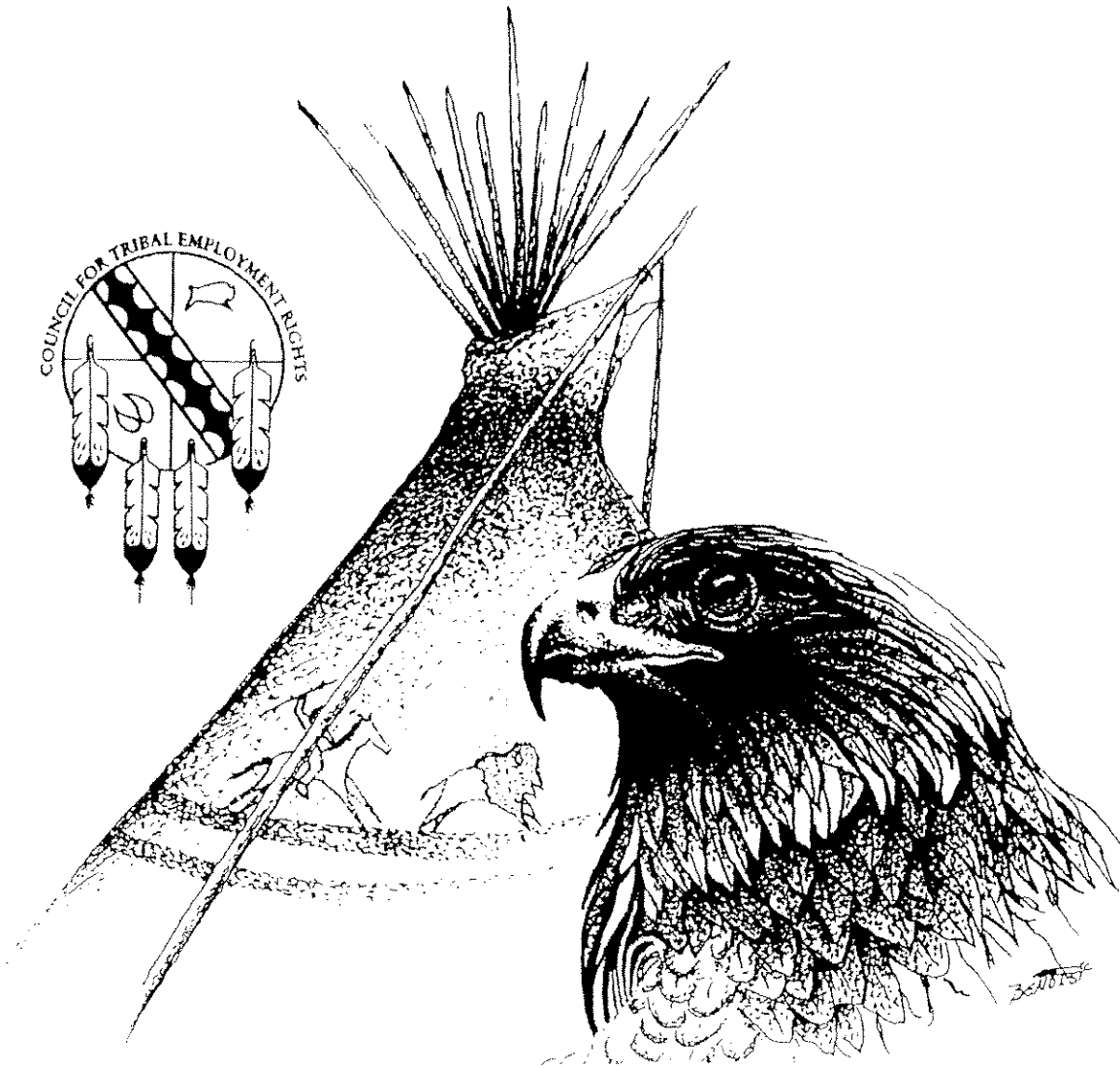


The Council for Tribal Employment Rights
2005 INDIAN PREFERENCE LEGAL UPDATE
&
TRIBAL WORKFORCE/BUSINESS PROTECTION
CONFERENCE



Imperial Palace Hotel & Casino – Las Vegas, Nevada
December 7-9, 2005

2005 INDIAN EMPLOYMENT LAW LEGAL UPDATE
&
TRIBAL WORKFORCE / BUSINESS UTILIZATION CONFERENCE

December 7-9, 2005 Las Vegas, NE.

PROGRAM OVERVIEW:

Our program this year will again provide vital legal updates, emerging trends, relevant court cases, breaking news and the latest in tribal and federal employment/contracting law. Program will feature presentations by leading experts in tribal / federal law and specialists in the field of human resource utilization. It will also highlight the escalating legal and political challenges / restrictions to Indian /Alaska Native preference and tribal employment law. The NLRB ruling concerning unions and Indian casinos and other potential tribal impacting cases will be reviewed. Special panels will present positive tribal / non tribal partnering examples and successes.

CRITICAL TOPICS/ISSUES:

- o Legal Challenges to Indian Preference
- o Changing Face of Tribal Employment Law
- o Federal Law & Indian Preference
- o Indian Preference-Breakdown Within
- o NLRB-Tribal Casino Ruling Update
- * Newsworthy Presentations: Mascots/Logos-Impacts on workplace relations. TERO application on fee lands.
- o TERO Non-Enforcement-Ethical Issues
- o Tribal Casinos - Workforce Realities
- o Effective Tribal /Non-Tribal Partnering
- o Maximizing Indian Business Utilization
- o Indian Contractors-Barriers/Opportunities

THE LAWS

Presentation will focus on Indian preference provisions, tribal exemptions, general employment law and affirmative action and special minority opportunity programs.

- TERO/TECRO
- NLRB
- TITLE VII (703i)
- EO 11246
- NEW TRANS BILL
- HUD/NAHASDA
- PL93-638
- OSHA /MSHA
- FLSA
- ADA,EPA,ADEA
- SBA (8a)
- DBE PROGRAM

PARTICIPATING AGENCIES & ORGANIZATIONS

Agencies have been asked to present their latest policies regarding Indian preference, TERO, Taxation etc.

- NIGA
- NIBA
- EEOC
- OFCCP
- FHWA
- US W&H
- OSHA
- HUD
- USDA
- SBA
- BIA-HIS
- EPA

SPECIAL PANELS

- o AKDOT, CALTRANS,
- o WSDOT, ODOT, TERO
- UNION/ TERO PLA's- Partnering that works.
- o Show Case Successes

WHAT YOU WILL RECEIVE:

- o Each participant will receive a conference manual containing employment law reference materials, latest federal agency Indian Preference policies and initiatives, legal up-dates and more.
- o Each participant will receive informational handout and brochures.

* Conference will provide all participants with excellent opportunities to make beneficial contacts and networking opportunities.

THIS PROGRAM IS A MUST FOR TRIBAL:

- Councilmen, Program Mgrs.
- Legal Departments
- TERO Officers/Commissioners
- Housing Authority Staff
- Casino/Industry Mgrs
- Personnel / Human Resource Depts.
- Indian Businessmen & Contractors
- State & Union Representatives

* Program is highly recommended for anyone doing business with tribes or on Indian Reservations / Alaska Native Villages.

WHEN:

Dates: December 7-9, 2005
 Time: 8:30 AM - 4:30 PM
 Wednesday - Friday

WHERE:

Imperial Palace Hotel/Casino
 3535 Las Vegas Blvd. South
 Las Vegas, NE 89109

CONFERENCE FEE:

\$350.00 CTER Members Advance
 \$375.00 at Door- Members
 \$375.00 Non-members
 \$400.00 At Door Non-members

HOTEL CONFERENCE RATES

Sun-Thur. \$55.00+Taxes (Single-Double Occupancy)
 Friday-Sat. \$89.00+Taxes //

HOTEL REGISTRATION NUMBER

1-800-800-2981
 (Ask for CTER rate)

*Cut Off date is November 20th. Important note: Seating for conference and hotel rooms filled very quickly last year. City of Las Vegas also is host to the National Rodeo finals on the same dates as our conference ...so register early.

Registration Form

Name: _____ Title: _____

Tribe/Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

Payment Enclosed: _____ Number Attending _____

** Please make checks payable to: **The Council for Tribal Employment Rights**

Mail/Fax form to:

John Navarro, CTER
 2710 E. Windmere Dr
 Phoenix, AZ 85048
 Phone # 480-759-6007
 Fax # 480-759-6007 (Call to Fax)
 Jnavarrocter@qwest.net

or

Jim Sloan, CTER
 1227 S. 284th St
 Federal Way, WA 98003
 Phone # 253-709-4536
 Fax 253-529-2677