

# SEPTEMBER PROGRAM MEETING

THE “SO CALLED” EMPLOYEE  
FREE CHOICE ACT

Kirk Turner

Newton, O’Connor, Turner  
& Ketchum

Raddison  
41<sup>st</sup> & Garnett

September 17, 2008

Program Meeting 11:00-1:00  
Supervisors’ Training 1:30-3:30



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# TAHRA NEWS

## September 2008



2007 SHRM **SUPERIOR MERIT AWARD**  
CHAPTER Chapter 0175

## SEPTEMBER MEETING



### The “So Called” Employee Free Choice Act:

*What every HR professional needs to know  
to prevent unionization efforts and how this  
proposed legislation could dramatically  
change your work place.*

On September 17, 2008, at the TAHRA September program meeting, W. Kirk Turner, a shareholder in the Tulsa law firm of Newton, O’Connor, Turner & Ketchum, P.C., will present on the Employee Free Choice Act, its potential impact on unionization of your workforce, and what you should do to be prepared in the event the Bill is passed in Congress.

Kirk Turner leads the labor and employment law group of Newton, O’Connor, Turner & Ketchum and is one of this region’s most experienced and sought after speakers on all topics related to labor and employment law. Kirk has been recognized as one of the Best Lawyers in America in the area of labor and employment law, has served for many years on both the TAHRA and Oklahoma State Council for Human Resource Management’s Board of Directors and has been honored with both organizations’ highest award, the Excellence in Human Resource Management Award.

In addition to the program meeting, Kirk will be conducting a 2-hour supervisory training class on union avoidance, what supervisors can and cannot do in response to union organizing efforts and pro-active steps that can be taken to ensure that their workplaces remain union-free.

Bring your managers and supervisors to this interactive and informative training class so they can gain critically important supervisory skills needed to effectively respond to unionization efforts.

You will not want to miss these informative and entertaining presentations on a topic of great interest and importance to all employers and Human Resource professionals.



## TAHRA EVENT CANCELLATION POLICY:

If you are unable to attend a TAHRA event, please cancel your reservation(s) by sending an e-mail to [admin@tahra.org](mailto:admin@tahra.org). Your e-mail must be received prior to the event registration deadline. If you do not cancel your registration before the deadline, you will be invoiced. An invoice will also be sent to those individuals that do not show for the event.

## ***“Treat Yourself to TAHRA”...ADVERTISE!***

**Bryan Wempen, Fundraising Chair**

### **WEBSITE ADVERTISING** (500+ members with access and .org is open to public)

*Home Page Rotating Banner* - \$300 for 90 Days—\$1,200 Annually

*Home Page, Career Center and Directory Pages* - \$500 for 90 Days—\$1,500 Annually

*All Other Website Pages* - \$400 for 90 Days—\$1,000 Annually

*Click Through* to link to your EVENT - \$125/month—\$200 for 2 months

### **E-NEWSLETTER ADVERTISING** (500+ members with access)

*One Issue* (Buy 2 ads Get 1 Free)

or *Annual Subscription* (10 Issues) Best Value!

1/4 Page \$200

\$1,080 (individual ads valued at \$1,450)

1/2 Page \$300

\$1,500 (individual ads valued at \$2,100)

Full Page \$450

\$2,000 (individual ads valued at \$3,150)

### **PROGRAM OR EVENT SPONSOR** \$400 (75-175 members in person)

### **DIRECT MAIL ADVERTISING** (requires Board Approval)

\$250 for a one-time set of MAILING LABELS



Or let us develop **YOUR SPECIAL VALUE MULTI-MEDIA PACKAGE**

Contact Bryan at 918-284-4157 or [bryanw@peopleclues.com](mailto:bryanw@peopleclues.com)



# PRESIDENT'S LETTER

Julie Callahan, 2008 TAHRA President



## ***"Treat Yourself to TAHRA"***

Did you notice anything different in this newsletter? TAHRA has a new logo! The Board decided to redesign the logo as it was important to have a logo that was fresh, clean and simple. The previous logo was difficult to use effectively in marketing efforts due to its design. The new logo was submitted to SHRM and approved for use last month. Another project we are focusing on is the redesign of the TAHRA website.

Melissa Adkison, Technology Chair, and her committee are improving the website by adding value and providing resources. We plan to unveil phase one of the website changes by the end of the year. Your feedback on the new logo and any suggestions on redesigning the website are welcomed and can be submitted to Melissa at [msadkison@totelecsi.com](mailto:msadkison@totelecsi.com).

There are many activities going on this month that you won't want to miss. On Monday, September 15<sup>th</sup>, TAHRA will host its 11<sup>th</sup> Annual Golf Tournament at the beautiful Forest Ridge Golf Club in Broken Arrow. If you have not reserved your spot, please do so as space is limited and filling up quickly. For the first time, we are excited to offer ONLINE REGISTRATION, so be sure to visit the TAHRA website to sign-up. On September 17<sup>th</sup>, Kirk Turner will be our featured speaker at the program meeting and will be presenting information on "The Employee Free Choice Act." This program meeting will cover the details of the Employee Free Choice Act in comparison to how union elections and contract negotiations are currently conducted as well as the implications the act may have on employers of all sizes and in all industries.

**Following the program meeting**, Kirk will also conduct a two-hour training session on union avoidance for supervisors, managers and HR professionals. The learning lab is scheduled for September 25<sup>th</sup> and features speaker Ted Samsel, Vice President of Ascensus, who will be presenting "401(k) Administration: All you need to know!" Visit the TAHRA website at [www.tahra.org](http://www.tahra.org) to register and to get more information on the events listed above.

Are you ready to become a leader in TAHRA? We are looking for volunteers to serve on the 2009 TAHRA Board and in other various leadership roles next year. Help make a difference to over 500 HR professionals in and around the Tulsa area. Contact Holly Fisher at [hfisher@cintas.com](mailto:hfisher@cintas.com) by Monday, September 15<sup>th</sup> if you are interested.

As always, I'm asking you to ***"Treat Yourself to TAHRA"*** by continuing to participate in our many activities or by volunteering to serve in whatever capacity you are able.

*Julie Callahan*

Julie Callahan, PHR  
2008 President



# SEPTEMBER LEARNING LAB

**Patty Smith, VP of Education**

**September 25th ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus**

## **401(k) Administration: All you need to know!**

Presented by Ted Samsel

This informative presentation will answer these questions and more:

- ~ How does a company make changes to its 401(K) plan?
- ~ Do we need a 401(k) committee?
- ~ Why do some plans allow loans and some do not?
- ~ What is a safe harbor plan? Positives & Negatives?
- ~ What are the risks/penalties if you do not pass the 5500?

Ted Samsel is a Regional Vice President for Ascensus. He focuses on assisting Plan Sponsors and Advisors to select appropriate Capital Accumulation products to meet the needs of companies and most importantly, plan participants.

With eighteen years of retirement plan experience, Ted's work with Capital Accumulation Plans includes managing 401(k), Profit Sharing and Employee Stock Ownership Plans (ESOPs) for large organizations. He managed a team of Trust Officers that serviced defined contribution and defined benefit plans. For the last eight years, he has worked with companies to find the right product for their retirement plan needs.

He received his B.S. in Organizational Management and Communications from Concordia University. He has also been a member of the Midwest Pension Conference, and a past member of the Third-party Pension Administration (TPA) steering committee for First Mercantile Trust.

Ted has addressed many different groups across the country. Within the past six months, he has presented topics such as advanced contribution allocations, trends in the 401(k) marketplace and Form 5500 education to plan sponsors and advisors.

## **WORKFORCE READINESS**

**Barbara Clyma, Chair**

Workforce Readiness has been involved in another community job fair and participated in a presentation on the application process, resume skills, and interviewing techniques for adults.

Tulsa area Workforce Oklahoma is still heavily involved in skills assessments and tutorials to enhance the skills of the workforce to prepare them for the job market of today and the future.

This month I attended a seminar presented by the Oklahoma Department of Commerce on a new Internet version of the WorkKeys® assessment that I reported on last month. It is anticipated to be easier to navigate and more user-friendly, and should take less time for clients to receive their career readiness certificates from Oklahoma Department of Commerce.



# COMING ATTRACTIONS

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## SEPTEMBER

TAHRA Golf Classic~September 15th...*Save The Date!*

September Program and the TAHRA Managers and Supervisors Workshop:  
Both with Kirk Turner presenting on "The So-Called Employee Free Choice Act"

September 22nd & 23rd...PLANiTULSA workshops ([www.planitulsa.org](http://www.planitulsa.org))

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## OCTOBER

October Program...Faith In The Workplace, Erica Walker  
at the Spirit Bank Event Center, 103<sup>rd</sup> and Memorial

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## NOVEMBER

November Program...Connie Rank-Smith, the National Chair for Human Resources  
Certification Institute (HRCI) at the Renaissance Hotel

Presentation of the 2008 Richard J. Messer Award for Excellence in Human Resources  
and the TAHRA 2008 New Professional Award

Law Seminar

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## WEBSITE

Website improvements are in the works ~ *Bear with us!*

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## BREAKFAST WITH THE MAYOR

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On August 19th, members of the TAHRA Board joined Mayor Kathy Taylor for breakfast to discuss her interest in HR needs in Tulsa. Fred Emmer, the Chamber's Director of Existing Business Development, coordinated the breakfast that included Mike Neal, Tulsa Chamber President/CEO, Denise Reid, the Chamber's new Director of Talent Strategies and Recruitment, and TAHRA Board members Julie Callahan, Holly Fisher, Jennifer Schultz, Bill Young, Patty Smith, Sharon Mitchell, and Sharee Wells. The upshot of the meeting was that TAHRA, the Mayor's office and the Metro Chamber will coordinate information and resource sharing for events and activities that promote bringing talent to the Tulsa metro area and keeping the talent we have. We will also jointly encourage participation in boards and commissions that address hiring issues, such as diversity, education, and preparation for the workforce of the future. As part of that effort, Denise Reid will be serving as liaison to the TAHRA Board. Also, watch for two new columns in this newsletter: CAMPUS CORNER and Metro TAHRA: Issues related to HR & our Community...which will promote student news and metro area initiatives for HR development.





# RECOGNIZING OUR LEADERS

## Bill Young, VP Leadership Development

### Nominate a TAHRA member for the 2008 NEW PROFESSIONAL AWARD

This special award is designed to recognize an outstanding new professional in our organization. The recipient serves as an inspiration for others, sets high standards, has contributed to the advancement of the profession and gives of themselves to the betterment of the community. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged.

The award consists of a \$300 cash donation to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 19<sup>th</sup> meeting.

If you would like to nominate a TAHRA member for this award, please forward his or her name to the Awards Committee in care of Bill Young, VP Leadership Development via phone (573-5984) or email [william.young@williams.com](mailto:william.young@williams.com).

*Nominations must be received no later than October 15, 2008.*

### Award Criteria

#### SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications (PHR, SPHR, GPHR, CEBS, CCP, etc.)

#### CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings
- Professional achievements (example: significant contribution to an organization's strategic effort)

#### OTHER

- Involvement in college clubs or activities
- Community involvement
- Achievements/accomplishments in other areas



# RECOGNIZING OUR LEADERS, *Continued*

## Bill Young, Leadership Development

### Nominate a TAHRA member for the 2008 Richard J. Messer Excellence in Human Resources Management Award

This special award was designed to recognize outstanding leadership and achievements in the human resources field. The recipient is an individual who serves as a role model for others, sets the standard by which others are measured and unselfishly gives of themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated.

The award consists of a **\$500 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 19<sup>th</sup> meeting.

If you would like to nominate a TAHRA member for this award (self-nominations are accepted) please forward his or her name to the Excellence Award Selection Committee in care of Bill Young, VP Leadership Development at 573-5984 or [william.young@williams.com](mailto:william.young@williams.com). *Deadline for nominations is October 1, 2008.*

### Award Criteria

#### SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications

#### CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership for a minimum of three years
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings

#### PROFESSIONAL LEADERSHIP

Leadership in the Human Resources field as may be demonstrated through the following criteria:

- Significant professional contributions to the Human Resources field including special articles, presentations, teaching or publications;
- Providing expertise or services to related professional organizations and/or projects including the state council, annual state conference or SHRM

#### COMPANY LEADERSHIP

Contributions to his or her employer(s)

- Outstanding approaches, innovations, or creative ideas applied to the area of human resources
- Overall contributions benefiting the nominee's employer that are outside the normal requirements of the position

#### COMMUNITY AND CIVIC INVOLVEMENT

Active leadership role in community and/or civic organizations demonstrated through:

- Level of service
- Contributions to the organization
- Years of service



# DIVERSITY MATTERS

Jennifer Schultz, VP of Diversity

## Round Table Discussion: Diversity in a Recession- Lessons from 9/11

*~Date and Location to be announced soon~*

Operating in a “recession” can be challenging, specifically as it relates to a Diversity initiative. Join us for a round table discussion to include scenarios of companies that have “lived through it” and can tell how it allowed for survival vs. failure. 9/11 taught us many things as HR professionals, but really shocked people into almost a stalemate or stagnant environment for focuses such as Diversity.

There were local and national companies that took those lessons of 9/11 and not only made it through those tough times,

but actually utilized these efforts to position themselves successfully in the market as employers of choice. How can we apply those lessons in today’s market as we are living in very similar times for many industries? We will discuss what local companies are doing to keep their initiative’s forward momentum and also highlight what to do when training is being cut, when staff is not being replaced, and even low-cost, no-cost ideas to advance Diversity initiatives.

## TAHRA’S NEW LOGO



TAHRA has a new Logo! Sleek, fresh and hot off the presses! Watch for our new logo in this newsletter, on our website and soon, on our signage and marketing materials.



at



*September 15, 2008*

*Register online at [www.tahra.org](http://www.tahra.org)*

For more information contact Laurie Petersen at [lpetersen@ramenergy.com](mailto:lpetersen@ramenergy.com) or 632-0648.





# WELCOME NEW MEMBERS

## Sharon Mitchell, VP Membership

Tracey Wickersham	SemGroup L.P.	Pam Masingale	Baptist Retirement Center
Tramaine Ingram	Norris - A Dover Company	Debra Whisman	Adecco
Leslie Parnell	Atlantis Plastics	Erica Albers	Penloyd
Shannon Bingham	Dentsply Tulsa Dental Specialties	Danyel Cousins	HR Business Links
Craig McNeill	Tulsa Area United Way	Paula King	Cyntergy AEC
Amber Podleski	RAM Energy, Inc.	Eric Webb	Chart Cooler Service Co, Inc.
Susan Hanes	Panther Energy Company LLC	Angelique Mines	Chart Cooler Service Company
Yvonne Lynch	Williams	Jennifer Bryant	Peco Facet
Sara Torres	Crowne Plaza Tulsa Hotel	Gale Overton	Mercer
Jeff Owens	Tullius, Taylor, Sartain & Sartain	Toni McNichol	AT&T
Denise Reid	Tulsa Metro Chamber	Donnis Long	Victory Energy Operations
Lisa Brewer	City of Jenks	Judith McEvers	Tulsa Dental Specialities/ DENTSPLY
Kelley Critchfield	Newfield Exploration	Alan Bingham	Bingham Resources
Gwen Bennett	CymSTAR, LLC	Susan McGinnis	BenEx
Haddi Ramsey	City of Broken Arrow	Mary Lohrke	Titus, Hillis, Reynolds, Love, Dickman and McCalmon PC



# CAMPUS CORNER

## Laura Messer, College Relations Committee Chair

In an effort to promote TAHRA to area human resource students, the College Relations Committee will be attending the Tulsa University and Oral Roberts Business Career Fairs this fall. Our members will be on hand to distribute information and to answer questions about TAHRA and the human resource field. In addition to the fairs, the committee will be speaking at the Oklahoma State and the Oral Roberts student chapters. Through these events the committee hopes to become better acquainted with area human resource students and hopefully provide them with valuable information and resources to help them in their future careers.

*...Watch this spot for Student Chapter news as well!*

## METRO TAHRA

### Issues related to HR & our Community...

TAHRA members are invited to participate in one of two hands-on, citywide workshops as a part of the City of Tulsa's comprehensive planning process, PLANiTULSA. Working together in small groups of friends and neighbors, you will build preferred development strategies for Tulsa, creating a vision of what you want for our city.

*Register Today!*

PLANiTULSA Workshops: September 22<sup>nd</sup> and 23<sup>rd</sup>

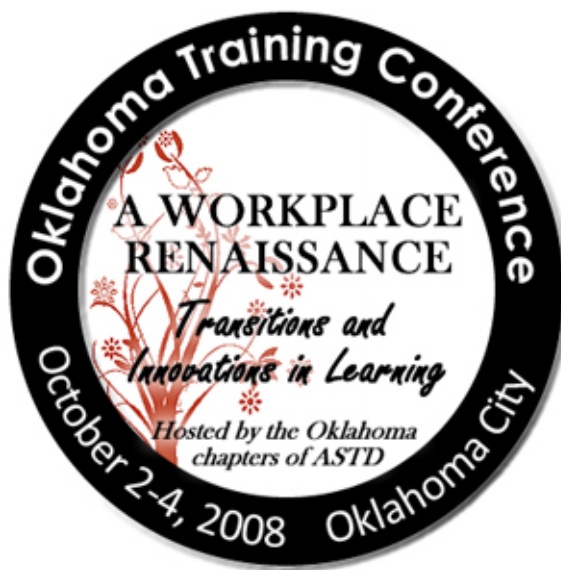
- Monday, September 22<sup>nd</sup>  
Greenwood Cultural Center, 322 N. Greenwood Ave  
Registration: 5:30 pm; Workshop: 6 - 9 pm  
Snacks & Free parking
- Tuesday, September 23<sup>rd</sup>  
BOK Center, 200 S. Denver  
Doors open: 11:30 am; Workshop: 1 - 4 pm  
Box lunch for sale; Light snacks provided  
Free parking at Civic Center

For more information, visit [www.planitulsa.org](http://www.planitulsa.org) or call the PLANiTULSA info line at (918) 576-5684.

*...Watch this spot for metro area announcements and opportunities to support our community!*



***Save the date and Request for Proposals***



**At Rose State College – Midwest City, OK**

**Featuring**

**Pre-Conference Workshop on**

## ***Crucial Confrontations:***

*Tools for Resolving Broken Promises, Violated Expectations and Bad Behavior*

**And**

**Keynote Presentation on**

## ***Influencer:***

*The Power To Change Anything*

We are pleased host Crucial Confrontations Master Trainer and member of the VitalSmarts faculty, Stacy Nelson, to deliver these sessions. *VitalSmarts* is the same training organization that wrote books of the same name.

### ***PLUS***

A day of breakout sessions on the latest topics in learning presented by a select group of training and learning development experts from across the state.

And—Post-Conference Workshop on *Recipe for Success*

Oct. 2 <sup>nd</sup>	1:30 p.m. – 4:30 p.m.	Pre-conference: <u>Crucial Confrontations</u>
Oct. 2 <sup>nd</sup>	5:30 p.m. – 7:00 p.m.	Keynote: <u>Influencer</u> , followed by Meet & Eat
Oct. 3 <sup>rd</sup>	8:00 a.m. – 6:00 p.m.	Conference: <u>12 to 16 Breakout sessions</u>
Oct. 4 <sup>th</sup>	8:30 a.m. – 11:30 p.m.	Post Conference: <u>Recipes for Training Success</u>

Visit our website details on attending or presenting at the conference.  
Online Registration Coming Soon.

<http://www.learningconferenceok.org>



# TAHRA'S FUNDRAISING COMMITTEE BIOS

## Sharee Wells, VP of Public Relations

### BRYAN WEMPEN, CHAIR

Bryan Wempen will be laying out the comprehensive plan for coordinating TAHRA's fundraising efforts. He brings a proven background in entrepreneurship, business development, human resources, recruiting, and multi-unit operations. Bryan is the Manager of Strategic Alliances for PeopleClues, a leading provider of behavioral and integrity assessments for businesses. Clients use the Clues assessments in four languages, in seven countries.

His past experience encompasses both managing the largest division of a Fortune #7 Fastest Growing Company and growing an HR technology start-up to record revenue. As VP of Business Development, he recently led sales efforts for Reliant Live, a leading provider of HR Technology with clients in 65 countries using 25 languages.

In 2006, Reliant Live merged with MacKay Edge Assessment Group which Bryan founded as a professional service providing selection assessments for better hiring of talent. Prior to starting MacKay Edge and Reliant Live, Bryan was a Regional

VP and Officer of Labor Ready, Inc. (now True Blue, Inc.) a \$1.5BB staffing company [NYSE:TBI]. Bryan will be an active part of several TAHRA committees.

### NEKESHA PERRY, COMMITTEE LIAISON

Nekesha Perry will assist the various committees that raise funds for TAHRA to develop a master list of sponsors and advertisers. She will also develop an advertising tracking system for accounts payable and accounts receivable.

A senior at OSU-Tulsa, Nekesha will graduate December 2008 with a Bachelor of Science in Management. Before becoming a full time student, she was employed with Bank of Oklahoma for nine years in their oil and gas business.

Nekesha is currently a member of TAHRA, SHRM & Tulsa Young Professionals and will be the 2008-09, President of OSU-Tulsa's Future Business Leaders of America/Professional Business Leaders organization. After graduation, she plans to accept a position in the human resources management field. She has interests in gardening, volunteering, and is also a Supermom!

## MEMBER PHOTO OPS...



Speaker Rhett Laubach coaches us on coaching.



Registration Committee - hard at work!



Sharon Mitchell wins regional conference registration.



Bates Frayser represents the meeting sponsor, The Tulsa World.

August Program Pics

