

January 2012

Issue 11



Chapter 0175

Dear Kasi,

Welcome to 2012!

TAHRA renewals are underway and we hope that you found value in your TAHRA membership and will consider renewing for 2012.

This year we will continue to provide outstanding programming, learning labs and other special events. Please make the most out of your membership and register to attend a TAHRA event today!

**IN THIS ISSUE:**[President's Message](#)[Program Meeting](#)[Learning Lab](#)[Legal Update](#)[2012 OK HR State Conference](#)[Metro TAHRA](#)[Workforce Readiness](#)[TAHRA Board & Chairs](#)**President's Message***by Chris Wright, PhD****A 2012 Challenge for You!***

Happy New Year TAHRA members, I hope you enjoyed your holiday. Looking back, 2011 was a fantastic year for TAHRA. We owe a great big thank you to Bryan Wempen and the 2011 TAHRA Board for an outstanding job. We had such a strong year of programs, speakers and events. We averaged over 140 TAHRA members at each program meeting, WOW! Thank you to Diem Lewis and her programs committee for working so hard to serve our membership.



In 2012, I have a challenge to all TAHRA members, over 500+ and counting. We want to see you at our program meetings this year. For those of you who missed programs in 2011, the quality of our program meetings was phenomenal. We are lining up outstanding speakers again for 2012. Also, with over 140 members attending each meeting, the networking opportunities for TAHRA members are tremendous. So, I challenge you to get involved in 2012 by attending our monthly program meetings. I promise you won't be disappointed by the quality of the programs or the opportunity to meet and network with HR practitioners and thought leaders from around Tulsa.

See you at the January program meeting.

**Join us on...**

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TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to

January Program Meeting

Wednesday, January 18 | 11:15am - 1:00pm
Hilton Southern Hills
Members - \$20, Guests - \$30

Register today!

Engaged or Enraged? It's a Fine Line

Presented by Doug Layman



Learn the subtle differences between enabling a "me too" entitlement attitude, versus cultivating a high engagement, high performance culture in the workplace. Mr. Doug Layman will share his vision and experience in doing just that in this fascinating session that explores the connection between good health and good business. His funny, real-life anecdotes about how employees truly perceive benefits will have HR executives both nodding in agreement while laughing in their seats at the same time.

This session will cover the issues surrounding presenteeism, signs of trouble in paradise, what employee satisfaction surveys don't tell you, and the costs associated with disengaged employees. He'll wrap up with tangible strategies for building a highly engaged, healthy and productive group of employees who will work with you to achieve your company's financial objectives.



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.

Douglas Layman is the executive vice president and chief sales and marketing officer at Gilsbar, Inc., a leading third party administrator and insurance services provider. During his tenure with Gilsbar, he has shifted the organization's focus to a market-driven thought leader, which has proved to be a great success. He focuses on its revenue generating strategies, with an emphasis in marketing employee engagement. Mr. Layman shares his expertise of member engagement and health and lifestyle management at conferences and seminars across the country. His speaking resume includes various World Health Care Congress events, the International Institute of Research, and the National Business Group on Health. Mr. Layman represents organizations throughout the U.S., and currently serves on the Board of Directors for the Louisiana Association of Health Plans. Mr. Layman earned his degree at Spring Hill College in Mobile, Alabama.

January Learning Lab

Thursday, January 26 | 2:00pm - 4:00pm
University of Phoenix
Members - \$15, Guests - \$25

Depositions and the HR Professional: Are You Prepared to Defend Yourself?

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 2012 Board & Committee Chairs

Chris Wright, PhD
President

Brandon Brazeel, SPHR
President Elect

Bryan Wempen
Past President

Sally Allen, SPHR
VP Programs

Jeff Faust, PHR
VP Membership

There are thousands of employment lawsuits filed each year requiring HR professionals, supervisors and business leaders to spend valuable time and resources to attend trials. What determines if a litigation moves to trial or settled out of court many times depends on the preparation and success of the deposition process.

Once you get the call from the company's attorney for your deposition to be taken, (and many of us will throughout our career), you will witness how it feels to be drilled by a plaintiff's attorney, questioned about your choices and behavior, and put under the microscope for a matter that may have occurred 3 or 4 years earlier. This lab will help you prepare for this process.

Register Now!

David Cordell is co-chair of Conner & Winters, LLP employment practice. He practices in the area of litigation, with special emphasis on employment and energy law. Mr. Cordell has represented clients ranging from individuals to multi-national corporations in state and federal trial courts, appellate courts, agency proceedings, and arbitrations and mediations throughout the central southwest.

Teresa Burkett directs the firm's health care practice group. She represents a number of providers in the health care industry including hospitals, physician groups, nursing homes, hospice organizations and individual professionals. Ms. Burkett is a past President of the Oklahoma Health Lawyers Association and has also served as Chairman of the Health Law Section of the Oklahoma Bar Association. She has been included in the Health Law Section of Best Lawyers in America since 1992 and was recognized by Oklahoma Super Lawyers as one of the top 25 women attorneys in Oklahoma in 2006 and 2007.

Vic Albert is a partner attorney with the Conner & Winters, LLP law firm in Oklahoma City. His practice focuses on all aspects of trial law with particular experience in the areas of labor and employment trials. He has tried to a jury verdict over 50 cases in state and federal courts in Oklahoma. He has also developed an employer-based practice advising employers in policy development, training, hiring and firing, and investigation of employee complaints.

EEOC TAKES ISSUE WITH EDUCATIONAL REQUIREMENTS AS JOB QUALIFICATION

by Kirk Turner, VP Legislative Affairs

According to the EEOC, a job qualification that requires a high school diploma may violate the Americans with Disabilities Act. Recently, the EEOC issued an "informal guidance" letter which takes the position that a high school diploma job qualification may be illegal, if it is not job related and consistent with business necessity.

Here is the EEOC's reasoning:

...if an employer adopts a high school diploma requirement for a job, and that requirement "screens out" an individual who is unable to graduate because of a learning disability that meets the ADA's definition of "disability," the employer may not apply the standard unless it can demonstrate that the diploma requirement is job related and consistent with business necessity. The employer will not be



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Fundraising Chair

Denise Reid
Chamber Liaison

Julie Odom
Chapter Management
Professional

able to make this showing, for example, if the functions in question can easily be performed by someone who does not have a diploma.

Even if the diploma requirement is job related and consistent with business necessity, the employer may still have to determine whether a particular applicant whose learning disability prevents him from meeting it can perform the essential functions of the job, with or without a reasonable accommodation. It may do so, for example, by considering relevant work history and/or by allowing the applicant to demonstrate an ability to do the job's essential functions during the application process. If the individual can perform the job's essential functions, with or without a reasonable accommodation, despite the inability to meet the standard, the employer may not use the high school diploma requirement to exclude the applicant. However, the employer is not required to prefer the applicant with a learning disability over other applicants who are better qualified.

Practice Pointer: The EEOC's position contorts the ADA to promote a less educated workforce. As a practical matter, employers should now be prepared for the EEOC to second guess whether their educational requirements are job related and consistent with what the EEOC believes to be a business necessity.

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 ktturner@newtonoconnor.com.

Don't Let Your Membership Lapse - Renew Today!

All TAHRA memberships expired on December 31, 2011 and it is time to renew for 2012! The entire renewal process is done online. If you have already renewed for 2012, thank you!

To renew your TAHRA Membership for 2012

- Visit www.tahra.org and log in to your account
- Go to the Membership tab and click Membership Renewal
- Update your Personal, Professional and Business Information
- Click Continue Renewal
- Choose appropriate payment method - Pay Now (Credit Card) or Pay Later (Mail in Check)



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



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!

Be Sure to Register by February 28th and Save \$50!

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 available at www.okhrconference.com.

Welcome 2012 Board Members!

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	At Large
Sarah Phelps	Leadership Development	Justice Waidner	At Large
Kirk Turner	Legislative	Lisa Johnson	At Large



Talent Pipeline & Workforce Development

by Denise Reid, Chamber Liaison

The Tulsa Metro Chamber's Talent Dividend Project had a productive year in 2011 and we are moving forward with meetings and media campaigns for 2012.

Talent Dividend Goal - Increase college attainment rate by one percentage point or 5,900 additional graduates in the Tulsa region creating an additional \$646 million annually for our economy.

Council for Adult & Experiential Learning (CAEL) will be in Tulsa the first part of February to facilitate meetings with three key groups - 1) Education & Training Partners 2) Business & Industry and 3) Public Sector & Workforce Partners to discuss prior learning assessments, adult degree completion and career pathways to meet the needs of our business community. Demand driven training and development is key component to creating our skilled and required workforce for tomorrow. These meetings in February will bring together decision makers, action agents and stakeholder communities to help move this project forward for our region.

February 9th

8:30-10:30 Education & Training Partners

1:30-3:30 Public Sector & Workforce Partners

February 10th

8:30-10:30 Business & Industry Partners

2011 Review of Talent Dividend Project Timeline

February - Held an Adult Enrollment Blitz

April - Entered \$1 million Talent Dividend Prize competition - Tulsa is one of 57 cities competing for prize -

<http://ceosforcities.org/talent/>

May - Finalized Talent Dividend survey and distributed executive summary

June - Applied for Kresge Foundation Talent Dividend Challenge grant

July - Recruited College Access Career Readiness Coaches for TPS

August - Convened Advisory Panel & Attended Career Pathways meeting in OKC hosted by Oklahoma Department of Commerce

September - Attended Career Pathways meeting in OKC hosted by Oklahoma Department of Commerce & College Access Career Readiness Coach Training for TPS volunteers

October - Engaged media/marketing agency to create marketing campaign & Hosted Employer Workforce Outlook - Council for Adult & Experiential Learning CAEL presented on prior learning assessments and LearningCounts.org

December - Participated in Webinar on Talent Dividend Prize Competition baseline reports

Please let me know if you would like additional information related to Talent Dividend Project or anything related to growing, retaining or attracting skilled workers in our region. My contact information is (918) 560-0255 or denisereid@tulsachamber.com.

Workforce Readiness

by Belen Burkhalter, PhD., CRC, Workforce Readiness Chair



I hope everyone had a wonderful holiday and is preparing for possibilities and challenges for 2012. Since this is our first newsletter for the New Year, I would like to reiterate what workforce readiness is all about. SHRM's working definition for workforce readiness revolves around all initiatives or projects that have something to do with ensuring that today's and tomorrow's workforce has the skills, competencies and behaviors to succeed in the workplace. Workforce Readiness efforts need to include new entrants to the workforce, incumbent workers, transitioning workers, re-entrants to the workforce and current employees needing new skills to transition to the "new workplace." Most recent emerging predictions for the HR discipline for 2012 are related to workforce readiness (www.shrm.org). Some of these predictions include a continued gap in workplace skills in general because of recession-related downsizing. Unemployed workers atrophy because their skills are not being used or may no longer be

relevant, making it harder for organizations to find people with the skills they need. HR and talent team goes "glocal" and this involves thinking about their workforce in a global way - building global managers and HR teams to act locally. Social tools and ads for finding talent will grow dramatically in 2012.

TAHRA should be one of the primary organizations in a position to have a strong impact on workforce readiness to address the predictions mentioned in the Tulsa area and surrounding counties. As an organization, we have a robust network of HR professionals and rich competencies amongst its members. TAHRA continues to have the Workforce Readiness committee in its organizational structure and I am thankful to have another opportunity to be the Chair of this committee. We are in need of volunteers so if you are interested call or e-mail me (bcburkhalter@okdrs.gov, 918-633-1915). We need your input to prepare our strategic plan for 2012.



The **TAHRA College Relations Committee** will be holding an HR professional job shadowing event the last week in February (20-24). We would like to pair up local college students who are interested in pursuing a career in HR in the Tulsa area after graduation with interested Tulsa companies. There is no formal guideline for this event, we are just looking for at least one HR professional from a Tulsa company to allow a college student to shadow them for a couple hours. This would be a great opportunity for your company to gain free valuable exposure to upcoming college graduates who will be interviewing for entry level HR positions in the near future. If your company is interested in participating please contact Kasi McLaughlin at kasi.mclaughlin@sbcglobal.net or 918-850-2795.

Calendar of Events

January

- 18 - January Program Meeting - [Engaged or Enraged? It's a Fine Line](#)
- 26 - January Learning Lab - [Depositions and the HR Professional: Are You Prepared to Defend Yourself?](#)

February

- 15 - February Program Meeting - [Legal Hot Topic](#)
- 23 - February Learning Lab

Tulsa Area Human Resources Association
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