



121 North Willson  
Bozeman, MT 59715

October 12, 2016; Noon to 1:00 p.m. at Job Service

## PROGRESSIVE DISCIPLINE AND WRONGFUL DISCHARGE

PRESENTED BY *RENDE MACKAY*

*State of Montana Department of Labor & Industry Human Resource Director*

What is the Montana Wrongful Discharge from Employment Act and what do you need to know?

What is “good cause” for terminating an employee?

Do you know how to comply with the Act and safely terminate an employee?

Come learn how progressive discipline and a formal grievance procedure can provide employers protection under the act. The Montana Wrongful Discharge from Employment Act contains specific requirements for employers who decide to terminate an employee. If not done properly, the employer may be guilty of wrongful discharge and the employee may be awarded lost wages. Attend this session to learn how to protect your business when it comes to terminating employees in Montana.

### **About the Presenter:**

*Rende currently serves as the MT Department of Labor and Industry's Human Resource Director. She has over 18 years of human resource management experience in the public, private and non-profit sectors. She has worked in all areas of human resources including generalist, labor relations specialist, training, benefits, and senior leadership roles. Rende received her Bachelors of Human Services from the College of Great Falls and her Professional of Human Resources (PHR) certification through the national Human Resource Certification Institute.*

*Rende also believes in giving back to her community and is very active on several non-profit boards. She has served on both the local Society of Human Resource Management (SHRM) chapter as well as the Montana State Council SHRM. In addition, she has been President of the Premiere Dance Company Board of Directors and served on the Elkhorn Credit Union board. When Rende is not working or volunteering her time, she enjoys such pastimes as water skiing, wake surfing, pottery, horseback riding, and taking in the arts and entertainment offered in the Helena community. She is married to her husband of 25 years and they have one daughter who is a nursing student at Montana State University.*

To Register, contact Nancy at 582-9234 or Susan at 582-9223.

