



Tribal Employments Rights Office

1423 E 29 St, Tacoma WA 98404 | Office 253.573.7846 | Fax 253.680.5997

Application for TERO Services

Note: An incomplete application for employment and/or program services cannot be processed until completed.

Date of Birth	Email	Application Date
First Name	Middle Name	Last Name
Address	Direct Phone	

TERO Status:

- Puyallup Puyallup Spouse Enrollment Number: _____ Spouse Name: _____
- Other Indian Descendant Non-Indian Tribe: _____ Enrollment Number: _____

If you marked Puyallup, a copy of your enrollment card must be attached to this application.

If you marked Puyallup Spouse, a copy of your marriage certificate and a copy of your spouse's enrollment card must be attached to this application.

If you marked Other Indian or Descendant, a copy of your enrollment card, letter of descendency, or a certificate of Indian blood from your tribe must be attached to this application.

This documentation must be on file with TERO Office before your application can be considered.

Personal Information:

Do you have a valid driver's license? Yes No License number: _____ State: _____

Do you have a CDL? Yes No What type? A B C Endorsements? T P N H X S

Do you have reliable transportation? Yes No

Do you belong to a Union? Yes No Name: _____ Local Number: _____

Would you be willing to join a Union? Yes No If so, Which Trade? _____

Have you served in the U.S. Armed Services? Yes No Branch: _____

Type of Discharge: _____ Date of discharge: _____

Education and Training:

List education and/or training you have received:

School _____ Graduate? Yes No Subject _____

School _____ Graduate? Yes No Subject _____

School _____ Graduate? Yes No Subject _____

School _____ Graduate? Yes No Subject _____

School _____ Graduate? Yes No Subject _____

Employment History: *(start with your most recent)*

Employers Name	Positon and Job Duties	Reason for Leaving	Phone Number	Length of Employment

Skill Bank: (Position Applying For)

Primary Skill: _____

Secondary Skill: _____

Other Skill: _____

Please list any special skill and/or equipment you can operate: _____

Have you ever been denied or had a professional license or certification revoked for the position for which you are applying? Yes No

If yes, Please explain: _____

PLEASE FILL IN THE TOTAL MONTHS (MOS) OR YEARS (YRS) THAT YOU HAVE WORKED IN EACH FIELD

EQUIPMENT OPERATOR:

Asphalt Paver MOS () YRS ()
 Backhoe MOS () YRS ()
 Boom truck MOS () YRS ()
 Bulldozer MOS () YRS ()
 Crane MOS () YRS ()
 Dump Truck MOS () YRS ()
 Excavator MOS () YRS ()
 Forklift MOS () YRS ()
 Front Shovel MOS () YRS ()
 Grader MOS () YRS ()
 Loader MOS () YRS ()
 Pile Driver MOS () YRS ()
 Roller MOS () YRS ()
 Scraper MOS () YRS ()
 Skidder MOS () YRS ()
 Street Sweeper MOS () YRS ()
 Tractor MOS () YRS ()
 Truck Driver MOS () YRS ()
 Other: _____ MOS () YRS ()

GENERAL LABORER:

Laborer MOS () YRS ()
 Flagger MOS () YRS ()
 TMA Driver MOS () YRS ()
 TCS MOS () YRS ()
 Barrel Crew MOS () YRS ()

GAMING/HOSPITALITY:

Accounting MOS () YRS ()
 Cage Operations MOS () YRS ()
 Dealer MOS () YRS ()
 Front Desk MOS () YRS ()
 Housekeeping MOS () YRS ()
 Human Resources MOS () YRS ()
 Janitorial MOS () YRS ()
 Maintenance MOS () YRS ()
 MIS MOS () YRS ()
 Purchasing/Receiving MOS () YRS ()
 Security Officer MOS () YRS ()
 Slots MOS () YRS ()
 Valet Driver MOS () YRS ()
 Data Entry MOS () YRS ()
 Receptionist MOS () YRS ()
 Typist WPM _____ MOS () YRS ()
 Word Processing MOS () YRS ()

BUILDING TRADES:

Asbestos Removal MOS () YRS ()
 Brick and Stone Mason MOS () YRS ()
 Carpenter MOS () YRS ()
 Cement Mason MOS () YRS ()
 Drywall MOS () YRS ()
 Electrician MOS () YRS ()
 Fence Builder MOS () YRS ()
 Flooring MOS () YRS ()
 Framer MOS () YRS ()
 Glazier MOS () YRS ()
 HVAC MOS () YRS ()
 Insulation MOS () YRS ()
 Iron Worker MOS () YRS ()
 Metal Worker MOS () YRS ()
 Mechanic MOS () YRS ()
 Millwright MOS () YRS ()
 Painter MOS () YRS ()
 Pipe Laying MOS () YRS ()
 Plumber MOS () YRS ()
 Road Construction MOS () YRS ()
 Sheet Metal Worker MOS () YRS ()
 Sprinkler Fitter MOS () YRS ()
 Welder MOS () YRS ()
 Other: _____ MOS () YRS ()

FOOD/BEVERAGE SERVICE:

Banquets MOS () YRS ()
 Bartender MOS () YRS ()
 Busser MOS () YRS ()
 Cook MOS () YRS ()
 Host/Hostess MOS () YRS ()
 Cashier MOS () YRS ()
 Server MOS () YRS ()
 Steward (Dishwasher) MOS () YRS ()

MISC EXPERIENCE:

_____ MOS () YRS ()
 _____ MOS () YRS ()
 _____ MOS () YRS ()
 _____ MOS () YRS ()
 _____ MOS () YRS ()
 _____ MOS () YRS ()
 _____ MOS () YRS ()
 _____ MOS () YRS ()

List any training you are interested in receiving: _____

NOTE: ALL PERSONS MAY BE INTERVIEWED BY EMPLOYER BEFORE JOB PLACEMENT; PLEASE ENSURE ALL SKILLS ARE ACCURATE TO AVOID POTENTIAL JOB LOSS. PROVIDE CERTIFICATIONS FOR OUR RECORDS.

PLEASE READ THE FOLLOWING CAREFULLY BEFORE SIGNING THIS APPLICATION

Native American preference applies and job placements are given on a competitive basis, using job related factors. Because of the large number of applications received and limited job positions, your application will not guarantee employment.

I certify that I have answered truthfully and have not knowingly withheld any information relative to my application. I understand that any misrepresentation or material omission on the application which becomes known to the Puyallup Tribe of Indians and/or TERO Program, may result in immediate termination and suspension/denial of services.

Signature: _____ Date: _____

FOR TERO OFFICE USE ONLY

Received By: _____ Date: _____

Notes: _____



Puyallup Tribal Employment Rights Office

TERO@puyalluptribe.com

Main Number 253-573-7846 | Fax Number 253-680-5997

1423 E 29th St Suite 237, Tacoma WA 98404





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TERO Client Code of Conduct

While participating in the Puyallup TERO hiring hall, I agree to abide to the following rules:

I understand that I am to refrain from use of cell phones and personal visitors during the hours they are at work.

I understand that personal calls and visitors during the workday, regardless of duration, can interfere with safety and productivity and can be distracting to others.

I understand that I am to restrict my cell phone usage and visitors during work times to scheduled breaks or scheduled lunch periods in work time.

I understand that at no time should the use of cell phones or visitors interfere with job duties or take away from my job performance.

I understand that tardiness from a scheduled break or lunch period because of the use of cell phones or visitors will not be permitted at any time.

I understand that I am to be at work on time and prepared to work with proper clothing and shoes.

I understand that I will abide by all company policies where I am dispatched too.

I understand I cannot get a job shut down if I quit. I will be replaced by another TERO client.

I understand that I will return on time from lunch and ready to work.

I will be drug and alcohol free.

I will be honest about my work experience and the knowledge and skill that I have.

I will treat co-workers, TERO Staff, and my supervisor with respect and not use inappropriate language.

I will maintain a safe work environment at all times using the company's safety standards.

I understand that unexcused tardiness is not acceptable and can result in termination.

I understand that I can be terminated from a job if I do not abide by the company policies that I have been dispatched through the TERO office.

I understand and agree that I am to comply with **ALL** stipulations in this agreement and that refusal to sign and comply with this document will result in failure to be referred out to any jobs until it is signed.

The TERO office checks previous placement history. Anyone who had previously been referred by TERO can be put on a low priority list that had been:

- Terminated with cause
- Had failed to show up for interview without notice
- Has poor performance record
- Did not pass UA for company
- Walked off a job with notifying the TERO office

Failure to provide the TERO office with an adequate reason for low priority status will be placed on a no-hire list for a specific period of time. This time period will range anywhere from 1-3 months depending on the type of action involved. Some reasons for low priority status may be excessive absenteeism, tardiness, or poor work performance.

NO-HIRE LIST

Some reasons for being placed on the no-hire list may be:

- Being under the influence of intoxicants or chemicals
- No call no show to the employer with no good reason
- Failure to show up for an interview without good reason
- Providing TERO with false information
- Insubordination
- Deliberate or careless conduct endangering the safety of self or co workers
- Theft or intentional destruction of employee property
- Excessive absenteeism or tardiness

I fully understand what is expected of me and will adhere to the TERO Client Code of Conduct.

Signature: _____ **Date:** _____