

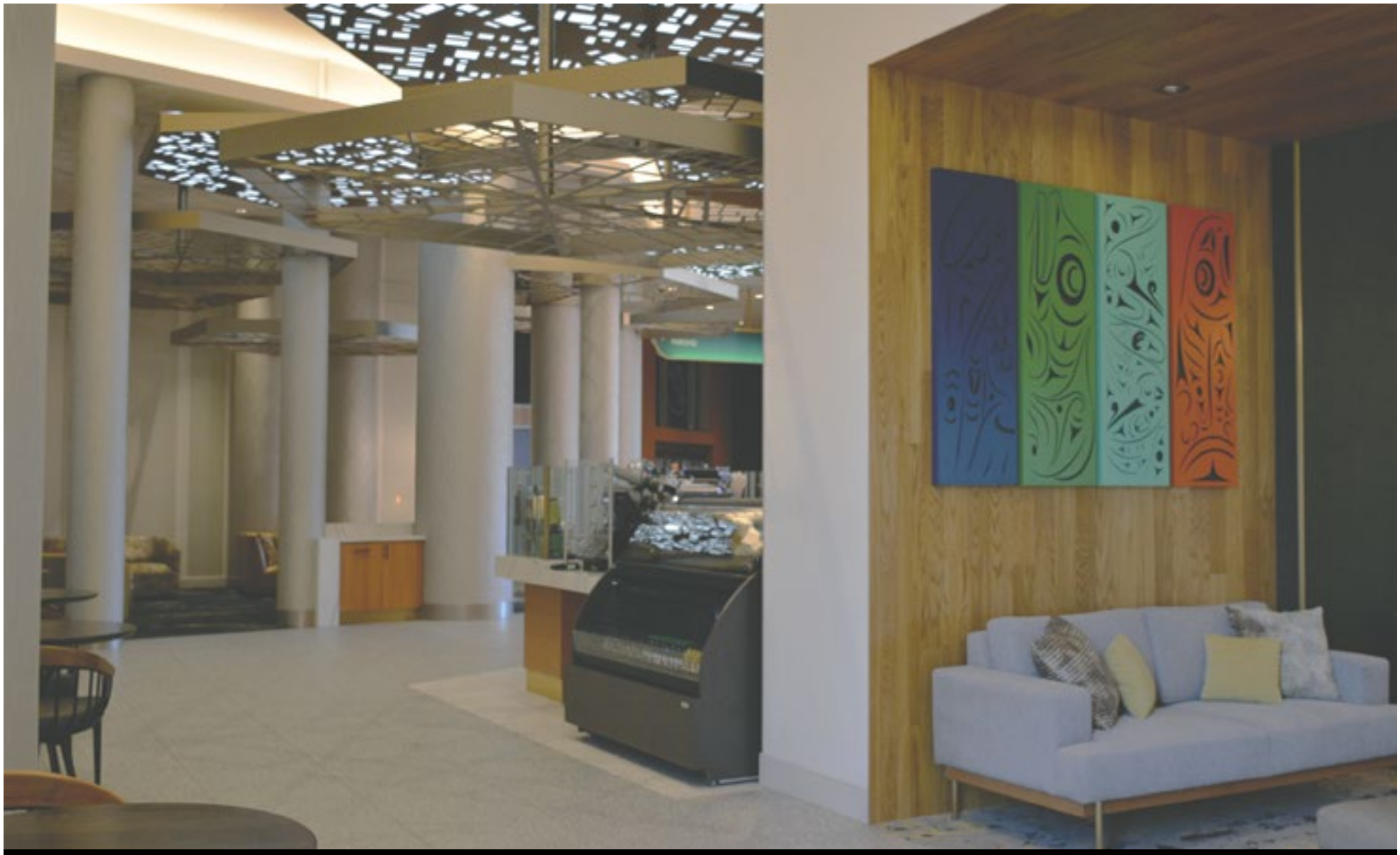
Spooktacular drive-thru event brings candy, costumes to community. See photos on page 17.

# Puyallup Tribal News

Issue No. 383

Serving the Puyallup Tribe of Indians

December 2021



## New EQC hotel ready to open

Exclusive first look offered to Puyallup Tribal Members. See page 2 for details.

PRSR STD  
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Kent, WA  
Permit No 71

OR CURRENT RESIDENT

Puyallup Tribe of Indians  
3009 E. Portland Ave.  
Tacoma, WA 98404

### TRIBAL MEMBER JOINS PANEL

ViacomCBS discussion about missing people reaches 4,000 employees  
**See photo and story on page 18.**

### COVID-19 TESTING RESOURCES

New testing site open to employees.  
**See story on page 9.**

### ECO-FRIENDLY HOLIDAY IDEAS

Tips for spreading joy sustainably this holiday season.  
**See page 16.**

### PIERCE COUNTY HONORS FIRST PEOPLES

Council recognizes Native American Heritage Month.  
**See story on page 19.**



Bill Sterud  
Chairman



Sylvia Miller  
Vice Chairwoman



Annette Bryan



James Rideout



Anna Bean



Monica Miller



Fred Dillon

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**Main Contact Number:** 253-573-7828 | **Email:** CouncilOffices@PuyallupTribe-nsn.gov

## Puyallup Tribal Members: Welcome to your new EQC hotel grand opening

Good day, Puyallup Tribal Members!

Please join us on Dec. 1 for a special, **Tribal Members-only grand opening** and tour of the new Emerald Queen Casino hotel in Tacoma.

This hotel should make us all PROUD. It has 155 luxurious rooms and suites, a

great rooftop restaurant with views of Puget Sound, a fitness center, business center, conference spaces and beautiful high-vaulted ceilings. There is Coast Salish artwork throughout, so everyone will know at a glance that they're in OUR hotel!

The hotel will have a grand opening for the public on Dec. 2. Before that happens, we want you to have a chance to see this exciting project for yourselves. We will have a blessing and a ribbon-cutting, and then the lobby will be open for you to come inside and look around as you please. There will be cupcakes and some fun giveaways, too.

**What:** Members-only grand opening of Tacoma EQC hotel (right outside valet parking)

**When:** 10 a.m., Dec. 1

**Where:** 2920 E. R. St. Tacoma. Park for free in the EQC garage.

**What else:** BRING YOUR TRIBAL ID, wear a MASK and practice social distancing. This is a preview just for us, and we want to be careful of COVID-19.

## Puyallup Tribal Members-only grand opening of Tacoma EQC hotel



Meet right outside valet parking

**10 a.m., Dec. 1**

2920 E. R. St. Tacoma

**Park for free in the EQC garage**

BRING YOUR TRIBAL ID, wear a MASK and practice social distancing. This is a preview just for us, and we want to be careful of COVID-19.



On November 12, Councilwoman Annette Bryan and Councilman Fred Dillon attended a Democratic Congressional Campaign Committee (DCCC) event and met with Congressman Kahele, Congresswoman Schrier and others.



Tribal Councilman Fred Dillon speaks with statewide Tribal leadership, the governor and state representatives on Oct. 26 during the Centennial Accord consultation.

*Photo by Puyallup Tribal News*



Councilwoman Anna Bean speaks as Tribal Council's representative at a ribbon-cutting ceremony for the Peninsula School District's Swift Water Elementary School on Oct. 21. The school is named in honor of the s'x'əbabš or Swift Water Band of the Puyallup Tribe. The Tribe's Historic Preservation, Language and Planning departments contributed research toward the naming project.

*Photo by Puyallup Tribal Member Jennifer Keating*

## Christmas Card Design Contest

Open to Puyallup Tribal Members of all ages. Design must be an original design of the applicant.

Limit one entry per person.

Submit your design by email to

[CouncilOffices@PuyallupTribe-nsn.gov](mailto:CouncilOffices@PuyallupTribe-nsn.gov)

or by mail to Tribal Council Offices

Puyallup Tribe of Indians, 3009 E. Portland Ave., Tacoma, WA, 98404

All entries must be received by **5 p.m. November 29, 2021** to qualify for the contest.

**Questions?** Call 253-573-7982.

The winning design will become property of the Puyallup Tribe of Indians.

**The winner will receive a \$500 prize.**





# haʔhidup ʔə ʔalalus ʔə ʔacitʔalbiʔ<sup>™</sup>

*'A nice piece of land for the traditions/customs of the First People'*

## Puyallup Tribe Culture Center

350972<sup>nd</sup> St. E  
Tacoma, WA 98404



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253-389-8729



Clinton McCloud  
Assistant Director  
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Denise Reed  
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Angie Totus  
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253-993-0011

## Puyallup Cultural Program



### REGISTRATION IS NOW OPEN

#### December Virtual Holiday Weaving Classes

Learn how to weave a Wool Headband, Cedar Snowflake, Reindeer or Ornament with Culture Department Staff.

12&U participants—Cedar Star and painting of Salmon provided

**Week 1:** 12/02 & 12/06  
(Wool Headband)

**Week 2:** 12/7 & 12/9  
(Snowflake)



**Week 3:** 12/14 & 12/16  
(Reindeer)

**Week 4:** 12/20 & 12/21  
(Ornament)

**TIME:** 5:30p-7:00p

**WHERE:** Virtually on WebEx

*Be sure to register early to receive a kit provided by Culture via USPS*

**Online registration required, link below**

<https://fs10.formsite.com/ss3HCQ/8grgx6fynx/index.html>

Puyallup Tribal Members & Community are welcome to register if you reside within the Puyallup Tribal Reservation.

Must be Puyallup Tribal Member if you are registering outside of Puyallup Reservation.

*Due to Covid-19 restrictions, we are unable to ship internationally.*

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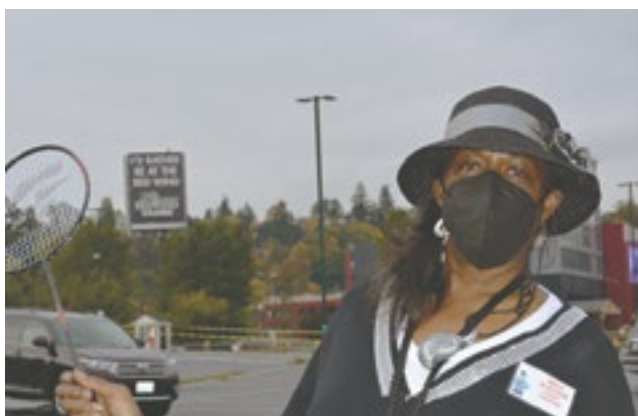
DON'T HESITATE TO CONTACT CULTURE DEPARTMENT IF YOU HAVE ANY QUESTIONS

[culturalcenter@puyalluptribe-nsn.gov](mailto:culturalcenter@puyalluptribe-nsn.gov)

# The November Elders luncheon was roaring

Flapper dresses, pin-striped suits, and sequined headbands were the style of choice on Oct. 22 during the monthly elders luncheon. Entertainment featured a 1920s flapper-themed play where all Council members could be seen in the cast. With live music, dancing, and food provided for all, this party was fit for Gatsby and a hit for the Elders.

*Photos by Frank Griese, Puyallup Tribal Member*





*Christina L. Barr*  
*Save the date 03-12-2022*  
*Headstone blessing @10*

## Help us fill these pages with Your Stories

**BIRTH ANNOUNCEMENT?**

**OBITUARY?**

**FAMILY REUNION PHOTO?**

This section is for Puyallup Tribal Members to share news, in their own words and photos. Birthday greetings, classified “for sale” ads and staff shout-outs are encouraged, too.

ha?† k<sup>w</sup>(i) adsəslabcəbut.  
WATCH OVER YOURSELVES WELL.

**EMAIL YOUR STORIES TO [NEWS@PUYALLUPTRIBE-NSN.GOV](mailto:NEWS@PUYALLUPTRIBE-NSN.GOV).**

## NETS FOR SALE



**New monofilament nets for sale.  
Various sizes and depths are available.**

**Contact Jim Siddle, 253-777-6385**

## Congratulations, boys!



Brothers Maximillion and Benjamin Coats won 3rd place for the whole school dance-a-thon fundraiser at their school Browns Pointe Elementary, A big thank-you to all who supported us! Congratulations, boys, for helping your community out.

Love Papa & Grandma

# Welcome

## Caspian Rally Hayes

Born: 10.21.2021

Weight: 8lbs, 1oz

Length: 19 inches



**Proud Parents:**  
Kiley Butler &  
Domonick Hayes  
**Grandparents:**  
Carolyn DeFord &  
Christopher Deer



## COVID-19 Vaccine Updates

### Youth Vaccines

Vaccines are available for youth in our community, ages 5-11. Caregivers can bring their children to PTHA's drive-thru vaccine site – no appointment needed.

CDC recommends everyone ages 5 and older get a vaccine to help protect against COVID-19. If you have questions, please call us at (253) 593-0232.

### Booster Vaccines for Adults

Boosters are available for those who received the vaccination series at PTHA at least 6 months ago for Moderna and Pfizer, and at least 2 months after the Johnson & Johnson vaccine. Please remember to bring your vaccination card.

### PTHA's Vaccine Drive-thru Site

Our drive-thru vaccine site is located at the former EQC parking lot. No appointment needed. Patients can also get the flu shot at this drive-thru.

### DRIVE-THRU HOURS

Mon, Tues, Thur, Fri - 8:00 a.m. - 4:30 p.m.

Wednesdays - 10:00 a.m. - 4:30 p.m.

**For the latest updates, visit our website, Facebook, or Instagram.**

## HAPPY HOLIDAYS from PTHA!



We wish you all a safe & healthy holiday season!

## Telehealth: Providing Care at a Distance

Puyallup Tribal Health Authority continues to provide telehealth services - allowing patients to have virtual visits with a care provider. Patients can schedule telehealth appointments for:

- Medical
- Mental health counseling
- Addictions treatment
- Tobacco/vaping cessation
- Diabetes care
- WIC and breastfeeding support
- Weight management and nutrition
- Personal training
- Referrals

The virtual appointments are convenient, secure and easy – just connect from your computer, tablet or smartphone. Patients can choose between video visits or by phone. To schedule a telehealth appointment, please call **253-593-0232**.

## Plan Ahead for your Health Care during the Holidays

With the upcoming holiday closures and possible weather closures, PTHA wants to remind patients to plan ahead. It's important to take care of your health care needs early and not wait to refill prescriptions, see the doctor, etc. If you're not sure if PTHA is open, please call (253) 593-0232 and listen for a closure announcement.

Follow PTHA on Social Media!

facebook

Instagram

YouTube

Scan the QR codes above and follow us to keep up with the latest updates on our news, events, programs & activities.



**PTHA is Hiring**  
 For a list of jobs, visit [eptha.com](http://eptha.com)  
 or call the job line: 253-593-0101



## COVID-19 vaccine open to children



Jonas Dillon gets his first COVID-19 shot at PTHA on Nov. 4. Jonas, 9, is in the fourth grade at Chief Leschi Schools. His parents said they are proud of him.

Photo courtesy Puyallup Tribal Member Don Coats

## COVID-19 employee requirements

**Editor's Note:** Tribal Administration made the following announcement on Nov. 8 in response to a new policy approved by Tribal Council.

Good day, Tribal employees.

This is to clarify employment requirements with regard to COVID-19.

We are in unprecedented times, and the COVID-19 vaccine is one of the best tools we have for protecting the health and safety of the Tribe's community members and employees.

To safeguard the health of our community, Tribal Council has approved a new policy.

- Employees hired before Sept. 30, 2021, must provide proof of vaccination against COVID-19 or apply for personal exemption and provide weekly COVID-19 test results. There are some positions in which a personal or medical exemption may not be allowable.
- All employees hired after Sept. 30, 2021, must provide proof of vaccination against COVID-19 before their start date. At this time, there are no exemptions allowed.

The Tribe will continue acting to protect our community. Masking and social distancing safeguards remain in place, and the Vaccination Incentive Program has been extended till the end of the pandemic.

haʔ k\*(i) adsəslabcəbut.  
Watch over yourselves well.

-Tribal Administration

### Did you know:

- The CDC and medical professionals recommend everyone 12 years of age and older receive a COVID-19 vaccine.\*
- The COVID-19 vaccine is free and available to all employees through the Puyallup Tribal Health Authority Clinic.
- Employees will be paid for the time taken to receive the vaccine.
- Fully vaccinated employees are eligible for a \$500 incentive.
- For more information about the COVID-19 vaccine, visit the CDC's website, <https://www.cdc.gov/vaccines/index.html>.

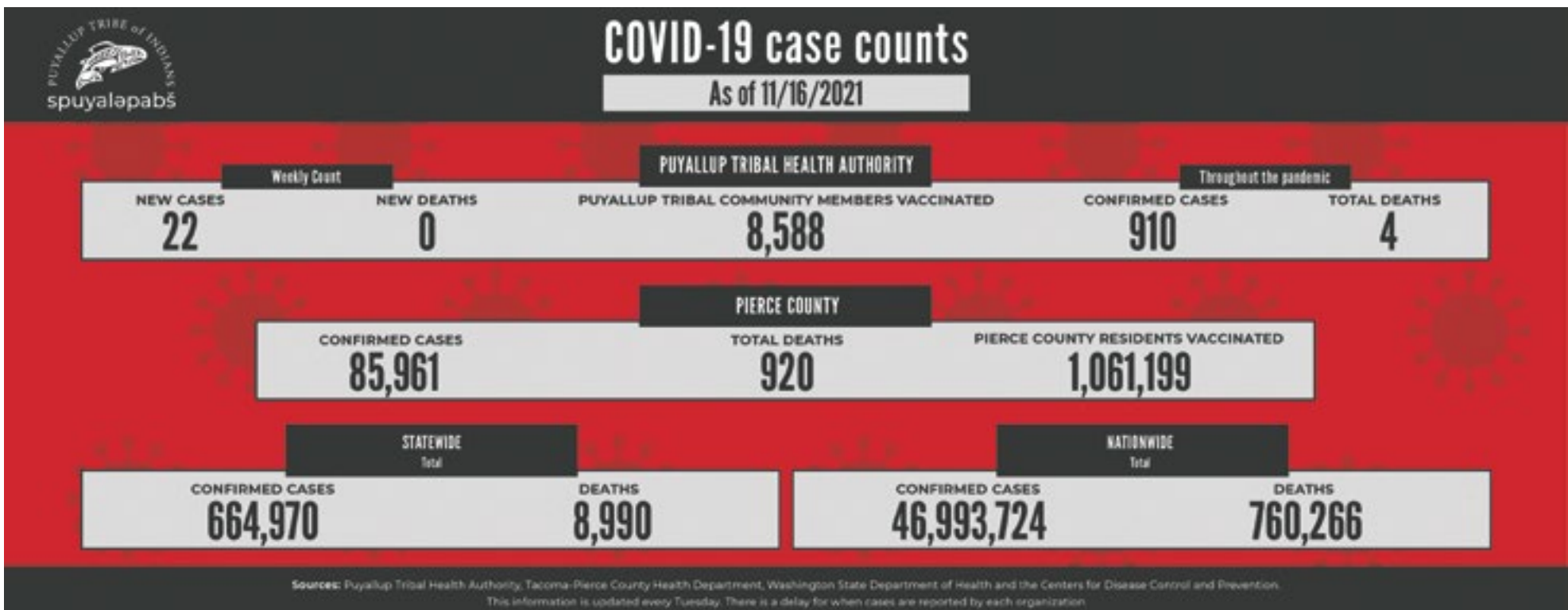
\*Consult with your medical health provider to determine if you are eligible to get a COVID-19 vaccine.

## New COVID-19 testing site offering both rapid and PCR testing

Pierce County Emergency Management has set up a new mobile COVID-19 testing unit located in the former EQC parking lot, 2024 E. 29th St. Plan on entering from East 32nd Street.

The site was set up for weekly rapid testing for unvaccinated employees, where employees can receive their results via text in about 15 minutes before departing the site.

Testing is also available for nonemployees experiencing symptoms. They will administer polymerase chain reaction (PCR) testing and results can take up to a few days.



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PUYALLUP TRIBE OF INDIANS



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## Re-Entry clients have been making drums

Connection with our culture is a huge part of the Re-Entry program and part of the healing process for those walking the Red Road. Re-Entry client Curtiss R. Napoleon Jr. says, "I was excited to make a drum. It was my first one, and I felt more connected with my culture. I'm looking forward to doing more cultural activities with the Re-Entry group."





# Puyallup Tribal Needle Exchange

**Every Thursday | 11a-3p**  
E 32<sup>nd</sup> St & Portland Ave E



In the empty  
gated lot behind  
Min Grocery



**Meeting people where they are to help them address their needs in the safest and healthiest way possible, free of judgment and stigma.**

We provide: Syringe exchange. Syringe pickup and disposal. Overdose prevention education and naloxone distribution. Safe sex supplies. Hepatitis C and HIV testing. First aid and hygiene supplies. Referrals to SUD treatment. Peer care navigation. Education about harm reduction, safer injection practices, and drug user health needs.

Other  
Locations:

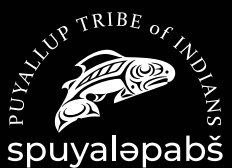
3716 Pacific Ave  
Suite F  
11a-4p | Mon-Fri

Hilltop  
South 14<sup>th</sup> & G Street  
1-6p | Mon & Wed

Deliveries  
By Appointment | Tue-Fri  
Call 253-381-5229 by 10am

[www.tacomaneedleexchange.org](http://www.tacomaneedleexchange.org)  
[@tacomaneedleexchange](https://twitter.com/tacomaneedleexchange)  
(253) 334-9576

Stay up to date with  
the Tribe's news and  
events by subscribing  
to the Puyallup Tribal  
Weekly Newsletter.



Go to [www.puyalluptribe-nsn.gov](http://www.puyalluptribe-nsn.gov) and click on "Sign up to receive our community email newsletter."

**All candidates not currently employed with the Puyallup Tribe's Administration must provide proof of COVID vaccination before interview or be fully vaccinated prior to hire.**

**JOB TITLE: DIRECTOR OF NURSING,  
HOUSE OF RESPECT RESIDENCES**

**Department: Elders**

**Closes: When Filled**

The DON plans, organizes, develops and directs the overall functions of the Assisted Living Community in accordance with current Tribal, Federal, State and local standards governing long term care facilities to ensure that the highest degree of quality care is provided to the residents at all times. Must be an organized, dedicated RN with great leadership skills. Supervise 4 LPNs, 14 CNAs, and one care coordinator for our 20 bed community.

**JOB TITLE: ELDERS CNA**

**Department: House of Respect  
Residences/Elders Wellness Center**

**Closes: When filled**

Under the supervision of the Assistant Executive Assistant Director of Elder Services and the Director of Nursing, the CNA will provide personal care, in-home meal preparation, light housekeeping, assist with ADL's, vital signs to the Tribal Elders in the Residence assisted living or in the home.

**JOB TITLE: ASSISTANT PROSECUTOR**

**Department: Prosecutor's Office**

**Closes: When Filled**

Responsible for planning, organizing, and directing assigned activities of the Prosecutor's Office and serves as the Assistant Prosecutor/Presenting Officer for the Tribe.

**JOB TITLE: ADMINISTRATIVE ASSISTANT**

**Department: Children's Services**

**Closes: When Filled**

Provides administrative support to a large department, acts as the primary point of contact for the community, and supports the Sr. Administrative Assistant. Responsible for knowing the responsibilities of the various programs operating within the department in order to accurately direct clients to needed services. Assists the department by providing day-to-day administrative, clerical and support functions by performing a variety of routine moderate to complex duties which require the use of good judgment.

**JOB TITLE: PERMANENCY SOCIAL WORKER**

**Department: Children's Services**

**Closes: When Filled**

Develops, implements, and evaluates permanency case plans for families within Children's Services. Completes Guardianship/Adoption reports and home

studies to achieve permanency for children in PTCS care with PTCS recommendation for permanency. Maintains the case post permanency for 30 days to 6 months depending on the case needs. Completes monthly health and safety visits, assists guardianship/adoptive families and children during the transition with services such as child care and any other pertinent supportive services within the Tribe. Provides on-going and long-term assistance to children and families in permanent placements and adoption by assessing the needs of the families and providing resources and tools to preserve and sustain children in permanency. Assists with children remaining connected to their family and culture throughout and after permanency is achieved.

**JOB TITLE: CPS SUPERVISOR/INTAKE**

**Department: Children's Services**

**Closes: When Filled**

Conducts initial intake of cases involving allegations of abuse and neglect of Indian Children within the Puyallup Tribal Jurisdiction as mandated by the Children and Family Protection Code of the Puyallup Tribe of Indians. Supervises CPS Investigators.

**JOB TITLE: CPS INVESTIGATOR**

**Department: Children's Services**

**Closes: When Filled**

Conducts investigations of cases involving allegations of abuse and neglect of Indian Children within the Puyallup Tribal Jurisdiction as mandated by the Child and Family Protection Code of the Puyallup Tribe of Indians. Initiates life-changing decisions based solely on the best interest of the children.

**JOB TITLE: CHILD WELFARE CASEWORKER**

**Department: Children's Services**

**Closes: When filled**

Develops, implements, and evaluates case plans to enrolled Puyallup Tribal children who are found to be children in need of care through the Puyallup Tribal Court. Facilitates family reunification or other permanent placement planning as deemed necessary by the Tribal Court. Initiates life-changing decisions based solely on the best interest of the children.

**JOB TITLE: GIS DIRECTOR**

**Department: GIS**

**Closes: When Filled**

Acts as the Tribe's expert on geospatial matters by planning, designing, administering, implementing and maintaining the operation of the Tribe's GIS.

**JOB TITLE: ELDERS MAINTENANCE**

**Department: Elders Wellness Center**

**Closes: When Filled**

Under the direction of the Facility Manager, provides general maintenance and operations duties for the Elders buildings. Responsible for repairs/improvements of buildings and general equipment.

**JOB TITLE: MAINTENANCE LABORER/  
GROUNDSKEEPER**

**Department: Housing**

**Closes: When Filled**

Responsible for all carpentry, plumbing, painting, maintaining, and keeping the lawn and grounds of all development sites owned and managed by Tribal Housing. May include mowing, edging, pulling weeds, applying lawn care treatments, cleaning trash and debris, pressure washing, and performing basic unit maintenance duties as assigned.

**JOB TITLE: CHILD SUPPORT ATTORNEY**

**Department: Child Support**

**Closes: When filled**

Performs legal work for the Puyallup Tribe Child Support Program.

**JOB TITLE: COURT CLERK LEVEL II AND  
COURT CLERK LEVEL III**

**Department: Tribal Court**

**Closes: When Filled**

Provides clerical support and records management for operation of the Tribal Court, and support services for the Chief Court Clerk, Court Administrator, Chief Judge, Associate Judges, and Pro Tempore Judges.

**JOB TITLE: TRIBAL COURT ASSOCIATE  
JUDGE**

**Department: Tribal Court**

**Closes: When filled**

Serves as hearing judge for the Puyallup Tribal Court in accordance with the tribal Judicial Administrative Code. Term is three years from the date of appointment by the Tribal Council. May be reappointed at the expiration of a term in the discretion of the Tribal Council.

**JOB TITLE: CORRECTIONS OFFICER**

**Department: Law Enforcement**

**Closes: When Filled**

Provides care and custody of inmates and maintains order and discipline among the inmates within the Puyallup Tribal Restorative Correctional Facility, a minimum-security facility, by enforcing the standards, rules and regulations governing the operations of the detention/correctional facility and programs, and the confinement, safety, health and protection of inmates.

**JOB ANNOUNCEMENTS**  
yayusali

**JOB TITLE: POLICE OFFICER**  
**Department: Law Enforcement**  
**Closes: When filled**

Responsible for the enforcement of all tribal laws and regulations which shall include both land and marine areas which are under tribal jurisdiction. The police officer should possess understanding of sovereignty, tribal regulations and the need for their enforcement.

**JOB TITLE: ON CALL SECURITY OFFICER**  
**Department: Public Safety**  
**Closes: Open Continuously**

Responsible for protection and security of the Puyallup Tribal buildings and property. Reports all incidents in writing to the

Assistant Director and any criminal activity to both the Assistant Director and the Puyallup Tribal Police Department.

**EMERGENCY HIRE - PUYALLUP TRIBAL MEMBERS**

**Closes: Open Continuously**

Apply if you would like to be considered for emergency hire openings. Emergency hires are positions that need to be filled temporarily on an expedited basis. When an emergency hire becomes available, a list of candidates who meet the education and experience requirements for the position will be sent to the hiring manager for consideration. You will be contacted if selected.

**WORK FORCE DEVELOPMENT 240 HOURS - PUYALLUP TRIBAL MEMBERS**

**Closes: Open Continuously**

This program provides 240 hours of full-time/part-time employment to Puyallup Tribal Members paid at the recognized minimum wage. During this time, members will be developing job skills and employment history to help improve their eligibility for permanent full-time jobs within the Tribe or other Tribal entities. A WFD Case Manager will contact you after you apply.

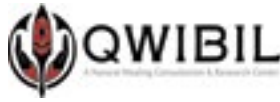
## How To Apply

Apply online at <https://usr58.dayforcehcm.com/CandidatePortal/en-US/ptoiad> or visit the Puyallup Tribe's website at [www.puyalluptribe-nsn.gov/](http://www.puyalluptribe-nsn.gov/) and select "Employment" at the top of the page.

If you have any questions about the online application, please call 253-573-7863 or email [jobs@puyalluptribe-nsn.gov](mailto:jobs@puyalluptribe-nsn.gov).

## Did you know?

The Puyallup Tribe and its entities combined are the fifth-largest employer in Pierce County.



# SEAHAWKS WINNERS



## SEPTEMBER 19 VS TITANS

Top - 1. Samantha Clark & Franklin Clark, 2. Council Member Annette Bryan & Nancy Haack (hosted), 3. Richard Coulliette & Larry Bradley.  
Bottom - 1. Lonnie LeClair, 2. Randy & Amanda Peters, 3. Kaysee Hendricks & Bruce Decoteau, 4. Nicole & Howard Harper.

# 5 tips for spreading joy and sustainability this holiday season

Submitted by the Sustainability Working Group

Happy holidays! As we enter the holiday season it's important to think about ways to make the world a better place, including the environment. Did you know that Americans throw away 25% more trash during the Thanksgiving-Christmas holiday season? And if every family saved just 2 feet of ribbon, we'd have enough ribbon to tie a bow around the earth!

Consider these tips for celebrating with sustainability in mind:

1. LED lights use nearly 90% less energy than incandescent bulbs. They may cost more to purchase, but they quickly pay themselves off. Saving energy helps to save both your wallet and the environment. Also try putting lights on a timer to further the savings.
2. Use magazines, newspaper, and paper bags for unique gift wrap. Maybe even re-use boxes, bags, envelopes, and glass jars. Even more creative, try dual-purpose wrapping! Gifting a scarf or socks? Use one gift to wrap another!



3. Be mindful of how much food waste you produce, and the fact that it will most likely end up in a landfill. Only cook what will be eaten and find creative recipes for the leftovers. Even better, look into starting your own home composting project.
4. Consider durable and reusable gifts that are less likely to end up in the landfill. Baked goods, event tickets, or an IOU to help around the house are just a few environmentally friendly, simple, and meaningful gifts. Another eco-friendly gift option is buying second hand.

5. If you send holiday cards, opt for recycled paper and avoid cards with glossy, or shiny foil coatings, as these cannot be recycled. When you receive a card, try cutting out the front image and reusing it as a postcard!

The holiday season is a time to appreciate what we have. By implementing these simple tips we can make sure that future generations have just as much, if not more, to be grateful for.

### Passionate about Sustainability?

Join our working group!  
Email [sustainability@puyalluptribe-nsn.gov](mailto:sustainability@puyalluptribe-nsn.gov) for more information.

## SEAHAWKS WINNERS



## OCTOBER 7 VS RAMS

Top - 1. Amy & Wendy Lind, 2. Mark & Janelle Villegas, 3. Shelby & James Rideout with Rachel Abele, 4. Linda Dillon & Joseph Dillon.  
Bottom - 1. Linda Hayes & Brandi Crowe, 2. Billie Barnes & Janey Milholland, 3. Anthony Marcyes & Anna Kulikovskaya, 4. Rachel & Chris Abele.



# Halloween drive-thru event a must-see

This year's spooktacular Halloween drive-thru event took place the evening of Oct. 23 at Chief Leschi Schools. This event was open to the Tribal community where departments from the Puyallup Tribal Administration had booths decorated perfectly for the occasion. Endless candy for trick-or-treaters made this a must-see Halloween pit stop for community members. The Puyallup Tribal Council, Little Wild Wolves Youth Center and many employees that coordinated and participated in this event.

*Photos by Frank Griese, Puyallup Tribal Member*



# ʔəsk<sup>w</sup>ədiitubutəd čət. We are praisingly grateful to you folks.

The Puyallup Tribes' Events Department was in the admin parking lot Wednesday and Thursday to hand out employee appreciation bags. The bags featuring the official Puyallup Tribal logo and colors were initially meant to be handed out at an all Employee Appreciation Day that was canceled last summer due to COVID-19. The bags included a hoodie, embossed folio, a pen and a medal that read "Employee Appreciation Day."



# The Color of Our Concern

Puyallup Tribal Member Carolyn DeFord joined several other speakers on a virtual panel in front of about 4,000 ViacomCBS employees on Oct. 28 as part of the company's Inclusion Week. The panel's topic, "The Color of Our Concern," explored why so many people of color go missing and the lack of media and sometimes police efforts to find them. DeFord works as the Trafficking Project coordinator in the Tribe's Community Domestic Violence Advocacy Program. Her personal experiences and professional work inspired her to create Missing and Murdered Native Americans, a grassroots, survivor-led organization focused on supporting families and advocating for change. She was joined by Derrica Wilson, who founded



the Black and Missing Foundation, and Dometi Pongo, who covers stories on the MTV show "True Life Crime."

Photo courtesy ViacomCBS

sləxil ʔə tə šx<sup>w</sup>nanəm tliiti  
 Puyallup Tribal Administration offices  
**CLOSED**  
**Dec. 23 & 24**  
 (Employees take Dec 24 or Dec 25)  
 Medicine Creek Treaty Days  
 Christmas Day



# Native American Heritage Month kicks off with Pierce County Proclamation

By Puyallup Tribal News Staff

On Oct 26, Pierce County made a historical move to pass a proclamation unanimously approved by all seven members of County Council to honor the local Native American tribes within the region.

The proclamation was passed to recognize Native American Heritage Month in all of Pierce County in an effort to pay homage to the first peoples who inhabited the land, and to bring awareness of the ongoing issues in modern Native communities today.

Pierce County Chief of Staff Chris Carlson, partnered with Pierce County's senior counsel and tribal relations

specialist, Sarah Colleen Sotomish, after members of the Pierce County Council requested a proclamation to mark this important recognition.

To ensure language was approved and supported by all tribes mentioned in the proclamation, Sotomish collaborated with Tribal leaders from the Puyallup Tribe of Indians, Nisqually Tribe, and the Squaxin Island Tribe to keep the content traditional and respectful.

Councilwoman Anna Bean was in attendance to accept the proclamation on behalf of the Puyallup Tribe of Indians. She greeted everyone in Twulshootseed: "I am happy you listed everyone in the Medicine Creek Treaty Tribes, it's very important that we are acknowledged as a whole and individually. I raise my hands to you all for doing this. Thank you for celebrating and honoring our successes, also noting in the proclamation the adversity and the struggles of our people, it is important to show both" she said.

The proclamation sheds light on issues plaguing Native communities today, including generational trauma from the residential boarding school era, the Missing and Murdered Indigenous Women (MMIW), on-going human trafficking, and Natives disproportionately impacted by the criminal justice system. Pierce County said it remains committed to working with local Tribes to find positive solutions for the betterment of all residents.

Native American Heritage Month offers Native people a chance to celebrate their inherently rich cultures and traditions, acknowledges their presence as a people on this land, and educates non-Natives about their history and resiliency.

"It's not only just a month, we celebrate in our communities every single day, and every day is a good day to be Indigenous," Bean said.

She also thanked the county for contributing to this effort and acknowledged those that have walked this land since time immemorial.

## PUYALLUP TRIBE OF INDIANS

### 2021-2022 Enrollment Meeting schedule

#### Deadline for documentation to be received.

#### Meeting date

December 3, 2021

December 8, 2021

January 7, 2022

January 12, 2022

February 4, 2022

February 9, 2022

March 4, 2022

March 9, 2022

April 1, 2022

April 6, 2022

May 6, 2022

May 11, 2022

June 3, 2022

June 8, 2022

July 1, 2022

July 6, 2022

August 5, 2022

August 10, 2022

September 2, 2022

September 7, 2022

*If you have any questions please feel free to email*

[Enrollment@PuyallupTribe-nsn.gov](mailto:Enrollment@PuyallupTribe-nsn.gov) or call 253-573-7849

*Created by Enrollment office staff & meeting dates may be subject to change.*

## How to Avoid a Scam



### Four Signs That It's a Scam

#### 1 Scammers PRETEND to be from an organization you know.

Scammers often pretend to be contacting you on behalf of the government. They might use a real name, like the Social Security Administration, the IRS, or Medicare, or make up a name that sounds official. Some pretend to be from a business you know, like a utility company, a tech company, or even a charity asking for donations.



They use technology to change the phone number that appears on your caller ID. So the name and number you see might not be real.

#### 2 Scammers say there's a PROBLEM or a PRIZE.

They might say you're in trouble with the government. Or you owe money. Or someone in your family had an

personal information, like your Social Security, bank account, or credit card numbers.

If you get an email or text message from a company you do business with and you think it's real, it's still best not to click on any links. Instead, contact them using a website you know is trustworthy. Or look up their phone number. Don't call a number they gave you or the number from your caller ID.

#### ▶ Resist the pressure to act immediately.

Legitimate businesses will give you time to make a decision. Anyone who pressures you to pay or give them your personal information is a scammer.

#### ▶ Know how scammers tell you to pay.

Never pay someone who insists you pay with a gift card or by using a money transfer service. And never deposit a check and send money back to someone.

#### 4 Scammers tell you to PAY in a specific way.

They often insist that you pay by sending money through a money



transfer company or by putting money on a gift card and then giving them the number on the back. Some will send you a check (that will later turn out to be fake), tell you to deposit it, and then send them money.

### What You Can Do to Avoid a Scam

#### ▶ Block unwanted calls and text messages.

Take steps to block unwanted calls and to filter unwanted text messages.

#### ▶ Don't give your personal or financial information in response to a request that you didn't expect.

Legitimate organizations won't call, email, or text to ask for your

emergency. Or that there's a virus on your computer.

Some scammers say there's a problem with one of your accounts and that you need to verify some information.



Others will lie and say you won money in a lottery or sweepstakes but have to pay a fee to get it.

#### 3 Scammers PRESSURE you to act immediately.

Scammers want you to act before you have time to think. If you're on the phone, they might tell you not to hang up so you can't check out their story.



They might threaten to arrest you, sue you, take away your driver's or business license, or deport you. They might say your computer is about to be corrupted.

#### ▶ Stop and talk to someone you trust.

Before you do anything else, tell someone — a friend, a family member, a neighbor — what happened. Talking about it could help you realize it's a scam.

#### Report Scams to the FTC

If you were scammed or think you saw a scam, report it to the Federal Trade Commission.

[ReportFraud.ftc.gov](https://www.ftc.gov/identitytheft)



FEDERAL TRADE COMMISSION

September 2020

## TRIBAL EMPLOYMENT RIGHTS ORDINANCE

### Notice

## To Construction Contractors

Notice is hereby given that the Puyallup Tribe of Indians has a Tribal Employment Rights Ordinance in effect covering Indian Employment, Training, Contracting, Subcontracting, Wages and Fees and Taxes. All bidders must contact the Puyallup Tribal Employment Rights Office to obtain all relevant information prior to bidding. All Contractors and sub-contractors must attend a mandatory TERO Orientation and sign a Compliance Agreement with the TERO Program, in person, before commencing any work within the jurisdiction of the Puyallup Tribe of Indians.

**Construction Contractors are advised that Section 3.24.220 of the Puyallup Tribe's TERO States:** Every covered employer/entity with a construction contract in the sum of 20,000 or more shall pay a fee of two and a half percent (2.5% of the total amount of the contract). Such fee shall be paid by the employer/entity prior to commencing work within the jurisdiction of the Puyallup Tribe. Where good cause is shown, the Director may authorize payment of the fee in installments over the course of the contract period.

Any contractors/subcontractor failing to attend the mandatory TERO Orientation or failing to submit an acceptable compliance plan may be denied the right to commence or continue business within the jurisdiction of the Puyallup Tribe of Indians.

Bidders are required to contact the TERO Office for information concerning TERO requirements in the following areas:

- TERO Orientation
- Indian Subcontracting
- Indian Training Opportunities
- Fees & Taxes
- Indian Employment
- Wages & Rates

*Note: Section 3.24.060 of the TERO States: These requirements shall not apply to award of contracts awarded directly by the Tribal Council of the Puyallup Tribe, by the federal or state government or their subdivisions. These requirements shall apply to any contract award by any commercial enterprise of the Puyallup Tribe of Indians, even if said contracts must be submitted to the Tribal Council of the Puyallup Tribe of Indians for approval.*

**Lisa Melendez - TERO Director**

Phone: (253) 573-7952 Cell: (253) 442-5939

E-Mail: [Lisa.Melendez@PuyallupTribe-nsn.gov](mailto:Lisa.Melendez@PuyallupTribe-nsn.gov)

**Tanya Coats - Administrative Assistant**

Phone: (253) 573-7942 Cell: (253) 389-1574

E-Mail: [Tanya.Coats@PuyallupTribe-nsn.gov](mailto:Tanya.Coats@PuyallupTribe-nsn.gov)

**Penny Fryberg - Compliance Officer**

Phone: (253) 573-7984 Cell: (253) 433-0520

E-Mail: [Penny.R.Fryberg@PuyallupTribe-nsn.gov](mailto:Penny.R.Fryberg@PuyallupTribe-nsn.gov)

**Dion Hargrove - Compliance Officer**

Phone: (253) 573-7839 Cell: (253) 320-8531

Email: [Dion.R.Hargrove@PuyallupTribe-nsn.gov](mailto:Dion.R.Hargrove@PuyallupTribe-nsn.gov)

**Justin Satiacum - Compliance Officer**

Phone: (253) 573-7844 Cell: (253) 257-5302

E-Mail: [Justin.Satiacum@PuyallupTribe-nsn.gov](mailto:Justin.Satiacum@PuyallupTribe-nsn.gov)

**Derek Black - Compliance Officer**

Phone: (253) 573-7850 Cell: (253) 778-5014

E-Mail: [Derek.R.Black@PuyallupTribe-nsn.gov](mailto:Derek.R.Black@PuyallupTribe-nsn.gov)

# ław't d'z'aladubəłdat

Puyallup Tribal Administration offices

## CLOSED

## Dec. 31 & Jan. 1

### New Year's Day

(Employees take Dec 31 or Jan 1)



## ARTICLE II – MEMBERSHIP

### Section 1.

The membership of the Puyallup Tribe shall consist of each individual who is not enrolled as a member in any other Indian nation, tribe, band, pueblo, village, corporation or rancheria and who satisfies either of the following requirements:

- (a) Each person whose name appears on the roll of the Puyallup Tribe approved in 1929; and
- (b) Each person at least one of whose parents, at the time of the person's birth, was an enrolled member of the Puyallup Tribe;
  - (i) Provided, however, that after the effective date of Amendment Number XIII to this Constitution (amending this Article II), a person who otherwise qualifies under this subsection shall be eligible only if application for enrollment is made within one calendar year after his or her birth; and
  - (ii) Provided, further, that in the case of a person actually unaware of his/her Puyallup ancestry by reason of adoption or other circumstances, the time deadline contained in proviso number (i), above, shall be deemed satisfied if that individual makes application for membership within ninety (90) days after becoming aware of his/her Puyallup ancestry.

Membership under this Article shall not be deemed automatic but shall be effective only upon compliance with enrollment procedures then in effect including action by the Tribal Council confirming an individual's eligibility and enrollment.

For further information please see: Enrollment Code

<http://www.codepublishing.com/WA/puyalluptribe/>

Applications can be placed in our Mailbox in the Mailroom.

1. Application with tribal parent signature!!
2. ORIGINAL State Certified Birth Certificate (Will be kept in the applicants file)
3. Copy of Social Security Card is required but not when submitting application. But will need a copy as soon as you receive it.

#### ENROLLMENT STAFF

Barbara Richards, Director  
Stella John, Assistant Director  
Norma EagleSpeaker, Enrollment Office Program Assistant  
Michael Flores, Enrollment Office ID Clerk  
Halana Palomera Olivera, Enrollment Office ID Clerk  
(253) 573-7849 enrollment@puyalluptribe-nsn.gov

### Public Comment Announcement



The Department of Planning and Land Use Services is requesting input from the Puyallup Tribal Membership regarding updates to the Tribe's annual Tribal Transportation Planning (TTP) Inventory.

The TTP allows for the Tribe to allocate federal grant funds towards public roads, transit, and public walking trails within the Puyallup Reservation boundaries and usual and accustomed areas. Current and past projects has included Browning Street (ongoing), the St. George Cemetery road, the completion and repair of Chief Leschi's School road, and 30th Street expansion and roundabout.

- What are the public roads that are in need of repair or safety improvements within the reservation boundary?
- Is your street on the TTP street inventory for future road work?
- What are your transportation needs, questions, and concerns?

The Planning Department is currently reviewing the TTP inventory which include but are not limited to roads within Tacoma, Fife, Milton, Edgewood, Puyallup and unincorporated Pierce County.

All comments and input should be forwarded to the Planning and Land Use Department located at 3009 E. Portland Ave, Tacoma WA 98404  
Robert Barandon, (253)573-7939, Robert.B.Barandon@puyalluptribe-nsn.gov

**Comment for the TTP Inventory period closes on January 28, 2022.**

Additionally as a reminder to Puyallup Tribal Members that own property within the Reservation boundaries, if you are making any modification to your property such as new construction, renovations, additions, or any major changes to the land and buildings a permit is required and can be obtained from Jennifer Keating, Land Use Planner, (253)382-6073, Jennifer.M.Keating@puyalluptribe-nsn.gov



**TRIBAL WORKFORCE DEVELOPMENT PROGRAM INFORMATION**

**Attention All Department Directors & Supervisors!**

---

Are you overwhelmed with stacks of unfiled documents?  
Will the upcoming months bring an increase in outdoor/indoor maintenance?  
Do you need a little extra help with a research project or presentation?

---

Tribal Workforce Development offers a 240 Hour Program (6 weeks) that allows you to temporarily employ Puyallup Tribal Members at no expense to your own budget!

You will be supplying a client with the opportunity to develop a myriad of job skills, enhance their work history, and empower confidence with securing future meaningful employment.

*\*All Tribal Workforce Development clients must be a member of the Puyallup Tribe of Indians, at least 18 years of age, and must complete a thorough application and background release form that is vetted by the department and processed through Human Resources.*

**Want more information about this program?**

Due to COVID-19 restrictions at the administration building, tribal members and departments interested in talking in-person to one of our support staff need to make an appointment in advance. We are always available to answer your calls and emails as a safe alternative.

Gina LaPointe, Director  
Office: 253.573.7857  
Room 120  
Gina.LaPointe@puyalluptribe-nsn.gov

Heidi Bostrom, Case Manager  
Office: 253.382.6033  
Office Located in HR  
Heidi.Bostrom@puyalluptribe-nsn.gov

Daniel Duenas, Case Manager  
Office: 253.573.7924  
Room 119  
Daniel.Duenas@puyalluptribe-nsn.gov



# ELDER ABUSE

**What is it?**

**Elder abuse** is violence or any other type of harm because of older age. It can be carried out by those who are close to older people, such as family and caregivers, or by social structures and institutions.

**4% REPORTED**

1 in 6 older women and men worldwide experience abuse.

Despite this, elder abuse remains invisible. Only 4% of elder abuse is reported.

## TYPES OF ELDER ABUSE

**PHYSICAL** — Hitting, shoving, inappropriate use of drugs, restraints or confinement.

**EMOTIONAL** — Intimidation, humiliation, routine blaming, repeatedly ignoring the wishes of an older person or isolating them from friends or activities.

**SEXUAL** — Sexual harassment, sexual activity without informed consent, forcing an older person to watch sexual acts or undress.

**NEGLECT** — Intentional or unintentional denial of food, water, shelter, clothing, assistance with daily living tasks and any other essential needs.

**FINANCIAL** — Using an older person's money or property, or making financial decisions, without their informed consent.

**Adult Protective Services**  
253-382-6380 | AdultProtectiveServices@PuyallupTribe-nsn.gov



**Christmas Drive Thru Parade**

**December 18th 2021**

**Chief Leschi Gates Open At 5pm**

Email: [Chester.E.Earl@PuyallupTribe-nsn.Gov](mailto:Chester.E.Earl@PuyallupTribe-nsn.Gov) to sign your Department up

More Information To Come

# SAVE THE DATE



**NATIVE KIDS NEED NATIVE FOSTER HOMES.**

Traditionally, Native American people have cared for their children through extended families. It's common for the tribal community to care for one another's children in times of need.

Becoming a foster parent is another way to carry on this tradition by keeping tribal history and values alive for future generations.

**WHO CAN BE A FOSTER PARENT?**

- Anyone 21 years and over.
- A stable source of income.
- Adequate space in your home.
- Single, married, and unmarried partners.
- Valid driver's license and car insurance.
- Residents over 16 must pass background check.

Make a difference in a child's life and help preserve their culture and traditions.

**QUESTIONS?**  
Give us a call : (253) 480-5545  
Email us : [FosterParentInfo@PuyallupTribe-nsn.gov](mailto:FosterParentInfo@PuyallupTribe-nsn.gov)  
Stop by : 2806 East Portland Ave  
Tacoma WA 98404

Open your heart and home. Become a foster parent today!

# Puyallup Tribal News Schedule

## January 2022 – [Issue #384]

Friday, Dec. 3 – Content Due  
Friday, Dec. 14 – Sent to print  
Wednesday, Dec. 22 – Newspaper enter mail / Paper delivered

## March 2022 – [Issue #386]

Wednesday, Feb. 2 – Content Due  
Wednesday, Feb. 16 – Sent to print  
Tuesday, Feb. 22 – Newspaper enter mail / Paper delivered

## February 2022 – [Issue #385]

Wednesday, Jan. 5 – Content Due  
Wednesday, Jan. 19 – Sent to print  
Tuesday, Jan. 25 – Newspaper enter mail / Paper delivered

## April 2022 – [Issue #387]

Tuesday, Mar. 8 – Content Due  
Tuesday, Mar. 22 – Sent to print  
Tuesday, Mar. 29 – Newspaper enter mail / Paper delivered

All submissions sent to [news@puyalluptribe-nsn.gov](mailto:news@puyalluptribe-nsn.gov) may be edited for grammar or length, and may be used in the Communications Department's platforms, including on the website, social media and electronic newsletters.

**Puyallup Tribal Weekly Newsletter** is an electronic newsletter that is emailed on Mondays. Submit items for consideration by 5 p.m. Friday.

**Employee Newsletter** is an electronic newsletter with information pertinent to Tribal Admin staff members that is emailed on Wednesdays. Submit items for consideration by noon Tuesday.

\*The Puyallup Tribal News schedule is subject to change, and may be updated throughout the year.



## Want to help tell the tribe's story?



Puyallup Tribal News is looking for **writers, photographers, graphic artists** and **other creative people** who can help tell the tribe's story.

Content contributors are independent contractors who work on assigned projects for publication. They are paid at agreed upon rates either per piece or per hour. The number of contracts the tribe can issue is limited, and there is no guarantee of publication or future employment. Non-fiction journalism is needed right now (not opinion columns, creative short-story writing or art photography).

### Interested?

Please contact: Michael Thompson, Communications Director,  
at [Michael.Thompson@puyalluptribe-nsn.gov](mailto:Michael.Thompson@puyalluptribe-nsn.gov) or 253-382-6200.



### FIND THE PUYALLUP TRIBE ON SOCIAL MEDIA



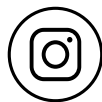
<https://www.facebook.com/PuyallupTribeOfIndians/>



[https://twitter.com/Puyallup\\_Tribe](https://twitter.com/Puyallup_Tribe)



<http://www.youtube.com/c/PuyallupTribeofIndians>



<https://www.instagram.com/puyalluptribeofindians/?hl=en>



## Puyallup Tribal News Staff

To submit material for the newspaper, please email: [NEWS@PuyallupTribe-nsn.gov](mailto:NEWS@PuyallupTribe-nsn.gov) or call: 253-382-6202. Puyallup Tribal News is published monthly. Copyright © 2021 Puyallup Tribe of Indians. 3009 East Portland Avenue, Tacoma, WA 98404. [www.PuyallupTribe-nsn.gov](http://www.PuyallupTribe-nsn.gov)