

# The Chippewa Cree Tribe of the Rocky Boy's Reservation

TERO/WIA OFFICE

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Chippewa Cree Tribal Employment Rights Office  
Office of Compliance Enforcement

RE: Contractor/Subcontractor Requirements

Dear Contractor/Subcontractor,

Here is a brief explanation of the Chippewa Cree Tribal Employment Rights Ordinance (TERO) and required compliance plan, as required on projects under the jurisdiction of the Chippewa Cree Tribes. The current Chippewa Cree TERO cost of the business license fee schedule in accordance with Title 28 of the Chippewa Cree Tribal Law and Order Code, Business License Code, and Ordinance No. 2-91, Resolution No. 71-19 is:

1. Tribally owned business & businesses owned and operated by enrolled members of the Chippewa Cree Tribe that operate a small business:
  - A. Temporary License- not to exceed a ten (10) day period, a ten (\$10.00) dollar fee.
  - B. Partial Business License- not to exceed six (6) months, a twenty-five (\$25.00) dollar fee.
  - C. Annual Business License- not to exceed twelve (12) month period, a fifty (\$50.00) dollar annual fee.
2. Tribally owned business and businesses owned and operated by enrolled members of the Chippewa Cree Tribe that operate a large business:
  - A. Temporary License-not to exceed ten (10) days, a twenty-five (\$25.00) dollar fee.
  - B. Partial Business License-not to exceed six (six) months, a fifty (\$50.00) dollar fee.
  - C. Annual Business License-not to exceed twelve (12) months, a one hundred (\$100.00) dollar annual fee.
3. All other businesses not identified above:
  - A. Temporary License-not to exceed ten (10) days, a fifty (\$50.00) dollar fee.
  - B. Partial Business License-not to exceed six (6) months, a one hundred (\$100.00) dollar fee.
  - C. Annual Business License-not to exceed twelve (12) months, a two hundred (\$200.00) dollar fee.
4. 5% TERO fee will apply (Chippewa Cree Tribe Title XI TERO CODE, 11-1-309 TERO fee), per contractor & per vendor.

The minimum hiring percentage for construction project is **80% Indian Preference** of the total workforce hours.

The Chippewa Cree TERO requires:

1. A signed TERO Compliance Plan and required documents for each contract must be submitted and approved 7 days prior to start up. The plan is the working application of the TERO Ordinance and is an agreement that defines for hiring and subcontracting. All Subcontractors will also be required to submit this plan. All vendors must be approved.
2. The TERO *Manpower Request Form* is used to fill all open positions, list contractor's core crew, and is the conditional waiver for positions that cannot be filled by a TERO Referral. As per the