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December 2011

Issue 10



Chapter 0175

Dear Bryan,

As we wrap up 2011, TAHRA would like to thank you for your continued support of our mission and vision. We could not have such a successful chapter without our members. Have a safe and happy holiday season and we look forward to seeing you in 2012!



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Some Thoughts from the President

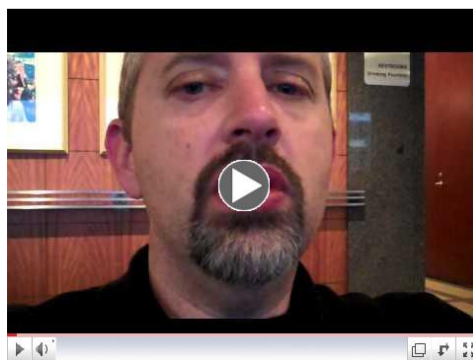
by Bryan Wempen

I have learned so many things in 2011 from many of our wonderful members. Another fun fact I learned was that a High Definition (HD) video camera is very unforgiving at 6AM when I filmed my final video on my last trip to Chicago.

We have covered so much ground this year with a record number of events, as well ending the year with our largest membership in the history of TAHRA at 562. Thank you all for the support this last 18 months as your President, I have cherished the opportunity.

I am excited to focus on supporting the efforts of Chris Wright our 2012 President, the Board and of course all of our members. We have several exciting new offerings coming in 2012 that will deliver even more value for your membership than ever before.

2012 represents TAHRA's 40 Year Anniversary as an association focused on the profession, professional and community of Human Resources. Join us this year as we celebrate this tremendous milestone.



2011 Final Newsletter Video

Finally, I want to thank all of the 2011 board members, their families and their employers for their time, dedication and service to TAHRA. They have made this year an outstanding success and we could not have done it without them!

December Program Meeting

Wednesday, December 14 | 11:15am - 1:00pm |
Tulsa Country Club
Members - \$20, Guests - \$30

Register today!

Leaders In Gear

Presented by Rhett Laubach

Join TAHRA in December for the final program of 2011. Rhett Laubach will be presenting *Leaders in Gear*. This program will emphasize three sections: personal leadership, team leadership and presentation skills. You will gain a unique perspective on developing leadership abilities. Participants will learn keys to self-management, leading and inspiring others and high-level communication techniques. HR professionals who are able to master these three key areas will be more effective in developing, contributing to and supporting their organization's mission, vision, values, strategic goals and objectives. Please join us!



Rhett Laubach's speaking interests have taken him to over 45 states, the District of Columbia, the Bahamas and Canada. He has presented to more than one million audience members. 70 percent of his work is geared toward student leadership groups and 30 percent is to corporate, professional organization and association clients. His programs focus on leadership, but extend to presentation coaching, customer service, communication training and pageant interview skills and platform coaching.



This program, has been approved for 1.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

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.



Membership Update

by Chris Cable, VP of Membership

Happy Holidays TAHRA! This has been a phenomenal year for our organization, and we are in the middle of renewal season. We have enjoyed record membership numbers, outstanding programs, learning labs and other value added activities in 2011. TAHRA is still a value that is second to none. Our 2011 membership finished at 562 members, an increase from 530 in 2010. Please join me in welcoming Jeff Faust to the 2012 Board of Directors. Jeff will replace me as VP of Membership and will bring a high level of enthusiasm and a wealth of experience to make 2012 an even better year for membership. A huge thank you also goes out to the 2011 Board of Directors, who did a superb job for

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 Board & Committee Chairs

[Bryan Wempen](#)
President

[Chris Wright, PhD](#)
President Elect

TAHRA and continues to position TAHRA as the premier association serving the HR profession. We are very fortunate to have such talented people within our group!

Have a safe and happy holiday season and best wishes for a successful year in 2012!

**TAHRA would like to thank
The Rowland Group for for being a TAHRA Partner!**



Renew Your Membership for 2012!

All TAHRA memberships expire December 31, 2011 and it is time to renew for the 2012 membership year.

The entire renewal process is done online; it is a quick and easy procedure. If you have already renewed for 2012, thank you!

To renew your TAHRA Membership for 2012, please visit www.tahra.org and log in to your account. Next, go to the Membership tab and click Membership Renewal. Update your Personal, Professional and Business information, and TAHRA Preferences, then click Continue Renewal.

- If you wish to pay by credit card, follow the credit card prompts.
- If you are paying by check, click on the "pay by check" link.

As you are aware, TAHRA is a valuable asset to the HR professional. Don't miss out on this year's events, emails, HRCI credits, networking with friends and other HR professionals, and all that TAHRA has to offer. Ensure continuation of TAHRA benefits by renewing your membership today!



**The foundation of TAHRA is its members and their support ...
be a part of that foundation!**

Annual HR Award Recipients Announced

by Sarah Phelps, VP College Relations

At the November Program Meeting several award recipients were recognized. Kasi McLaughlin was chosen as the Outstanding New

[Bill Young, SPHR](#)
Past President

[Diem Lewis, SPHR](#)
VP Programs

[Chris Cable](#)
VP Membership

[Jennifer Remmert, MHR, SPHR](#)
VP Leadership Development

[W. Kirk Turner, JD](#)
VP Legislative Affairs

[Grover Hall, MPA, PHR, MHCS](#)
VP Diversity

[Marsha Casebeer](#)
VP Education

[Donna Fletcher, PHR, CCP](#)
Treasurer

[Brandon Brazeel](#)
Golf Tournament Chair

[Justice Waidner-Smith](#)
Community Relations Chair

[Lisa Johnson](#)
Website/Technology Chair

[Sarah Phelps, JD](#)
College Relations Chair

[Ann Ferguson](#)
Registration Chair

[Belen Burkhalter, PhD, CRC](#)
Workforce Readiness Chair

[Travis Jones](#)
Hospitality Chair

[Stanna Brazeel, SPHR](#)
SHRM Foundation Chair

[Susan McGinnis, RHU](#)
Fundraising Chair

[Denise Reid](#)
Chamber Liaison

[Julie Odom](#)
Chapter Management
Professional

Professional and Julie Callahan as the Richard J. Messer Excellence in Human Resources recipient.

Kasi began her HR career in 2008 with the Addison Group in a financial recruiter position before moving to her current role as HR Manager at Neuterra HR Solutions. Kasi has been active in TAHRA on the College Relations Committee, volunteering as a mock interviewer for Goodwill Industries' Job

Connection program, and volunteering at the TAHRA annual golf tournaments. Kasi chose Tulsa SPCA as the recipient of a \$300 donation.



Julie Callahan, HR Manager at Mid-Continent Group, has been involved as a committee member at the local level and on the executive committee for the OK HR State Conference. She chaired the 2005 State conference and has served as Golf Chair, Vice President of Programs, President-Elect, President and Past-President of TAHRA. Julie has selected Tulsa Advocates for the Protection of Children as the recipient of a \$500 donation.

Also recognized were the 2011 TAHRA Scholarship recipients: Meredith Lee, Oklahoma State University and Ashley Hamilton, Oral Roberts University, both received a \$500 Scholarship check. All eight applicants are receiving a one year Program Package that entitles them to attend the monthly program meetings and network with fellow HR professionals for one year.



Join TAHRA in congratulating the 2012 Award Recipients for outstanding contributions to HR!



SUPREME COURT TO RULE ON VALIDITY OF HEALTH CARE REFORM LAW

by Kirk Turner, VP of Legislative Affairs

On November 14, 2011, the United States Supreme Court agreed to review the Eleventh Circuit Court of Appeals' determination in *HHS v. Florida* that the individual

mandate provision of the 2010 Patient Protection and Affordable Care Act (PPACA) is unconstitutional.

The Eleventh Circuit's decision held that Congress exceeded its Commerce Clause power in enacting the individual mandate provision of the PPACA. The individual mandate requires that, beginning in 2014, everyone (with certain limited exceptions) must purchase federally-approved health insurance or pay a monetary penalty. Under the law, many employers also face penalties for failing to provide essential health benefits to their employees as well as other restrictions and mandates on the benefits that must be provided or restrictions that cannot be imposed.

The Court will consider four aspects of the law:

1. Whether Congress had the power under Article I of the Constitution to enact the individual mandate provision;
2. Whether the lawsuit brought to challenge the individual mandate provision is barred by the Anti-Injunction Act;
3. Whether, if the individual mandate is unconstitutional, it can be severed from the rest of the Act; and
4. Whether Congress exceeded its powers and acted coercively by requiring states to expand Medicaid coverage or lose federal funding for Medicaid programs.

A defeat of the law will obviously impact whether the federal government can compel employers to provide health care coverage. However, even if portions of the law are deemed unconstitutional, the Court could choose to leave in place other provisions that have expanded the length and breadth of benefits that health care plans must contain, such as coverage for children of employees up to the age of 26.

A decision should be handed down by June 2012, well before next year's elections. In the meantime, it is important for employers to continue to comply with the PPACA and take steps to come into compliance with the provisions that have not yet taken effect.

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.

Workforce Workforce Workforce

by Denise Reid, Chamber Liaison

The Tulsa Metro Chamber identifies workforce as a top priority for our region. We work with regional chambers, workforce systems and education partners to identify opportunities to build capacity and develop programs to meet the needs of our local employers.



- **Council for Adult and Experiential Learning (CAEL)** presented at our Employer Workforce Outlook on prior learning assessments. This type of program gives credit to incumbent workers for learning on the job. This has proven to improve degree completion for adult students while

lowering cost for tuition reimbursement programs for companies.

- Identifying opportunities to leverage **National Association of Manufacturers (NAM)** certification work being done in Wichita for the aerospace industry. Program is being developed and finalized and we are hoping to import the program to our region as quickly as possible to provide additional training opportunities for workers in Tulsa.
 - CNC Machinist Fast Track Program - this is a program that was piloted in Minnesota that has a 16 week training course with an 8 week paid internship program that leads to certification.
- **Technical Training Grant** - Workforce Tulsa and Tulsa Community College in partnership with Tulsa Metro Chamber and Oklahoma Department of Commerce submitted a grant to provide IT/Technical training for incumbent and dislocated workers. We should find out in April if we will be granted funding.
- **Transportation Connection WorkAdvance Program** was brought to Tulsa as demand driven training program for transportation industry positions in partnership with City of Tulsa, Tulsa Community Foundation, Madison Strategies, Tulsa Metro Chamber and Workforce Tulsa along with several education partners and employers. Modeled after successful program in New York City.
- **Talent Dividend Prize and Project** is all about increasing training and development of workforce. Main goal is to increase college attainment rate by one percentage point or 5,900 additional graduates in our region. This creates a \$646 million impact on our economy annually. There is also a \$1 million prize for the metro area that increases their attainment rate the most per capita.

Let me know if you would like more information about our workforce programs or if you have specific needs related to workforce. I can be reached at (918) 560-0255 or denisereid@tulsachamber.com.

2012 Board Election - Results Are In!

Chris Wright	President	Jim Martin	Public Relations
Brandon Brazeel	President Elect	Barbara Ware	Diversity
Bryan Wempen	Past President	Heidi Hartman	Education
Sally Allen	Programs	Donna Fletcher	Treasurer
Jeff Faust	Membership	Diane Hewitt	Board Member at Large
Sarah Phelps	Leadership Development	Justice Waidner	Board Member at Large
Kirk Turner	Legislative	Lisa Johnson	Board Member at Large



Save the Date!
April 25-27, 2012

It's not too early to mark your calendar for the 2012 Oklahoma Human Resources State Conference & Expo to be held at the Tulsa Renaissance Hotel and Convention Center. Register today at www.okhrconference.com!

Early bird rates available through Dec. 31, 2011!

We are also accepting applications for **Sponsors & Vendors**. Don't miss this great opportunity to make your pitch to the top HR professionals in the state!
More information at www.okhrconference.com.



Travis Jones Greets Guests



Grover Hall makes Introductions



Thank you to Barbara Ware for Securing Speaker and DTAG for Sponsoring



Dr. Steve Robbins gave an excellent presentation!



Packed House!



Denise Reid shares about "mosaic"



Jeff Matthews represents OCCJ at Expo



Representative from TARC

Join TAHRA in Welcoming Our Newest Members!

Stephanie Dary	Carlilse Brake and Friction Danny	Ziriaux	Student
Janna	Garretson Bank of Oklahoma, NA	Luanne	Nightingale Parent Child Center of Tulsa

Pamela	Atlee	City of Tulsa	Kimberly Rogers	Bristow Medical Center
Monica	Bailey	CNE	Elaine Egami	Headway Technologies, Inc.
Kimberly	Kelsay	Williams	Steve Hobbs	Southwestern Payroll Service, Inc
Alvaro	Roman	Student	Marcos Sanchez	Baker Hughes
Tad	Altekruse	Student	Amy Hossain	Student

Calendar of Events

December

12/14 - December Program Meeting - [Leaders in Gear](#)



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