

2019 Rocky Mountain Region TERO Conference

October 23, 24, 25, Las Vegas, Nevada

“Theme”

AGENDA: DAY ONE

WEDNESDAY, OCTOBER 23, 2019

- 7:30 AM **Registration**
- 8:00 AM **Welcome, Opening Prayer & Special Remarks**
- 8:30 AM **John Navarro, *Co-Founder & Former CTER President & CEO***
- ❖ Historical Background – significant milestones
 - ❖ Introduction of sovereignty based Tribal Indian Preference (IP) Law
 - ❖ Comprehensive analysis of IP Law
 - ❖ Extensive examination of critical elements of the TERO Ordinance
 - ❖ Answers of common questions about TERO (who, what, jurisdiction, compliance methodologies, processes and procedures)
- 10:45 AM **Break**
- ❖ TERO Commission: defining the purpose, authority, powers, oversight and adjudicatory roles and responsibilities
 - ❖ Guidelines for TERO Commission hearings, rulings, sanctions and appeals
- 12:00 PM **Lunch**
- 1:15 PM **John Navarro, *Co-Founder & Former CTER President & CEO***
- ❖ TERO Compliance Officer: defining scope of enforcement duties, roles and responsibilities
 - ❖ Guidelines and tips for good performance: communication, charge processing, investigations, case remedies, settlements, on-site compliance reviews, pre-construction meetings, etc.
 - ❖ Writing an effective compliance plan: creating a skills bank and a fair referral policy
 - ❖ Developing partnerships and strategic alliances, definition of key terms and acronyms
- 3:15 PM **Break**
- 3:30 PM **Rueben Dickson, *Union***
- ❖ Union Process: its processes & procedures for ensuring employment, understanding the benefits
- 4:15 PM **Q & A, Closing remarks**

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AGENDA: DAY TWO

THURSDAY, OCTOBER 24, 2019

- 8:00 AM **Welcome, Opening Remarks, Recap of Day One**
- 8:30 AM **John Navarro, *Co-Founder & Former CTER President & CEO***
- ❖ Federal Laws that require Indian Preference (IP): definition and where applicable: Buy Indian Act, Public Law 93-638 Section 7b
 - ❖ Federal Employment Laws that permit IP on or near reservations: Title VII of Civil Rights Act (section 703i), Executive Order 11246 Affirmative Action, Federal Highway Act (FWHA) which provides Indian preference provisions
- 10:45 AM **Break**
- 11:00 AM **Theresa Lujan, *Native American Employment Rights Coordinator OFFCP/TERO Liaison***
- ❖ OFCCP Worker Rights Fact Sheet: disability, pay transparency, pregnancy and childbearing, protected Veteran rights, sexual orientation, gender identity and other worker rights
- 12:00 PM **Lunch**
- 1:15 PM **Mary Scott Mashunkashey, *Chairwoman of National Intertribal Tax Alliance***
- ❖ Indian Tribal Governments: educational support about ongoing federal, state, local and tribal tax issues to tribes and their tax, finance and legal departments, and assisting tribes in exercising their inherent power to levy, impose, collect and utilize tribal tax revenues
- 2:30 PM **BREAK**
- 2:45 PM **Andi Clifford, *Consultant, Northern Arapaho/Cheyenne River***
- ❖ *Historical Trauma*: what is it & what should we do about it?
 - ❖ *Achieving Tribal Balance*: what are the challenges of political & business structures & how does family influence affect this balancing act?
 - ❖ *Healthy Tribal Workplace*: respect, purpose & meaning -how to earn it & keep it.
- 3:00 PM **Richard Shillander, *CEO of XTIRI***
- ❖ *TERO Data Process: workflow, tracking, data & document management*
- ❖ 4:15 PM **Q & A, Closing remarks**

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AGENDA: DAY THREE

FRIDAY, OCTOBER 25, 2019

- 8:00 AM **Welcome, Opening Remarks, Recap of Day Two**
- 8:30 AM **John Navarro, *Co-Founder & Former CTER President & CEO***
- ❖ TERO Offices/Programs: ethical guidelines for internal TERO staff and external contractors and subcontractors
 - ❖ Useful general knowledge for successful TERO officers & staff
- 10:00 AM **Andi Clifford, *Consultant, Northern Arapaho/Cheyenne River***
- ❖ *Crucial Conversations*: what is it, how do we identify & handle a crucial moment?
 - ❖ *Mastering Our Stories*: why is gathering more information crucial?
- 11:30 AM **Q & A, Closing remarks**

**** Agenda is subject to change ****