



Confederated Tribes of the Colville Reservation

Tribal Employment Rights Office

Post Office Box 150 – Nespelem, Washington 99155-0150
Ph. (509) 634-2716 – Fax: (509) 634-2740 – Toll Free No. 1 (888) 881-7684, Ext. 2716
E-mail Address: tero@colvilletribes.com

Job Position Release Work Permit

All Work Permits are revocable within a (24) Twenty-Four hour notice. The TERO Director or Designee will provide justification as to why work permit was revoked.

Under the Law & Order Code, Title 10, Chapter 10-1-13, HIRING: (a) Tribal Hiring Hall: An employer may recruit and hire workers from whatever sources are available to him and by whatever process the employer so chooses, except the employer may not employ any non-Indian until five (5) working days, or forty-eight (48) hours for logging and construction positions have elapsed since the employer has provided the T.E.R.O. with notice to locate and refer a qualified Indian preference eligible applicant. Furthermore, Law & Order Code, Title 10, Chapter 10-1-13 (d) Work Permits: (1) A covered employer is prohibited from employing any person who is not Indian preference eligible, unless T.E.R.O. specifically approves such employment in the employer's compliance and utilization plan or through issuance of a work permit.

When no Indian preference eligible candidate has applied for the job, and the T.E.R.O. has been unable to locate and refer and Indian preference eligible applicant within the time provided, the employer shall request, and the T.E.R.O. shall issue a work permit for the non-Indian preference eligible applicant. However, if the person selected to fill the position fails to remain in this position for the period specified on the Job Order, thereby creating a vacancy, the employer needs to place another Job Order and allow the T.E.R.O. a reasonable amount of time to locate and refer qualified Indians.

Employer: _____

Project Name and Contract No. _____

Job Position: _____ Rate of Pay: \$ _____

Date Job Order Placed with TERO: _____ Job Order Attached: Yes No

Specify Reason for Release: _____

Individual Hired: _____ Expiration Date: _____

This work permit release is for the above mentioned employer, position vacancy and individual hired only. The employer is hereby granted, for reason(s) specified above, this one time only work permit release and that the employer is fully aware that all future vacancies (including in-house) are to adhere to all T.E.R.O. and Indian preference requirements. If the above mentioned individual is found to be working within any other position or on any other project without an appropriate work permit, the employer will be cited for violations of the Law & Order Code, Title 10 and sanctioned accordingly. All work permits are renewable upon request.

Approved: _____
T.E.R.O. Director/Staff Signature

Date: _____