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August 2011

Issue 6



Chapter 0175

Dear Bryan,

We hope everyone is having a great summer and keeping cool during this heat wave! We have some exciting events coming up this month and for the remainder of 2011. Keep up to date by visiting our website frequently. Enjoy the August newsletter!

Some Thoughts from the President

by Bryan Wempen

What a HOT summer, I hope that everyone has weathered the storm and can hold on just a little longer until this record heat breaks. Much like being in HR, you just keep pushing through what gets put on your plate everyday! We look forward to seeing everyone again throughout 2011 at the various TAHRA events. You're all the best!!

IMPORTANT: We have some significant legislative movement happening with the DOL and NLRB that as HR professionals we need to be involved with understanding the new rule-making push and implications to our businesses. Please be looking for more information in a separate email that has specific information on this area.

On to the "video", I was very privileged to present at the same conference this last week in San Antonio as my good friend China Gorman the former COO of SHRM. I cornered her for impromptu interview about her thoughts on the horizon for HR. The video captures most of it...(all but the last 10 seconds, darn battery).

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TAHRA August Newsletter 2011 (Tulsa Area HR Association) SHRM Affiliate

August Program Meeting -

Approved for Strategic Business, International HRCI Credits!

Wednesday, August 17 | 11:15am - 1:00pm |

Members - \$20, Guests - \$30

Register today!

Engagement Done Right: Affordable Incentive Strategies

presented by Michelle Smith, CPIM, CRP

This presentation is designed to share best-practice research and case studies on employee engagement and to stimulate thinking among attendees with respect to how well they are leveraging engagement within their organizations. Michelle will suggest where to focus your resources to maximize engagement - especially with limited resources in a recovering economy. The session will be rich with ideas on how to capitalize on your investment in increasing engagement and productivity, including proven tools and how-to's, easy, quick, and even low-cost or no cost solutions that can be implemented immediately. [Click here](#) to view promo video for this exciting program!



Michelle M. Smith has been named as one of the Ten Best and Brightest Women in the Incentive Industry and a President's Award winner. Michelle has worked in every facet of recognition and incentives, both domestically and internationally. A highly rated international speaker, writer, and consultant on performance improvement; Michelle is a respected authority on human capital management, internal branding, and engagement.

This program has been approved for 1 recertification hour toward **Strategic Business, International** recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID on your recertification



**REGISTRATION
OPEN!**

TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

For information on becoming a TAHRA Partner [click here.](#)

**Meet our TAHRA
Partners...**



TAHRA 2011



application form. For more information about certification or recertification, please visit the HRCI website at www.hrci.org.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

August Learning Lab

Thursday, August 25 | 2:00pm - 4:00pm |
Dollar Thrifty Automotive Group - West Tower Train Station
Conference Room

Fire and Safety Planning For Businesses

presented by Captain Ray Evins, Tulsa Fire Department

Fire safety is important business. This month Captain Ray Evins of the Tulsa Fire Department will present fire safety training for your place of employment. Workplace fire safety is the Occupational Safety and Health Administration's (OSHA) principal focus and saving lives and preventing injuries due to fire is a key concern. This learning lab will address what steps to take in order to create and implement fire/evacuation plans for your company to maintain compliance with OSHA standards for fire safety. Captain Evins will discuss the proper use of fire fighting equipment, proper exits, emergency plans and how to obtain employee training to prevent fire deaths and injuries in the workplace. He will also share preparations for attendees to plan for other dangerous scenarios, such as natural disasters or a shooter on the premises.

Register Now!

Captain Ray Evins is the Assistant Fire Marshal with the Tulsa Fire Department. He has been with the Fire Department for 23 years. He works in the Community Relations/Public Education department, where he spends his time visiting schools and businesses, educating the public about fire safety.

**Big thanks to ChooseTulsaJobs.com
for being a TAHRA Partner!**



sponsored by the Tulsa Metro Chamber

Utilize TAHRA Vendor Directory for FREE!

by Lisa Johnson, Website/Technology Chair

Sign up now and get a free listing on our Vendor Directory for the remainder of 2011! Simply log into the website, enter your company information, and let the Vendor Directory work for you! We would love to hear your success stories of the additional business you receive as a result of our website!

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As the year winds down, we will send you an invoice for \$100 to retain your company information in our Vendor Directory for 2012. If you wish to discontinue your company's listing in the Vendor Directory at that time, simply let us know!



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TAHRA Members - Looking for a Background Screening Company? Need help with Benefits? The Vendor Directory has 11 categories of vendors that can help you! Check them out now and check back often, as new vendors are continually being added!

Check it out!

TAHRA Hosting Career Fair!



TAHRA in partnership with the Tulsa Metro Chamber, Department of Rehabilitation Services, Oklahoma State University, Oklahoma Rehabilitation Association and Oklahoma Employment Security Commission is holding its first Career Fair on **October 13, 2011, 10:00-4:00, at the Tulsa Marriott Southern Hills.**

This is an opportunity for employers to have immediate access to a diversified pool of qualified applicants including veterans, senior citizens, people with disabilities, displaced workers, new graduates, individuals from minority backgrounds, and those who are seeking better employment or new career paths. If you anticipate filling positions this fall, winter, or even next year, you will want to be at this Career Fair!

There will be a limit of 30 employers, the registration fee is \$299 and includes an exhibit booth with tables/drapes, your company name, and a room to conduct on-site interviews.

Registration Deadline - September 15, 2011
No Refunds or Credits will be issued after October 5, 2011.

Contact Belen Burkhalter, Workforce Readiness Chair at bcburkhalter@okdrs.gov for questions.

Click here to register!



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TULSA METRO CHAMBER

Membership Update

by Chris Cable, VP Membership

It is hard to believe that summer is almost over and it is back to school time again. I hope that everyone had a great summer. We had a great time at the Tulsa Shock game in June and will have a fall networking event that will be fun for all.



Our current membership base is at 498 members. This number puts us ahead of where we were a year ago, but still have work to do to hit our goal of 600 members in 2011 versus our total membership of 530 in 2010. We still have time to grow our membership and need your help! With a discounted membership fee of \$60.00 for the remainder of the year, outstanding guest speakers, learning labs and networking opportunities, TAHRA is the association of choice for HR professionals in the Tulsa area. Please encourage other HR professionals to consider and join TAHRA so we can continue to deliver the value that we are all accustomed to. Any potential members can contact Chris Cable at ccable@gdhconsulting.com.

Opportunities Abound in Tulsa!

by Denise Reid, Chamber Liaison

Business Retention & Expansion (BRE) - if your company is looking to expand please keep in mind there are several programs available to employers to assist with their workforce development.



- BRE Taskforce - representatives meet on-site with your business leaders to identify programs and services to assist your business
- Training for Industry (TIPS) - program provides money, resources and assistance for training
- Quality Jobs Program (QJP) - program provides rebates on payroll taxes

There is No Cost to apply for these programs - trained representatives with Tulsa Metro Chamber, Tulsa Tech & Oklahoma Manufacturer Alliance are available to assist with completing your application for these programs.

Tulsa Metro Aerospace Job Fair
September 15th - 10:00a.m. to 2:00p.m.
Tulsa Tech Riverside Campus

Transportation Connections WorkAdvance

- Program provides training and services for employment in opportunities in transportation industry
- Training and programs are developed based on employer needs

H1-B Grant Opportunity

- Grant application is being pulled together by community partners to provide training for incumbent workers and dislocated workers in High Tech/IT fields.
- Seeking employers with training needs for their IT/High Tech workers - additional skill upgrades - grant would pay for training

College Access Career Readiness Coaches

- The Tulsa Metro Chamber has partnered with OU Community Engagement Center and Tulsa Public Schools to launch Career Access College Readiness (CACR) program to help students prepare for post-secondary education upon graduation.
- CACR matches volunteers from local businesses with small groups of seventh and 10th grade students to explore career options and learn about continuing education opportunities in a wide range of careers. Volunteers help students identify their personal interests and understand how those may tie to careers.
- WE NEED YOU!

If you would like more information about any of these programs or have questions about workforce related programs, please feel free to contact me at (918) 560-0255 or denisereid@tulsachamber.com.



The TAHRA Golf Tournament is just around the corner!

The tournament is scheduled for Thursday, September 22, 2011 at Battle Creek Golf Course in Broken Arrow. We are looking for Players and Sponsors. Come out and support TAHRA and have FUN! Entry fee includes golf with golf cart, range balls and practice facilities, a boxed lunch, refreshments during tournament, entry into numerous prize contests and awards ceremony with drinks and hors d'oeuvres. **[Click here for all the details!](#)**

We would like to THANK the following sponsors:



Welcome to our Newest Members!

Linda Gibby	E.W. Scripps	Kenneth Short	Doerner, Saunders, Daniel & Anderson
Shari Sherman	Continental Industries Inc	Gloria Torres	Oil States Barlow-Hunt
Angela Morris	Workplace Resource	Edna McFarland	Gardner Denver
Donna Griffin	United Stationers Supply Company	Brenda Reynolds	Cancer Care Associates
Tonia Jeffers	Continental Industries Inc	Diane Jones	BlackHawk Industrial
Jonas Goins	Kline Oilfield Equipment Inc.	Bradley Collins	Express Employment Professionals
Julie Dane	Eton Home Care, Inc.	Caleb Siegfried	Express Employment Professionals
Holly Edlund	DTAG	Amy Perez	Advance Research Chemicals, Inc.
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Parker Stephenson	DTAG	Melissa Benisch	Cimarex Energy Co.
Karen Lovell	Financial Planning Resources	Donisha Lane	ONEOK
Terri Goodman	Verizon Business	Alyssa Renz	Spirit Bank

The Perfect Storm

Over 50 people attended the Diversity Roundtable on July 20, 2011. Jan Figart of the Community Service Center of Greater Tulsa, Inc. presented on "The Perfect Storm", an overview of the demographics in the State of Oklahoma and Tulsa. Check out the notes from this event by [clicking here.](#)



Jan Figart presents The Perfect Storm



Attendees at Diversity Roundtable

Calendar of Events

August

- 8/17 - August Program Meeting - [Engagement Done Right: Affordable Incentive Strategies](#)
- 8/25 - August Learning Lab - [Fire and Safety Planning for Businesses](#)

September

- 9/21 - September Program Meeting - [Recent Developments in Federal and State Employment Law](#)
- 9/21 - Manager and Supervisor Workshop - [Supervisor 101](#)
- 9/22 - [TAHRA Annual Golf Tournament](#)
- 9/29 - September Learning Lab

Tulsa Area Human Resources Association
admin@tahra.org
 (918) 344-4622

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