

## **Human Resource Workshop Saskatoon, Saskatoon Inn, Canadian Room**

**October 23<sup>rd</sup> -24<sup>th</sup>, 2024**



**Speaker: Bonnie D. Missens, Q. C. Lawyer**

Bonnie D. Missens, K. C. from the Pasqua First Nation. Raised by parents along with 4 brothers and 1 sister.

Graduated from the University of Windsor in 1990 with a law degree. She was in private practice, corporate counsel for SIGA, a sessional lecturer in business law at FNUC for 20 years and currently runs a solo law practice on her First Nation.

She has worked with many First Nations Bands on governance, corporate law, band elections and appeals, child and family issues, Wills and Estates, HR issues, land acquisition and contracts. Bonnie is a mother of 3 adult sons and 3 beautiful grandchildren.

### **Overview of the Workshop**

Effective human resource management creates a good foundation for any employer. The workforce is stronger, there is better employee retention, better competencies and most importantly it minimizes legal risks.

Human resource best practices create a healthy work environment which leads to greater success for your employer.

#### **Areas covered:**

- HR management approaches
- Good governance and best practices
- Compassionate leadership techniques
- Lateral violence and bullying
- Social media and the workplace
- Conflict resolution
- Indigenous HR in urban environments
- Legal updates on employment law
- Jurisdiction on First Nations

## Day 1

### **8:00-9:00am Hot Breakfast**

**9:00 am Humans and Relationships** -How can HR better focus on humans and relationships -Redefining HR and the focus on the employee Building meaningful relationships in the workplace.

**What does HR Best Practices mean?** -Good governance within the workplace -Hierarchy and organizational charts -Effective policy development.

**HR Challenges** Review and define these challenges that all employers face -Employee recruitment -Employee retention -Employee engagement -Performance management -Succession planning.

### **10:45 Break**

**11:00am Inevitable pitfalls for all HR departments** -Outdated polices -Poor communication -Lack of training for the HR department.

**Jurisdiction and First Nations – Federal or Provincial.** -Why is jurisdiction important? -Major differences in federal vs. provincial law -Case law

### **12:00 pm Lunch Break**

### **1:00 pm Jurisdiction and First Nations – Federal or Provincial (continued)**

Group Activity

### **2:30 pm Break**

**3:00 pm Creating a strong policy framework** -Considerations when creating policies -Creating a HR Policy Manual -Procedural fairness and employee friendly - Policy review and employee engagement.

## Day 2

### **8:00-9:00am Hot Breakfast**

**9:00 am Lateral Violence, Harassment and Bullying** -Best practices to mitigate and address the effects of employee wellbeing and performance -Understanding anti-harassment and bullying policies -Understanding implications on the workforce.

**10:00 am Social Media in the Workforce** Reasonable limitations on employees - Privacy law considerations -Freedom of speech.



**AFOA SASKATCHEWAN**

*Building a Community of Professionals*

**10:45 Break**

**11:00 am Privacy in the workplace** -Current legal requirements -Privacy of clients -  
Privacy of the employer -Privacy of the employee

**12:00 pm Lunch Break**

**1:00 pm HR and legal considerations**

-Employee contracts

-Wrongful dismissal

-What is reasonable notice?

-Termination for cause

-Non-disclosure agreements.

-What if we get sued?

**2:00 pm Review of cases in Saskatchewan and Canada**

**3:00 pm Closing Remarks**