

## 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 The TERO Director or Designee will provide justification as to why work permit was revoked.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, <u>HIRING</u>: (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, <u>except</u> 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:

T.E.R.O. Director/Staff Signature

Work Site:	Job Position:
External/Internal Job Order:	Rate of Pay: \$
Date Job Order Placed with TERO:	Job Order Attached: Yes No No
Specify Reason for Release:	
Individual Hired:	Expiration Date:
hereby granted, for reason(s) specified above, this that all future vacancies (including in-house) are mentioned individual is found to be working with	ded employer, position vacancy and individual hired only. The employer is its one time only work permit release and that the employer is fully aware to adhere to all T.E.R.O. and Indian preference requirements. If the above hin any other position or on any other project without an appropriate work of the Law & Order Code, Title 10 and sanctioned accordingly. All work
Approved:	Date: