



Spokane Tribal Employment Rights Office
PO Box 100 ~ Wellpinit WA 99040

(509) 258-7100

To: Contractors
From: Spokane Tribal Employment Rights Office
Subject: Pre-Bid Orientation, T.E.R.O.

All contractors that qualify as “Covered Employers” shall fully comply with the Spokane Tribal Employment Rights Ordinance (“Ordinance”). It is your responsibility to review the Ordinance and understand its impact on your bid and/or future work. If you have questions please ask them, the TERO is here to help you understand the requirements.

This Pre-Bid Orientation identifies that the undersigned contractor has received an informal orientation from the Spokane Tribal Employment Rights Office concerning their responsibilities pursuant to the Ordinance should they be awarded the contract. Furthermore, the undersigned agrees to abide by all responsibilities and requirements of the Ordinance while operating or doing business on the Spokane Indian Reservation. Each contractor shall return this signed Pre-Bid Orientation form, for record keeping purposes only. The contractor shall include a copy with all Bid Proposals for projects that fall under the Spokane Tribal Employment Rights Ordinance.

Contractor/Employer Signature

Date

Mailing Address

Phone Number

TERO Director or Designee

Date

**TRIBAL EMPLOYMENT RIGHTS
ORDINANCE
PRE-BID ORIENTATION**

The Spokane Tribe has adopted the Spokane Tribal Employment Rights Ordinance (“Ordinance” or “TERO”) covering:

Employment

This law requires that Covered Employers, defined in 45-2.01(n), performing work on Covered Projects, defined in 45-2.01(o), are bound to adhere to the Indian Preference requirements of the Ordinance and meet the goals for Indian Preference employees set by the Spokane Tribal Employment Rights Commission or Director.

Contracting and Subcontracting

Covered Employers shall give preference in the award of contracts and subcontracts to Tribally Owned and Indian Owned Businesses as required by the Ordinance. .

TERO Fees

Covered Employers shall pay an annual TERO Fee of 5% of the value of all Covered Activities performed by Covered Employer such fees shall be included in any bids for covered projects.

Covered Employer License Fee

All Covered Employers must acquire a license to operate on the Reservation. The fee is set in accordance with Section 45-15 of the Ordinance.

Compliance Plans

It should be understood that the successful bidder will be required to submit an approved compliance plan on how they intend to comply with the Spokane Tribal Employment Rights Ordinance before starting work on the project. (We provide a model or suggested compliance plan, but keep in mind if there are problem areas we are here to negotiate some type of solution, we are not here to hold-up or slow down the project).

Spokane Tribal Prevailing Wage Rates

The Spokane Tribal Business Council has approved a prevailing wage rate for all construction crafts that contractors must follow while working on the Spokane Indian Reservation or lands owned by the Spokane Tribe. Contact the TERO Office for a copy of the prevailing wage rates before bidding on a project. Section 45-4.07 of the Ordinance requires Covered Employers to pay employees according to a Wage Scale.

Bid Advertisements and Documents

The following “Public Notice” shall be included in all bid advertisements and bid documents:

“Public Notice”

Notice is hereby given to all prospective bidders, the Spokane Tribe of Indians has established a Local Ordinance concerning the Indian Preference labor and contracting or subcontracting. All prospective bidders are required to contact the following office before bidding.

Spokane Tribal Employment Rights Office
P.O. Box 100
Wellpinit, WA. 99040
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This concludes the Pre-Bid Orientation of the Spokane Tribal Employment Rights Ordinance. If you have any questions feel free to contact the TERO office.