

March 27-29, 2019



BASIC AND ADVANCED INDIAN PREFERENCE LAW & COMPLIANCE TRAINING

*Course designed for new & experienced
TERO Officers/ Commissioners & Tribal
HR & Personnel Professionals*

TEMPE AIRPORT INN SUITES
1651 W. Baseline Road Tempe. AZ
Phone: 480 897 7900 (Code: TERO or CTER)
Hotel Rate \$ 99.00 (Register March 17, 2019)

MAJOR TOPICS

- In-depth Basic/Advanced TERO Officer & Commissioner Compliance Training (including Updates)
- Applicability of Federal Employment Law on Tribes and their enterprises
- Workplace Rights: Pay, Disability, Pregnancy, Sex Discrimination and Harassment, Hostile work environment, Veterans and more.
- Impact of Trauma & Stress on the Tribal Workforce and Wellness strategies
- Ideas for overcoming challenges Tribal People face when seeking employment.
- Managed Compliance and Enforcement Tracking Through Digital Documentation.
- Special Panel: Common Questions, Case Studies

➤ Materials Provided:

Comprehensive TERO Handbook, Fact Sheet Handouts, Certificates of Completion.

➤ Social Gathering: Thursday March 28, 2019

FEATURE PRESENTERS:

JOHN NAVARRO (Co-Founder CTER) 45 years of Experience in Tribal Employment Rights field

Andrea Clifford (Wyoming State Legislature) Former HR Manager-Wind River Casino

Theresa Lujan, (INAERP) coordinator U.S. DOL Office of Contract Compliance Program (OFCCP)
EEOC (Speaker TBA)

XTIRI Data Management Team Representatives

Darlene Lee & Teresa Dameron of Traditional Eagle Solutions, LLC

Special Note: This will be John Navarro's final winter Employment Rights Training in Phoenix, AZ. Please join us in wishing Mr. Navarro farewell. Mr Navarro will available for special onsite training, please contact at 480-529-1298

**BASIC AND ADVANCED INDIAN PREFERENCE LAW & COMPLIANCE
TRAINING**

March 27-29, 2019
Tempe Phoenix Airport Suites

Attendee Registration Form

Registration Fee \$450.00 per Person

Company/Tribe: _____

Address: _____

Phone Number: _____

Email: _____

Attendee Information:

Name	Email	Fee
_____	_____	_____
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Total: _____

Make Checks Payable to: John Navarro -- 2710 East Windmere Drive - Phoenix, AZ, 85048

Hotel Information

\$99 a night - Total with tax \$116.10

Must reserve by: March 19, 2019

Hotel contact: Janelle or Kaelin

Code is TERO or CTER

Can register online - jnielsen@innsuite.com or kellis@innsuites.com

BASIC & ADVANCED INDIAN PREFERENCE LAW & COMPLIANCE TRAINING

A course for TERO Officers, Commissioners and Tribal HR and Personnel Professionals

Wednesday 27, 2019

- 7:00 am – 8:00 am Registration
- 8:00 am – 8:15 am **Welcome, Opening Prayer & Special Remarks**
- 8:15 am – 10:45 am **John Navarro, Co-Founder and Former CTER President & CEO**
- ❖ Historical Background – Significant Milestones
 - ❖ Introduction & comprehensive analysis of sovereignty based Tribal Indian Preference law. (Assesses Purpose and Need for Tribal Action)
 - ❖ Extensive examination of critical elements of the TERO Ordinance: Covers Tribal authority, intent, legal requisites, coverage and employer responsibilities required in the TERO Ordinance
 - ❖ Answers of common questions about the TERO Program. (i.e. who, what, jurisdiction, and TERO compliance methodologies processes/procedures).
- 10:45 am – 11:00 am **Break**
- ❖ The TERO Commission: Defining the Purpose, Authority. Powers, Oversight and adjudicatory roles and responsibilities of the TERO Commission.
 - ❖ Guidelines for Commission Hearings, Rulings, Sanctions and Appeals.
- 12:00 am – 1:15 am **Lunch**
- 1:15 pm - 3:30 pm **The TERO Compliance Officer: Defining the full scope of general enforcement duties and responsibilities of the TERO Officer.**
- ❖ 16 examples of roles found in most TERO Ordinances. (Review of actual roles and responsibilities of a TERO Ordinance).
 - ❖ Guidelines and tips for successful performance by TERO Officers. Coverage includes skills in following areas: Communication, charge processing, investigations, case remedies and settlements, on-site compliance reviews, pre-construction meetings etc.
 - ❖ What should be considered when writing and effective compliance plan, and when creating a digital skills bank along with a fair and just referral policy.
 - ❖ Developing the benefits of developing partnerships and strategic alliances.
 - ❖ Definitions of Key Terms and Acronyms.
- 3:30 pm - 4:15 pm **Francene Shakespeare TERO Officer, Shoshone/ Arapahoe Tribes**
- The TERO Administrative Process:** Presents key elements of effective process and procedures for ensuring Compliance & Enforcement, (Sample Compliance Plans, Work Permits, and other forms)
- 4-15 pm -4:45 pm **Q & A TERO Panel**
- 4:45 pm **Adjourn**

Thursday, March 28, 2019

8:30 -10:15 am Opening remarks and recap of Day 1

John Navarro, *Co-Founder and Former CTER*

- ❖ Major Federal Laws that require Indian Preference (Defines coverage and where applicable)
 - The Buy Indian Act
 - Public Law 93-638 Section 7b
- ❖ Federal employment Laws that permit Indian Preference on or near Reservations:
 - Title VII of Civil Rights Act (Section 703i)
 - Executive Order 11246 Affirmative Action
 - FHWA (Indian Preference Provisions)
- ❖ General Federal Employment Law and applicability on reservation. Among Laws examined:
 - Title VII, (Discrimination, Sexual Harassment, Hostile Workplace etc.
 - EO11246, Affirmative Action, Discrimination, etc.
 - FHWA (Anti-Discrimination And affirmative action provisions)
 - Other General Employment Related Laws

10:45 am Break

11: 00 am Theresa Lujan, Indian & Native American Employment Rights Coordinator OFCCP / TERO Liaison

- ❖ OFCCP Worker Rights Fact Sheets
Disability, Pay Transparency, Pregnancy and Childbearing, Protected Veteran Rights, Sexual Orientation/Gender Identity, & Worker Rights

11:45 -1:00 pm Lunch (*On your own*)

1:00 – 2:00 pm Andrea Clifford (Wyoming State Legislator, Former HR Manager -Wind River Casino)
❖ Impact of Trauma, Stress on the Tribal workforce and Wellness Strategies

2:00 – 3:00 pm Darlene Lee & Teresa Dameron of Eagle Traditions Solutions
❖ Aligning Tribal HR policies with TERO Ordinances, challenges Tribal face when seeking employment.

3:00 – 4:15 pm Richard Shillander, CEO and XTIRI TERO Data Process:
Tracking Workflow, Data Management, and Document Management through Digital Optimizing.

4-15 pm -4:45 pm Q & A TERO Panel

4:45 pm Adjourn

6:00 – 7:00 pm Sponsored Social Event (John Navarro remarks): *BBQ & PJ's Hotel Cafe*

Friday, March 29, 2019

8:00 – 11:30 pm John Navarro, *Co-Founder and Former CTER*

- ❖ Desirable Personal Attributes Tips & Useful General Knowledge for Successful TERO Officers
- ❖ Certificate Awards Ceremony
- ❖ Adjourn