

AGENDA

101 Things Managers & Supervisors Need to Know About Tribal Employment

DAY ONE:

8:00 a.m. Doors open.

9:00 a.m. Introduction to session.

Sovereignty & Immunity

- * Self-determination and the manager's role.
- * Sovereignty and the manager's role.
- * Inherent sovereignty versus delegated sovereignty.
- * Immunity for the tribe and for employees, agents and officials.
- * Obtaining consent to the exclusive jurisdiction of the tribal employer.

What Law Applies

- * Assumption that tribal rules apply.
- * Impact of state employment laws.
- * Impact of federal employment laws.
- * The impact of funding agreements, compacts and tribal choices.
- * Hierarchy of the law, handbooks and policy.

Noon to 1:00 p.m: Lunch

- * Due process defined.
- * Manager's role in delivering due process.
- * Defining success and failure for employees.
- * Equal Opportunity Employers defined.

- * Protected classes, harassment, discrimination, and bullying.
- * Personnel files and ghost files.
- * Group quiz.

Hiring

- * Are you prepared to hire?
- * Who has the power to hire?
- * What is the criteria for hiring?
- * Pre-hire due diligence.
- * Selecting candidates.
- * On-boarding.
- * Group quiz.

4:00 p.m. End of Day One

DAY TWO:

9 a.m.

Managing

- * Employee satisfaction is mostly about managers.
- * Managers as leaders.
- * Defining employee expectations.
- * Manager ethics.
- * Manager influence on the atmosphere at work.
- * Bullies at work?
- * Aspire to more than meeting the minimum standards.
- * Documenting employee behavior.

- * Investigations.
- * Retaliation.
- * Lowering expectation of privacy in employer property.
- * Changing workplace rules.

Noon to 1:00 p.m: Lunch

- * Performance evaluations.
- * FMLA primer.
- * FLSA primer.
- * NLRA Section 7 rights.
- * Group quiz.

Firing

- * Standards.
- * 18 considerations in the termination process.
- * Due process considerations in terminating employees.
- * Group quiz.

Q&A

4:00 p.m. Session ends