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DISCIPLINE PRACTICES THAT WILL KEEP HUMAN RESOURCES OUT OF TROUBLE

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AGENDA

WHY?

11 RESPECTFUL RECOMMENDATIONS
ENGAGEMENT



TOPIC ONE

Why?



TOPIC TWO

11 respectful recommendations



1. *HAVE SYMBOLIC POLICIES THAT ARE NOT ENFORCED.*

EXAMPLE: DISCRIMINATION AND HARASSMENT POLICIES ARE PROMISES OF WORKPLACE SAFETY. IF EMPLOYERS HONOR THOSE POLICIES IN THE BREACH, THEY WILL GENERATE CLAIMS AND POTENTIAL EMPLOYER RESPONSIBILITY.



2. *INVESTIGATIONS THAT ARE NOT IN GOOD FAITH.*

FOCUSED ON A PRE-DETERMINED RESULT INSTEAD OF THE FACTS.



3. *DRAFT POLICIES THAT POTENTIALLY REDUCE THE TRIBE'S SOVEREIGNTY.*



4. *PRETEND THAT WEARING BLINDERS IS A FASHION STATEMENT.*

COMPACTS, FEDERAL FUNDS, OFF RESERVATION ENTITIES.



5. *THINKING THAT THE EMPLOYEE HANDBOOK IS THE ANSWER TO ALL WORKPLACE ISSUES.*



6. *A FAILURE TO AUDIT THE EXISTENCE OF POLICIES THAT ARE NOT APPROVED AND LIKELY CONTRADICT THE APPROVED POLICY MANUAL OR HANDBOOK.*



7. A FAILURE TO AUDIT WHETHER TRIBAL COUNCIL (CURRENT AND PREVIOUS) HAS RESOLUTIONS OR OTHER DIRECTIVES THAT CONTRADICT THE TRIBE'S POLICY MANUAL OR HANDBOOK.



8. *AN EMPLOYEE IS RECEIVING DISCIPLINE BECAUSE OF A POLICY VIOLATION THAT IS NOT INCLUDED IN THE POLICY MANUAL, HANDBOOK OR OTHER APPROVED SOURCE OF RULES AND EXPECTATIONS.*



9. *THE DISCIPLINE DOES NOT PASS THE PORRIDGE TEST
BECAUSE IT IS OUT OF PROPORTION TO THE SEVERITY OF THE
BEHAVIOR. TOO SOFT OR TOO HARSH.*



10. *A FAILURE TO DISCUSS THE BIGGER PICTURE*

A. THE EMPLOYEE RECENTLY RETURNED FROM FML JOB PROTECTED LEAVE.

B. THE EMPLOYEE RECENTLY FILED A SEX HARASSMENT COMPLAINT AGAINST A POPULAR EMPLOYEE.

C. THE EMPLOYEE IS AGITATING FOR UNION REPRESENTATION.



*11. CALLING THE FEDERAL ACRONYMS AND ASKING THEM TO
AUDIT YOUR EMPLOYMENT PRACTICES.*

CALL THE DOL, EEOC, NLRB OR THE IRS AND SHARE YOUR
CONCERNS THAT THE TRIBE IS FALLING SHORT.



TOPIC THREE

Engagement



THANK YOU

