



Vocational Rehabilitation

Special points of interest:

Culture Group All welcome Thursday Omak VR 4:30—Dinner provided and some supplies if needed—Dottie 422-7402 language lesson too

Career connected learning is a series of skill-based programs that help young people connect directly to education, credentials, and career opportunities.

<https://careerconnectwa.org/>

Job skills training 10AM
Tues and Thursday
Omak TANF Office

Mon and Wed Government building TANF 10 AM

Daryl Toulou 634-2921

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SUBSTANCE USE DISORDER IN THE WORKPLACE

What is SUD?

SUD is a health condition that occurs when the recurrent use of alcohol or drugs “causes clinically significant impairment,” including other health conditions and failure to meet responsibilities at work, home, or school. SUD is a “treatable [condition] that affects a person’s brain and behavior, leading to their inability to control their use of substances like legal or illegal drugs, alcohol, or medications.” When SUD progresses to addiction, it is defined as a “chronic condition that can be treated but generally not cured, like diabetes or heart disease.” Commonly known types of SUD are opioid use disorder and alcohol use disorder.

Creating Recovery-Ready Workplaces

Employers who effectively respond to substance use in the workplace and work to hire, onboard, retain, and advance people in recovery from SUD benefit from an expanded labor pool, increased worker well-being, decreased turnover, improved productivity, and reduced health care costs. Because employers are uniquely positioned to address SUD in a way that benefits the nation’s economy, the National Drug Control Strategy was created to promote and support recovery-ready workplace (RRW) policies across the public, private, and federal sectors.

The *Recovery-Ready Workplace Toolkit: Guidance and Resources for Private and Public Sector Employers* is designed to help businesses and other employers prevent and respond more effectively to substance misuse among employees, build their workforces through hiring of people in recovery, and develop a recovery-supportive culture. It is also intended to serve as a resource to states, local governments, labor organizations, business groups, and non-profits considering launching multi-employer Recovery-Ready Workplace (RRW) initiatives at the local or state levels. Developed through the efforts of the Office of National Drug Control Policy, the Domestic Policy Council, and 12 federal departments and independent agencies, this toolkit supports efforts in the fourth pillar of President Biden’s Unity Agenda for the Nation, beating the opioid and overdose epidemic. The toolkits link can be found at <https://askearn.org/page/substance-use-disorder-in-the-workplace>.

SUD and the Law

Workers with SUD may be protected from discrimination on the basis of disability under federal civil rights law. Employees may be protected by the Americans with Disabilities Act (ADA) of 1990 or the Rehabilitation Act of 1973 (Rehab Act), depending on the employer they work for:

- **ADA**

Title I applies to **private employers with 15 or more employees, state and local governments, employment agencies, and labor unions.**

Title II applies to **public entities**, regardless of workforce size.

- **Rehab Act**

Section 501 applies to **federal agencies.**

Section 503 applies to **federal contractors and subcontractors.**

<https://askearn.org/page/substance-use-disorder-in-the-workplace>





PRACTICE
TRADITION,
BUILD THE
FUTURE, TRAIN
FOR
OPPORTUNITIES



TERO JOB DISPATCH

Mariam Barrow
509-634-2729

Call daily if your looking for a job placement

Training Requests

Roberta Bearcub
509-634-2719

Flagging training on-line available

Did you know...
If you haven't updated your TERO Application in the past 6-months, you may lose eligibility to be dispatched to a project. Please ensure that we have a current application on file so that we can contact you with job and/or training opportunities.

TERO Applications and training registrations can be found at Omak TERO / Voc Rehab office 1100 8th Ave or 2nd



TERO

floor Government Building
TERO office
Nespelem. Questions call
Thane Swan at 509-634-2716

Contractors please update Title 10 when there are any changes
Amanda Pakootas

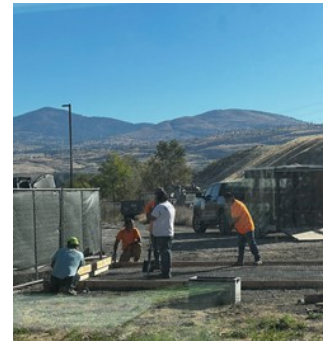
REQUEST FOR PROPOSALS:

RFB | San Poil Forest Development, 1 Mechanical Slash Pile for Keller Ridge and 30 Mile and McAllister Creek area | Closing Date Nov 3, 2024

RFQ | Elder Snow plow services | Closing Date Oct 7, 2024
PDF | Amendment #1: Mandatory Pre-Conference Meeting Re-scheduled

RFP | McGinnis flats Mastication Pre-Commercial Thinning | Closing Date Oct 3, 2024

LEARNING A TRADE ON THE JOB



COWORKER INTERACTION WITH SERVICE ANIMALS IN THE WORKPLACE

One strategy for employers could be to send a company-wide e-mail or memorandum stating that employees may run across an animal(s) in the workplace. The employer's communication to staff could explain that animals are in the building for a specific purpose and they are not to be interacted with for any reason. Interaction with the service animal includes, but is not limited to: talking, whistling, cooing, barking, petting or asking to pet, training the animal when it completes its task, tapping your leg or clapping your hands, or giving the animal food or treats. The general rule for coworkers is: when in doubt, if you are distracting or think you can distract the animal – STOP. Coworkers should also refrain from asking questions or making comments such as:

- "Are you sick?"
- "Good boy or good girl!"
- "Why do you get to have your dog at work?"
- "What kind of dog is that?"
- "I am a great animal person, let me pet the dog"
- "I know you are not supposed to pet, but we're friends!"
- "Can you show me what tricks it does"

<https://askjan.org/publications/consultants-corner/Service-Animal-Etiquette.cfm>

JAN
Job Accommodation Network

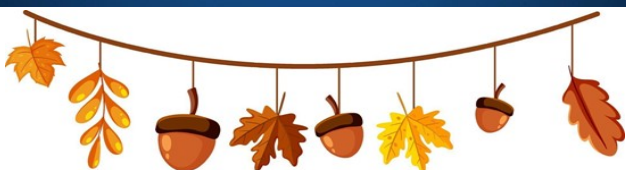
AskJAN.org

JAN is the leading source of free, expert, and confidential guidance on workplace accommodations.

Need assistance exploring accommodation solutions?

Ask JAN.
We can help!

800-526-7234
JAN@AskJAN.org





SUCCESSFUL Pictures of Nespelem JOB FAIR September 2024 Thank you

photographers Nannette Vaughn and Conita Desautel-Sampson

Four hours of fun and we had more than fifty visitors seeking information and employment.

Thank you to all that participated and shared
Thank You Pepsi for donating all the wonderful beverages.



National Disability Employment Awareness Month
This national campaign honors the **contributions** of people living with disabilities to the economy and workplace. It also raises awareness about disability employment problems and advocates for accommodations in the workplace for those living with a disability.



VOCATIONAL REHABILITATION



JUNE 2024 TRIBAL VOC REHAB CANAR
CONFERENCE FLAG PRESENTATION
Dottie assisted by Spokane Tribal sisters

Our Mission:

The Colville Tribal Vocational Rehabilitation Program provide culturally appropriate Vocational rehabilitation services to federally recognized tribal members with disabilities. Individuals who have a functional limitation and need assistance obtaining, maintaining, or regaining employment. Services are custom designed to fit each individuals needs. M-TH 7-530

- ◆ 21 Colville Street
NESPELEM 634-2733
- ◆ 1100 8th Avenue
OMAK 422-7578

Who is Eligible:

If you want to go to work and your answer is yes to the following statements, you may be eligible:

- ◆ Do you reside on or near the boundaries of the Colville Indian reservation?
- ◆ Are you an enrolled member of a federally recognized tribe?
- ◆ Do you have a physical or mental impairment that results in a substantial impediment to employment?
- ◆ Are you willing to work on a plan that will help you find suitable employment?

THE ECONOMIC ALLIANCE SMALL BUSINESS TRAININGS SAVE THE DATE!

October Events:

HUBZone Certifications & Creating Capability Statements

October 2nd, 2024

9:00 AM-11:00 AM

<https://form.jotform.com/rholderdiefenbach/washington-apex-training>

Quick Byte: Financial Statements

October 17th, 2024

10:00 AM

Tune in to our Facebook or YouTube pages to watch this short video and brief overview of balance sheets, income statements and cash flow statements <https://www.facebook.com/OKEconomicAlliance/>

Small Business Requirements and Resources Workshop

October 16th, 2024

2:00 PM - 4:00 PM

Family Health Centers, 1003 Koala Dr,
Omak, WA 98841

<https://www.eventbrite.com/e/okanogan-small-business-requirements-and-resources-workshop-tickets-1008020044087?aff=oddtcreator>

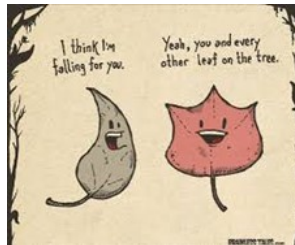
The Economic Alliance has a SBDC Certified Business Advisor on staff to meet with you!

To schedule an appointment, give us a call at: (509) 826 5107



Our Mission

The Northwest Native Development Fund seeks to foster economic and financial independence for Native people by assisting in the development of personal assets through financial and entrepreneurial education as well as providing access to capital through creative lending products. NNDF will promote this mission by increasing home ownership and economic opportunities.



What We Do

- **COMMUNITY DEVELOPMENT** THE NNDF HAS WORKED WITH MULTIPLE PARTNERS TO HELP CREATE A MORE ECONOMICALLY VIBRANT COMMUNITY.
 - **PERSONAL DEVELOPMENT** Northwest Native Development Fund offers a variety of financial and business educational courses.
- **LOAN ASSISTANCE** The NNDF seeks to foster economic and financial independence for Native People.
- **NEWS** Get up to date on the latest news and happening with the Northwest Native Development Fund.



509-633-9940

October

Y	L	S	C	R	T	P	D	O	G	O	R	S	A
E	D	A	P	U	D	E	C	I	S	I	O	N	E
O	I	N	C	F	W	A	O	G	S	M	T	L	C
N	N	M	I	O	C	A	L	M	N	E	S	S	A
O	P	I	U	I	L	R	P	E	B	K	D	E	U
N	U	N	R	T	E	O	I	E	L	B	P	V	T
F	M	D	L	W	K	F	R	E	A	G	R	A	U
E	P	F	A	M	I	L	Y	S	N	N	O	E	M
D	K	U	M	M	A	C	G	M	K	I	G	L	N
N	I	L	E	P	E	A	C	E	E	K	R	P	I
I	N	N	U	S	A	I	N	L	T	L	E	I	S
W	S	S	L	L	S	E	C	N	S	A	S	M	I
A	S	R	A	C	E	C	L	L	A	W	S	N	L
U	R	E	F	R	E	S	H	I	N	G	L	E	V

PEACE
DECISION
COLORS
PROGRESS
WIND
FAMILY
LEAVES
CALMNESS
REFRESHING
BLANKETS
MINDFUL
PUMPKINS
WALKING
AUTUMN

Play this puzzle online at : <https://thewordsearch.com/puzzle/7563813/>



What do you call a
pumpkin that works
at the beach?
A life gourd.

woman's day



Knock, knock.

Who's there?

Butternut.

Butternut who?

Butternut go
outside. It's chilly.



HIGHER EDUCATION

CCT FINANCIAL AID

DEADLINE DATES

1st term: Fall - August 1st

2nd term: Winter/Spring- December 1st

3rd term: Spring- February 1st

4th term: Summer- May 1st

<https://www.cct-ene.com/scholarships-grant>

**PO Box 150 Nespelem, WA
Lucy F. Covington Government
Center**

Southwest Wing- 3rd Floor

**(509) 634-2779 | Fax (509) 634-
2790 | Toll Free 1-888-881-7684**

**Monday - Thursday 7:00am -
5:30pm**

LIBRARY

OCTOBER

MON	TUE	WED	THU	FRI
30 CLOSED	1 Hours 8AM-5:30PM Balance Ex. IITAM	2 CLOSED	3 Hours 10AM-4:30PM Balance Ex. IITAM Alternative School	4 Hours 10AM-4PM Quilt Class & Massage Therapy
7 CLOSED	8 Hours 7AM-5:30PM Balance Ex. IITAM Adult Art 1PM	9 CLOSED	10 Hours 7AM-5:30PM Balance Ex. IITAM Alternative School Senior Bake Sale 9AM-noon	11 CLOSED
14 Indigenous Peoples Day CLOSED	15 Hours 10AM-5:30PM Balance Ex. IITAM Adult Art 1PM	16 CLOSED	17 Hours 10AM-5:30PM Balance Ex. IITAM Alternative School	18 Hours 9:30AM-3PM Quilt Class
21 CLOSED	22 Hours 10:30AM-5PM Balance Ex. IITAM pumpkin Carving 1-5PM	23 Hours 10:30AM-5PM pumpkin Carving 1-5PM	24 Hours 10:30AM-5PM Balance Ex. IITAM Alternative School pumpkin Carving 1-5PM	25 pumpkin Carving Contest Voting 10AM-6PM (Closes SAT-4PM)
28 CLOSED	29 Hours 10:30AM-5PM Balance Ex. IITAM Adult Art 1PM	30 Hours 10:30AM-5PM	31 Hours 10:30AM-5PM Balance Ex. IITAM Alternative School	

NOTES

Spent Weather

Massage Therapy call to make an appointment 509-207-0417

KELLER COMMUNITY HALLOWEEN CARNIVAL OCTOBER 26TH @ 5PM

October 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
30 NESPELEM LIBRARY CLOSED	1 NESPELEM LIBRARY CLOSED	2 NESPELEM LIBRARY CLOSED	3 NESPELEM LIBRARY CLOSED
7 Nespelem OPEN	8 Nespelem 7-3 + Blocks & Beyond 3:30-5:30pm	9 Nespelem OPEN	10 Open @ 11 Paint w Big Momma 6pm
14 Nespelem OPEN	15 Nespelem 7-3 + Blocks & Beyond 3:30-5:30pm	16 Nespelem OPEN	17 Nespelem OPEN
21 Nespelem OPEN	22 Nespelem 7-3 + Blocks & Beyond 3:30-5:30pm	23 Nespelem OPEN	24 Nespelem OPEN
28 Nespelem OPEN	29 Nespelem 7-3 + Blocks & Beyond 3:30-5:30pm	30 Nespelem Open Book Club 11:30-1	31 Open 7-11

Nespelem Library Closed to the Public @ 3pm on TUESDAYS

Nespelem Hours of Operation: DAILY 7AM-5:30PM (509)634-2791

Native & Strong Lifeline

Mental health issues can make you feel alone. You are not alone.

The Native & Strong Lifeline provides all Indigenous people in Washington state with listening ears and caring support. Services are free, confidential, and provided by Native counselors trained to listen and provide support and resources.



Call 988 and press 4.

<https://nativelifeline.org/>

<https://nativehub.org/> Native Centralized information Service

**October is a month of awareness
for mental health, with several
observances including:**

- ◆ **Mental Illness Awareness Week:** The first week of October is Mental Illness Awareness Week (MIAW), a national campaign led by the National Alliance on Mental Illness (NAMI) to raise awareness of mental illness.
- ◆ **National Depression Screening Day:** October 5 is National Depression Screening Day.
- ◆ **World Mental Health Day:** October 10 is World Mental Health Day, a day to raise awareness of mental health issues and encourage efforts to support those experiencing them

SOCIAL SECURITY DISABILITY APPLICATION PROCESS

Whether you apply online, by phone, or in person, the disability benefits application process follows these general steps:

You gather the information and documents you need to apply. We recommend you print and review the [Adult Disability Checklist](#). (AVAILABLE ONLINE) It will help you gather the information and documents you need to complete the application.

- You complete and submit your application.

We review your application to make sure you meet our [basic requirements](#) for disability benefits.

- We confirm you worked enough years to qualify.
- We evaluate any current work activities.
- We process your application and forward your case to the Disability Determination Services office in your state.
- This state agency makes the disability determination decision.

To learn more about who decides if you have a disability, read our publication [Disability Benefits](#). (AVAILABLE ONLINE)

Once You've Applied

Processing time for disability applications vary depending on the nature of the disability, necessary medical evidence or examinations, and applicable quality reviews.

Once we receive your application, we'll review it and contact you if we have questions. We might request additional documents from you before we can proceed.

Look For Our Response

When the state agency makes a determination on your case, you'll receive a letter in the mail with our decision. It generally takes three to six months for an initial decision. If you included information about other family members when you applied, we'll let you know if they may be able to receive benefits on your record.

Check The Status

You can check the status of your application online using your personal [my Social Security account](#). *If you are unable to check your status online, you can call us 1-800-772-1213 (TTY 1-800-325-0778) from 8:00 a.m. to 7:00 p.m., Monday through Friday.*

ONLINE LINK: <https://www-origin.ssa.gov/benefits/disability/>

Call 1-800-772-1213 (TTY 1-800-325-0778) from 8:00 a.m. to 7:00 p.m., Monday through Friday, to apply by phone.

You may be able to work on SSDI talk to your benefits counselor or TVR Counselor for more information





Tuesday, October 15, 2024 at 11AM
Mobile Market - Omak
 Public · Event by **Second Harvest Inland Northwest**

PAINT WITH
Big Momma
 Paint & Sip Edition

RESCHEDULE OCTOBER 10TH

12 Lakes Ave. Nespelem, WA 509-634-2791
OCTOBER 10TH 6pm-830pm
 \$20/seat (Only 16 available)
 Prepayment required • Venmo, fbpay, PayPal accepted
 Please contact Teresa "Big Momma" Jensen via text to prepay and reserve your seat!!
 509-322-3424
 Venmo: @bigmomma-tat-2 • PayPal: TeresaJensen980
 FBPay: Teresa Jensen

2-day Star Quilt Making Class
October 9th - 10th
 8am to 5:30pm

Teachers: Maria Abbott & Roslynn

Lucy Covington Government Center Auditorium

A non-refundable Class fee \$50
 Fabric supply list to come after sign up

Items needed to participate in the class:
 Fabric (WASHED, DRIED & IRONED), Sewing Machine, Sewing Notions: Straight Pins/Clips, Rotary Cutter, Sharp Scissors, Seam Ripper, thread, bobbins
 Optional Items: Quilting Ruler, Cutting Mat, 1/4in sewing foot,

Payment accepted by:
 Facebook Pay: Roslynn LaFountaine
 Venmo ~ @CalleighLaFountaine
 CashApp ~ SRML1994
 For More Information call/text:
 509-978-9161 Roslynn

GENERAL MEMBERSHIP MEETING

FOR FUTURE GENERATIONS
 CFT General Membership

OMAK LONGHOUSE
 OCTOBER 5, 2024 AT 9AM
 7 MISSION RD, OMAK, WA 98841

*Tribal membership identification required

MUTUAL HELP GROUPS

- **AA/NA/GA/SLA** - estimated 1.3 million AA members in U.S.
- **Self-Management and Recovery Training (SMART)** - holds more than 3,000 meetings per week
- **LifeRing Secular Recovery** - 140 in-person meetings + online meetings and other virtual support
- **Wellbriety** - online and in-person meetings
- **InTheRooms.com** - 130 weekly online meetings

Join us in person 5:30-6:30p Tues. & Thurs. @ Nespelem Community Center, 5 School Loop Rd.

washington recovery help line
 866-789-1511

STUDENTS & BUSINESSES ARE INVITED TO THE NCW COLLEGE & CAREER EXPOS

THREE GREAT EVENTS IN-PERSON ACROSS THE REGION!

At these events, educators and local industry professionals come together to introduce students to work experiences that engage, train and inspire them for the 21st-century workforce that is in demand by regional employers.

In addition to connecting with colleges and industry professionals, students who attend the expos will get to engage in hands-on work based activities, explore workplace tools and equipment and learn from real job descriptions.

Businesses, educational institutions, training programs, and student support services are all encouraged to participate at the event as exhibitors.

Thursday, October 17
 Big Bend Community College
 11:00am - 2:00pm
 7602 Charute St NE
 Moses Lake, WA 98857

Wednesday, October 23
 Okanogan Ag Plaza
 8:30am - 12:00pm
 175 Model Trail
 Okanogan, WA 98840

Thursday, November 7
 Wenatchee Valley College
 8:00am - 12:00pm
 1300 8th Street
 Wenatchee, WA 98801

There is no cost for Exhibitors or Students to participate and can attend any or all events!
 Learn more and register to attend at: www.ncesd.org/career-expos

Presented in Partnership by:

Find an online meeting at
<https://tinyurl.com/35bdj8nu>

AL-ANON

Al-Anon and Alateen are mutual support groups for people affected by someone else's drinking.

OKANOGAN FAMILY GARTER FAIR

FALL 2024

OCTOBER 11, 12, 13

76 W Cayuse Mt Rd., Tonasket

Nespelem Community
 Drug Taskforce
 Meetings

October 2, 2024
 4:30-5:30 pm

Lucy F. Covington
 Government

2-4 Conference Room
 "Everyone Welcome"

OKANOGAN HARVEST festival

Saturday October 5, 2024 9 AM - 2 PM

Featured Events:

- Vendor Booths
- Farmers Market
- Pet Parade
- Kids Games
- Car Show & Shine
- Live Music

& more!

Proudly Presented by

Family Fun in Sunny Okanogan!

Find more information at www.okchamber.com

