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September 2011

Issue 7



Chapter 0175

Dear Bryan,

TAHRA has a lot going on in the next few months and we hope you'll be able to join us for our upcoming Program Meeting, Learning Lab, Golf Tournament, Career Fair, Law Seminar or Diversity Expo. Read on for more details on these great events!

## Some Thoughts from the President

by Bryan Wempen

All of the sudden it's fall in Oklahoma, the hot summer has moved on, schools have started and the sports seasons are back in full swing. This week is very significant for me as I was called for Jury Duty for the first time ever in my life. I've always wanted to do my part and contribute to our judicial process, well I get my chance this week!

If you have ever been part of the Jury Duty process, you understand there is a lot of waiting involved to get everything in order. Anyway, I get there, check-in (following all the rules), scout out the prime spot with a power outlet and straight shot to coffee. I then sit down next to a very charming women. We start talking because we "sorta" recognize each other then we figure it out, we are both TAHRA members doing our part for the State of Oklahoma! It was nice to have an immediate familiarity and lots in common. Thanks Marleen for making Day 1 a breeze.



*\*Note: I received permission from all parties to use the picture and no HR professionals were harmed in the writing of these comments.*

What this process has done is remind me how amazing HR professionals are every single day. Human Resources is typically regarded as the "safe" place to ask for help and HR, at times, is the conscious for the

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organization. These are just a couple of the gigantic responsibilities that go hand-in-hand with being an HR Pro.

All this said, I'm very proud of everyone who understands that HR is not an easy career, but still jumps into the mix and stays in because they love it.

Please remember to pat yourself and others on the back because you all deserve it.

## September Program Meeting -

*Approved for 1 hour General HRCI Credit*

Wednesday, September 21 | 11:15am - 1:00pm |

Members - \$20, Guests - \$30

**Register today!**

## Recent Developments in Federal and State Employment Law

*presented by W. Kirk Turner, JD*

Kirk Turner, a regional leader in labor law and employment practices training and one of TAHRA's favorite speakers each year, will provide an update on recent developments in state and federal labor and employment law, including highlighting important changes to Oklahoma's Drug and Alcohol Testing statute, the Oklahoma Anti-Discrimination Act and Oklahoma Workers' Compensation legislation. In addition, Kirk will provide practical advice on legal compliance and necessary training for your organization. You will not want to miss this fast-paced, interactive presentation.



There will be a 2 hour **Supervisor Training** presented by Kirk Turner immediately following the Program Meeting. The topic is Supervisor 101 for Supervisors and Managers. This training not only will better educate your supervisors and managers on the inherent risks and traps of managing employees, but also will provide important evidence of your employer's commitment to a workplace free from discrimination, harassment and other unlawful conduct.

**The fee for the Supervisor Training is \$60 per person and registration is separate from the Program Meeting.**

**Register 6 or more individuals from one company and receive the discounted rate of \$50 per registrant.**

*Approved for 2 hours General HRCI Credit.*

**[Click here to register.](#)**

As an HR professional or a member of management in your organization, you will want to attend these programs by W. Kirk Turner of the Tulsa law firm, Newton, O'Connor, Turner & Ketchum. Kirk is one of the most knowledgeable and sought after speakers in the country on labor and employment law topics, and is a regular presenter for TAHRA, the Oklahoma State HR Conference and at many other HR and professional associations. Kirk's practical and humorous training sessions provide valuable and useful information for anyone seeking to understand or comply with laws impacting HR.

## September Learning Lab



PLAYERS WANTED!

## 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

Thursday, September 29 | 2:00pm - 4:00pm  
 Dollar Thrifty Automotive Group - West Tower Train Station  
 Conference Room



## Creating a Diversity Culture

*presented by Bob Hulse, Diversity and Community Relations, Williams*

Williams Companies has been committed to creating a diversity culture for over 13 years. During that time, some major shifts have occurred in the company and within the broader U.S. culture that have influenced the progress of diversity and inclusion efforts. This session will highlight the strategy and tactics that have driven Williams' commitment to creating an inclusive culture. At this Lab, Bob Hulse, Managing Consultant of Diversity and Community Relations at Williams will share the role diversity and inclusion practices play in successful workforce planning, how diversity and inclusion efforts are driven by the changing U.S. labor pool and how to make the business case for diversity to company leaders. Bob will also present step-by-step actions that create a culture of inclusion in the workplace and will share resources to help you lead the way to diversity and inclusion in your company.

### Register Now!

**Bob Hulse** is currently Managing Consultant in Diversity & Community Relations at Williams Companies in Tulsa, Oklahoma. He has been at Williams for 12 years and prior to his current role was the Manager of Employee Health Benefits. Bob has been involved with Williams' Diversity Business Resource Groups (BRGs) for the past 10 years. He was chair of the Lesbian/Gay/Bisexual/Transgender BRG for several years and spearheaded efforts to add domestic partner benefits for Williams employees in 2009.

**Big thanks to F & M Mortgage  
 for being a TAHRA Partner!**



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*The extra effort is on the house.*

## Scholarships Available!

*by Sarah Phelps, College Relations Chair*

TAHRA has established a scholarship program to promote the pursuit of a career in the field of human resources management and to recognize outstanding achievement of students in the field.

Up to two undergraduate and/or graduate students will be selected and each will receive an award of \$500.00 for the fall and/or spring semesters.

The award will be granted subsequent to the submission of



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evidence of enrollment in courses relevant to human resources management or participation in a course of study that leads to the award of a degree with the major field of study being human resources management.

Chamber Liaison

[Julie Odom](#)  
Chapter Management  
Professional

#### **Eligibility for the Scholarship requires:**

*Member of a Society for Human Resources Management Student Chapter.*

*Declared major in a discipline relevant to human resources management.*

*Currently enrolled student, meeting his/her respective institutions definition of full-time enrollment for the degree program which he/she is pursuing.*

*Minimum overall grade point average of 3.0 on a scale of 4.0.*

*Intent to pursue a career in human resources management.*

To be considered, please complete the [application](#) which is located in the Resource Center on the TAHRA website.

Applications and Transcripts must be received by **Monday October 31, 2011 and must be e-mailed to [sphelps@samson.com](mailto:sphelps@samson.com).**

## **NLRB MANDATES POSTING OF EMPLOYEES' UNION RIGHTS**

*by Kirk Turner, VP Legislative Affairs*

### **Employers Must Begin Posting November 14, 2011**

Last Summer, we advised of President Obama's issuance of Executive Order 13496, which forced employers with federal government contracts worth more than \$100,000 and their subcontractors to post a pro-union Notice at work sites. Today, the National Labor Relations Board ("NLRB") issued a Final Rule requiring the same Notice be posted by ALL employers covered by the National Labor Relations Act ("NLRA").

Beginning on November 14, 2011, employers must post the Notice in a conspicuous place where employees can see it. If 20 percent or more of the employer's workforce is not proficient in English and speaks a language other than English, the employer must provide Notice in the language those employees speak. If employers regularly use electronic means such as websites to post notices to their employees, the employer will be expected to provide such electronic notice of the NLRA rights as well. The content of the Notice will be virtually identical to the one required by Executive Order 13496. Notably, the Notice lists several rights provided under the NLRA including the right to organize or join a union and the right to strike or picket an employer. Unfortunately, the Notice does not provide the full picture as it does not inform employees of their rights not to organize or not to join a union.



The NLRB does not have the power to fine employers for failure to post the Notice, but failure to post may be treated as an unfair labor practice under the NLRA. Likewise, knowingly or willfully failing to post may be considered as evidence of unlawful motive in an unfair laborpractice case where other violations of the NLRA are alleged. It could also extend the six-month statute of limitations period within which an employee can bring an unfair labor practice claim. The



NLRB may provide a "grace" period while employers become informed of the Rule.

The obvious purpose of the Notice is to spark unionization. Employers should therefore think seriously about implementing or augmenting union avoidance efforts. The Rule does not prohibit an employer from posting its own notice expressing its opinion regarding unionization as long as it does so in a non-coercive manner. In addition to such a counter-notice, training managers to avoid unionization is essential.

***The Notice will be available for download from the NLRB website starting on November 1, 2011.***

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at [kturner@newtonoconnor.com](mailto:kturner@newtonoconnor.com)



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.

This is an opportunity for employers to have immediate access to a diversified pool of qualified applicants; 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.

**Only 30 spots available for employers** at this special event so **register today!** Registration deadline is September 15, 2011.

**Employer Cost is only \$299.00** (download event [flyer here](#)) Includes exhibit booth with table and drapes, your company name, and a room to conduct on-site interviews.



## Membership Update

by Chris Cable, VP Membership

With summer wrapping up, weather turning cooler, students going back to school and TAHRA resuming our monthly meetings; we are making a final push to grow our membership for 2011. Our current membership base has grown to 529 members! This is approximately where we finished in 2010. We still have time to grow our membership and need your help! We encourage everyone to take advantage of this opportunity to refer and connect TAHRA with HR professionals not engaged with our group. This fall will bring the annual TAHRA Employment Law and Practices Seminar, an after hour's Social/Networking event, Golf Tournament, Supervisor Training, Career Fair and more great monthly meetings and learning labs!

Thank you to our members for your continued loyalty to TAHRA and we look forward to seeing you at all of our events this fall!



## Employer Resources Available in Tulsa

*by Denise Reid, Chamber Liaison*

We have regular meetings with businesses across the region to identify their needs. We know employers are experiencing a major upswing in business and recruiting. Below are a few resources and services that you may find helpful. We have several great partners in our region that assist with workforce and training programs. If you have specific needs outside this list, please let me know. I can assist with identifying potential partners for you.



**Sector Driven Job Fairs** - first event is September 15th supporting the aerospace industry - partnership between Tulsa Metro Chamber and Workforce Tulsa. Partnership organizations for this event are Tulsa Tech and Oklahoma Aerospace Alliance.

**Tulsa Area Employer Council sponsored by Workforce Oklahoma** - topics covered are relevant to businesses needs today; retention strategies, employee handbooks, FMLA, etc. Monthly meeting, no cost to attend and HRCI credits.

**Talent Acquisition Team** - team of professionals at the One-Stop center dedicated to assisting employers with recruiting. Team is divided by areas of expertise in job classifications.

**Virtual Job Fair** - September 13 thru September 15 - For more information, visit [http://www.ok.gov/oesc\\_web/documents/virtual%20JF.pdf](http://www.ok.gov/oesc_web/documents/virtual%20JF.pdf)

**Bud to Boss Workshop (new supervisor training)** - October 24-25, 2011 - Block I: The Essentials & Block II: Beyond The Basics - See link for more info: <http://www.workforcetulsa.com/extras/budtoboss.html>

**ChooseTulsaJobs.com** is another great tool for introducing out of area candidates to Tulsa's live, work, play and quality of life. The site has cost of living calculator, listing of locally headquartered companies (public & private), housing, education and additional information about our community.

### Tulsa's Young Professionals (TYPros) Resources

**TYPros Relocation Guide** - new resource for employers recruiting recent grads and young professionals.

**"Hire Education" guide** - updated version will be available this month for employers interested in getting an intern program started. Guide is housed on [www.InternInTulsa.com](http://www.InternInTulsa.com) website.

**Diversity Crew's Corporate Lunch Bunch** - work with local employers on

diversity and inclusion strategies and initiatives related to attracting and retaining young professionals.

If you would like more information related to any of these programs or resources, please feel free to contact me at (918) 560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).



### It's not too late to register for the TAHRA Golf Tournament - Don't miss it!

The tournament is scheduled for **Thursday, September 22, 2011** at Battle Creek Golf Course in Broken Arrow. We are looking for Players and Sponsors. 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:





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## Welcome to our Newest Members!

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Derrick	Daniels	Search Engine
Kate	Beatty	LKB Associates
Terry	Cummings	Student
Celia	Armstrong	Union Public Schools
Tiffany	Jordan	Tulsa Welding School
Alan	Curler	Tulsa Welding School
Rob	Sotlar	Video Gaming Technologies
Sharon	Mancini	Community Action Project of Tulsa County
Audra	Hamilton	Audra K. Hamilton, Attorney At Law

## Calendar of Events

### 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 - [Creating a Diversity Culture](#)

### October

10/18 - [TAHRA Career Fair](#)  
 10/19 - October Program Meeting - [Leading from the Inside Out](#): Managing Talent for the Emerging Workplace  
 10/27 - October Learning Lab  
**Save the Date - TAHRA Employment Law and Practices Seminar November 3!**  
**Registration opening soon.**

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

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