



**EARN 21 THRP  
CREDIT HOURS**

**DrummondWoodsum**  
ATTORNEYS AT LAW

# The Tribal Human Resource Professional (THRP) Certification Summit

## PROGRAM FACULTY

**S. Campbell Badger**

Attorney, Drummond Woodsum

**Ann S. Chapman**

Consultant, Drummond Woodsum

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**Daniel J. Rose**

Attorney, Drummond Woodsum

**Kaighn Smith, Jr.**

Attorney, Drummond Woodsum

NNAHRA and Drummond Woodsum have joined forces to provide Tribal Human Resources Professional (THRP) training to HR Professionals in Indian Country. This 3-1/2 day course provides HR Professionals with the practical knowledge and skills they need to handle the unique employment challenges facing tribal governments and their enterprises.

Attendees will learn and apply employment laws, with a specific emphasis on protecting sovereignty. Topics will focus on issues HR Professionals grapple with every day, including discrimination, wage and hour issues, employee discipline, investigations, evaluations, leaves of absence, union activity, Indian Preference and more. The course includes interactive exercises to re-enforce learning and help attendees gain confidence in navigating complex employment issues. Attendees who successfully complete the final exam receive the NNAHRA Tribal Human Resource Professional Certification. Join over 1,000 of your fellow HR Professionals who already hold the THRP certification, which is widely recognized as the essential HR credential in Indian Country.

## 2017 Training Sessions

- March 27-30** | Northern Quest Resort & Casino, Spokane, WA
- June 5-8** | Little River Casino Resort, Manistee, MI
- August 21-24** | Choctaw Casino Resort, Durant, OK
- November 6-9** | Location TBD

Visit [nnahra.org](http://nnahra.org) or [dwmlaw.com](http://dwmlaw.com) to register

# THRP TRAINING CURRICULUM

*"From all over Indian Country HR Professionals have chosen NNAHRA to provide the best possible opportunities for education. We believe that the THRP Certification Program provides the best opportunity to become trained in crucial topics, issues, laws and regulations unique to tribal organizations and enterprises. You will not find a stronger or more knowledgeable team of instructors. This program is by far the single most valuable training a HR professional should attend. Nothing will differentiate yourself from others in the HR field more than the THRP certification."*

- Suzanne Clem, NNAHRA Treasurer

## Day 1 Monday, 8:30 am - 4:30 pm

### Tribal Employment and Understanding the Legal Landscape

- What is an Indian tribe?
- What is a tribal enterprise?
- History of employment law
- Tribal government authority in Indian country to regulate employment relations
- Sources of laws: What laws apply and who enforces them
- Tribal sovereignty: What it means and how it applies

### Employment Discrimination

- Discrimination laws: Scope and nature of laws and how they effect tribes: Title VII, ICRA, ADA, ADEA, tribal laws and policies
- How discrimination laws might apply: Hiring, promotions, transfers, evaluations, discipline, and job descriptions

## Day 2 Tuesday, 8:30 am - 4:30 pm

### Employees on Leave

- Employee leave laws: Scope and nature of laws and how they effect tribes: ADA, FMLA, workers' compensation, tribal laws and policies
- Who is eligible, how to analyze leave requests, and what is a reasonable accommodation

### FLSA: Wage and Hour Issues

- Exempt and non-exempt employees
- Minimum wage
- Overtime work
- Recordkeeping requirements
- Traps for the unwary

### Examination of Other Laws Effecting Tribal Employment

- OSHA, USERRA, I-9, HIPAA, and ACA

### Indian Preference Law

- Purpose of law
- Scope of law
- Practical and procedural applications

## Day 3 Wednesday, 8:30 am - 4:30 pm

### Personnel Policies

- Why we need personnel policies, what personnel policies we need, and practical tips

### Disciplining Employee Misconduct

- Due process, progressive discipline, investigations, and writing discipline letters

### Employee Evaluations

- Establishing reasonable performance standards
- Role of job descriptions
- Notice of deficiencies
- Opportunity to improve

### Unions and Concerted Activities

- National Labor Relations Act and unions
- Solicitation and distribution of materials
- Restrictions on social media
- What employers can and cannot do under the NLRA



Daniel J. Rose



S. Campbell Badger



Ann S. Chapman

## Day 4 Thursday, 1/2 Day 8:30 am - 12:00 pm

### Role of Human Resources

- Making sure your voice is heard
- Dealing with intractable problems: Drugs and alcohol, attendance issues, and employee complaints and grievances

### Examination for THRP Certification

- Multiple choice and short essay questions on all issues covered over the three-and-a-half-day training

## THRP Certification

Participants will take an examination at the end of the program to test their knowledge of the materials. Participants who earn a passing grade will receive written notification that they are certified by NNAHRA as a Tribal Human Resource Professional.

## NNAHRA Membership

Participants will receive **FREE NNAHRA membership for one year** upon course completion.

Interested in hosting a THRP training session in your region?

Contact Campbell Badger for more information:  
800.727.1941 Ext. 514  
sbadger@dwmlaw.com

# REGISTRATION

## \$1350

PER PERSON *(includes breakfast & lunch)*

### Please select a session:

- March 27-30** | Northern Quest Resort & Casino  
100 N Hayford Rd.  
Airway Heights\*, WA 99001  
*\*Just west of Spokane*  
**Call (877) 871.6772 for reservations**

*(Reserve your room by February 24, 2017 to receive the group rate of \$99/night.)*

- June 5-8** | Little River Casino Resort  
US 31 & M-22  
2700 Orchard Highway  
Manistee, MI 49660  
**Call (888) 568.2244 for reservations**

*(Reserve your room early to receive the group rate.)*

- August 21-24** | Choctaw Casino Resort  
4418 Hwy 69/75  
Durant, OK 74701  
**Call (888) 788.2464 for reservations**

*(Reserve your room early and mention the block name, "THRP Certification Training" to receive the group rate of \$91/night.)*

- November 6-9** | Location TBD

### Participant Information:

Name \_\_\_\_\_

Title \_\_\_\_\_ Company \_\_\_\_\_

Tribe or Enterprise \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Email \_\_\_\_\_

Telephone \_\_\_\_\_

### Payment Options:

- Check enclosed (payable to Drummond Woodsum) in the amount of \$ \_\_\_\_\_

Charge my  MasterCard  Visa  AMEX


Card no. \_\_\_\_\_


Name as it appears on card \_\_\_\_\_

Exp. date \_\_\_\_\_ Security code no. \_\_\_\_\_

Billing or invoice address (if different from above)  
\_\_\_\_\_

## The Tribal Human Resource Professional (THRP) Certification Summit

 **Online** [www.nnahra.org](http://www.nnahra.org) or [www.dwmlaw.com](http://www.dwmlaw.com)

 **Mail** Drummond Woodsum  
Attn: Donna Swiderek  
PO Box 7570 DTS  
Portland, ME 04112

 **Fax** 207.772.3627

 **Phone** Donna Swiderek 1.800.727.1941

## About NNAHRA

The National Native American Human Resources Association is a non-profit organization comprised of HR professionals working for, or providing professional services to tribes.

NNAHRA started out as a grass-roots effort with four tribes meeting to network and share personnel issues and challenges. Today we have more than 650 members and are still growing.

## THRP Training Team

NNAHRA's THRP training is provided by Drummond Woodsum attorneys and consultants in collaboration with attorney Rick McGee. Our team has frequently presented at NNAHRA conferences and for individual tribes. We advise many tribes across the country on HR, labor and employment issues.

### For more information contact:

**S. Campbell Badger**  
800.727.1941 Ext. 514  
[sbadger@dwmlaw.com](mailto:sbadger@dwmlaw.com)