

What is TERO?

TERO stands for Tribal Employment Rights Office.

- ♦ TERO is an ordinance and federal law that is established by tribal governments to regulate and monitor employment and business activities on tribal lands.
- ♦ The TERO law aims to promote business development, employment opportunities and the protection of tribal members' rights.

TERO programs across the nation serve as a tool for tribal governments to regulate and monitor employment and business on their lands, with the over arching goal of fostering economic development, providing employment and training opportunities for tribal members, and safeguarding the rights and well-being of the community.

**Mille Lacs Band Statute;
Title 15 Independent
Agencies
Chapter 4 Tribal
Employment Rights Office**



TERO

Lori Trail

TERO Director

(320) 630-2617

Lori.Trail@millelacsband.com

Office location; Aanjibimaadizing

43500 Migizi Drive

Onamia, MN 56359

Scott Tossey

TERO Compliance Officer

(320) 390-0263

Scott.Tossey@millelacsband.com

Office location; Hinckley Lodge

502 Weber Avenue

Rm #204

Hinckley, MN 55037

TERO Commission Board

Colin Cash Craig Hansen
Valerie Harrington-Wind
Matthew Hatfield Cheryl Miller
Lana Oswaldson Elijah Staples

TERO



**TRIBAL EMPLOYMENT
RIGHTS OFFICE**



TERO law allows for Indian Preference for Band owned entities and tribal construction contractors conducting business within tribal reservation boundaries.



TERO BASICS FOR CONTRACTORS

The TERO law protects tribal member rights by establishing fair labor practices and ensuring equitable treatment in the workplace. This can include provisions related to wages, working conditions, and other employment-related matters. TERO provisions prioritize employment and training opportunities for tribal members in our communities. Preference shall be granted as follows:

1. Mille Lacs Band of Ojibwe tribal members
2. Members of other federally recognized tribes.

Tribal members shall be paid according to the DBA federal prevailing wage.

When a project is near completion, tribal members shall be the last workers released from duty (not including leadership).

- ◆ The general contractor is responsible for paying the TERO fee, and the fee shall be paid directly to the Mille Lacs Band TERO Office.
- ◆ All contractors (general & subcontractors) are required to have an approved TERO Compliance Plan in place.
- ◆ Failure to have an approved TERO Compliance Plan in place before commencing

work, will result in non-compliance and the general contractor will be subject to sanctions. Sanctions are calculated at \$500 per day/per crew member until the TERO Director deems the violation is resolved.

- ◆ Any changes in the crew once work has begun, will require an updated & approved TERO Compliance Plan.
- ◆ TERO Compliance Plans may consist of a Core Crew and a Non-Core Crew.
 - ⇒ *The Core Crew is exempt from the Indian Preference Requirement and therefore is strictly limited to no more than 25% of the project crew. The Core Crews shall consist of crew members that are in leadership roles.*
 - ⇒ *The Non-Core Crew is subject to the Mille Lacs Band of Ojibwe's law for 50% Indian Preference. This means that half of the Non-Core crew positions shall be employment opportunities that are afforded to qualified tribal members in our local communities.*
- ◆ The TERO Office maintains a list of qualified tribal workers for referral. We have general laborers and skilled tradesmen available.

The TERO Office has a strong working relationship with MnDOT and local trades unions to provide marketable trades skill training for tribal members in our communities, ensuring a qualified workforce is available to contractors.

