; Manager or 869-2578; Owner
Recommended By Previous Customers
•Clowns •Balloons •Santa •Dunk Tank Rental •Video Taping & More!

Oneida Longhouse Singers Cassette Tape

of Social Dance songs for sale, \$8.00.
Contact Carol Elm, P.O. Box 365,
Oneida, WI 54155
- (414) 869-2214 ext. 377.

H & H ROOFING & REPAIRS Specializing in New Roofs

Roof & Home Repairs
Short Term Financing
Free estimates

Call Shirley or Ken 497-1326

Re-Opening-Flea Market 1988 Season Convenience Corner 1920 Freedom Road

July 2nd	October 1st
August 6th	November 5th
September 3rd	December 3rd

Food, coffee & soda
Home made bakery for sale.
Make reservations by calling 869-2081.
Spaces \$7.00 (bring own table)
Hours 8:00-4:00
1st Saturday of the month.

GRAND OPENING

ASHWAUBENON ELECTROLYSIS

Safe permanent way to remove hair
For both men and women
Blend Method

State licensed - Approved by AMA
Registered electrolysis-Member of
Wisconsin Electrolysis Association
Free confidential consultation and 15 minute
treatment with first visit
2117 S. Oneida
Ashville Square
For an appointment call: 498-9220
Electrolysis Specialist-Joan H. View, R.E.

Land Claims cont.

16-1811 (New York) Oneida - Between New York and the Oneidas (no specification of party) on July 20. Oneidas release their claims to the Stockbridge and Brothertown Indian lands. New York paid \$1,200 and promised \$1,200 on first Monday of November, 1811.

17-1815 (New York) Albany - Between New York and Christian Party of Oneidas on March 3. Sell more land at one dollar per acre. \$562 paid by New York.

18-1817 (New York) Albany - Between New York and the Second Christian Party of Oneidas (formerly the Pagan Party) on March 27. Sell more land at two dollars an acre. \$1,200 given Indians then, the rest to be paid annually at the rate of 6%. New York received 1,356 acres and traded to the Indians 678 acres.

1817 was also the year that Eleazor Williams proposed a western removal to Green Bay, Wisconsin.

1821-Oneidas purchase land from Menominee and Winnebago Indians by Treaty: lands to be located on both sides of the Fox River for consideration of \$2,000.

1821-Williams goes to Green Bay: acts as pastor to Garrison at Fort Howard.

1822-Oneidas make additional purchases in Wisconsin for \$3,000, and sale confirmed by President the following year.

1822-First Christian Party of over 400 settle in northern part of the Wisconsin reservation (Daniel Bread leader).

1823-Second Christian Party arrives with over 200 people led by Neddy Otisquette and settles in southern part of Wisconsin reservation.

19-1824 (New York) Albany - Between New York and the First Christian Party of Oneidas on August 26. Two tracts sold by Indians. New York paid \$353 and a \$240 annuity for the first tract. The state paid \$800 and a \$60 annuity for the second tract.

20-1826 (New York) Albany - Between New York and the Second Christian Party of Oneidas on February 1. Indians sell more land at three dollars an acre. \$1,000 paid by New York at treaty signing, the rest to be paid on June 1, 1826.

21-1827 (New York) Albany - Between New York and the Orchard Party of the Oneidas on

February 2. Sell land at \$3.50 per acre. \$700 paid by New York at treaty signing, and the remainder to be paid when the land was surveyed.

1827-Treaty of Butte des Morts (Wisconsin) between the United States and the Menominees defrauding Oneidas who were not participants in the treaty.

22-1829 (New York) Albany - Between New York and the First Christian Party of Oneidas on February 13. Sell more land and New York paid \$1,500. Lands are surveyed and appraised. The amount of appraisement over \$1,500 is paid to the Indians. 200 acres of land given by the Indians to the state shall remain a fund for the Indians; New York would pay 6% annually for the land to the Indians for the support of a teacher at Green Bay, Wisconsin.

23-1829 (New York) Albany - Between New York and the First Christian Party of Oneidas on October 8. Sell more land for \$1,000. Lands are surveyed and appraised. Amount of appraisement over \$1,000 is paid to the Indians.

24-1830 (New York) Albany - Between New York and the Orchard Party of Oneidas on April 3. Sell land for \$1,200. Lands are surveyed and appraised and amount of appraisement over \$1,200 to be paid to the Indians.

February 18, 1831: Oneidas receive 500,000 acres from the Menominees.

25-1834 (New York) Albany - Between New York and the Orchard Party of Oneidas on February 26. Sell land for \$1,400. Lands are to be surveyed and appraised and amount of appraisement over \$1,400 paid to the Indians.

26-1837 (New York) Albany - Between New York and the Orchard Party of Oneidas on February 24 (site of church or school house). State pays Indians amount state sells land for, minus the expenses of the sale by the state.

27-1838 (United States) Treaty of Buffalo Creek.

1838-Treaty of Buffalo Creek-Oneidas ceded certain land in Wisconsin reducing reserve to 65,436 acres. They also ceded land in New York and agreed to emigrate to land set aside in the Kansas Territory.

28-1840 (New York) - Between New York and the First and Second Christian Parties of Oneidas on June 18. Three parties of Indians migrate to Canada or to the west, and cede all their tribal lands in Madison and Oneida counties. \$9,000 paid by New York for the Indians to purchase land in Canada, and \$6,000 paid for the Indians

to pay their debts and buy what they need for emigration. Indians were paid a ratio of the amount of money the state sold their land for.

1841-Third Party (remnant of the Orchard or Second Christian) arrive with 44 Oneidas near present site of Little Chute area and later moved to southern part of reservation.

29-1841 (New York) - Between New York and the First and Second Parties of Oneidas on March 8. More Indians migrate and give up New York claims. (Lists included those who emigrated and those who remained in New York.) New York agrees to pay the Indians the appraised value of the ceded lands exclusive of improvements made by the Indians, after deducting the state's expenses of surveying the lands. New York also agreed to pay any surplus over the sales price of the land when sold by the state, over and above the estimated value of the land (after land was surveyed), after deducting expenses for selling the land.

30-1841 (New York) - Between New York and the Orchard Party of Oneidas on March 13. Migration of some Indians who give up their claims to lands in New York. (Lists include those who emigrated and those who remained.)

31-1842 (New York) - Between New York and the Orchard Party of Oneidas on May 23. Migration of some Indians who give up their claims to lands in New York. (Lists included those who migrated and those who remained.)

31-1842 (New York) - Between New York and the Orchard Party of Oneidas on May 23. Migration of some Indians who give up their claims to lands in New York. (Lists included those who migrated and those who remained.)

32-1846 (New York) - Between New York and all the different groups of Oneidas living in Wisconsin, Canada, and New York on February 25. 33¼ acres in New York, the remains of the Oneidas reservaton, sold to non-Indian occupants. State paid \$1,656.25, divided among the different groups. Indians give up claim to the tract.

WHAT ABOUT THE CLAIMS?

There is no clear consensus about how to proceed with the claims. What is known is that a majority of Oneidas from all three communities are in favor of negotiations to settle with New York State. Just what the Oneidas should settle for is a changing agenda as community surveys, New York State perspectives, and what actually can be accomplished are taken into account.

The biggest complaint encountered at all three Oneida communities had to do with what was perceived as a lack of communication from negotiators to the grass roots populations.

It is clear that all three communities consider the return of land and jurisdiction as a major issue. The actual amount of land again varies depending on the individual or Tribal position. Other important issues that have surfaced include education, health and economic development, location of lands, funding for purchase of other lands within present Oneida communities, potential for per capita payments, monetary damages and cash lump sum payment.

Both representatives of the formerly elected Oneida government and Traditional Government (now recognized by the Department of the Interior and United States as representing New York Oneidas) in New York favor negotiations. Individuals associated with the Longhouse Oneidas of Canada are opposed to negotiations on a number of grounds, including claims that their position, and representation has been ignored or skirted by the rest of the Oneida groups.

The elected Thames River Oneida are in favor of negotiations. The Longhouse community/government, represented by nine condoled Chiefs is opposed to any type of negotiations as long as diminishment of ownership and jurisdiction in the six million acre tract is being discussed. A large number of issues they feel are more important for Oneidas to resolve are not being addressed, they say. Individual members also say claims discussions may include representation for the Six Nations Confederacy at Onondaga.

Some members of the New York Oneidas are affiliated with the Thames River Longhouse Oneidas through what has been called the Oneida Warriors Society. There are also members of Wisconsin Oneidas that are affiliated with the Thames River Longhouse Oneidas, and Oneida Warriors Society.

The elected Oneida Business Council of Wisconsin favors negotiations. Some members of the Wisconsin Oneida Longhouse favor negotiations but seek ways to modify the process, other members support the Canadian Longhouse Oneidas position or oppose the rapid process for negotiations they see outlined.

ONEIDA CLAIMS PRINCIPLES OF SETTLEMENT

The following principles were unanimously accepted by the three Oneida communities (excluding Longhouse representatives) as guidelines for an acceptable settlement for the Oneida land claims.

FOR SALE OR RENT

14' x 70' - 1974 Rollohome, 3 bedroom, new carpet, new hot water heater. Must be moved at buyer's expense: \$8,000.00. Call 869-2304.

Ridgewood House trailer for sale, 1979 14 x 60. Call Leander Danforth at 865-7054.

HANDYMAN'S SPECIAL MOBILE HOME FOR SALE Call Gail PM's at 869-2052.

3 Bedroom home with garage and storage shed. Asking price \$25,000. Call 833-2814 after 5:00 p.m.

Small business for sale, with or without equipment. Salvage Yard. Call 833-2814 after 5:00 p.m.

1974 Marsfield Mobile Home, 2 bedroom. Asking \$9500. Call 833-7057.

House for Sale: 2 bedroom ranch in Oneida, 2 acres of land, natural gas, patio doors with sun deck, nice basement for remodeling. \$41,500 - 869-1073 after 5 p.m.

Mobile Home for sale-1983 Moduline, 16x78, 3 bedrooms, 2 baths, excellent condition. 833-2410.

Trailer for sale at 273 W. Mason. 498-3309.

73 Windsor 2 bdrm. trailer on Tribal land, \$8,500. I had sewer, water & electricity installed, not Tribe. 3160 Jonas Cr., Oneida, WI 54155.

Farmette for sale - 2060 Seminary Road, 3 bedroom, 1¾ bath, fireplace, pole building 34x80, 4 horse stable, workshop, 5 acres of land. More land available up to 10 acres. \$68,500 - call 869-2625.

VEHICLES FOR SALE

'1977 Pontiac Wagon, 301 V-8, automatic transmission, body in good shape, \$650. Call Mike 498-0120 after 3:30 p.m.

1978 Plymouth - Best offer (needs battery) Call 833-7473 evenings.

'72 Grand Prix, body needs work, good motor, asking \$200. Call after 5 498-3309.

'68 Olds convertible Delmont 88, new paint job. \$1,000, 337-2215 or 869-2171.

77 Buick Regal. \$1300 or best offer. 79 Datsun pickup. Damaged left-front fender. 4 speed, row bar front push bumper. Asking \$400. Call 498-9645.

75 Chevy Van \$550. Call 498-3309.

1977 Kawasaki, 750 cc, 13,000 miles. Call 869-2419.

75 Honda 500, \$350. Call 869-2670.

86 Dodge ¾ ton truck with fiberglass cap, automatic, 318, V-8, very low mileage, \$9,800. Call 863-6018 after 5:00.

Wanted: Snow Plow for 79 Dodge pick-up, 7½ foot. Call Ron McLester after 6:00 p.m. 869-2653.

390 Ford motor \$150
360 Chrysler motor \$150
1965 Cutlass \$700
435-8474

THESE ARE NICE CARS!
'76 TRANS-AM

New: wheels, tires, carburetor, brakes, clutch plate, air filter, fuel pump, alternator, water pump and battery. \$3,400

'52 White 4 door Pontiac

All restored, must be seen to be appreciated.

\$4,300

Call Lem Elm at 734-7867.

Travel Trailer - 16', good condition, self-contained, chemical toilet, stove, refrigerator, gas heater, sleeps 6. \$995 - 869-2268.

'81 Honda 400, 55,00 miles - \$400

'78 Chrysler Cordoba 2 door, good shape \$650. During the day call 869-1028, after 4:30 call 869-2826.

'79 Olds Delta 88, good condition, \$1,000

'80 Yamaha 650 Special, good condition, \$800

Call 499-9064

'73 Pontiac Lemans, \$800, runs great, 833-7193.

PETS

Doberman Pincher - 1 year old - Best offer 869-1121

FOUND

Glasses and case found in the Cannery. Call 869-2214 ext. 377 for description.

Items Found At Pow-Wow

I have various items which were turned in from this years pow-wow. If you lost anything please check with me to see if it is here. Please check with one of the secretaries if I am not in. Lloyd Powless, 3rd floor Norbert Hill Center 869-2214.

MISSING VIDEO

We have misplaced a training video that was lent to someone, but we don't remember to whom. It is entitled "A Panel of Respite Care Models" and it belongs to Brown County ARC. Look through your videos, it may have gotten mixed up. Please return to Carol Elm at the Cannery or call her at 869-1260.

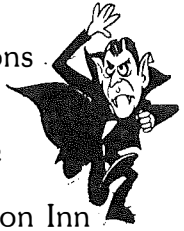
IROQUOIS

Gifts

JUST ARRIVED:



Halloween Decorations
and
some Christmas
come in & browse



located inside the Radisson Inn
2040 Airport Dr.
494-7300

SERVICES OFFERED

SEWING DONE Experienced and reasonable. Alterations, zippers replaced, garments made from patterns. Call Shirley at 497-1326.

SEWING/ALTERATIONS/MENDING

Done in my home...

reasonable rates...

Jo Oudenhoven
2225 Freedom Rd.
DePere, WI 54115

Babysitter in Milwaukee available. Looking for babysitting job during the week and on weekends, during the day and at night. Call Christine at 342-4391.

Babysitter wanted: single mom needs dependable part-time babysitter for three children ages 10, 7 & 5. Two boys and one girl. We will be moving to Site II in July. Prefer non-smoker, 13 yrs. or older. Telephone a must. References please. My home or yours. For more information please call Debbie L. at 869-1260 ext. 364 from 8 a.m. to 4:30 p.m. weekdays. If you don't get me, leave a message.

Will do typing in my home, call Jan at 869-1131.

Will do house cleaning. Reasonable and experienced. Call 435-6558 and ask for Janette.

Will do babysitting evenings or weekends. Call 337-2215, ask for Justice.

Gardens prepared. Reasonable. Call 869-2326 after 7:00, ask for Cliff.

Babysitter wanted in the Site II area. Call 833-6258. Ask for Paul or Karen.

Will do babysitting in my home starting end of August. Weekdays only. Certified teachers aide, C.P.R. and First Aide. Located 3 miles west of Oneida Health Center. Contact: Debbie at 788-9477.

Will do babysitting in my home, for two or three children during the weekdays. Call me at 788-4643 for more information.

Will do babysitting in my Oneida home. Will babysit at anytime. Call Kay Jourdan at 869-2003.

Will do babysitting evenings and weekends, Seymour area - 833-7193.

MISC. FOR SALE

FARM FRESH EGGS - West of Ryan's Grocery on Fish Creek Road. \$.70 a Dozen - 833-7217.

Corn for Sale - \$1.50 a Quart
2112 County Trunk H - 833-2411

FOR SALE - Canning jars, both quart & pint size. \$2 per case of 12. Call 435-4852.

Calf length size 13 (runs small) chestnut colored leather coat. Asking \$90, excellent condition. Call 869-2104.

Wedding dress size 5, bridesmaids dress size 5, new, never worn. \$275 for both. Call 499-9314.

Suede Jacket with fringe, light colored ladies 14, like new, asking \$50.00. King size waterbed rails, asking \$5.00 a piece. Call Holly after 2 p.m. at 497-7234.

Wood Clarinet - \$200. Call 869-2490.

Black leather jacket size 14, asking \$60.00. Oriental rug - \$60.00, stereo - \$50.00. Call 499-9064.

Armstrong flute \$100. Call 833-7326.

1972 - 22 foot Glen Sail Boat sloop-loaded. All wood with fiberglass, sails, toilet, benches, 10 Mercury motor and trailer. Very good shape, ready to roll, \$5,500. Call 499-9314 a.m., 432-0002 p.m.

Water ski vest, adult size medium, brand new. Call 435-4852.

Picnic Table, \$75 good sturdy table, 435-2144.

Wood Clarinet - \$200, 16 foot fiberglass boat with Johnson motor and trailer. Call 869-2490.

2 electric heaters both \$30.00; electric dryer excellent condition \$100.00; dehumidifier good condition \$8.00; 3 winter jackets (XL) mens - call 833-7473 evenings.

Motorcycle Jacket - size 42, Chaps - size medium. Black - American Made, \$130.00 for both. Separate \$80.00 for Jacket, \$75.00 for Chaps. Firm 498-9645 - evenings.

2 Evinrude Snowmobiles for sale. For more information call Ed at 869-2285.

Zenith Console - AM-FM radio, stereo sound, cassette player, recorder, 8-track player, two speakers, phonograph, 54x27x18. Walnut cabinet very good condition, has a place for a microphone. Can record from 8-track to cassette, from cassette to 8-track, from record to cassette, from record to 8-track, from radio to cassette, and from radio to 8-track. Please call only if you are serious: 414-833-2585. Paid \$899.00, will sell for \$300.00.

Zenith 25" colored T.V. floor model, walnut cabinet very good condition. New price \$749, will sell for \$250. Call 414-833-2585.

Queen size waterbed. Oak frame, \$100, call 869-1250 after 5:00 p.m.

Double bed - \$40 - 869-1198.

1. A settlement must be comprehensive; ie., it must settle claims for land, money and any other relief against the United States, State of New York and landowners in the claim area arising out of the 27 land transactions between New York State and the Oneidas based upon federal common law, the Articles of Confederation, the United States Constitution, the Treaty of Ft. Stanwix, 7 Stat. 33, and the Treaty of Canadaigua, 7 State. 44.

2. A settlement must be founded on the principle that the government of the United States will honor all federal treaties and agreements made between itself and the Oneidas in a manner that is reflective of continuing good faith and a desire to maintain a mutually beneficial relationship between two sovereigns.

3. A settlement must address the jurisdiction concerns of the Oneida vis-a-vis the affected state and federal governments.

4. A settlement must provide for a substantial land base for the Oneidas.

5. For each acre of the Oneida Reservation claim area that the Oneidas do not acquire possession of, the Oneidas must be compensated based on the present, full market value of those acres and for the use and occupancy of those lands by the present occupants.

6. The Oneidas must receive fair compensation for its aboriginal claim, fair compensation being determined by objective criteria.

7. Any proposed settlement must be ratified by referendum of all three Oneida communities.

ONEIDA LAND CLAIMS NEGOTIATION Proposed Timetable

The Oneidas believe that it is important to establish an agreed upon timetable to bring the Oneida land claims negotiation to a timely and orderly conclusion. The Oneidas propose the following timetable with the ultimate goal of concluding a negotiated settlement by the parties to the negotiations.

Mar. 11, 1988 - Oneidas present a proposal setting forth procedures and specific issues to be discussed and negotiated. Examples of specific issues include land acquisition, monetary damages, governmental issues/rights/benefits, jurisdiction, law enforcement, a settlement, including participation of U.S. government.

May 13, 1988 - Discussion of specific issues raised at March meeting.

July 8, 1988 - Oneidas present proposed settlement on land acquisition and related issues.

Sept. 9, 1988 - Response to Oneidas' proposal.

Nov. 18, 1988 - Oneidas present a proposed settlement on monetary damages.

Jan. 6, 1989 - Response to Oneidas' proposal.

Mar. 3, 1989 - Oneidas present a proposed settlement on governmental issues, rights, benefits and related issues.

May 5, 1989 - Response to Oneidas' proposal.

July 7, 1989 - Oneidas submit final comprehensive settlement package on Oneida land claims.

Oct. 6, 1989 - Final agreement on settlement.

Feb., 1990 - Approval by each Oneida Nation community membership.

Enrollment/Recognition

The issue of enrollment plays a major role in how many Oneidas view each other. Basic enrollments is as follows:

Oneida New York: Enrollment is based on 1/4 degree blood descendancy through the mother only. Children born of an Oneida man and non-Indian woman are not enrollable.

Wisconsin Oneida: Enrollment requirements are that you are at least 1/4 degree accumulative Wisconsin Oneida through either mother or father.

Canadian Oneidas: Enrollment is based on at least 1/4 degree Canadian Oneida blood through father. Canadian government regulations do not allow enrollment of children of women who marry a non-Indian.

Oneida Longhouse: With various flexibility, recognition is based on Mother's Clan with procedures for adoption into a Clan. Also historically, a man marrying an Oneida woman was considered to be of her Clan.

Enrollment or recognition is based on a number of criteria depending on the community and point in time, and all entities reserve their internal sovereignty to define their own citizen members including adoption if they desire.

The preceding information was taken from the second edition of the Oneida Nation Land Claims Special which will be distributed to the public in its entirety. Paul DeMain is the author of the publication which was done at the request of the Land Claims/Litigation Committee.

INDIAN WOMAN ATTORNEY: Bucking the Roadblocks



system. Common on Indian reservations and in communities with large Indian populations is the mistreatment of Indian men. Locklear says "Every reservation has a similar situation as mine, my uncle was frequently in altercations with the local police, they usually took him to jail and released him a day or two later, many times without charging him for anything."

Arlinda Locklear graduated from Duke Law School, North Carolina in 1976 and went to work for the Native American Rights Fund (NARF) in Boulder, Colorado. Locklear was assigned to the Oneida Land Claims case in 1977. Locklear's personal philosophy that, in order to function within the system you must learn that system and take advantage of it, has enabled her to act as an attorney in a land claims case that she feels is one of the strongest and most valuable in the country.

The supreme court is one of Locklear's most formidable challengers. The other challenge she faces continually is the prejudice against not only Indians, but Indian women. As a woman in what was traditionally a white mans occupation, she faces the task of not only proving herself as an Indian Attorney but as an Indian woman Attorney. Some of the most difficult people to deal with is Indian people who often question her legal opinion and even seek to further confirm it by another (male) attorney or similar source. This is not an isolated prejudice, Indian woman across the nation fight this same battle. An example cited by Locklear as typical in the "Good ole boys system" is a federal judge whom she has regular exchanges with still refers to her as Miss LockBAR, while he notably refers to other attorneys by their first names.

Buckling the roadblocks in these systems seems to be a battle that Locklear handles quite well. There's no doubt she's one of the top attorneys in this country, thanks to the "Good ole boys."



Arlinda Locklear, one of the attorneys of record in the New York Land Claims case for the Oneida Tribe of Indians of Wisconsin.

"You can make a system work for you without becoming a part of that system, once you learn it you can adjust it to Indian People so Indians don't have to adjust to that system."

That system is the court system and the woman trying to adjust that system to help her Indian people is Arlinda Locklear.

Locklear is an enrolled member of the Lumbee Tribe from North Carolina, and a notable Indian Attorney. The Lumbee are not a federally recognized tribe and have no land base to speak of, they, like many tribes, have suffered greatly at the hands of the land agents and the encroaching white settlers that diminished the lands of many Indian peoples. The centuries of injustice to Indians stemming from major atrocities such as massacres to the present day mistreatment of Indian people are the reasons Indians must work to adjust that system.

Locklear was determined at the age of 12 that she was going to do something about the way Indians were treated within the whitemans legal

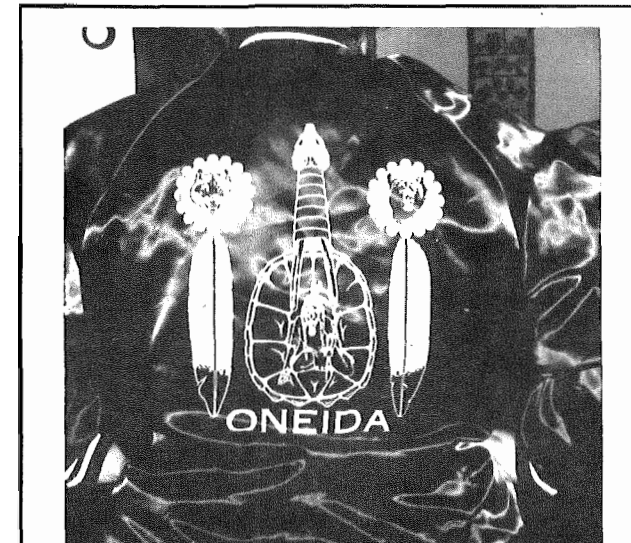
Oneida Nation
Museum
GIFT SHOP

Indian Baskets & Beadwork

Not only do we have Iroquois cornhusk dolls and crafts, but we also have unique gifts for sale from our Ojibwaw, Menominee, Potawatomi and Winnebago

LEANIN' TREE
Greeting cards

ONEIDA NATION MUSEUM
Museum is now open Monday thru Saturday, 9 a.m.-5 p.m.
We're located 1 block west on Hwy "EE" from corner of "E" & "LD".
Miss the Holidays '88



ONEIDA JACKETS

NAVY, BLACK, RED, ROYAL BLUE
ADULT SIZES SMALL (34-36) MEDIUM
(38-40) LARGE (42-44) X-LARGE (46-48)
XX-LARGE (50-52)

Satin Baseball-style Jackets (flannel lined)
****\$40.00****

Include with order: size, color quantity, unit price and total amount enclosed. Make check or money order payable to: T.G.W. Printers

Send to: Sheila S. Smith
966 Willard Dr. -7
Green Bay, WI 54304
Please allow 6-8 wks for delivery

ALICEA'S "Taco Shack"

Will be opening for business Friday, April 15, 1988.

Once again, Indian tacos, corn soup, fry bread, spanish rice plate and homemade pies will be served.

Hours will be from 11:00 a.m. to 5:00 p.m. every Friday. Feel free to call ahead with orders at 833-6798. Located at 1572 Ranch Road. Look for the signs.

Hope to see you there!

Harriet & Rafael Alicea

ONEIDA BODY SHOP

Body Work
Insurance Work
Color Matching
Complete Paint Jobs
Free Estimates

254 Florist Drive
Call 869-1028 Beaver John
after 4:30, 869-2826



THE THRIFT 'N GIFT HOUSE

LOCATED on S. Cty. Line road between Adam Drive & G in West De Pere. Open 12-5 Tuesday thru Saturday or by appointment. Ruth Skenandore (414) 869-2171.

NEW IN STOCK: 2 console stereos, ringer washer and tub, large turtle shell, 3X-large ribbon shirts, ribbon shirts in sizes 42 to size 5, large & small shawls, small wood burner, 3 drawer chest, weight and weight bench, exercise bike, 9N Ford motor, and a 68' Olds Convertible.



**CHECK IT OUT IN
ONEIDA, WISCONSIN**



**ANN'S WORLD
ANN SKENANDORE (PROP.)
INDIAN OWNED AND OPERATED**

PENDELTONS	"OUR POLICY" IF WE DON'T HAVE IT, WE'LL GLADLY GET IT FOR YOU! YOU! & YOU!	BEADING SUPPLIES
TURQUOISE & SILVER JEWELRY		INDIAN MADE BASKETS
BEADWORK		MOCCASINS
SILVER REPAIR DONE ON PREMISES		

LOCATED 5 MILES WEST OF GREEN BAY ON HWY 29

SUMMER HOURS: MONDAY - SUNDAY 10 am - 7 pm (7 days a week)

APRIL 1 - JAN. 1 WINTER HOURS: MONDAY - SATURDAY 10 am - 6 pm

JAN. 1 - APRIL 1

MASTER CARD-VISA-AMERICAN EXPRESS-DISCOVER CARDS ALWAYS
WELCOME PERSONAL & OUT OF STATE CHECKS ACCEPTED
WITH PROPER I.D.
GIFT CERTIFICATES AVAILABLE

**SUMMARY OF GENERAL TRIBAL COUNCIL MEETINGS
FOR JUNE 9 - AUGUST 15, 1988**

JULY 9, 1988 - QUORUM 152 - AT ONEIDA
RADISSON

The meeting was called to order at 10:00 a.m.

Parliamentarian Jo Swamp. Prayer offered by
Amos Christjohn.

David Powless showed a slide presentation on
the Oneida Tribe that was prepared by IBM.

A motion was made and carried to add items to
the prepared agenda.

A motion was made and carried to add a per
capita payment to be made the 1st week of
December starting 1988 and continuing at a
minimum of \$100 per tribal member per year.

A motion was made and carried to add a resolu-
tion on salaries of tribal employees for discussion
and possible action.

The agenda was adopted as amended.

General Tribal Council meetings of July 6,
August 24, September 21, October 29, 1987
and March 21, 1988 approved as written.

Business Committee Reports. Opened for discus-
sion. Discussin on advisor for Chemical
Dependency area - Lloyd Powless & Loretta
Metoxen are the advisors to the Social Services
area. It was suggested to increase funding in the
Chemical Dependency Program. Discussion on
the Elderly programs.

Treasurer Report - Kathy Hughes - Detailed
report on pages 31-39 in Semi-Annual report.
Question on process to amend budget.

The General Manager was excused from the
meeting due to a death in his family.

Bob Christjohn gave a report on Management
Support. Discussion on AODA, Conservation
and Retirement Insurance.

General Discussion on Area Managers reports.
Discussion on having non-tribal managers atten-
ding the General Tribal Council meeting.
Previous action by General Tribal Council does
not allow them to attend. They will be invited to
attend next meeting to give their reports.

Jerry M. Hill, Health Services Manager gave a
report on the Health Center. There was
discussion on 3rd party payment by insurances,

Claims Management insurance, and a statement
presented to the Fort Howard stockholders
meeting in the spring.

Harriet Reiter, RNIP Director, substituted for
Kathy King who had a previous commitment.
Discussion on the RNIP, WEOP and WEJT
programs.

James Danforth, Chief of Public Safety discuss-
ed training of officers, changes in the department,
and possible development of a commission to
hear complaints and problems.

There was discussion on the need for confiden-
tiality of certain tribal records.

Chris Johns, Human Resource Manager explain-
ed the Clause Management Study and how it
works in the development of establishing job posi-
tions in certain grade and step levels. He explain-
ed the process that went into the development
of the revised Personnel Policies and Procedures.
They are scheduled to be discussed at the Public
Hearing scheduled for August 1, 1988.

Discussion ensued on Tribal Attorneys represen-
ting the Tribe and Business Committee and
Managers; tribal court system & appeals
commission.

Motion was made to recess until Saturday, July
16, 1988 at 10:00 a.m. at the Norbert Hill Center
Auditorium.

Meeting recessed at 4:00 p.m.

Janice Hirth reported that the Rodeway name
will be changed to the Radisson soon.

JULY 16, 1988 - 10:00 A.M. - QUORUM 121
- CONTINUED MEETING - NORBERT HILL
CENTER

Don Wilson, General Manager discussed air con-
ditioning problems at the Nursing Home,
Economic Development, Personnel Policies,
Claus Management, Appeals process, agricultural
land needs and conservation.

Bob Niemela, Enterprise Manager, discussed
Nursing Home needs, Printing Enterprise and
Alcohol and Drug testing issues.

Lynn VandenLangenberg, Financial Manager
gave her report.

Discussion again on non-tribal members attend-

GTC MEETING MINUTES continued

ing General Tribal Council meetings.

Request for a privilege motion to allow the General Manager and Business Manager to attend the remainder of the meeting. Motion was carried.

David Powless, Economic Development Manager reported on the development of the Oneida Research and Technology Center (ORTEC).

Bill Gollnick, Education & Training Manager reported on his area.

Artley Skenandore, Vice Principal of the Tribal School showed a slide presentation of the school.

Gary Schuyler, Housing Authority Director reported on the housing.

Meeting was recessed until July 25, 1988 at 6:00 p.m. at the Norbert Hill Center Auditorium.

Meeting recessed at 2:00 p.m.

JULY 25, 1988 - CONTINUED MEETING - QUORUM 171 - 6:00 p.m.

Shirley Barber, Chairperson of the Trust Committee gave a report on the current status of the Trust Fund. Discussion on the Memorandum of Agreement and the Enrollment Membership Ordinance.

Attorney Jerry L. Hill, Law Office report. Discussion on the proposed judicial system, Appeal Commission, Public Safety, Drug & Alcohol issues, Wisconsin Claim 25-15 for lands lost in Wisconsin, Personnel Policies and Conduct of Attorneys.

Attorneys Sharon Cornelius for Skenandore & Associates, Law report. Discussion on Alcohol & Drug Abuse program; curfew ordinance; contract with regard to New York Land Claims; Grievance & Appeals process; Public Safety; Cross deputization of Public Safety; Commission to hear complaints; Conduct of Attorneys; internally with Tribe, not taken externally like the Cornelius & Metoxen vs. the Oneida Tribe in Federal Court; opinions requested by tribal employees and committees.

Jancie Hirth, Airport Hotel Corporation Chairperson - Report on name change to Radisson. Minority employment is around 43%. Training is being implemented for Oneidas in

FY'89. Tribe owns 75% of Hotel and Limited Partners own 25%.

Bobbi Webster, Communications Director reported on anticipated changes in Kalihwisaks to subscription, need for internal communications; reduction in delivery time with the acquisition of a desk top publisher; Public Relations position; policy on publishing article and letters.

A motion was made and carried to approve reports.

OLD BUSINESS

Attorney Jerry L. Hill discussed the Tribal Information Policy Resolution. After a lengthy discussion on whether there is a need to provide confidentiality of privileged or confidential records or information, a motion was made and carried not to vote on the Resolution.

Attorney Jo Swamp relinquished her position of Parliamentarian to Attorney Sharon Cornelius for this report.

Jo presented the sentencing of Charles Belisle and Conrad King:

1. 5 years probation
2. Restitution of \$30,000 each
3. Expense reimbursement of \$20,000 each
4. 1,500 hours community service
5. Psychological assessment & counseling.

Restitution is valid up to 20 years. A probation officer appointed by the Court will supervise them.

A lengthy discussion followed on the investigation, why certain information cannot be released, alternatives to the investigation and work release program.

A motion was made to accept the work release program and not allow Belisle or King to receive tribal occupational or educational funds. The portion of the motion exempting the young men from tribal funds removed. The motion to accept the Work Release Program passed.

Discussion on Tribe's right to impose restrictions on Tribal members.

Discussion of the Fact Finding Commission.

A motion was made and carried to implement the Fact Finding Commission.

A motion was made and carried to not allow King or Belisle to receive or participate in tribal occupational or school monies and to place a

ORDER YOUR ADVANCE COPY

NOW!

"The Oneida Indian Experience"

This publication, due out in the fall, is the result of the Oneida History Conference, held at the Oneida Rodeway Inn in July of 1986. The conference was sponsored by the Oneida Tribe of Indians and was highly acclaimed because nationally recognized academics shared equal billing with Oneida educators, community leaders, local historians and linguists.

The outcome of this conference is a significant book on Oneida history. The elements of the book vary from accounts of personal experience and oral history to sharply defined and well-reasoned academic presentations of research reports.

Jack Campisi and Laurence M. Hauptman are the editors. Campisi served as an expert witness in the Oneida land claims case and is a consultant to many American Indian tribes. Hauptman is the author of numerous books and articles on the Iroquois, including his two volume history of the Iroquois since World War II.

ORDER YOUR ADVANCE COPY NOW! DELIVERY TO YOUR MAIL BOX IN EARLY FALL

Because of the overwhelming demand for this book the cost has been reduced.

CLOTH BOUND
~~\$29.95~~ NOW \$25.00
(Ord. - 2452-2/CAOI)

PAPER BOUND
~~\$14.95~~ NOW \$12.00
(Ord. - 2453-O/CAOIP)

Those who have already ordered the book will be rebated when the book is sent to you. Send check or money order for the amount, plus \$2.50 for postage and handling, your name, address and phone number to:

Oneida Communications - Book
P.O. Box 365
Oneida, WI 54155

ORDER TODAY!

Orders must be sent by December 1st, 1988 for Christmas delivery.



ONAYOTE'KA CONSERVATION CLUB

P.O. Box 264
Oneida, WI 54155



Announces its second annual
fund raising banquet September 30, 1988

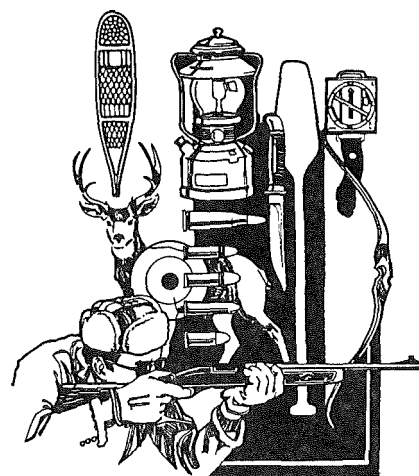
Reception at 6:30 p.m. Meal at 7:00 p.m.
Door Prizes

GRAND PRIZE: Remington 870 Pump Shot Gun
(Includes 1 chance for Grand Prize drawing)
& numerous other prizes

At APPLE CREEK, south of DePere on Hwy. 41
The Cost is: \$30.00 per couple (Includes 1 year membership)
18.00 single (Includes 1 year membership)
All you can eat ribs and chicken.

Please contact any one of the club officers for tickets.
Indians and non-Indians welcome.
This fund raising banquet is to help us raise funds for club projects.
Help support your childrens future and the future of our community.

Band: Junction Express



INDIAN SUMMER 1988 SUMMERFEST

will present
JOANNE SHENANDOAH in concert
September 9, 10, 11
Henry Maier Festival Park (Summerfest)
For further information: 414-383-7425
Indian Summer Festivals

FREE COMMODITIES

September 16th, 1988-10:00 a.m.
Oneida Methodist Church
Freedom Road
Outagamie County Residents

*** ATTENTION *** ATTENTION ***

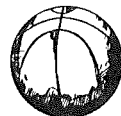
The Norbert Hill Center pond will close for the
season on September 6, 1988.

HUNTER SAFETY CLASSES

Anyone interested in Hunter Safety Classes
please call Clifford Cornelius at 869-2214, or
Terry Thomas at 869-2214 ext. 310.

NOTICE NOTICE NOTICE

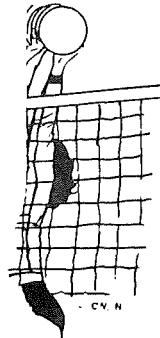
ANYONE THAT WANTS TO SIGN UP TO
PLAY ANY OF THE FOLLOWING EVENTS
PLEASE CALL ONEIDA RECREATION AT
869-1088.



LADIES VOLLEYBALL
Tuesday Nights

LADIES BASKETBALL
Saturday Afternoons

COED VOLLEYBALL
Sunday Afternoons



ALL SEASONS WILL BE SCHEDULED TO
START IN OCTOBER OR NOVEMBER.

FIRST ANNUAL ONEIDA ARM WRESTLING TOURNAMENT WOMEN & MEN'S DIVISION'S

Trophies Awarded

1st Place
2nd Place
3rd Place
each weight division

Deadline
For Entry
Fee - Sept.
23rd 1988

INFO.
869-1088



Entry Fee
\$5.00
per weight division

Place:
Oneida
Civic Center

Time:
1:00 pm

Date:
October 1st
1988

Weight Divisions

95 - 110 Flyweight
110 - 129
129 - 137
137 - 145
145 - 155
155 - 167
167 - 176
176 - 183
183 - 200 Light Heavyweight
200 - 230 Heavy Heavyweight
230 - over Super Heavyweight

DOUBLE ELIMINATION

Couples Bowling Teams Wanted

(2 couples per team)
Every other Friday night
Two shifts - 7 p.m. & 9 p.m.
League starts September
For more information call Vickie Johnson
869-1339

GTC MEETING MINUTES continued

lien against any claim funds until the requirement
for restitution was completed.

Discussion on the Fact Finding Commission. It
was recommended that this Commission be im-
plemented by September 30, 1988 and to
readvertise for more applicants.

A motion was made and carried to recess until
August 8, 1988 at 6:00 p.m.

Meeting recessed at 10:30 p.m.

Oneida Work Release Program. This program
has been structured to meet the needs of the
Oneida Community and the individual
participants.

In keeping with the Oneida Tribe's Victim Impact
Statement and the Federal Court's sentencing re-
quirements, the following categories have been
identified and will be implemented over the five
(5) year probationary period.

- A. Punishment/Retribution
- B. Deterrence
- C. Restitution
- D. Rehabilitation

Each category is an essential part in reaching the
final goal of rehabilitation.

It is felt that psychologicals need to be completed
on both Conrad King and Charles Belisle.
Although the psychological may not reveal any
subvert behavior patterns, the mere fact that
these individuals have been exposed to the
federal penal system will inevitably result in con-
scious or unconscious feelings of anger, guilt, and
shame which may need to be addressed on an
individual basis.

A. Punishment/Retribution:

1. Physical Labor - Example: unloading the
trucks at the Oneida Tribal Building. In addition,
managers should identify duties within their areas
and the community to be performed by the
individuals.

2. Curfew

3. Abstention from the use of drugs or alcohol
4. Refrain from participation in any tribally spon-
sored activities.

B. Deterrence:

This category serves a dual purpose to both the
individuals and community members. Therefore,
the physical appearance of these individuals
within the community is essential.

1. Shirts should be worn during the performance
of the community service which identify them in
their roles.

2. Scared Straight program.

3. Reporting to General Tribal Council bi-
annually as to hours and tasks performed.

C. Restitution: restoring the loss to the
community.

1. Monetary - as addressed in the court order in
keeping with their ability to pay.

2. Socially - this category is met through the ac-
tual community service performed.

D. Rehabilitation: The end result of reestablishing
the individuals status within the community
through the fulfillment of the above components.
Monitoring & Supervision: The Oneida Public
Safety Department will be the designated body
to manage and implement this program.

This was approved at the July 25, 1988 General
Tribal Council meeting.

AUGUST 8, 1988 - QUORUM - CONTINUED MEETING 6:20 p.m.

Review of July 25 minutes regarding Bingo
Investigation.

Each Business Committee member made a state-
ment on why and how they voted on the Victim
Impact Statement. There were questions and
answers after each Business Committee member
made their statement. This was followed by
various other tribal members making statements
on the sentencing and the investigation.

Discussion on limiting tribal funds to individual
tribal members - especially federal program funds
like JTPA, Higher Ed., Adult Vocational Funds
and Employment Assistance. Opinion from At-
torneys is that the Tribe cannot legislate action
after the fact (Ex Post Facto Laws) or direct laws
at specific persons (Bill of Attainder). There needs
to be an awareness of the "Fair and Uniform Ser-
vice" clause in federal contracts. It is also difficult
to place a lien on unrestricted claim monies. Op-
tions available are to legislate criteria into con-
tracts, have priority ratings, restrictions, selection
criteria, modify or amend present contracts,
amend condition of probation, and/or obtain a
civil debt judgment for future garnishment of
wages.

A motion was made and carried to remove tribal
educational or occupational restriction against
King & Belisle.

Call for Quorum - 75 members still present.

A motion was made and carried to that notwith-
standing any other provision defining the eligibili-
ty of Oneida Tribal members to receive benefits
or services under the Assistance for Higher

Education, Vocational Training for Adult Indians, Employment Assistance for Indians, and Job Training Partnership Act, no Oneida Tribal member shall be eligible to receive such benefits or services who:

- a. Has been convicted of the theft, conversion, embezzlement or other tribal funds or property, in a court of law or other competent tribunal, and
- b. Who has not reimbursed the Tribe in full for money taken or if other property, who has not replaced said property or reimbursed the Tribe for its replacement value, together with all costs incurred by the Tribe in recovering said money or property.

Discussion & Clarification of the Fact Finding Commission and the Probation Committee. The Commission is to investigate the circumstances involving the theft, abuse or misuse of Bingo passes and other irregularities involving Bingo or Instant Tickets. The Commission will be appointed by the Business Committee and report to the General Tribal Council.

The Probation Committee consists of 3 persons 1 from Public Safety, 1 from Human Services and 1 from General Tribal Council to oversee the probation of King & Belisle in regard to the Community Service requirement.

A motion was defeated to select members of the Commission from those present at the meeting.

Land Claims Update. Rick Hill, Loretta Metoxen, Francis Skenandore, and Ernie Stevens all spoke on the land claims in New York.

There will be a Land Claims meeting at the Radisson on August 27, 1988 and all Oneidas are invited to attend. Discussion in recognition of who the leaders are in New York.

A motion to adjourn was defeated.

Chairman declares lack of quorum and calls for meeting to recess until August 15, 1988 at 6:00 p.m. at the Norbert Hill Center Auditorium.

Meeting recessed at 9:30 p.m.

AUGUST 15, 1988 - CONTINUED MEETING

There was no quorum. 54 people present. Chairman Powless declared no quorum and no meeting at 6:30 p.m., and to reschedule meeting on September 12, 1988 at 6:00 p.m. at the Norbert Hill Center auditorium.

Respectfully submitted by Amelia Cornelius
Tribal Secretary

AS I SEE IT Ernie Stevens Sr.

In the coming editions I want to discuss issues, problems and potential solutions related to my duties as a member of the Oneida Business Committee. It is very important that communications be improved between the Oneida Business Committee and the members of the community. This is increasingly important because the Tribe is going through a period of rapid growth which is causing problems related to that growth.

One of the major actions taken by the OBC last fall was the recommendation and subsequent passage of a General Tribal Council Resolution which provides a greater capacity to purchase land, provide for a tribal reserve fund, and attempts to place a greater emphasis on a controlled and restrained growth. As a principal architect of the resolution, it was clear to me that an action by the membership was needed to not only provide for more land acquisition funds, but also to assist in improving the Tribe's financial position and provide for a reserve fund for the Tribe---a reserve fund incidentally, which is mandated in the Tribe's 1934 charter.

We are having some difficulty in establishing an orderly plan for the development of an Oneida private sector, but it is plain to see that the encouragement of tribal individual members must translate into specific policies, projects and development budgets. I think the best way to address it is to take the small business service needs of the community and promote the development of privately operated restaurants, laundromats, a bowling alley, etc. The Tribe could assist by purchasing the land development and facilities, and leasing to qualified individual Oneida business people.

In examining the recent economic development survey which was conducted by the Tribe, it was clear that the membership is still larger agreed on the following agenda:

1. Enterprise development must be concentrated on reservation commercial development.
2. That service businesses must be developed through the promotion of a small business program by the Tribe.
3. That the members of the community place a high priority on the development of a financial institution such as a credit union, savings & loan, or a bank. The practice of providing your own businesses locally and providing your own financial institutions is called "Capital Formation."
4. Home building and acquisitions by the Tribe and its members is a very high priority and must be further accelerated.

POSITION: Cook - Part-time Call-in basis (0-40 hours/week)

LOCATION: Anna John Nursing Home

SALARY: Grade 3 \$5.15/hour

CLOSING DATE: Until filled

QUALIFICATIONS:

Some quantity food preparation classes or related experience desired. Should have good physical and mental health and be physically able to perform all facets of the job and pass physical examination for handlers permit as required. Must also pass T.B. examination.

EDUCATION AND PERSONAL QUALIFICATIONS:

1. Must be 18 years of age and older.
2. High school diploma or GED is required within one year of employment. Applicants age 50 and over are excluded from this requirement.
3. Applicant should have a willingness to be trained and a willingness to attend and complete Food Service Worker classes.

POSITION: Early Childhood Food Service/Custodian

LOCATION: Oneida Headstart Program, Norbert Hill Center

SALARY: Grade 1 \$4.18/hour

CLOSING DATE: Until filled

QUALIFICATIONS:

1. High school diploma or GED required within one (1) year of employment. Applicants age 50 and over are excluded from this requirement.
2. Previous experience with food service is desirable.

POSITION: Tutor-Staff Support

LOCATION: Higher Education - JOM

SALARY: Grade 2 \$4.64/hour

CLOSING DATE: August 24, 1988

QUALIFICATIONS:

1. High School diploma or GED required.
2. Two (2) years of post-secondary education preferred.
3. One year of previous experience dealing with Native American students.
4. Classroom experience preferable.
5. Experience in tutorial programs.
6. Should be able to relate well with students of all ages and varying backgrounds.
7. Should possess good oral and written communication skills.
8. A TB test is required.

POSITION: Accounting Manager - Program
LOCATION: Accounting Department-Norbert Hill Center

SALARY: Grade 11 (\$11.87/hour negotiable)

CLOSING DATE: Until filled

QUALIFICATIONS AND REQUIREMENTS:

1. B.A. in Accounting or 3 years of college level education with a major in accounting required.
2. Five (5) years experience in fund and financial accounting.
3. Knowledge of federal and state grant and contract financial requirements preferred.
4. Knowledge of audit preparation preferred.
5. Knowledge of non-profit and/or governmental accounting and finances preferred.

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

HELP WANTED

University of Wisconsin-Green Bay Media Resources

Photographer/Lab Specialist for 1/2 time year round appointment, able to work flexible schedule. Bachelors degree or equivalent in related area plus experience preferred. Minimum 1/2 time basis \$7,526 plus benefits.

AN AA/EEO Employer

Contact: Search Chair

IS1006

UWGB

2420 Nicolet Drive

Green Bay, WI 54311-7001

ATTENTION ATTENTION

JOB OPENINGS BEGINNING THIS FALL AT TWO LARGE PAPER MILLS IN GREEN BAY.

They are James River Corporation and Green Bay Packaging. To apply, complete applications at the Green Bay Job Service. When completing these applications, make sure you allow for flexibility such as being available to work all shifts. For more information, please call Roy Koeller at Green Bay Job Service for the JTPA Office in Oneida.

JOB OPPORTUNITIES

WORK FOR THE ONEIDA TRIBE

POSITION: Licensed Practical Nurse (on-call 0-40/hrs weekends and nights also)
 LOCATION: Anna John Nursing Home
 SALARY: Grade 5 - \$6.35/hr (negotiable)
 CLOSING DATE: Until filled
 QUALIFICATIONS:

1. Must have a genuine interest in Geriatric Nursing and must have a liking for people and a desire to serve those who are ill or incapacitated.
2. Ability to work under close supervision, to follow instructions issued by the professional nurse and adhere to established nursing home routines and policies.
3. Should be able to direct and instruct nursing assistants in personal care of the residents and perform other duties as assigned.
4. Must be able to adjust to diversified types of personalities and use tact and judgment in dealing with varying situations.

TRAINING AND EXPERIENCE:

1. The LPN should be prepared and qualified for nursing practice by satisfactorily completing a program for Practical Nursing approved by the State Board of Nursing.
2. Be licensed as a Practical Nurse by the Board of Examiners and Practical Nurses.
3. Must have completed a Medication Administration course approved by the Division of Health.

POSITION: Nurses Aide (0-40/hrs. nights, weekends and holidays)
 LOCATION: Anna John Nursing Home
 SALARY: Grade 2 \$4.64/hr
 CLOSING DATE: Until filled
 QUALIFICATIONS:

1. Must have a professional, caring attitude and a genuine interest in providing quality care to the elderly nursing home resident.
2. Must have a phone and be able to be reached within a reasonable amount of time for emergency call in or change in schedule.
3. Must have reliable transportation.
4. High School Diploma or GED preferred.
5. Must have completed a nursing assistant training course approved by the Wisconsin Division of Health or have six months recent experience as a Nurses Aide in a nursing home, hospital, or home health agency, verifiable by a reference check (documented).
6. A TB skin test and physical exam are required.

POSITION: Speech/Language Clinician
 LOCATION: Oneida Headstart Program, Norbert Hill Center
 SALARY: Grade 8 (\$8.68/hr - \$11.08/hr)
 Negotiable

CLOSING DATE: Until filled
 QUALIFICATIONS:

1. Knowledge of diagnostic and pedagogical aspects of the field of speech/language therapy.
2. Knowledge of the individualized education plan (IEP) process, its make-up, function, etc.
3. Able to relate well with students, parents, and colleagues.
4. Familiar with or willing to learn about culture, familial, and linguistic distinctions of Oneida students.
5. Master's degree and eligibility for State certification in Speech/Language Pathology.
6. Elementary (K-8) level academic emphasis and/or experience preferred.
7. A TB test is required.

POSITION: Manager of Education and Training
 LOCATION: Norbert Hill Center
 SALARY: Grade 13 (Negotiable depending upon training and experience)

CLOSING DATE: Until filled
 QUALIFICATIONS/REQUIREMENTS:

1. Master's Degree in Education or related field required.
2. Three (3) to five (5) years progressive experience in managing education and/or job-training programs required.
3. Experience in budgeting, budget planning and administration required.
4. Experience in adult education, training, and/or development programs preferred.
5. Experience in program planning and evaluation (including appropriate statistical evaluation techniques) preferred.
6. Experience in working with community board (advisory and policy-making) preferred.
7. Experience in grant proposal development and writing preferred.
8. Knowledge of and experience in Equal Employment Opportunity laws, rules and regulations preferred.
9. Knowledge of Indian law, treaties, culture, history, values, and cultures required.
10. Evidence of continuing personal development required.
11. A TB test is required.

A letter from the Chairman to Senators relative to the Oneida opposition to the gaming bill, S 555, reveals some interesting statistics. The Tribe has reduced unemployment from 40.1% in 1976 to 21% today. Additionally, a UWGB economist, James Murray, estimates that the Oneida Tribe has an economic impact on the Green Bay area of approximately \$250 million annually.
 * * *

The semi annual meeting of the General Tribal Council, which started in July, is still in progress. During that time I have listened to the membership and have registered the following impressions:

- * Two meetings a year are not nearly sufficient, in fact, general meetings to listen to manager's reports should take place in the spring and the fall.
- * There is a continuing concern for the development of an equitable and fair system of justice for all members and tribal employees in particular.
- * The membership wants less interference in personnel administering and hearings from the OBC, the lawyers, and the management.
- * There is a strong feeling towards continuing the bingo investigation through an independent tribal body.
- * There was a commitment from the Oneida Business Committee to hold public information meetings and hearings regarding tribal ordinances and development projects.
- * There is a continuing need to better prepare ourselves and the membership for some form of judicial system. I personally felt that during periods of righteous anger we may very well violate the individual civic rights of members. This must not be permitted.

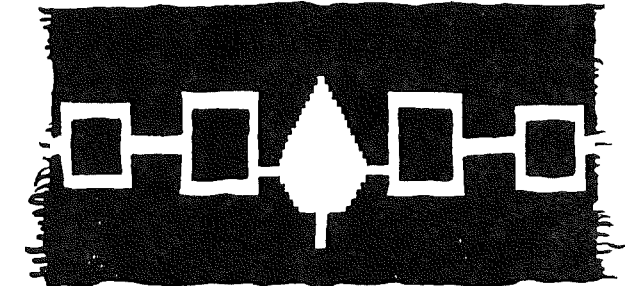
I am getting a lot out of our meetings - only this time the OBC and the management won't be going back to the old ways of doing things!
 * * *

Since my election last year I have personally dedicated myself toward improving the financial condition of the Tribe and will continue to do so. Because of our present condition, greater efforts must be made to continue and organize growth, establish and maintain a reserve fund (savings), and generally stop spending money as fast as it comes in.
 * * *

All things considered I feel that we had a good year. As a new councilman I learned a lot about functioning within the present system. At the same time I am even more firmly convinced that there has to be an overhaul of the constitution

now; the establishment of a comprehensive election ordinance including a **primary;** more delegation of management responsibility and authority; a fundamental reorganization of the management of the Tribe; and a comprehensive 10 year plan for the Tribe, directed by **the people.**

Looks like a busy and challenging year ahead. I know we are all capable of meeting that challenge.



HIAWATHA BELT, IROQUOIS



Happy Birthday to my "sweet baby" Amand Lee Hill who will turn 9 on August 27th.
Love Mom, Dad & Sister Loretta
That's our little Turtlenose!!!

Happy 3rd Birthday to Killer J on August 28th.
From your Sisters

Happy Birthday to J.J. on August 28th.
From Gramma & DoDo

Happy 35th Birthday Bob on August 21st.
Have a Great One!!!
Love Dar

Happy Birthday to our Dad on August 21st.
Love You!!!
Your Girls Crystal, J.J. & Ga Ga

Happy 17th Birthday to Tim Metoxen on August 30th.
Like your song says, "Don't Worry & Be Happy!!"
Have a good day!
Love Mom, Wayne, Lonnie, Trina & Steven

Happy 13th Birthday to Chris Skenandore Danforth on September 17th.
Love Mom & Dad

Hapy 3rd Birthday to Cecelia Danforth on September 15th.
Love Debbie, Bob, Chris & Cecelia

Happy Birthday to Gloria White on September 28th. Love Angie and Purcy

Happy Birthday to our son Greg Powless on September 25th.
Love Mom & Dad

Happy Birthday to Uncle Eugene on September 12th.
Say "Hello" to your cat!!!
Love Taryn & Sunshine

Happy Birthday to "Miss Goody-Goody" Sunshine Webster on September 17th.
Love Mom, Dad & Taryn

Happy Birthday to our granddaughter "Sunshine Webster" on September 17th.
Love Gramma & Grampa Powless

Happy Birthday to our grandchildren Peril, Allen & Lyn Lucas in September.
Love Gramma & Grampa Powless

Happy 12th Anniversary to Art & Inez Skenandore on September 11th.
Love Debbie, Bob, Chris & Cecelia.



Happy Birthday to Peril Lucas on September 4th and to her brothers...



...Allen Lucas on September 5, and Lyn Lucas on September 9th.
Love Dad

Happy Birthday to our cousins Phillip Wisneski on September 8th and Beth Ann Webster on September 25th.
Love Taryn & Sunshine

Happy Birthday on September 12th to our Mother.
We Love You!!!!
Kathy & Greg, Rich & Cherisse, Nancy & Greg, Bobbi & Dale, Ralph & Sherene, Jamie & Gloria, Joe & Luann and Monica & Bla

Happy Anniversary to Greg & Nancy Powless on September 28th.
Love Mom & Dad

Happy 13th Anniversary to Diane & Cisco Hernandez on August 22nd. A little late but we remembered!!
Love Robbie, Debbie, Chris & Cecelia



BOARD VACANCIES

4 members for Conservation Board needed.
Deadline September 19, 1988.

Two (2) members are needed for the Museum Board.
Application deadline is October 2, 1988.

Cannery Board - 5 members needed.
Deadline September 20, 1988

Volunteers Needed for Oneida Tribal Constitution Review Committee
Deadline September 5, 1988

Reveiw Committee for Tribe's operational, personnel and public information policies.
Deadline September 5, 1988

HOW TO APPLY FOR A BOARD POSITION

All interested persons must submit an application. Use the application below, or applications can be picked up or mailed to you by simply calling or writing to the Business Committee at P.O. Box 365, Oneida, WI 54155, or call (414) 869-2214.

Please state on the application the Board you wish to serve on and send the application to the Oneida Business Committee, P.O. Box 365, Oneida, WI 54155, ATTN: Amelia Cornelius.

There will be a thirty (30) day period for application.

ONEIDA TRIBE OF INDIANS OF WISCONSIN APPLICATION FOR BOARD OR COMMISSION

BOARD/COMMISSION APPLYING FOR _____ DATE: _____
NAME: _____
ADDRESS: _____
TRIBAL AFFILIATION: _____ DATE OF BIRTH: _____
TRIBAL ROLL NO.: _____

ARE YOU PRESENTLY EMPLOYED? _____ YES: _____ NO: _____
IF SO, WHERE AND WHAT POSITION? _____

DO YOU PRESENTLY SERVE ON ANY OTHER ONEIDA TRIBAL COMMITTEE OR BOARD?
YES: _____ NO: _____

IF YES, LIST BOARD OR COMMITTEE: _____

ARE YOU RE-APPLYING? _____ YES: _____ NO: _____

ARE YOU AVAILABLE FOR MEETINGS IN THE: _____ EVENING _____ DAYTIME _____ ANYTIME

ARE YOU WILLING TO ATTEND TRAINING SESSIONS? YES: _____ NO: _____

SUMMARIZE SPECIAL SKILLS AND QUALIFICATIONS ACQUIRED FROM EMPLOYMENT OR OTHER EXPERIENCE YOU THINK WILL QUALIFY YOU FOR THIS APPOINTMENT:

WHAT DOES CONFIDENTIAL MEAN TO YOU: _____

SIGNATURE OF APPLICANT

DATE

**American Indian Graduate Program-
University of California-Berkeley**

Financial assistance is available for Indian people who qualify for graduate work at the University of California at Berkeley.

Now, more than ever, when financial sources are drying up for educational purposes, it is necessary to look to Universities who can provide financial assistance to students. The University of California at Berkeley, has one of the best student support systems of any university. Many of our students have received most, if not all of their financial support through our University's Financial Aid Office and through the Graduate Minority Program (GMP).

The American Indian Graduate Program works with students to see that they have sufficient funds to enter and, most important, to stay in school until there is completion of the degree, whether it is a public health, social welfare, or another graduate degree program.

To enter graduate school, requirements are: a baccalaureate degree from an accredited college/university; an acceptable grade point average as an undergraduate; taken the Graduate Record Examination (GRE). The Deadline is February 10, 1989 for Admission Application filing. The Deadline is January 5, 1989 for Fellowship and/or Graduate Minority Program filing.

If you are interested, please write or call (collect):

AMERICAN INDIAN GRADUATE PROGRAM
140 Earl Warren Hall
University of California
Berkeley, CA 94720
(415) 642-3228

ARTISTS

Mount Senario College Fine Arts Center Gallery is currently seeking artists for a February 1989 exhibition of American Indian Women Artists from Wisconsin. Anyone interested in exhibiting art work, please contact:

Scott Robertson, Director
Fine Arts Center Gallery
Mount Senario College
Ladysmith, WI 54848
(715) 532-5511 ext. 333
(715) 532-6109

BOARD MEMBERS NEEDED

To all interested Tribal members interested in serving on the Oneida Tribal Investment Committee. Please submit your resume to the Tribal Secretary.

INVESTMENT COMMITTEE

DUTIES & RESPONSIBILITIES

1. To become familiar with the Oneida Tribal Investment Policy.
2. Review and evaluate all long and short term Tribal investments to include stocks, bonds, certificate of deposits, and other types of investments.
3. Formulate, implement, review, and/or modify Tribal investment policy that would be most beneficial to economic welfare of the Oneida Tribe with approval of the Oneida Business Committee.
4. Work closely with the Tribal administration and the Business Committee.
5. Communicate investment data and/or rationale for recommended investment action to the Business Committee and General Tribal Council.
6. Work closely with and communicate Tribal requirements to banking and stock brokerage personnel.
7. Accept group decisions and support the ruling of the majority vote.

QUALIFICATIONS

1. Committee members must be enrolled Tribal members.
2. Demonstrate the desire and ability to accomplish training related to stocks, bonds, certificate of deposits, or other types of investments.
3. Be available to meet with fellow committee members on extremely short notice.
4. Ability to evaluate information related to investments with limited assistance.
5. Work harmoniously in a group environment.
6. Some seminar, classroom or practical training in the area of investments would be desirable.

Deadline for application is October 2, 1988.



E. Liz Somers, daughter of Betty & Alvin J. Smet and granddaughter of the late Cora & Jonas House, has just completed her graduate studies at Vanderbilt University in Nashville, Tennessee. Liz was awarded a Masters in Business Administration. She has accepted a position with Diabetes Treatment Centers of America, in Nashville, as Director of Development.

Congratulations to Warren Stevens & Michelle Cornelius on the birth of their son on August 24th. Baby Stevens weighed in at 9 lbs., 14 oz.!!! Love "ToDo"

"A VISION OF HOPE"

- Someday, The Circle will be as a Rainbow, colors blending together and showing beauty, even during the storm.
- Someday, The Cycles of life will be celebrated in harmony and experience fruition and development as does the butterfly.
- Someday, An Arrow will be broken not in something or someone, but by each member of humankind to indicate peace, not violence.
- Someday, Oneness with, rather than domination over creation, will be the goal respected.
- Someday, Trust will be less difficult to experience when people are willing to share who they are, and what brought her/him to this place in life, through mutuality in dialogue.
- Someday, Fearlessness to love and make a difference with and for one or many will be experienced.
- Someday, Being Spiritually centered rather than materially centered will have its effect on us all.
- Then, The Eagle will take our message of peace, and love, and the people of the red, white, yellow and black communities can sit in love, and experience the presence of the GREAT MYSTERY in their midst—Someday!

Submitted by Wanda Lawrence and used with her permission.

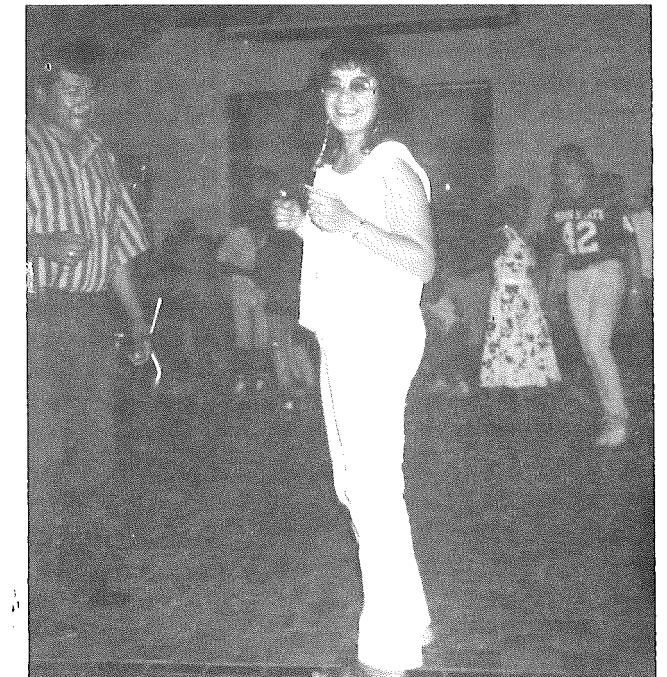
MORE GOOD NEWS

THANK YOU

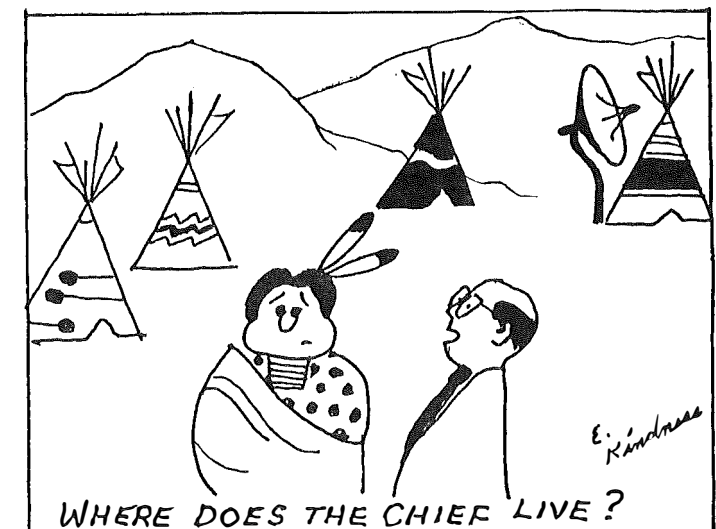
A special thank you to Oneida Bingo Supervisors.

I, Diane Denny, was chosen for employee of the month. As a gift, I was given a free bingo pass to Michigan Bingo.

It's a shame that employees have to go elsewhere to play Bingo when accommodations are available here.



Congratulations to my friend and mentor Merle D. for your anniversary on August 25th. For five years you have walked in beauty. Love from your friend with too many names.



Lahuta? Kalyas "He Destroys the Fields"

In 1790 George Washington became the first president of the United States. In 1789 the United States Constitution was ratified. In 1787 the Constitution was adopted. In 1781 the Articles of Confederation were adopted. In 1779 General Sullivan's campaign to break the Iroquois Six Nations was carried out.

This campaign was planned in March, 1779, by General George Washington and first offered to General Haratio Gates, who declined, then to Major General John Sullivan, who accepted. This carefully planned campaign had two major goals; 1) to break the political power and will of the Six Nations, and 2) to make the frontier, in the 1790's, safe for development. These goals were to be reached by TOTAL DESTRUCTION of Six Nation's villages and crops.

In April, 1779, Onondaga villages were first attacked. The villages were populated by mostly women, children and elders. Reports show depredation by soldiers against Onondaga women and survivors reduced to refugees of war.

By July, Sullivan attacked the village at Chemung, setting fire to the buildings and destroying the crops. Sullivan's force totaled 4,469 officers and troops. The officer corps reflected the colonial aristocracy and names that occurred repeatedly and to the detriment of Six Nations people: Sullivan, Clinton, Ogden.

By August 30, Sullivan attacked the Seneca-Delaware village at Newtown. It was there that the last organized resistance by Indians occurred though the Indians were thoroughly outnumbered and out-gunned. After the battle, half the army was cutting corn fields, making sure that nothing edible was left. Sullivan's soldiers continued their atrocities against vegetables.

On September 1, Shechquago, a Seneca village was burned, crops destroyed and cattle taken by soldiers. By September 5, Cayuga villages, Kendaia and Kanadasaga were destroyed as well as other Cayuga villages on both sides of Cayuga Lake. A delegation of Cayuga Chiefs approached Sullivan at Kanandigua asking that their villages be spared, but the order to destroy was carried out.

By the end of September, Mohawks at Mohawk Castle were driven off. Insult was added to injury when the entire village and crops were given

to whites. This was the end of the campaign that succeeded in giving generational cause for Six Nations people to mistrust the United States and its leaders for its deliberately brutal and unnecessary destruction. The campaign was a miserable failure with respect to breaking the Six Nation's power and will. The Six Nations were never defeated, never sued for peace. Moreover, the Continental forces could not control the territory or the people.

Treaties were later signed between the United States and the Six Nations in 1784 and 1794 which are now the basis of land claims in New York State by the Oneida Nation and others. The land was unlawfully taken, development occurred, and the Erie Canal opened up the Northwest Territory across Six Nations land by 1813.

The Great Seneca Chief, Corn Planter, said to George Washington after the campaign;
"When your army entered the country of the Six Nations, we called you Town Destroyer; and to this day, when that name is heard, our women look behind them and turn pale, and our children cling close to the necks of their mothers."

The name Lahuta? Kalyas has now become a title for all American presidents. The meaning is identical, "he destroys the fields." Washington, D.C. is ta? Kalyashne, "the far away place of the destroyer." The irony is that it still fits.

Unkwehwehneha Swat Nu Tak



LAND OFFICE INFO. CONTINUED

HOUSE FOR SALE

3119 Jonas Circle, Oneida. 3 bedroom, 2 1/2 car garage, appliances included, on tribal land. \$45,000 - Call 869-2327 or the Land Office.

Homes For Rent With Option To Purchase

2920 Freedom Road

Available after September 15, 1988, this 3-bedroom Ranch with attached garage on 1.5 acres of land will be offered to the General Tribal Membership for rent for one (1) year with an option to purchase. This house can be viewed after September 3, 1988. At this time a rental amount is not determined, but will be under \$400 per month. (Note: property will be placed into trust with applicants purchasing the improvements only.)

2726 Seminary Road

Available after October 5, 1988. This is a large 2-story house, 2 1/2 stall garage with an extra 24 x 32 metal building, Seymour school district. This home is also offered for rent (1 year) with option to purchase (included will be a one acre of land). Applicants to purchase the improvements only, land to go into trust status. A rental amount has not been established at this time.

1412 Ray Road

Four bedroom home on a beautiful one (1) acre lot, 2 stall garage, stove and refrigerator included. This property is in the Freedom School district. A rental amount is not established at this time, but will be available after September 30, 1988.

All three of the above properties are offered "FOR RENT - WITH OPTION TO PURCHASE". Only those who are serious about owning a home should inquire at the Oneida Land Office.

HOUSE FOR SALE

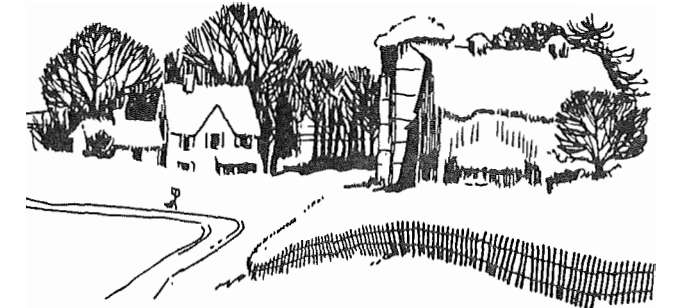
This 13 year old house is located on a tribal lease of 1.92 acres and has three (3) bedrooms, two (2) baths, with a full basement. The property is located in the Freedom School District. Asking price is \$48,000.

This property could be purchased through our down-payment loan program which we have available to Tribal membership. Please call the Land Office for further information and to view the house. Call 869-2214 ext. 335.

HOUSING NEWS!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

There has been a number of requests to obtain the old windows that we are currently replacing. It was advertised that the old windows can be obtained prior to being placed in the dumpster or after being placed in the dumpster. This has caused some problems in leaving the dumpster overnight with the windows stored unattended. Since some of these windows are still in good condition, it would be a waste to dispose of them if people can use them. Therefore, we will store the old windows and on every Friday between the hours of 1:00 p.m. to 3:30 p.m., people can stop by at 1147 Park Drive to get the windows of various sizes. The windows that are left will then be discarded.

Another announcement will be advertised on the Site I windows as to where they will be stored.



HOME IMPROVEMENT PROGRAM

The Oneida Tribe of Indians of Wisconsin is accepting applications for the FY89 Home Improvement Program. Applicants must be an enrolled Oneida Tribal member living within the Oneida Reservation boundaries.

Households that have not been served by Home Improvement are given priority with the highest priority determined by a B.I.A. nationwide point system. The point system is to ensure that the Tribe's most needy, elderly, and disabled are always served first.

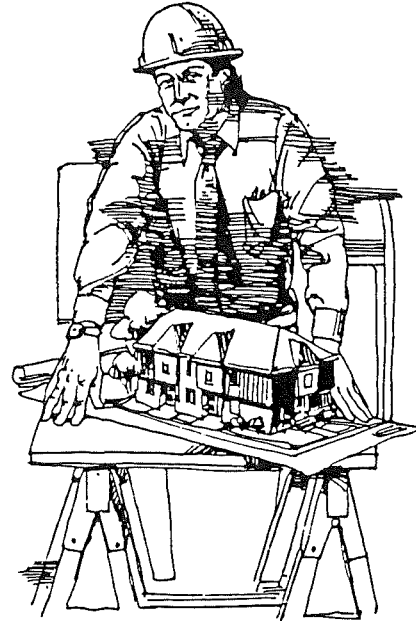
If you think you qualify, a Home Improvement application can be obtained from the Home Improvement Office at the Norbert Hill Center, 2nd floor, Room 1328. The application is kept confidential.

If you have any questions, please call 869-2214, extension -310 or -336, Gerald Kurowski or Terry Thomas.

LAND OFFICE INFORMATION

"GREEN EARTH" MOBILE HOME COURT

We still have vacant lots in the mobile home court. Available are five (5) single lots and four double-wide lots. If you anticipate moving in, please stop in at the Oneida Tribal Land Office to verify your income and put a down-payment on the lot of your choice.



Meeting Notice

The Land Committee Meetings are held the 2nd and 4th Monday of each month at 6:00 p.m. in Room -1341 of the Norbert Hill Center. These meetings are open to the public.



TO ALL TRIBAL MEMBERS:

The Oneida Land Committee has undertaken a project to supervise the construction of a new home on Mander's Court Site. We would like to be able to select the family who will be moving on the site prior to construction, so that they would be involved in selecting the house plan and provide input from the beginning. The home would be located on a Tribal lease of at least one (1) acre. The family we select would have to be able to pass the requirements we now have through the Tribal Loan Credit Program. Applicants should have an adequate income to be able to make monthly mortgage payments of approximately \$430 to \$485. This means that a family's income should be between \$1,600 to 2,000 monthly.

We will begin our selection through the present land application list. If you have an application for land in our office, you will be contacted individually. This notice will also be placed in our Tribal newspaper for anyone who wishes to look further into this. We hope to be successful in this first venture, so we can provide opportunities to more families who would like to own their own home.

The Tribal Loan Credit Program is processed through the Oneida Tribal Land Office and the construction will be done by our own qualified Tribal members.

If you are interested or have any questions, please contact Chris Doxtator, (414) 869-2214 Ext. 335.

Proposed Tribal Personnel Policies and Procedures

Between June 21, 1988 and August 15, 1988, comments were solicited from Tribal employees and the community regarding the proposed Tribal Personnel Policies and Procedures as set forth in the draft adopted in principle by the Oneida Business Committee on May 23, 1988.

This draft-in-principle was and continues to be subject to revision until such a time as the Oneida Business Committee chooses to adopt it — in whole or in part — in fact. Unless and until such a time, the current Tribal Personnel Policies and Procedures remain in effect and govern all personnel matters.

Below is a summary of comments received during the period noted above (where appropriate, a response is included to clarify or to provide information). A complete file of all written comments is available in the Tribal Secretary's Office.

A second draft of the proposed policies is an attempt to incorporate many of the suggestions identified by the public into the proposed policies and procedures model. This draft will be reviewed by the Working Committee and then presented for a Public Hearing on September 14, 1988.

Summary of Comments on Proposed Tribal Personnel Policies and Procedures

Area of Concern: Advertising Positions

1. Several commentators suggested that the 30 day posting requirement for positions requiring a higher level of education and/or a license/certification was too long. One commentator suggested a schedule of posting timelines based on levels of responsibility/authority required in the position.

Response: 30 days is an adequate time for potential applicants throughout the state and nation to become aware of and respond to a posting that requires extensive documentation (for example: teacher's licenses, certification of status as a master in the trade, a complete resume and job history, etc.). The Tribe may consider giving the HRD Manager discretion to modify this requirement if justification for a shorter posting period can be provided.

2. One commentator noted that the proposed policy does not state that advertising for positions internally and externally is coordinated and/or concurrent.

Response: Posting for all positions should be concurrent with clear guidelines and timeframes set forth for each.

3. One commentator suggested that the policy of giving preference to those applicants remaining on a labor pool employment list — when the list reaches 3 or fewer — results in preferential treatment for individuals who were judged to be less qualified than others on the initial list and who may now be less qualified than some or all new applicants.

Response: All applicants placed on a labor pool employment list are qualified for the position.

Area of Concern: Screening Process

1. One commentator suggested that this policy clearly state that Indian Preference applies only to applicants who meet the requirements for the position.
2. One commentary suggested that an applicant's previous work record as a tribal employee be used to screen applicants.

Response: The screening process should gather all available and appropriate work histories and references to make a responsible decision. It is proper and appropriate to use all

Proposed Tribal Personnel Policies Continued

available employment records in this process. However, it may not be legal to prohibit employment based on a previous record in some cases.

- Several commentators questioned the applicability of the nepotism policy where an employee and his/her supervisor may be living together in the absence of a formal relationship i.e. marriage.

Response: Nepotism applies only to formal relationships as defined and specified in the policy. An employer may not legally regulate its employees non-work behavior.

- One commentator asked how a formal change (i.e. marriage) in an employee's personal relationship would affect his/her status as an employee in relation to the nepotism policy.

Response: Where such a situation occurs, the Tribe may be legally obligated to accommodate either or both of the employees by a transfer or a similar action which resolves the conflict but does not cause hardship for the employee(s).

- One commentator suggested that no employees be involved in any decision regarding a personnel matter if the appearance of nepotism is created.

Response: The Tribe can and should regulate such matters according to its stated nepotism policy (i.e. direct and formal relationships).

- One commentator suggested that an element of bias is introduced into the process if the screening committee and the interview committee are essentially the same.

Response: The selection process is designed to be consistent from beginning to end. With the addition of a requirement that screening of applicants be done with applicant identifiers (names) blanked out, the proposed process provides sufficient checks against bias.

- One commentator suggested that open positions be reposted only if no qualified applicants apply.

Response: An employer should not be compelled or otherwise obligated to hire any applicant regardless of how well he/she meets the advertised requirements. In theory and in fact, an employer should only hire those persons who are qualified and who, in the documentable opinion of the employer, demonstrate to the employer the potential to meet the employer's expectations the employer should not be obligated to hire any of the applicants and should repost the position.

Area of Concern: Transfers and Promotions

- Several commentators expressed the need for a period of notification to their current supervisor be required of employees who are transferred or promoted.

Response: A notification period tied to the advertising period requirement would be appropriate.

- Several commentators objected to any system which would be unfair to any employee other than the transferred/promoted employee if he/she could not perform the new job.

Response: The Tribe should make an effort to find a place for an employee who may have been a competent performer in his/her previous position and who demonstrated ambition and potential by applying for a promotion. The Tribe would ultimately hurt itself by losing such individuals.

Area of Concern: Probation

- Several commentators questioned the granting of a one-step increase in pay to new employees at the successful completion of the probationary period.

Announcement & Notices

Oneida Septic Tank Pumping Service

The Oneida Septic Tank Pumping Service will be for Oneida Tribal members within Tribal boundaries.

The fee for the septic pumping will be as follows:

- \$30.00 - per tank or load
- \$20.00 - tank or load for disabled persons
- \$15.00 - tank or load for Senior Citizens (55 and older)

The fee will be collected upon arrival before pumping takes place. The fee will be paid in **cash only**. A receipt will be given to the customer at that time.

Senior Citizens rates will be determined on who is financially responsible for having the septic tank pumped; either the homeowner or the renter.

Pumping will take place every Tuesday and Thursday between the hours of 8:15 am and 4:00 pm. You can call 869-1059 or 833-7404 for scheduling. If there is bad weather or truck problems, we will call you for rescheduling at earliest convenience to you. Emergency pumping will be determined by contacting the H.I.P. Program. They will check your tank to see if it is an emergency.

The homeowner or whoever is responsible of the septic tank must have the manhole cover of the tank or tanks to be pumped exposed at the time scheduled for pumping. If you need assistance in locating the tank and cover, you can contact the H.I.P. Program or Environmental Health Department.

Weatherization FY88

The Oneida Tribe once again has funds to weatherize tribal homes that qualify. The priority is to serve as many low-income households as possible. The highest priority is given to elderly and handicapped persons. The income is based on three (3) months earnings at 150% of poverty or less. Income guidelines are listed below.

Households that receive SSI-AFDC/FS/RNIP are automatically eligible.

Those households on or near the reservation (which is 25 miles from the reservation boundary) can qualify.

All persons must be screened through the Oneida Tribal Income Maintenance Program, County "H" and Fish Creek Road, contact person is Jean Funk. Qualified applicants will be forwarded to Jerry Kurowski and to NEWCAP to be served.

Don't wait! If your house is cold and is costly to heat, see if you qualify as soon as possible.

The household three-month income limits are:

Household Size	Gross Quarterly Income Limit 150% of Poverty or Less
1	\$ 2,062.50
2	2,775.00
3	3,487.50
4	4,200.00
5	4,912.50
6	5,625.00
7	6,377.50
8	7,050.00
9	8,475.00
For each additional person add	712.50

NOTICE

As of October 1, 1988 we will be charging for advertising in the Kalihwisaks.

Food Distribution Program

The Food Distribution program gives food in lieu of food stamps. Eligibility requirements are based on net income and resource limits, with residence within our service areas. The food package consists of food from all four food groups. Multiple choices are available in most food categories. Each person receives approximately \$80.00 worth of food each month during their certification period. The amount of food received does not increase or decrease with the fluctuation of income levels. All eligible, certified households receive the full food package.

Nori Danrow, Director Phone No. (414) 869-2752

Oneida Tribal Income Maintenance Office

Relief to Needy Indian Persons - This program is for needy Indian persons who are residing on tax free land, within the existing reservation boundary. This program is for those persons that do not qualify for AFDC or AFDC-V.

Aid to Families with Dependent Children (AFDC) - This program is for families with dependent children in the home and there is a deprivation factor such as father or mother being absent, incapacitated, etc. This program is also for children who are living with Grandparents or relatives other than their natural or adoptive parents.

Aid to Families with Dependent Children - unemployed parent - This program is for people who have been unemployed for at least 30 days, or who are working under 100 hours per month and have children under the age of 18 living in their home, who they are responsible for.

Medical Assistance - This program is for people who are receiving AFDC-V, RNIP, or who are over age 65, under age 18, or are totally and permanently disabled. This program covers medical expenses incurred by the client.

Food Stamps - This program is for people with low income and help them with their food purchases. The amount of food stamps that a family or individual would receive depends on their income, and shelter costs.

Energy Assistance Program - This program is for low income families and it helps them with a one time payment for their utility expenses. This program is administered from October thru the end of March.

Emergency Energy Assistance Program - This program is for families and individuals who are faced with an energy crisis, such as a disconnection. They must meet the income guidelines that are set for help under this program.

Emergency Food Program - This program is for people who are experiencing financial difficulty - to help tie them over with food until they receive financial help.

Harriet Reiter, Director Phone No. (414) 869-2752

Oneida Recreation - This program provides the following recreational activities: baseball, softball, volleyball, pool, bowling, art classes, beading classes, large screen TV, open gym, trips assisting other programs, talent shows, lip sync, dances, parties, boxing, tutoring, and singing.

Cliff Webster, Director Phone No. (414) 869-1088

Oneida Cannery - Provides a learning center for proper food preservation. To provide an emergency food pantry, nutrition classes. To encourage and develop garden projects. To maintain services and facilities for community use. Also to work cooperatively with other community programs.

Carol Elm, Director Phone No. (414) 869-2111

If you have any complaints, compliments or suggestions to enhance any Human Service program call Herb Powless at 869-1260 ext. 417.

Proposed Tribal Personnel Policies Continued

Response: An employer may pay a probationary employee a salary less than the agreed or advertised starting wage during a probationary period. For example, a probationary employee may be paid a wage 5% less than the starting wage during probation and at the completion of the period be awarded the regular salary for demonstrating his/her ability to perform the job.

2. One commentator suggested that a supervisor be required to file a written request for an extension of a probation period before the end of the period.
3. One commentator questioned whether vacation/personal time benefits accrued during probation should be paid to the employee if the employee does not successfully complete the period of probation.

Area of Concern: Termination Notices

1. One commentator suggested that employees be given notices of termination in advance of the date of termination.

Area of Concern: Benefits

1. One commentator requests a clarification of holiday pay i.e. maximum to be paid.
2. One commentator asked for a clearer explanation of the requirement for receiving holiday pay in regard to working previous and post scheduled days.

Area of Concern: Career Development

1. One commentator requested a clarification of the Tribe's policy of either pre-paying or reimbursing qualified educational expenses for employees.

Area of Concern: Merit System

1. Several commentators expressed a need for an appropriate performance evaluation system that rewards meritorious service and allows for different incentives methods and opportunities for employees in Tribal enterprises.

Area of Concern: Grievance Process

1. One commentator suggested that the proposed policy does not provide an appeal for an unfair evaluation.
2. One commentator wrote that the grievance process places the burden of proving innocence on the employee.

Response: The policy should clearly state that in a grievance, the supervisor must substantiate the action which precipitated the grievance and the employee, through the grievance process, has the right to refute that charge.

3. One commentator suggested that written complaints be sent directly to the appropriate area manager.

Response: Complaints are most appropriately handled by the supervisor closest to the problem. Appeals of action taken in response to a complaint are the appropriate province of the area manager.

4. Two commentators suggested that there be alternative referral agencies for intake assessments for substance abusers and that the employee be given a choice in this decision.

5. One commentator questioned whether area managers should have the authority to decide

Proposed Tribal Personnel Policies Continued

disciplinary actions and to transfer or promote employees. The commentator suggested that this creates a "conflict of interest."

6. Several commentators suggested that Tribal attorneys be prohibited from taking any role in the grievance process.
7. One commentator suggested that the Tribal Advocate be "certified."

Tribal Members

Dog Licenses

The Oneida Tribe passed the Oneida Tribal Dog Control Ordinance on May 15, 1987.

All tribal members will be required to obtain a dog license for each of their dogs. The licenses are \$2.00 each.*

In order to obtain your dog license you must come to the Oneida Enrollment Office with an up-to-date Rabies certificate from your veterinarian. If your dog had their rabies shot at the Oneida Health Center the Enrollment Office will have the copies of that shot on file in their office.

The license is good from September 1 thru August 31 from year to year. You should plan on renewing on or around the 1st of September every year. For Example: A license obtained in August will only be good for the month of August and come September 1st you will have to renew your license.

* *Please note: This ordinance was developed by the Oneida Law Office and approved by the Oneida Business Committee. The Oneida Enrollment Office issues the licenses, only. All comments or criticism should be directed to those parties involved in the creation of the Ordinance. This would be greatly appreciated by the Enrollment Office staff. However, we will be happy to attempt to answer any reasonable questions or concerns.

Below is a copy of the Tribal dog Ordinance.

Oneida Business Committee: 869-2214
Oneida Law Office: 869-2724

*The County charges \$3.00 for neutered or spayed dogs and \$6.00 for dogs that are not.

Oneida Tribal Dog Control Ordinance

5/15/87

- I. In order to protect the health, safety, and welfare of local communities, the Oneida Tribe of Indians of Wisconsin will cooperate with local officials in the enforcement of this ordinance.
- II. **License**
 - A. All dogs owned by Oneida tribal members and non-tribal members living on tribally owned or leased property must have a tribal license, and the animals must be wearing proof of the tribal license at all times.
 - B. The license shall be obtained from the Oneida Tribal Enrollment Office at the rate of \$2.00 per year for all dogs.
 - C. The license must be obtained within four (4) weeks of obtaining the dog or within fourteen (14) weeks after the birth of puppies.
 - D. Before the dog license will be issued, proof of a valid rabies vaccination must be presented.
 - E. The license shall be valid for one (1) year, and must be reissued within five (5) days of expiration.
- III. **Dog Bite Control**
 - A. All bites to humans by a dog owned by a person who resides on tribal property must be reported to the Oneida Conservation Department by either the owner of the dog, the person bitten, and/or the parent or guardian if a minor is involved.
 - B. The Oneida Conservation Department is responsible for investigating the dog bite and informing the tribal sanitarian. The tribal sanitarian will make appropriate health and safety reports.

TRIBAL HUMAN SERVICES

The Tribal Human Services Department provides numerous Social Service programs to the Oneida Community. It is the purpose of these programs to enhance, strengthen, and build strong individual and family units within the community. Included as services are:

Kathleen King, Director

Phone No. (414) 869-1260

Commission on Aging

The Multi-Purpose Center provides resources and facilitates to those people who are 55 or older in the areas of: Home chore service, Nutrition Program, Benefit Specialist Services, Recreational Activities, Information & Referral Services, and Emergency Aid.

The Multi-Purpose Center is also available for group meetings and instructional classes benefiting the Elderly community.

Rosemary Gregor, Director

Phone No. (414) 869-2448

Chemical Dependency

Direct services are treatment assessment, individual and family counseling, a four week Alcohol and Other Drug Abuse Outpatient program, outreach, referrals, O.W.I. (Operating while intoxicated), prevention and educational activities.

*The Chemical Dependency program is certified by the State of Wisconsin for its counseling and outpatient services. This unit also consists of TRAILS (an AODA prevention program for youth), and the AODA Prevention/Treatment program - Women Reaching Women. TRAILS is an AODA Prevention program for youth that tests realities and investigates lifestyles. This program plans, coordinates, and implements preventative educational, and recreational group activities. Emphasis is on prevention and education of Alcohol and Drugs; developing healthy lifestyles, attitudes, trust, self-esteem, values, value clarification, feelings, and communication.

*Women Reaching Women is an AODA Prevention and Treatment program which focuses on the needs of women affected by Alcohol and other Drug Abuse through women's support groups.

Marj Stevens, Director

Phone No. (414) 869-1260

Family Services

This unit consists of Indian Child Welfare, Domestic Abuse, and Crisis Respite. Services provided are problem assessment, intervention, counseling, referrals, outreach, and follow-up to individuals and families as a means to resolve personal, family, and social problems.

*Indian Child Welfare provides counseling, protective services, crisis intervention, conducts child abuse and neglect investigation, and is involved in foster care, group placements, and adoption of Indian children. They also have parenting classes, clothes pantry, voluntary group, provides babysitting, and are conducting adoption study sessions.

*Domestic Abuse provides assessments, counseling, outreach, support groups, and advocacy to victims (men, women and children) of domestic violence; provides intervention and counseling for elder abuse, counseling for the abuser and is available to provide public awareness and education on the issues of domestic or elder abuse.

*Crisis Respite Care program provides a temporary support system to families in time of crisis, and to enhance health family functioning. Services provided are in-home parenting skills, education on parent/child relationships and human growth, short term counseling, respite and child care to families in stress.

*Counseling Services: This program is certified by the State of Wisconsin and provides counseling services to individuals and families treating depression, anxiety, low self-esteem, and financial difficulties. Psychological evaluations are available upon referral of the social worker or mental health professional. Staff is available to present educational in-services on mental health.

Sandra Hill, Director

Phone No. (414) 869-1260

Human Service Facilitator

This program functions as a liaison between the Department of Social Services of Brown and Outagamie counties, State Division of Community Services, and the delivery of accessible, available, and appropriate services.

Herb Powless, Human Service Facilitator

Phone No. (414) 869-1260

OUR CHILDREN STAND ALONE UNLESS WE CARE



WANTED: Foster Parents REACH OUT TO ONE OF OUR OWN.

Be a Native Foster or Adoptive Parent

For further information, please contact:
ONEIDA INDIAN CHILD WELFARE
 3000 Seminary Road
 P.O. Box 365
 Oneida, WI 54155

Contact:
 Sandi Hill – 869-2214 ext. 412
 Sandi Zhuckkahosee – 869-2214 ext. 405

ALATEEN

Wednesday nights 6:30 to 7:30 p.m. in Chemical Dependency Conference Room, in the Norbert Hill Center (North Wing).

A.A. On The Oneida Indian Reservation

On August 25, 1988 Alcoholics Anonymous will be 35 years old and it started in Oneida on Tuesday, August 25, 1953. Rev. Christan permitted the humble fellowship to hold its meetings in the parish hall.

Today there is an A.A. group or two on most of the Indian reservations including Canada and Alaska. A.A. must continue to live or most of us will surely die. So each member has its 12-step work to do required to stay sober.

Not too long ago drinking too much and too often was a moral weakness, lack of will power, sin and willful behavior. Fortunately, we have outgrown that as a society; however, there are some parts of the program still not understood.

The birth of our society dates back to June 10, 1935 when it really all started and thanks to the co-founder of our fellowship.

Faithfully,
 Oneida A.A. Member

To The Community

Anyone who has any used toys but in good condition and would like to donate them, please bring them to the Human Services Department, now located at the Norbert Hill Center. (North Wing)

ONEIDA 12 STEP ADDICTION SUPPORT GROUP

“Welcome” to anyone working a 12 Step Program which respects anonymity such as:

AA	AL-ANON	OA
NA	AL-ATEEN	FA

Where: Norbert Hill Center-North Wing
 Human Services Conference Room

When: Every Friday at 7:00 p.m. - 8:00 p.m.

Redey 437-8209	Claudia 337-9712
Liz T. 435-4911	Marj S. 869-1260
Doug D. 437-8209	

NOTICE

The Oneida Tribe has received a Grant from the Emergency food and shelter National Board Program. Funds are available to pay for one month's rent or one month's utility bill to those who have exhausted all resources and cannot meet their current obligations.

For further information, please contact the Oneida Tribal Social Services Department located in the North Wing of the Norbert Hill Center, 3000 Seminary Rd., Oneida, WI. The contact person for this program is Bev Anderson who can be reached at 869-2214 ext. 410.

NOTICE:

The Indian Child Welfare Clothes Pantry is now open. The hours are 8:00 A.M. to 4:30 P.M. Monday to Friday. The Clothes Pantry is located in the North Wing of the Norbert Hill Center, 3000 Seminary Rd., Oneida, WI 54155.

Dog Ordinance Cont.

1. If the dog bite involves non-tribal members, who do not reside on tribal land, the appropriate county sheriff's departments will be notified.
 2. The Conservation Department shall begin to investigate a dog bite within forty-eight (48) hours of said report.
 3. The Tribal Sanitarian shall be notified within three (3) working days of a reported dog bite.
- C. The procedure for investigating dog bites involving tribal members is as follows:
1. Owner and/or tribal clinic shall notify the Oneida Conservation Department of a dog bite and provide:
 - a. Name, address and phone number of victim(s) and
 - b. Name and address of dog's owner, if known, and
 - c. Date, time and location of the incident, and
 - d. Details regarding the incident (provoked attack, etc.).
 2. The Oneida Conservation Department shall, in all cases:
 - a. Contact the owner of the dog and the Oneida Public Safety Department, if their assistance is needed,
 - b. Ascertain if the dog has proper license and current vaccinations,
 - c. Make sure all information provided is correct, contact the tribal sanitarian and order that the dog be observed:
 1. If the dog cannot be located, the appropriate law enforcement department shall be contacted for assistance. State regulations regarding observation, etc., shall apply if state agencies are involved.
 3. Subsequent to the owner being contacted and the dog having been observed by the sanitarian, the sanitarian shall request the Oneida Conservation Department to do the following:
 - a. If the dog has a current rabies vaccination, order owner to chain dog for ten (10) days and allow two (2) observations by the sanitarian. At the end of the ten (10) days the sanitarian may:
 1. End observation,
 2. Order that the dog be sacrificed and send the specimen to the State Laboratory of Hygiene for analysis (cost borne by the Oneida Health Center). This may be done before the ten (10) day observation period ends.
 - b. If the dog has not had a rabies vaccination, the sanitarian may order:
 1. That the dog be sacrificed and the specimen be sent to the State Laboratory of Hygiene for analysis at the owner's expense. The sanitarian will prepare and obtain required veterinarian's authorization, or
 2. That a twenty-one (21) day period of direct observation by a licensed veterinarian under the control of the veterinarian at the owner's expense. At the end of twenty-one (21) days the sanitarian then:
 - a. End observation; or
 - b. Order that the dog be sacrificed and send the specimen to the State Laboratory of Hygiene for analysis (cost borne by the Oneida Health Center). This may be ordered before the end of the twenty-one (21) day period if danger to humans or other animals is apparent.
 3. Stray dogs shall be referred to the Oneida Conservation Department for action.
- D. These requirements are for dogs only. Other suspected rabies cases and animal bites are to be handled by the sanitarian on an individual basis.
- E. If the dog owner refuses to follow the requirements noted in Part III. C. "The Procedure for Investigating Dog Bites", then the matter shall be turned over to the Oneida Public Safety Department for enforcement of the listed safety procedures. The Oneida Public Safety Department shall contact a local law enforcement agency if so required.

IV. NUISANCE AND VICIOUS DOGS

- A. A nuisance dog shall be defined as one whose actions result in two (2) or more verified complaints from the owner's neighbors. The Oneida Conservation Department is responsible for verifying the complaints.
- B. Disturbance is defined as excessive barking, running loose, biting, or threatening behavior.
- C. A vicious dog is defined as one who has two or more unprovoked attacks on anyone including the owner. The Oneida Public Safety Department is responsible for verification.

1. Oneida Conservation Department may dispose of vicious dogs at any time when public safety is threatened. When public safety is not immediately threatened, the Oneida Conservation Department may order the owner to dispose of the dog within ten (10) days of a written order to do so.
- D. Any nuisance dog may be picked up by town animal control personnel, tribal law enforcement personnel, or conservation personnel.
 1. Tribal law enforcement or conservation officers may turn over animals to the respective town animal control officers, to be dealt with pursuant to their regular animal control procedures.
 2. Animals which are running game animals or that create an immediate threat to public safety or to tribal personnel may be dealt with by using reasonable force to contain the animal. Reasonable force may include killing the animal if necessary. Only Oneida Public Safety Department and/or Conservation Department personnel will be allowed to perform this function. (Note: Those animals which are thought to be rabid shall not be shot in the head.)
 3. The Oneida Conservation Department shall be notified immediately in the event of any animal bite which involves an animal suspected of having rabies.
- E. All dogs subject to this ordinance shall be restrained within a cage or fence or be tied up to an object that restrains the animal from roaming freely outside of owner's premise. Said restraints shall only apply to owners that have residences that are closer in proximity than a 1.5 acre radius to another residence.

V. PENALTIES

- A. Violation of II "License" shall result in a \$10.00 fine for every month of noncompliance.
- B. Violations of Part III and IV of this ordinance shall result in a \$25.00 fine imposed by the Oneida Tribe for every month of noncompliance.

VI. APPEALS

A violation that results in a party appealing the decision that a violation was committed shall appeal in writing within ten (10) days of the decision to the Oneida Business Committee or other tribally authorized Oneida tribal body.

The Oneida Tribal Dog Control Ordinance was approved by the Oneida Business Committee on May 15, 1987. To see the Resolution contact the Oneida Tribal Secretary.

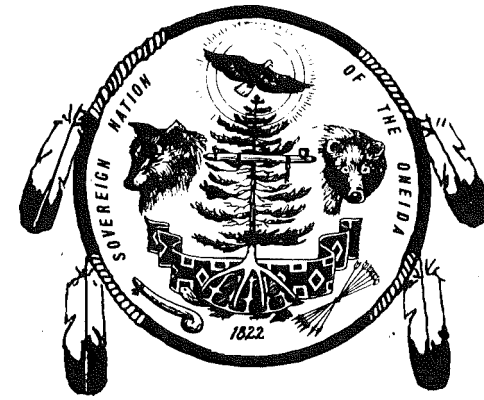
THE WAY OF TRANSFORMATION-THOUGHT FOR THE DAY

(Courtesy of the Fitness Center)

The person who, being really on the Way, falls upon hard times in the world will not as a consequence, turn to that friend who offers them refuge and comfort and encourages their old self to survive. Rather, they will seek out someone who will faithfully and inexorably help them to risk themselves, so that they may endure the suffering and pass courageously through it, thus making of it a "raft that leads to the far shore". Only to the extent that a person exposes themselves over and over again to annihilation, can that which is indestructible arise within them. In this lies the dignity of daring. Thus, the aim of practice is not to develop an attitude which allows a person to acquire a state of harmony and peace wherein nothing can ever trouble them. On the contrary, practice should teach them to let themselves be assaulted, perturbed, moved, insulted, broken and battered-that is to say, it should enable them to dare let go

of their futile hankering after harmony, surcease from pain, and a comfortable life in order that they may discover, in doing battle with forces that oppose them, that which awaits them beyond the world of opposites. The first necessity is that we should have courage to face life, and to encounter all that is most perilous in the world. When this is possible, meditation itself becomes the means by which we accept and welcome the demons which arise from the unconscious-a process very different from the practice of concentration on some object as a protection against such forces. Only if we venture repeatedly through zones of annihilation can our Divine Being, which is beyond annihilation, become firm and stable. The more a person learns wholeheartedly to confront the world that threatens them with isolation, the more are the depths of the Ground of Being revealed and the possibilities of new life and Becoming opened.

What is Domestic Abuse?



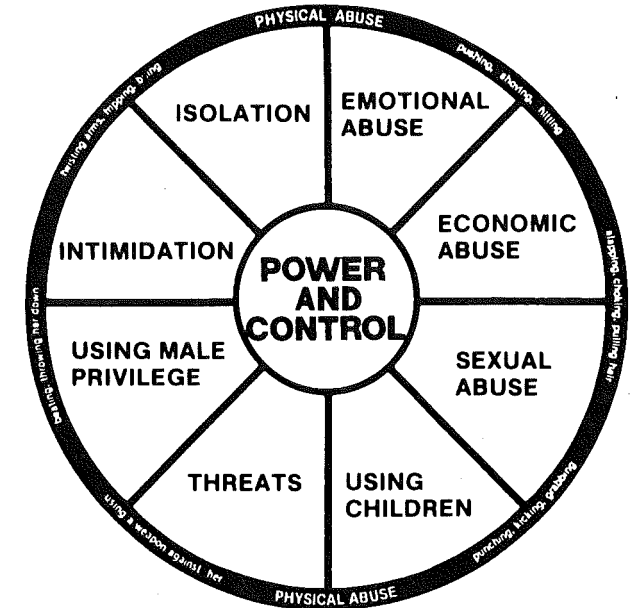
The Oneida Tribe's Domestic Abuse Program Provides Confidential Services of:

- Legal Advocacy**
- Counseling/Referrals**
- Outreach**
- Public Education**

For additional information about our services contact:

**ONEIDA HUMAN SERVICES
Domestic Abuse Program
Norbert Hill Center
North Wing**

(414) 869-2214



Battering, or the use of physical force, is part of a system of behaviors used to establish and maintain power and control over another person.

Intimidation

Putting her in fear by using looks, actions, gestures, loud voice, smashing things, destroying her property.

Isolation

Controlling what she does, who she sees and talks to, where she goes.

Emotional Abuse

Putting her down or making her feel bad about herself, calling her names. Making her think she's crazy. Playing mind games.

Economic Abuse

Trying to keep her from getting or keeping a job. Making her ask for money, giving her an allowance, taking her money.

Sexual Abuse

Making her do sexual things against her will. Physically attacking the sexual parts of her body. Treating her like a sex object.

Using Children

Making her feel guilty about the children, using the children to give messages, using visitation as a way to harass her.

Threats

Making and/or carrying out threats to do something to hurt her emotionally. Threatening to take the children, commit suicide, report her to welfare.

Using Male Privilege

Treating her like a servant. Making all the "big" decisions. Acting like the "master of the castle".

These behaviors are more powerful because they are reinforced by the threat or use of physical abuse.

For help or information, call the

**Oneida Domestic Abuse Program
414-869-2214**

NOTE: 9 times out of 10 it is the male who is abusive but there is a small percentage of women abusers.

GENERAL TRIBAL COUNCIL MEETING

September 12, 1988

6:00 P.M.

Norbert Hill Center Auditorium

- C. Did the Billing Department staff treat you in a courteous professional manner and take time to answer questions?
 Always _____ Usually _____ Sometimes _____ Never _____
- D. Are your requests handled promptly and efficiently by the Billing Department?
 Always _____ Usually _____ Sometimes _____ Never _____
- E. Are insurance claim procedures clear to you?
 Always _____ Usually _____ Sometimes _____ Never _____
- F. Are the Health Center's Billing procedures clear to you?
 Always _____ Usually _____ Sometimes _____ Never _____

OTHER SERVICES:

8. What is your overall impression of the Oneida Health Center?
 Excellent _____ Good _____ Fair _____ Poor _____
9. The Health Center provides the services I desire?
 Always _____ Usually _____ Sometimes _____ Never _____
10. Which services do you wish the Health Center would provide? _____
11. How would you compare your overall satisfaction with the Oneida Health Center's additional services we provide:
- | | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> |
|--------------------------|------------------|-------------|-------------|-------------|
| Dental | _____ | _____ | _____ | _____ |
| Nutrition | _____ | _____ | _____ | _____ |
| Optical | _____ | _____ | _____ | _____ |
| Pharmacy | _____ | _____ | _____ | _____ |
| Contract Health | _____ | _____ | _____ | _____ |
| Community Health Nursing | _____ | _____ | _____ | _____ |
12. How would you compare your overall satisfaction with the Oneida Health Center physicians to other physicians you have seen?
- More satisfied with the Oneida Health Center _____
 About the same satisfaction with the Oneida Health Center _____
 Less satisfied with the Oneida Health Center _____
 Not Applicable _____
13. Do you have any other comments or suggestions about the quality of services that are provided? _____

The following questions are optional; however, answering them will help us learn about our patients and their needs. Are you:

- A. Male _____ Female _____
- B. 18-30 _____ 31-45 _____ 46-60 _____ 60 + _____
- C. Caucasian _____ Black _____ Hispanic _____ Other _____
 Indian _____ Tribe: _____
- D. White Collar _____ Blue Collar _____ Clerical _____
 Homemaker _____ Student _____ Unemployed _____

Date: _____ Signature: _____
 Optional

Thank you for your taking the time to fill out this survey! We assure you that your opinions and suggestions will be carefully considered in our endeavor to improve the quality of our care. Please feel free to contact us if you would like more information about the services that we provide.

NOTICE OF PUBLIC HEARING

Pursuant to Tribal Policy, the Business Committee hereby gives notice of a Public Hearing to be held on Wednesday, September 14, 1988 at 6:00 p.m. in the Corvillia Room of the Norbert Hill Center. The subject of this Public Hearing will be the proposed Oneida Tribal Personnel Policies and Procedures.

The Tribe's Personnel Policies and Procedures cover all aspects of personnel administration including (but not limited to): Recruiting, Selection, Compensation, Employee Relations, and Health and Safety. The current Policy and Procedure manual was last revised in April, 1985.

All witnesses shall register if they desire to orally testify. Speakers may register in advance by sending notice to the Tribal Secretary; speakers may register at the door and will be taken in order after the testimony by those who registered by mail. There is a five (5) minute time limit on all oral testimony. Written testimony is encouraged (a maximum of ten (10) double-spaced pages is allowed).

Copies of the subject document will be available after September 7, 1988 at the library, each Area Manager's office and from the Tribal Secretary. Please notify the document distribution sites in advance so that a copy will be available. (Copies of the Resolution -2-2-88-A governs this Public Hearing are available from the Tribal Secretary.)

National Indians News

Hearing on Establishment of Native America Museum Claims Commission Held

(Washington, D.C.) — Tribal representatives praised proposed legislation to return Native American skeletal remains, grave goods, and ceremonial objects in the possession of museums at a hearing of S. 187 by the Senate Select Committee on Indian Affairs on July 29, 1988 in Washington, D.C.

"The question is one of human, religious, legal and group rights of Native Americans versus the interests of the educational and scientific community," said Chief Oren Lyons, Faithkeeper of the Onondaga Nation of the Iroquois Confederacy, in his testimony before the Committee.

Senator Daniel K. Inouye (D-Hawaii), Chairman of the Committee, in his opening remarks said, "It is my strong belief that the native people of this country must and should have access to those things which represent the rich cultural legacy that belongs to this Nation's first Americans."

Senator Inouye co-chaired the hearing along with Senator John Melcher (D-Montana), author and prime sponsor of the bill. Senator Melcher was inspired to write the bill after learning that the Smithsonian Institution possesses over 18,000 Native American skeletal remains — some identified by name and tribe.

"There is no legal authority granted by Congress that says a museum may hold the remains of an Indian contrary to the wishes of the Indian's family, the descendants, or contrary to the wishes of the tribe," Senator Melcher said during the hearing.

S. 187 would establish an official process for claims to be made for the repatriation of Native American skeletal remains, cultural artifacts, and other items of religious and cultural significance and a Native American Museum Claims Commission to help resolve disputed claims.

Other witnesses include William Parker, A Northern Cheyenne representing the Dog Soldier Society, as well as two noted American Indian legal experts, Mr. John Vance, and Mr. Walter Echo Hawk of the Native American Rights Fund. Parker is on a mission to retrieve a sacred ceremonial pipe in the possession of the Smithsonian Institution. Opposition to the bill was voiced by representatives from the Smithsonian Institute, the American Association of Museums and the Society for American Archaeology.

The bill is tentatively scheduled for markup on September 8, 1988, before the Committee. Supported from tribal councils and other concerned parties is essential from swift passage of the important legislation which may encounter strong opposition from archaeologists, anthropologists and museums. Tribes are encouraged to write their Senators and Congressman urging them to support the amendments to S. 187.

Anti-Indian Treaty Organization Officers Resign

PARK FALLS, WI (IPN) — Two officers of the anti-Indian treaty rights organization, Protect America's Rights and Resources resigned from their positions at the group's July 25 meeting.

Larry Greschner, of Minocqua, announced his resignation of the post of executive director, and said it will be effective August 6th. Greschner, who was the only person to hold that title in PARR's history, said that although he plans to remain active with the group, he will begin selling condominiums in northern Wisconsin.

PARR President, Dick Hannon, of Racine, also resigned at the same meeting, and former President, Larry Peterson, was reinstated as President of the group. Hannon resigned because of a "lack of communication" within the group, said PARR board members.

Peterson said he will resume the president position only if PARR remains a non-violent group, continues to exercise its rights of free speech, and will accept no compromises on Indian treaty rights issues.

Some PARR members in the past few years have been arrested during violent confrontations with Chippewa Indians who have exercised their off-reservation hunting, fishing and gathering rights.

The rights, guaranteed by treaties signed with the United States government in 1837 and 1842, were re-affirmed in a 1987 district court ruling. The state and the six bands of Chippewa are still negotiating the extend of the off-reservation rights.

Proposal Forwarded to Settle Quinault Indian Land Claims

PORT ANGELES, WA (IPN) — A proposal for a bill, that would correct a surveying error made when the Quinault Indian Reservation was surveyed, is being considered by Sen. Dan Evans (R-WA).

ONEIDA COMMUNITY HEALTH CENTER PATIENT SATISFACTION SURVEY

IN AN EFFORT TO FURTHER IMPROVE OUR SERVICE TO YOU, OUR PATIENT, PLEASE COMPLETE THE FOLLOWING QUESTIONNAIRE AND RETURN IT TO ANY OF THE RECEPTIONIST AT YOUR NEXT VISIT.

1. PHONING THE CLINIC:

- A. Were you able to easily access the Health Center by Telephone?
Always _____ Usually _____ Sometimes _____ Never _____
- B. Did you feel the switchboard operator was courteous and efficient in handling your call?
Always _____ Usually _____ Sometimes _____ Never _____
- C. Upon reaching the correct department, was your call handled promptly and efficiently?
Always _____ Usually _____ Sometimes _____ Never _____
- D. Upon scheduling an appointment, were you reminded to bring your insurance card when you come for an appointment?
Always _____ Usually _____ Sometimes _____ Never _____
- E. Were you able to discuss medical concerns with appropriate medical staff?
Always _____ Usually _____ Sometimes _____ Never _____

2. PARKING AT THE CLINIC:

- A. Please rate the availability of parking?
Excellent _____ Good _____ Fair _____ Poor _____

3. REGISTRATION:

- A. Did the receptionist staff treat you in a courteous professional manner, and take time to answer questions?
Always _____ Usually _____ Sometimes _____ Never _____
- B. Were you promptly received at the reception window for your scheduled appointment?
Always _____ Usually _____ Sometimes _____ Never _____
- C. Were you asked about insurance information or any changes in your household?
Always _____ Usually _____ Sometimes _____ Never _____

4. APPOINTMENTS:

- A. Were you seen within: 15 min ____; 30 min ____; or 60 min ____ of your scheduled appointment time?
- B. Were you kept informed of any delays in seeing the doctor?
Always _____ Usually _____ Sometimes _____ Never _____
- C. If you did not have an appointment, were seen by a Doctor or Nurse?
Always _____ Usually _____ Sometimes _____ Never _____
- D. Were you able to make an appointment quickly when you felt there was an immediate need?
Always _____ Usually _____ Sometimes _____ Never _____

5. MEDICAL STAFF:

- A. Was the Doctor considerate of your concerns and take the time to answer questions?
Always _____ Usually _____ Sometimes _____ Never _____
- B. Did you find the Nursing staff were helpful and considerate?
Always _____ Usually _____ Sometimes _____ Never _____
- C. Were instructions and explanations of medical conditions or procedures clear and understandable?
Always _____ Usually _____ Sometimes _____ Never _____
- D. Were you satisfied with the Medical treatment you received?
Always _____ Usually _____ Sometimes _____ Never _____
- E. Are you informed promptly of test and treatment results?
Always _____ Usually _____ Sometimes _____ Never _____

6. BUILDING:

- A. Were the waiting areas clean and comfortable?
Always _____ Usually _____ Sometimes _____ Never _____
- B. Were the exam rooms clean and comfortable?
Always _____ Usually _____ Sometimes _____ Never _____

7. PATIENT FINANCIAL SERVICES:

- A. Is our billing statement clear and easy to understand?
Always _____ Usually _____ Sometimes _____ Never _____
- B. Do you find it easy to reach the Billing Office by phone?
Always _____ Usually _____ Sometimes _____ Never _____

Misdirected Bill From Hospitals

As you may or may not be aware, not all processing of lab tests that you have blood drawn for, are done here in the Health Center's laboratory . . . more complicated tests are done at one of the local Green Bay hospitals.

Every now and then, the hospital errors by sending the bill to you (the patient) instead of sending it to us. Simply mail or drop off the bill here at the Health Center and Contract Health Services will take care of it. (Remember, CHS will cover these bills only on lab sent out from the Health Center; if you have your blood drawn for testing at some other clinic, by your own choice, the bill for those services is your responsibility.)

Bay Area Chapter American Diabetes Association

P.O. Box 724
Green Bay, WI 54305

Future Parent, Youth and Adult Support Groups for the Bay Area Chapter are as follows:

September 12th, 1988	7:00 p.m.
October 10th, 1988	7:00 p.m.
November 14th, 1988	7:00 p.m.
December 12th, 1988	7:00 p.m.
January 11th, 1989	7:00 p.m.
February 8th, 1989	7:00 p.m.
March 14th, 1989	7:00 p.m.
April 11th, 1989	7:00 p.m.
May 9th, 1989	7:00 p.m.

Support Group Meetings are held at Bellin College of Nursing, 929 Cass Street, Green Bay, WI.

The Bay Area Chapter President is:

Ruth Norton, R.N., C.D.E.
New Diabetes Services
Bellin Memorial Hospital
744 South Webster Street
Green Bay, WI 54301
414-433-3524



Joint Commission
on Accreditation of Healthcare Organizations

Public Notice

The Joint Commission on Accreditation of Healthcare Organizations will conduct an accreditation survey of this organization beginning September 26, 1988. The purpose of the survey will be to evaluate the organization's compliance with nationally established Joint Commission standards. The survey results will be used to determine whether accreditation should be awarded to, or retained by, the organization.

Anyone believing that he or she has pertinent and valid information about this organization's conformity with the standards of the Joint Commission may request a public information interview with Joint Commission field representatives at the time of survey. Information presented at the interview will be carefully evaluated for relevance and accuracy, and the findings will be included in the survey report. Requests for public information interviews must be made in writing and should be received by the Joint Commission at least two working days before the survey begins. Such requests should be addressed to:

Scheduling Department
Joint Commission on Accreditation
of Healthcare Organizations
875 North Michigan Avenue
Chicago, Illinois 60611

The Joint Commission will acknowledge such requests in writing or by telephone and will inform the organization of the request for an interview. The organization will in turn notify the interviewee of the date, time, and place of the meeting.

National Indians News Continued

Evans, the vice-chairman of the Senate Indian Affairs Subcommittee, said Quinault Indian leaders proposed the bill to him as a means to settle an error by federal surveyors who in 1892 erroneously excluded from the reservation a wedge-shaped tract north of the existing boundary.

The tract includes about 10,000 acres of timber managed by the Forest Service; 3,000 acres of the Olympic National Park; and 1,000 acres of state land managed by the state Department of Natural Resources. About 1,000 acres of privately-owned parcels including prime lots on the shores of Quinault Lake also sit within the tract.

The Quinault Indian Nation has asked Congress for 150,000 acres of forest on the Olympic Peninsula as compensation to correct the error.

The settlement proposal Evans is considering would: give the land in the wedge that is managed by the Forest Service to the Quinaults; exclude all privately-held land and land managed by state agencies or the National Park Service from the settlement; and in exchange for the excluded acreage, surrender an equal amount of Forest Service land southeast of the reservation outside of the wedge.

The Indians have waited until now to push their claim because the political climate in Congress has been unfavorable to legislated solution, said Joe DeLaCruz, president of the Quinault Indian Nation.

When the land was originally surveyed, while Ulysses S. Grant was the United States President, Grant said the Quinaults' northern boundary should be drawn westward from the northwest point of Quinault Lake. The surveyors, who believed the lake ran north to south, picked a location that was further south.

Some evidence exists that suggests when the discrepancy was discovered, the Indian affairs agents chose to overlook the error, said Joe Mentor Jr., a minority counsel for Evans. Mentor said the agents did not want to inconvenience non-Indian settlers.

After the Quinaults' claim was upheld in 1945 by an Indian Claims Court, the tribe asked for the boundary to be redrawn. The Bureau of Indian Affairs presented them with a bill for services rendered, an amount that cancelled the value of their claim.

Hatfield Introduces Coquille Recognition Bill in Senate

WASHINGTON, D.C. (IPN) — Legislation has been introduced in the Senate to extend federal recognition to the Coquille Indian Tribe, said Sen. Mark Hatfield (R-OR).

The Coquille's, who live on Oregon's southern coast, lost their federal status under the Termination Act of 1954. An additional 62 tribes in western Oregon also lost their federal recognition under the act.

The new bill, which will allow the tribe to apply for federal health, education and economic development benefits, will complete the process of reinstating federal recognition to the terminated tribes in Oregon, Hatfield said.

If federal recognition is restored, the Interior Department would also be required to draft an economic self-sufficiency plan for the tribe, and the tribal government would be recognized as the group's representative in relations with the federal government.

An identical bill has been introduced in the House by Rep. Peter DeFazio (D-OR). DeFazio said termination is a "now-discredited assimilation policy."

The BIA has already voiced its opposition to restored recognition for the tribe at a House Interior subcommittee hearing held on August 4th.

The act was intended to force Indians into the "dominant white culture," which resulted in economic and cultural disaster for many tribes, he said.

No tribal organization existed when recognition was withdrawn in 1954, said Hazel Elbert, a deputy to the assistant secretary of Interior for Indian affairs.

The government is also not convinced that a tribal organization has operated continuously since termination, as required by regulations to renew recognition she said.



LIBRARY NEWS

Pick-Up Prizes

Following is a list of people who won small gifts during our week of Open House. Please stop by the Library and pick them up.

Rose Latenien	Luke Latenien
Wendell McLester	Joey Van Lanen
Bernice Cornelius	Sidney White
Margaret Cornelius	Alberta Baird
Luella Cornelius	Sandy Hill
Sue Detrie	S. Flores
Adam Moore	Cheryl Danforth
Nicki Reiter	Damon Skenandore
Paulette Cornelius	Ariyn Erickson
Betty McLester	Tina Lopez
Kenton King	Jolene McKenzie
Crystal Flores	Danielle Danforth
Paulette Cornelius	Carol King
Elijah Webster	David Garvey
Marge Broberg	Kelly Stevens
Scott McKenzie	Crystal Skenadore
Lindsey Klopotic	Lee McLester
Justin Battershield	Jason Battershield

LIBRARY NOTICE

"Disabilities, Disability Issues, and Chronic Illness" is the title of a catalog now available at the Brown County Library (or public libraries in Brown County). It lists new books, 16mm films, and videocassettes selected to provide information and support to people with disabilities, their families, care-givers, and service providers. A copy of the catalog may be picked up or read at the library (or libraries). All of the materials listed in the catalog can be found at the Brown County Central Library in Green Bay and are available to users of other libraries through interlibrary loan. Some of the books listed are owned by The Oneida Community Library. The items in the catalog were purchased with federal funds received by the Nicolet Federated Library System.

For more information, contact Judy Cornelius, Head Librarian phone 869-2210.

INTER-LIBRARY LOAN IS FREE...

OR "Where can I get a book that the Oneida Community Library doesn't own?"

Just ask your librarian. Inter-library loan is a regular service that is available to you without charge. When you request information, books or other materials that are not in the Oneida Community Library collection, your librarian will borrow them from other libraries in Wisconsin, or beyond, if need be.

First Aid for Children (Part I of Series)

Nosebleeds:

1. Sit the child up, head slightly forward.
2. Pinch the nostrils between the thumb and first finger for 5 to 10 minutes. Don't cheat and peak every few seconds to see if bleeding has stopped.
3. If you can't stop the nosebleed, call your doctor. For persistent nosebleeds, or if bleeding is excessive call your doctor.

Animal and Human Bites:

All bites, including humans, easily become infected.

1. Wash the bite with soap and water gently.
2. Cover with sterile gauze or bandage.
3. See your doctor for any bite on the head or neck, or a severe bite elsewhere.
4. If it's an animal bite - find out who the animal belongs to, or if no owner, try to catch the animal to be checked. Ask the owner if the animal's rabie vaccine is current.
5. Notify County Sheriffs Department of dog or wild animal bites. They will investigate and assist with the situation.
6. Check your child's last tetanus shot, a booster shot may be necessary. Call your doctor if you have any questions.

Minor Burns:

1. Immerse the burned area in **cool** water, or apply **cool** compresses for 15 minutes. **Do not** use ice.
2. **Do not** apply ointments or creams.
3. Leave blisters intact.
4. See your doctor right away for any burns of the face, hands, feet, or genitals in older children. Any burn on an infant should have medical attention as soon as possible.

Do not hesitate to call if you have an questions.

Oneida Health Center
869-2711
After clinic hours call:
869-2711 (answering service)
or
469-6007 (answering service)

Oneida Women's Health Project

Call for:

- Pregnancy Testing
- Contraceptive Information
- Contraceptive Supplies
- Health Education
- Information on Sexually Transmitted Diseases
- Pre-Pregnancy Planning

869-2711 788-6692 833-7536

Ask for the Community Health Department

To Whom It May Concern: . . . (Optical)

The Optical Department at the Health Center had identified a large number of glasses that have been ordered as prescribed, but not picked up or paid for.

The intent of this notice is to advise you that if you have ordered glasses, you will be contracted to either pick up and pay, or make arrangements for such. There will be a **90 day waiting period** after which we will be returning your order to recover OUR cost on the frames. Your glasses will no longer be available except on a re-order/pre-pay basis. (A second pair of glasses will NOT be issued until the cost of the first pair is recovered.)

Also, we know that most insurances don't include coverage for optical needs (glasses) but we encourage you to look over your insurance policy to assure yourself that possible coverage doesn't exist. Some companies pay for "safety" glass lens for their employees. Check it out with your employer!

Thanks for your past cooperation and your patience and understanding.

NEW LIBRARY HOURS

Monday	9:00 - 8:00 p.m.
Tuesday	9:00 - 8:00 p.m.
Wednesday	9:00 - 5:00 p.m.
Thursday	9:00 - 8:00 p.m.
Friday	9:00 - 5:00 p.m.
* Saturday	12:00 - 4:00 p.m.

LOOK WHAT YOU CAN BORROW-

OR USE AT THE LIBRARY

FABULOUS FICTION
MYSTERIES & WESTERNS
LARGE PRINT BOOKS
MAGAZINES
MEDICAL GUIDES
BEST SELLERS
PAPERBACKS
DO-IT-YOURSELF GUIDES
CAM CORDER
RECORDS
FILMS & VIDEO CASSETTES
16mm PROJECTOR & SCREEN

PLUS, there's...

REFERENCE MATERIALS
CHILDREN'S SUMMER PROGRAMS
PROGRAMS FOR ADULTS
PHOTOCOPIER SERVICES (10¢)
VCR (VHS)
Children's Story Hour
6 to 8 p.m. Thursdays
September thru May
Continuing Education Video Cassettes

Oneida Community Health Center

Hours

The Dental Clinic is open from 8:00 a.m. to 5:00 p.m. Monday thru Friday.

The Billing Office is open from 8:00 a.m. to 5:00 p.m. Monday thru Friday.

All other offices of the Oneida Health Center are open from 8:30 a.m. to 5:00 p.m.

ONEIDA: 869-2711, SEYMOUR: 833-7536 and LITTLE CHUTE/APPLETON: 788-6692.

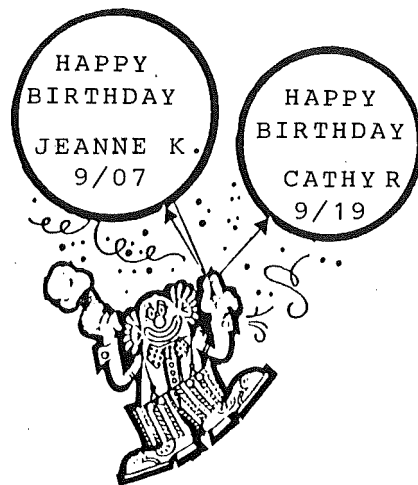
Emergencies

The Oneida Health Center contracts for ambulance services to Tribal members in Brown and Outagamie Counties.

469-9777 is the number to call in the event of an emergency. This is the **ONLY** number to call for services . . . if any other ambulance services is called, the expense will be the responsibility of the individual who called.

If you have any questions, please feel free to contact me.

Roberta Kinzhuma
Asst. Administrator



Dental News

The Oneida Dental Clinic would like to Congratulate Ms. Laurie Filen, on passing the Rigorous National Board Exam in Dental Assisting.

In addition to passing the test, consisting of 300 questions, Laurie had to meet certain eligibility requirements of education and experience.

As a Certified Dental Assistant, Laurie will be working to help improve the prevention of disease transmission, dental prevention, and management of Radiation Health and Safety. Laurie has mastered a variety of Chairside procedures to assist the dentist in providing the ultimate dental care.

Laurie has been employed at the Oneida Dental Clinic since December, 1987; and is a graduate of Fox Valley Technical College. Laurie received this certification on July 18, 1988.

CONGRATULATIONS Laurie, your the best!

Bill, Henri, Celestine, Jeanne, and Brenda

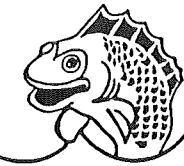
**Do I
Need Them All?**
The Consequences Of Not
Following The Doctor's Directions.

200,000 Hospital Admissions Annually
200 Million Work Days Are Lost
125,000 Americans Die Each Year

Just do as your prescriber says. The amount of medication to give the best results. Use only the kind of medicine prescribed. In a case of doubt, ask your pharmacist.

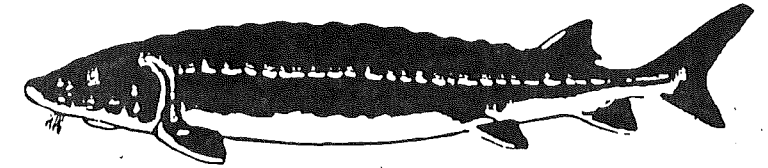
**Sharing The Goal
Of Good Health**

SUMMER Splash

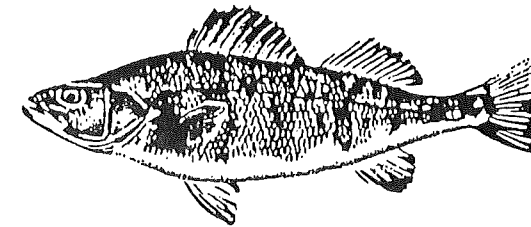


Wisconsin Fish Quiz

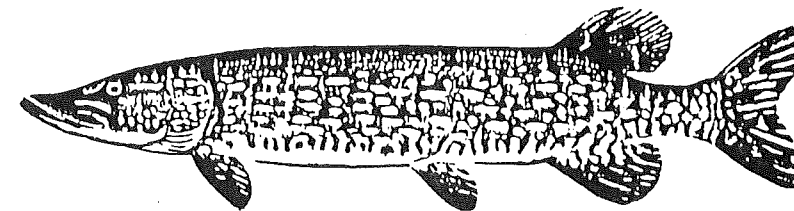
Can you name these Wisconsin fish?



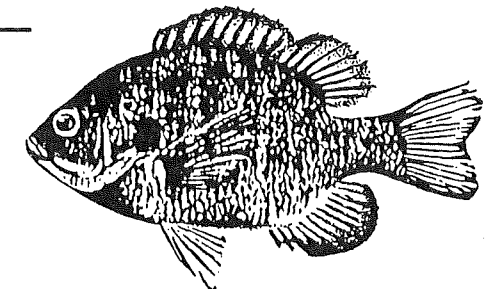
1. _____



2. _____



3. _____



4. _____

Northern Pike
Lake Sturgeon
Bluegill
Perch

FORGIVING TAKES TIME, REALISTIC VIEW

By Dianne Aprile of the
Gannet News Service

Forgiving does not come naturally, easily or quickly.

It is as complicated as the hurt or injury you feel, believes Seattle University psychology professor Steen Halling, who has researched forgiveness with colleague Jan Rowe.

"To acknowledge the hurt and injury that's underneath your anger, resentment and perhaps revenge—we often need help from other people," he says. Others can talk about your feelings, support you and suggest actions.

Remember, too, that you can't count on the person who hurt you to accept your forgiveness. "You have to be realistic," says Halling. "A number of people we interviewed mentioned 'If only so and so had changed.'"

"The natural tendency is toward revenge, what we see as fairness," says the Rev. Mary Davis, a pastoral counselor at the Family Counseling Center at Harvey Browne Memorial Presbyterian Church in Louisville, Ky.

"But that's pretty non-productive. In families, even internationally, we see people carrying on this sort of revenge for centuries—a constant retaliation. It becomes impossible to sort out where it started."

Part of the problem is that "we live in a society that's not particularly forgiving. It's a competitive culture, always looking to be on the winning side, trying to be the best. The view is that if you flub up, you lose out."

Kids expect perfect parents. Parents expect model children. Couples expect partners who are always sensitive, thoughtful, gentle. When these standards aren't met, people get hurt.

"I sometimes think that forgiveness is coming to accept that people are what they are—that, except in Lake Wobegon, all the women aren't strong and all the children aren't above average," says Judith Cumber, a social worker at Jewish Family & Vocational Service in Louisville.

Dana Christensen, director of the family-therapy program at the University of Louisville, says our ability to forgive depends, at times, on whom we're forgiving and on our own stage in life.

Oddly, some injuries are perpetuated, and their repetition brings a long-overdue understanding of them, Halling says. The classic example: people who feel they have been hurt by the way their parents reared them—yet bring up their children the same way.

In some situations, it's harder to identify or empathize with the person who hurt you. That can make forgiving a more difficult task. Examples include the hit-and-run driver who kills your teenager and is never found, or the father who disappeared when you were born.

It's not easy to forgive someone you've never met, but it's still essential for getting on with life, according to Lewis Smedes, a professor of ethics and theology at Fuller Theological Seminary in Pasadena, Calif.

He says it's also important to forgive "the invisible ghosts behind organizations"—the unnamed "higher-ups" who cost you your job or discriminated against you. Otherwise, bitterness won't go away.

Submitted by
Oneida Family Service Director

WOMEN REACHING WOMEN

IF YOU ARE YOUNG, OLD OR MIDDLE AGED,
IT MATTERS
IF YOU ARE TALL, SHORT, SLIM, OVERWEIGHT, OR JUST RIGHT
IT MATTERS
IF YOU ARE SINGLE, MARRIED, DIVORCED, SEPARATED OR WIDOWED,
IT MATTERS
IF YOU FIND YOURSELF
NEEDING TO BE
WANTING TO BE
OR ANY OF THE ABOVE
IT MATTERS
SO COME AND BLOOM THROUGH EXPERIENCE
OR HELP OTHERS BLOOM THROUGH SHARING



AT THE
WOMEN'S SUPPORT GROUP
EVERY THURSDAY EVENING FROM 7:30 - 8:30 PM
NORBERT HILL CENTER - HUMAN SERVICE DEPT.
CHILD CARE PROVIDED

FOR MORE INFORMATION CONTACT:
CATERINA L. DELGADO
HUMAN SERVICE DEPT.
(414) 869-2214 ext. 420

Passing On . . .

Joseph Wilson Schuyler

Joseph Wilson Schuyler, 60, 130 West Service Rd., Oneida died Saturday afternoon Aug. 20, 1988 in a local hospital after a lingering illness. The son of the late James and Hattie (Moore) Schuyler was born Dec. 23, 1927 in Neenah. He had been married to the former Doris Dudek and is preceded in death by a baby son.

Mr. Schuyler served in the U.S. Army from 1946 to 1948 in Japan. He owned and operated the Tumbleweed Bar in Oneida for many years. He was a lifetime member and staunch supporter of VFW Post 7784.

Survivors include his sweetheart of 13 years Daphne Dessart and one foster son, Brian; eight sisters, Mrs. Lee (Pearl) McLester, Oneida; Mrs. Leslie (Eva) Danforth, De Pere; Mrs. Nick (Mary) Metoxen, Seymour; Mrs. Raymond (Evelyn) Elm, De Pere; Mrs. Archie (Rita) Webster, Oneida; Mrs. Donald (Barbara) Denny, De Pere; Mrs. Warren (Harriet) Reiter, Oneida; Mrs. Wayne (Cleo) Cornelius, Oneida; one sister-in-law, Mrs. Althea Schuyler, De Pere; many nieces, nephews and cousins.

In addition to his son he was also preceded in death by two brothers and one sister.

Funeral services were held at the Oneida Methodist Church with Rev.'s Carson Timblin and James Dolan officiating.

Joseph Schuyler was laid to rest in the Oneida Methodist Church cemetery with VFW graveside services.

In Loving Memory of My Mother Rita K. (Thornton) Juhay Who Passed Away Two Years Ago

Don't Know What You Got Till It's Gone

I can't tell you what went wrong
I can't make you feel what you felt
So long ago, I'll let it show
I can't give you back what's been took
Heartaches come and go and all that's
left are the words I can't let go
If we take some time to think it over
Take some time let me know
If I should really let go.
Don't know what you got till
it's gone
Don't know what it is I did so wrong
Now I know what I got
It's just these words
And it ain't easy to get back
Takes so long

I can't feel the things that cause
you pain
I can't clear my heart of your love
It falls like rain, ain't the same
I hear you calling far away
Tearing through my sour I just
can't take another day, who's
to blame of course not you

Do you wanna see me begging
Can't I have you for just one
more day
Can't you see my heart's been
dragging
I've been looking for all the
right words to say
Don't know what you got, till
it's gone
Don't know what it is I did so
wrong
It ain't easy to get back
takes so long

Amy Kerr
Also deeply missed by Robert, Ben, Chris
& Merel