



EARN THRP
RECERTIFICATION



National Native American Human Resources Association

DrummondWoodsum

Tribal Human Resources Professional (THRP) II

June 8-11, 2026

Table Mountain Casino Resort | Friant, CA

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NNAHRA and Drummond Woodsum have joined forces once again to provide more of the Tribal Human Resources Professional (THRP) training that HR Professionals have come to benefit from and enjoy.

Join us for THRP II! This 3.5 day course builds on the concepts covered in THRP I and provides HR Professionals with in depth legal and practical knowledge and skills to help them handle the unique employment challenges facing tribal governments and their enterprises. The topics covered in THRP II include the legal and practical issues related to hiring, onboarding, employee privacy, employee benefits, employment contracts/agreements, and HR ethics, as well as the way in which these issues are affected by sovereignty and sovereign immunity.

This workshop will provide lectures and group exercises to reinforce learning. Its goal is to provide an understanding of many of the underlying laws and practical and concrete solutions to the challenges that HR professionals face daily.

Please note:

Participants must complete our level one THRP course before registering for THRP II. For more information about upcoming THRP I sessions, please visit dwmlaw.com or call us at 800.727.1941.

Visit nnahra.org or dwtribalnations.com to register

THRP II TRAINING CURRICULUM

Day 1 | Monday, 9:00 am - 4:00 pm

HR's Role in Sovereignty and Sovereign Immunity

- The power of self-governance
- Threats to sovereignty in employment
- How far does sovereign immunity extend?
- How can HR support sovereignty?
- What is a limited waiver of immunity, and why grant one?
- Does sovereign immunity impact HR advice giving? Should it?

Legal Issues Related to Hiring and Onboarding

- Legal framework around vacancies, job postings, background checks, interviews and hiring decision
- Tribal preference and HR's role
- Job descriptions/essential functions
- Transfers vs. hiring vs. promotion
- Employee background checks under the Indian Child Welfare Act
- HR's role in defending hiring decisions – internally/courts/arbitrators
- Onboarding – wage issues, training, and integration with workforce

Employee Privacy/Search and Seizure

- Legal basis for employee privacy, including Tribal and US Constitutional provisions
- Tribal policies
 - Recommended policies
 - Policies to avoid
- Privacy issues, including camera use, phone and email access, computer access, and physical searches

Day 2 | Tuesday, 9:00 am - 4:00 pm

Drug Testing and Marijuana

- Effects of marijuana legalization on Tribal workplaces
- Drug testing, applicable laws, and the real world – policies and practice
- Enforcement of policies on drug use – policy and practice
- Discipline and/or rehabilitation?

Employment Contracts/Agreements/Promises

- Employment contracts vs. offer letters
- Legal provisions to include and exclude from contracts
- Enforceability of contracts, letters, and promises
- Confidentiality, covenants not to compete and non-solicitation provisions
- Employee release of claims/indemnity

Employee Benefits and Employment Tax Issues

- Health Insurance: Affordable Care Act, changes in plans
- Can there be different levels/quality of benefits?
- Savings and retirement plans: ERISA and other applicable laws
- Common tax issues in employment
- How to handle tax paperwork mistakes
- Deferred compensation laws
- Reporting to the IRS, penalties and consequences

Employee Compensation: Equity and Structure

- Equal Pay Act and Lilly Ledbetter Fair Pay Act
- Practical equal pay issues
- Creating and use of employee pay scales
- Pay incentives – efficacy and impact
- Exempt status, commissions, and incentives/bonuses
- Early retirement incentives

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THRP II TRAINING CURRICULUM, cont.

HR Ethics

- Role of HR within Tribal government/enterprise
- Responsibility to Tribal leadership, Tribal laws and policies
- HR fiduciary duty to Tribe
- Responsibility to self and resolving conflicts in loyalties
- What steps can/should HR take when a conflict in loyalty exists?

Day 3 | Wednesday, 9:00 am - 4:00 pm

Employee Safety Issues

- OSHA and its applicability to tribes
- Accident reporting
- Employment of minors
- Off work/on work – authority of Tribal employer
- OSHA inspections
- Are safety or attendance incentives legal – and do they work?

Reasonable Accommodation

- Overview and tips on the interactive process
- Employee obligation to trigger interactive process
- Which accommodations are reasonable?
- Remote work and other tricky accommodation issues

Making and Defending Just Cause Discipline

- Where the obligation of “cause” is found in contracts, policies, and law
- Cause as a defense for discrimination claims – legal framework
- Preparing to defend employment decisions
- Common issues in defending employment decisions including witness interviews, records, and determining applicable information
- Advocacy and making your best argument before the Tribe, Court, or Arbitrator

Day 4 | Thursday, 9:00 am - 12:00 pm

HR Training of Supervisors

- Prioritizing training
- Who should lead the training?
- What training actually works?
- Testing of training content
- Record keeping

Summary and Overview

On-Site Assessment

Adjournment at 12:00 pm

REGISTRATION

Tribal Human Resources Professional (THRP) II

June 8-11, 2026



Table Mountain Casino Resort

777 Jackpot Lane

Friant, CA 93626

(559) 822.7777 | tmcasino.com

\$1,650 per person (includes daily breakfast & lunch)

Payment is due in full 2 weeks prior to the event.

REGISTER ONLINE NOW

HOTEL ACCOMMODATIONS



Please contact the resort directly using the information below to book **your stay**. Please note that accommodations are not included in the course registration price.

Table Mountain Casino Resort

777 Jackpot Lane

Friant, CA 93626

Reservations must be made by May 7, 2026 in order to receive our special group rate of \$169/Standard King Room/night +14% tax.

[CLICK HERE TO BOOK ONLINE](#) using **group booking code: 2709155**

or call (559) 822-6800 for the front desk and reference **Tribal Human Resources Professional (THRP)**.

REGISTER EARLY – SPACE IS LIMITED!

Registration preference will be given to those employed by a Tribal entity.

Questions?

Contact Adriana Grimes at agrimess@dwmlaw.com

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 1,200 members and are still growing.

THRP II Training Team

NNAHRA's THRP II 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.

Recertification Credits for THRP

Credit hours from this program qualify for recertification of your Tribal Human Resource Professional certification.

Cancellations

We understand that plans change. If you find you can no longer attend a program, please contact Adriana Grimes at agrimess@dwmlaw.com or 800.727.1941 Ext. 232.

Cancellations occurring 10 or more business days prior to the event will be eligible for a full refund, less a \$50.00 processing fee.

[View the full cancellation policy here.](#)