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NIOSH Launches Worker Safety and Health Initiative for American Indians and Alaska Natives

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In 2013, the National Institute for Occupational Safety and Health (NIOSH) launched an initiative to partner with American Indian and Alaska Native (AI/AN) communities, organizations, and partners to provide occupational safety and health (OSH) support. NIOSH, part of the Centers for Disease Control and Prevention (CDC), conducts research and makes recommendations to protect the safety and health of the nation's 155 million workers. NIOSH is not a regulatory agency and has no enforcement authority. NIOSH collaborates with diverse stakeholders to understand how worker injuries, illnesses, and deaths occur and then implement practical workplace solutions. The purpose of this article is to summarize what is known about safety and health issues among AI/AN workers and to describe the NIOSH initiative to enhance OSH in tribal communities.

Fatal Occupational Injuries to American Indian/Alaska Native Workers, 2003 - 2010

NIOSH analyzed data from the Bureau of Labor Statistics (BLS) Census of Fatal Occupational Injuries (CFOI) Program, which collects information on all work-related fatalities and is the most comprehensive source for data on workplace fatalities in the US. According to the BLS, there were 292 AI/AN workers killed on the job during 2003 - 2010 — an average of 37 fatalities each year (see Figures 1 and 2). Most of those fatalities occurred to male workers (272, 93%). The industries

with the most fatalities were construction (66), agriculture/forestry/fishing (47), and transportation and warehousing (32). The leading cause of work-related fatality was transportation crashes, which resulted in more than half of all deaths to AI/AN workers (153, 52%). More than half of all work-related fatalities occurred in the following six states: Oklahoma (39), Arizona (30), Alaska (25), Washington (21), California (20), and New Mexico (17). It is important to note that, although the CFOI data are the most comprehensive

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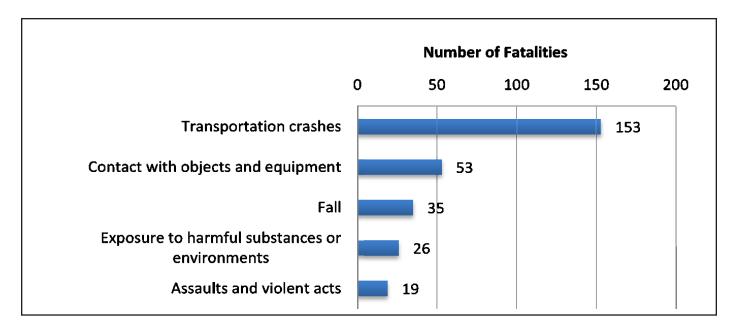
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Figure 1. Most Common Fatal Events to AI/AN Workers, 2003 - 2010



source for information on workplace fatalities, there is still a need for additional data with more detail. For example, CFOI data do not identify fatal events that occur on a reservation or other tribal lands, and tribal affiliation is not collected.

NIOSH Initiative

The main goal of the NIOSH initiative is to maximize resources to build and strengthen OSH capacity in tribal communities. NIOSH has developed an action plan that entails close collaboration with partners to determine how best to implement the AI/AN initiative and provide OSH support. Activities are coordinated with the CDC Office of State, Territorial, Local and Tribal Support (OSTLTS), Associate Director for Tribal Support. Activities are underway to assess what resources are currently dedicated to addressing OSH issues among AI/AN. Consultations with tribal government will be organized to understand and describe the OSH needs of the AI/AN population and to identify priority OSH issues, including surveillance needs. NIOSH will seek to establish a workgroup or council that includes internal and external representatives/partners, based on consultation with tribal governments. NIOSH aims to organize face-to-face meetings with key tribal representatives (preferably at organized conferences or meetings) and to be able to develop a research and technical assistance agenda to help address AI/AN OSH priorities. Based on consultation with tribal governments, NIOSH intends to conduct one or more pilot technical assistance project(s) to evaluate approaches for working with the AI/AN community and resource commitments and to develop a communication strategy and communication products.

All research activities will honor the unique governmentto-government relationship that exists between the US and all federally-recognized tribes.

What can NIOSH contribute/provide?

NIOSH can provide technical expertise in OSH through field studies and investigations, conduct health hazard evaluations (HHEs) and fatality investigations, and provide resources on specific OSH topics. NIOSH can facilitate this effort and organize a workgroup or council for the initiative. Other potential activities may include developing communication products that address priority OSH issues.

How to get involved with this initiative?

You can assist by informing tribes and tribal organizations about the initiative. You can encourage those responsible for protecting AI/AN workers to partner with NIOSH, and you can report AI/AN worker safety and health issues to NIOSH. See contact information below. Your participation and collaboration will help NIOSH in furthering this initiative.

For more information, and to partner with NIOSH, please contact Edgar Reyes, Senior Safety Engineer, telephone (303) 236-5954; e-mail *uwn7@cdc.gov*; or Elizabeth Dalsey, Health Communications Specialist, telephone (303) 236-5955; e-mail *fof2@cdc.gov*. You may also visit the NIOSH web site at *http://www.cdc.gov/NIOSH*.

Number of Fatalities 40 0 20 60 80 Construction 66 Agriculture, forestry, fishing and hunting 47 Transportation and warehousing 32 Waste management and remediation 16 Retail trade 14 13 Mining Manufacturing 13

Figure 2. Fatal Occupational Injuries to AI/AN Workers by Industry, 2003 - 2010

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- 3. Indian Entities Recognized and Eligible to Receive Services from the United States Bureau of Indian Affairs, Federal Register 78:87 (May 6, 2013), pp.

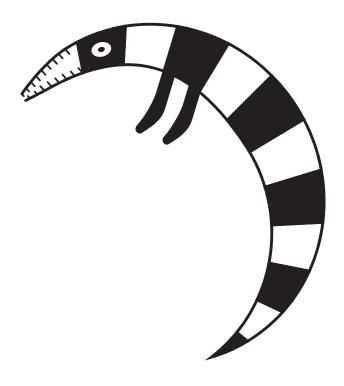
26384-26389.

- 4. Knowing Tribal Health, Association of State and Territorial Health Officials, http://www.astho.org.
- 5. Source: Bureau of Labor Statistics, Census of Fatal Occupational Injuries. Note: Includes fatalities in most frequent (private) industry only (n=251). There were an additional 51 fatalities to AI/AN workers employed by state or federal government.

The 19th Annual Elders Issue

The May 2014 issue of *The IHS Provider*, to be published on the occasion of National Older Americans Month, will be the nineteenth annual issue dedicated to our elders. Indian Health Service, tribal, and Urban Program professionals are encouraged to submit articles for this issue on elders and their

health and health care. We are also interested in articles written by Indian elders themselves giving their perspective on health and health care issues. Inquiries or submissions can be addressed to the attention of the editor at the address on the back page of this issue.



Our Apologies

We apologize for the delay in the production of this issue. Constraints on funding at the end of the fiscal year made it impossible to complete the preparation of the issue until now. We will catch up with our usual monthly publishing schedule as soon as possible. We are currently accepting submissions for the February issue.



Hummingbird's Squash, the second Eagle Books novel in the series for middle school youth, has been released.

Hummingbird and her friends are being bullied and intimidated. It has gotten so bad that Hummingbird has been prevented from competing in the middle school science fair. Can the wise eagle Sky Heart, the kind rabbit Thistle, and the trickster Coyote work together to stop the bullies and save Hummingbird's reputation? Or will Coyote's mischievous ways get the better of him?



The Eagle Books

The Eagle Books use traditional ways and the wisdom of a wise eagle to teach about being active, eating healthy foods, and preventing type 2 diabetes. Readers have called the novels "amazing," "cool," and "the best stories I have ever read!" You can <u>order the Eagle Books</u> for free from the CDC publications page or by calling I-800-CDC-INFO.

The middle school books and the graphic novels are produced by the <u>Native Diabetes</u> <u>Wellness Program</u>, part of the Division of Diabetes Translation at the Centers for Disease Control and Prevention.

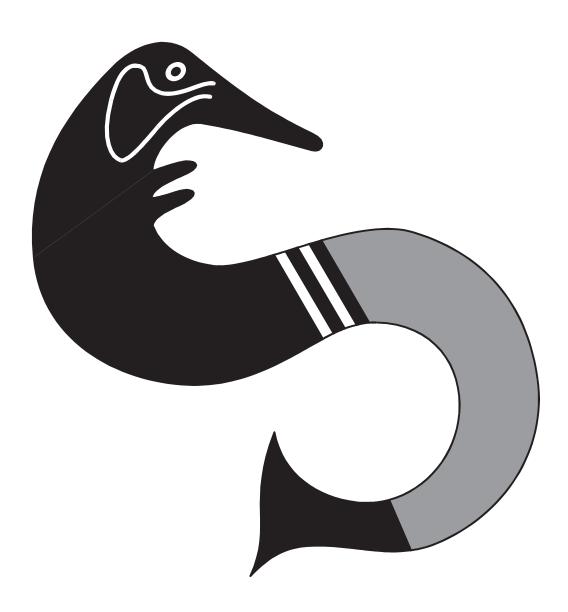
Families, schools, and programs serving American Indians and Alaska Natives can also <u>order copies of Eagle Books and related materials</u>, Diabetes in Tribal Schools (DETS) curriculum, Traditions of Gratitude posters by Sam English, and more through Indian Health Service Division of Diabetes.

<u>Visit CDC's Native Diabetes Wellness Program website</u> for more information.

Electronic Subscription Available

You can subscribe to *The Provider* electronically. Any reader can now request that he or she be notified by e-mail when the latest issue of *The Provider* is available on the Internet. To start your electronic subscription, simply go to *The Provider* website (http://www.ihs.gov/Provider). Click on the "subscribe" link; note that the e-mail address from which you are sending this is the e-mail address to which the electronic

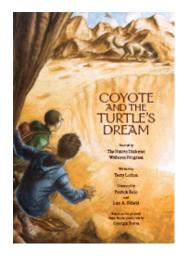
notifications will be sent. Do not type anything in the subject or message boxes; simply click on "send." You will receive an e-mail from LISTSERV.IHS.GOV; open this message and follow the instruction to click on the link indicated. You will receive a second e-mail from LISTSERV.IHS.GOV confirming you are subscribed to *The Provider* listserv.





Dozens of free downloadable Eagle Books posters, games, crafts, flyers, event planning tools, family activities,

animations, stationery, and other resources can be found in the Eagle Books Toolkit at the CDC's Native Diabetes Wellness *Program* site. The toolkit is a free online resource for Eagle Books activity sheets, displays, props, games. instructions, and even more incentives to help educate your community about type 2 diabetes in a fun and entertaining way. Don't forget, the four original Eagle Books for young children and an Eagle Books adventure novel for middle school youth are still completely free for families and for programs serving American Indians and Alaska Natives. Order books http://wwwn.cdc.gov/pubs/diabetes.aspx.



The Eagle Books

Inspired by the wisdom of traditional ways of health in

tribal communities, the four original Eagle Books stories feature a colorful cast of animal characters and young children who explore the benefits of being physically active, eating healthy foods, and seeking the wisdom of elders regarding healthy living. In *Coyote and the Turtle's Dream* (2011), and the forthcoming *Hummingbird Squash*, the children are growing up and finding adventures with their middle school friends. Both sets of books are produced by CDC's Native Diabetes Wellness Program of the Division of Diabetes Translation in cooperation with the Tribal Leader Diabetes Committee and the IHS to broaden type 2 diabetes awareness and prevention.

MEETINGS OF INTEREST

Advancements in Diabetes Seminars Monthly; WebEx

Join us monthly for a series of one-hour WebEx seminars for health care program professionals who work with patients who have diabetes or are at risk for diabetes. Presented by experts in the field, these seminars will discuss what's new, update your knowledge and skills, and describe practical tools you can use to improve the care for people with diabetes. No registration is necessary. The accredited sponsors are the IHS Clinical Support Center and IHS Nutrition and Dietetics Training Program.

For information on upcoming seminars and/or previous seminars, including the recordings and handouts, click on this link and see Diabetes Seminar Resources: http://www.diabetes.ihs.gov/index.cfm?module=trainingSeminars

Available EHR Courses

EHR is the Indian Health Service's Electronic Health Record software that is based on the Resource and Patient Management System (RPMS) clinical information system. For more information about any of these courses described below, please visit the EHR website at http://www.ihs.gov/CIO/EHR/index.cfm?module=rpms_ehr_training. To see registration information for any of these courses, go to http://www.ihs.gov/Cio/RPMS/index.cfm?module=Training&option=index.

The Fourth Annual Alaska Native Health Research Conference Anchorage, Alaska; March 27 - 28, 2014

The 4th Annual Alaska Native Health Research Conference (ANHRC), hosted by the Alaska Native Tribal Health Consortium Health Research Review Committee will be held at the Hotel Captain Cook, Anchorage, Alaska, on March 27 - 28, 2014. The objectives of the conference are to assemble 200 - 300 tribal leaders, health professionals, health organization directors, health educators, Alaskan students interested in health-related fields, and health researchers serving Alaska Native people statewide to build capacity for health research by Alaska tribal organizations and in Alaska Native communities and to promote tribal self-determination (Public Law 93-638, 1996) through development of Alaska Native health research professionals. Specific aims include 1) promoting community-based participatory research, cultural competence of research staff, and community confidence in research; 2) sharing advances in Alaska Native health research with tribal leaders, community members, and health research professionals internal and external to the Alaska Tribal Health System; and 3) demonstrating the positive impact of health research on the health status of Alaska Native people, thereby reinforcing the need for continued support of health research to minimize important health disparities. The 4th ANHRC provides a forum whereby researchers, at the request of Native leadership, will share basic information pertaining to epidemiologic surveillance and observational research, community intervention studies, and clinical randomized controlled trials. A substantial portion of this conference will focus on the multiple environmental health projects conducted in several rural communities statewide.

Please visit our website periodically for registration information and other updates on the conference as they are posted at https://www.signup4.net/public/ap.aspx?EID=20133021E&OID=50. The website can also be easily accessed through a link on https://www.alaskatribalhealth.org/.

POSITION VACANCIES

Editor's note: As a service to our readers, The IHS Provider will publish notices of clinical positions available. Indian health program employers should send brief announcements as attachments by e-mail to john.saari@ihs.gov. Please include an e-mail address in the item so that there is a contact for the announcement. If there is more than one position, please combine them into one announcement per location. Submissions will be run for four months and then will be dropped, without notification,, but may be renewed as many times as necessary. Tribal organizations that have taken their tribal "shares" of the CSC budget will need to reimburse CSC for the expense of this service (\$100 for four months). The Indian Health Service assumes no responsibility for the accuracy of the information in such announcements.

Psychiatrist Staff Dentist

Family Nurse Practitioner (Family Practice/Geriatrics) Consolidated Tribal Health Project, Inc.; Calpella, California

Consolidated Tribal Health Project, Inc. is a 501(c)(3) non-profit, ambulatory health clinic that has served rural Mendocino County since 1984. CTHP is governed by a board comprised of delegates from a consortium of nine area tribes, eight of which are federally recognized, and one that is not. Eight of the tribes are Pomo and one is Cahto. The campus is situated on a five-acre parcel owned by the corporation; it is not on tribal land.

CTHP has a Title V Compact, which gives the clinic self-governance over our Indian Health Service funding allocation. An application for this position is located at *www.cthp.org*. Send resume and application to Karla Tuttle, HR Generalist, PO Box 387, Calpella, California 95418; fax (707) 485-7837; telephone (707) 485-5115 (ext. 5613). (12/13)

Family Practice Physician Pharmacist Laboratory Supervisor EMT Basic/Intermediate First Responder Environment Health Assistant Master Social Worker

Alamo Navajo School Board, Inc.; Alamo, New Mexico

Alamo Navajo School Board, Inc., Health Division is seeking health care practitioners to come work with their dedicated staff on the Alamo Navajo Reservation. Our clinic is located 140 miles southwest of Albuquerque and sixty miles west of Socorro. We have a multiservice community health center that include medical, dental, onsite pharmacy and lab,

optometry, mental health, emergency medical, aftercare, and community health education services. One focus is on diabetes awareness and prevention of the disease, which affects one in every five people in Alamo. In support of the effort, the Health Division in collaboration with the Board and Administration constructed a community wellness center. The facility has a full-size gymnasium, aerobic and weight room, classrooms, kitchen, game room, day care, and an outdoor fitness path.

Alamo Navajo School Board, Inc., provides a highly negotiable and competitive salary; signing bonus; student loan assistance; housing; and an excellent benefits package that consist of a group health insurance/life insurance at no cost for employees and shared cost for dependents; 403(b) Retirement Plan and 457(b) Deferred Contribution Plan; Relocation reimbursement; 13 major holidays off; personal leave; and community wellness center access. Hiring preference will be given to Navajo and Indian Preference. For more information, please contact Hotona Secatero, Director of Personnel, at (575) 854-2543 extension 1309; or e-mail *hsecatero@ansbi.org*. (12/13)

Clinical Director Family Medicine Physician Kodiak Area Native Association; Kodiak, Alaska

The Kodiak Area Native Association (KANA) is searching for an adventurous, highly motivated physician to lead our team that is committed to patient centered care, customer service, quality improvement, and stewardship. KANA is celebrating its 48th year of providing patient and family focused health care and social services to Alaska Natives and other beneficiaries of KANA throughout Kodiak Island. KANA's award winning medical staff is comprised of four physicians who work in conjunction with two midlevel providers, dedicated nurse case managers, and ancillary staff to deliver the highest quality, team-based health care to an active user population of 2,800 patients. Integrated behavioral health and pharmacy services within the primary care setting also facilitate an advanced support system to ensure our patients' needs are met.

The spectacular scenic beauty of Kodiak Island offers a backdrop for an abundance of outdoor and family activities, including world-class fishing, hunting, wildlife viewing, kayaking, and hiking just minutes from your door. Its sometimes harsh climate is balanced by mild temperatures and unparalleled wilderness splendor that provide Kodiak's residents with a unique lifestyle in a relaxed island paradise.

KANA offers competitive compensation and an excellent employee benefits package, including medical, dental, vision, flexible spending accounts, short term disability insurance, life insurance, accidental death and dismemberment insurance, 401k with employer contribution, fitness membership, and paid time off.

If you're interested in hearing more about how you can start your journey to an adventure of a lifetime, please visit our website at *www.kanaweb.org*, give Lindsey Howell, Human Resources Manager, a call at (907) 486-9880, or contact our HR Department at *hr@kanaweb.org*. Alaska's Emerald Isle awaits you! (12/13)

Clinical Director
Family Practice Physician (2)
Physician Assistant
Family Nurse Practitioner
Clinical Nurse
Tohatchi Health Center; Tohatchi, New Mexico

Tohatchi Health Center is the quality innovation and learning network (QILN) site for Gallup Service Unit. We are located approximately 30 miles north of Gallup, New Mexico, nestled against the Chuska Mountains. Ambulatory services include family medicine, internal medicine, obstetrics and gynecology, optometry, dental, pharmacy (including anticoagulation clinic), podiatry, physical therapy, social services, public health nursing, laboratory, limited radiology, and support services. Our facility provides health care Monday through Friday, 8:00 am to 4:30 pm. Our focus is building our medical home and supporting a patient centered health care system with the patients and communities we serve.

For more information, you can contact CDR Pamela Smiley, RN-SCN, Acting Health Systems Administrator at (505) 733-8100 or e-mail at pamela.smiley@ihs.gov. (12/13)

Primary Care Providers Koosharem Community Health Center; Richfield, Utah Kanosh Community Health Center; Kanosh, Utah

The Paiute Indian Tribe of Utah (PITU) has job openings for full-time mid-level practitioners at each location. The tribe operates health clinics in four communities, two of which are newly funded Community Health Centers in Richfield and Kanosh, Utah. Our outreach area encompasses 15 cities in Millard and Sevier Counties with an approximate service population of 25,311. Our goal is to provide excellent health care and services to those with economic, geographic, cultural, and language barriers. Clinical services include family medicine, prenatal and women's health care, dental, optometry, nutrition and dietetics education, and social service programs.

Richfield is located in west central Utah and lies in a valley surrounded by beautiful red rock mountains. Richfield is part of Panoramaland, and is a popular thoroughfare to several nearby national parks and forests. Kanosh is a small farming town located in Millard County; it was named in honor of the Paiute Indian Chief Kanosh. These areas have long been known for their outdoor recreational opportunities, such as hiking, fishing and hunting, mountain biking, and all-terrain

vehicle events.

We offer an excellent benefits package that consists of a competitive annual salary, no cost health/dental/life insurance for the entire family, a 401(k) retirement plan with tribal match, 14½ paid holidays, annual (vacation) and sick leave accruals that roll over year to year, ability to earn compensatory time for time over 40 hours weekly, plus eligibility for NHSC or IHS loan repayment.

Interested candidates should submit a PITU application; CV/resume; and copies of medical license, driver's license, highest level of education achieved, and CIB (if applicable) to Paiute Indian Tribe of Utah, Attention: Kim Kelsey, 440 N. Paiute Dr., Cedar City, UT 84721. Job posting closes January 17, 2014, although the position will be remain open until filled. Visit www.utahpaiutes.org to download application; call (435) 586-1112, ext. 110; or e-mail kim.kelsey@ihs.gov with questions or for more information. (11/13)

Primary Care (Internal Medicine or Family Practice) Physicians

Phoenix Indian Medical Center; Phoenix, Arizona

The Departments of Family and Internal Medicine at the Phoenix Indian Medical Center have openings for board certified/eligible outpatient family and internal medicine physicians. Our adult primary care services are provided by eleven family physicians, six internists, and two midlevel providers. Our physicians work in multidisciplinary health care teams with the active participation of nurse care coordinators, nutritionists, pharmacists, nurses, clerks, and other staff, all of whom work together to provide a medical home for patients with chronic illnesses. We have an advanced access appointment system and have been using the Electronic Health Record for over six years. Full time 8 and 10 hour per day schedule options are available. Competitive federal salaries and benefits are available, and Commissioned Officer applicants are also welcome. Job applications should be made online at USAJOBS.gov. For more information, please contact Dr. Eric Ossowski, Family Medicine, or Dr. Dorothy Sanderson, Internal Medicine at (602) 263-1537. (10/13)

Hospitalist (Family Practice or Internal Medicine) Physicians

Phoenix Indian Medical Center; Phoenix, Arizona

The Phoenix Indian Medical Center (PIMC) is actively seeking board certified/eligible family medicine or internal medicine physicians to staff its inpatient unit. PIMC is an inpatient and outpatient facility located in downtown Phoenix that provides medical care to patients from over 40 tribes. Hospitalists typically round/admit/consult on 8 to 12 patients per shift. Typical admitting diagnoses include diabetic ketoacidosis, hepatic encephalopathy, pneumonia, asthma, pyelonephritis, and cellulitis. Specialty services available to provide consultation on the inpatient service include surgery/wound care, ENT, obstetrics and gynecology,

rheumatology, infectious diseases, nephrology, orthopaedics, podiatry, and dermatology. Competitive federal salary and benefits are available, and Commissioned Officers are also welcome to apply. Interested physicians should contact Dr. Dorothy Sanderson at *dorothy.sanderson@ihs.gov*, or telephone (602) 263-1537, ext. 1155. (10/13)

Family Physician with Obstetrical Skills Ethel Lund Medical Center; Juneau, Alaska

The SEARHC Ethel Lund Medical Center in Juneau, Alaska is searching for a full-time family physician with obstetrical skills to join a great medical staff of 14 providers at a unique clinic and hospital setting. Have the best of both worlds by joining our practice where we share hospitalist duties and spend our remaining time in an outpatient clinic with great staff and excellent quality of life. We have the opportunity to practice full spectrum family medicine with easy access to consultants when we need them. Maintain all your skills learned in residency and expand them further with support from our tertiary care center, the Alaska Native Medical Center.

Clinic is focused on the Patient Centered Medical Home, quality improvement with staff development from the Institute for Health Care Improvement, and using the Indian Health Service electronic medical record. Frequent CME and opportunities for growth, including teaching students and residents, and faculty status at University of Washington available to qualified staff. This is a loan repayment site for Indian Health Service and National Health Service Corps, and State of Alaska SHARP program.

Work in southeast Alaska with access to amazing winter and summer recreational activities. Live in the state capital with access to theater, concerts, annual musical festivals, and quick travel to other communities by ferry or plane. Consider joining our well-rounded medical staff at a beautiful clinic with excellent benefits. For more information contact, Dr. Cate Buley, Assistant Medical Director, Ethel Lund Medical Center, Juneau, Alaska by telephone at (907) 364-4485; e-mail cbuley@searhc.org. Position open 10/1/2013. Look us up online at www.searhc.org job vacancies. (8/13)

Family Medicine Physician Internal Medicine Physician Emergency Medicine Physician Sells Service Unit; Sells, Arizona

The Sells Service Unit (SSU) in southern Arizona is recruiting for board certified/board eligible emergency room physician, family/internal medicine physician, and physician assistants to join our experienced medical staff. The Sells Service Unit is the primary source of health care for approximately 24,000 people of the Tohono O'odham Nation. The service unit consists of a Joint Commission accredited 34-

bed hospital in Sells, Arizona and three health centers: San Xavier Health Center, located in Tucson, Arizona, the Santa Rosa Health Center, located in Santa Rosa, Arizona, and the San Simon Health Center located in San Simon, Arizona with a combined caseload of approximately 100,000 outpatient visits annually. Clinical services include family medicine, pediatrics, internal medicine, prenatal and women's health care, dental, optometry, ophthalmology, podiatry, physical therapy, nutrition and dietetics, social work services, and diabetes self-management education.

Sixty miles east of the Sells Hospital by paved highway lies Tucson, Arizona's second largest metropolitan area, and home to nearly 750,000. Tucson, or "The Old Pueblo," is one of the oldest continuously inhabited sites in North America, steeped in a rich heritage of Indian and Spanish influence. It affords all of southern Arizona's limitless entertainment, recreation, shopping, and cultural opportunities. The area is a favored tourist and retirement center, boasting sunbelt attributes and low humidity, with effortless access to Old Mexico, pine forests, snow sports, and endless sightseeing opportunities . . . all within a setting of natural splendor.

We offer competitive salary, relocation/recruitment/retention allowance, federal employment benefits package, CME leave and allowance, and loan repayment. For more information, please contact Peter Ziegler, MD, SSU Clinical Director at (520) 295-2481 or by e-mail at *peter.ziegler @ihs.gov.* (8/13)

Mid-Level Practitioner Health Director Quileute Tribe; La Push, Washington

The Quileute Tribe has a job opening for a full-time midlevel practitioner. Must be a certified physician assistant, licensed in the state of Washington, and must have a valid Washington driver's license. Submit your application, professional license, cover letter, resume and three references by August 16, 2013, although the position will be open until filled.

We are also looking for a health director, who will provide administrative direction, negotiate and administer IHS contracts, develop and administer budgets, write reports, insure HIPPA compliance, comply with ACA, manage EHR, evaluate staff, and insure third party reimbursements are done. Must have a bachelor's degree related to health administration, and two years of management experience. This position is open until filled.

Telephone (360) 374-4366 or visit our website at www.quileutenation.org for a job application and job description. Alternatively, you may contact Roseann Fonzi, Personnel Director, PO Box 279, 71 Main Street, La Push, Washington 98350; telephone (360) 374-4367; fax (360) 374-4368; or e-mail roseann.fonzi@quileutenation.org. (8/13)

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