

November 2012

Issue 19



Chapter 0175

Dear Bryan,

This month TAHRA will be wrapping up our programs and learning labs for the year. On **November 14th** we will be hosting our last program meeting for 2012 with *Lean HR: Applying Process Excellence to Your Practice*. This event has been approved for Specified - Business Management and Strategy (strategic) HRCI credits. At this meeting we will also be presenting our annual awards and the TAHRA scholarship.

On **November 29th**, we will have our last learning lab of 2012, *The Affordable Care Act: What Does this Mean for Employers?* Make plans now to attend both events!

We would also like for you to be aware of a Career Fair that TAHRA is a proud partner of on **December 4th**. This is a **FREE** opportunity for companies interested in hiring veterans to recruit locally through a national initiative in partnership with Tulsa Metro Chamber, Workforce Tulsa and Workforce Oklahoma. The U.S. Chamber of Commerce's "Hiring Our Heroes" initiative is nationwide program to help veterans and their spouses find jobs. The U.S. Chamber of Commerce started the program partnering with the Department of Labor Veterans Employment and Training Service (DOL VETS) and other veteran service organizations. We believe this partnership aligns with area employers interest in supporting, recruiting and hiring veterans. See flyer below for more details.

Renewals for 2013 are also open on our website. We hope that you have found value in your TAHRA membership and will consider renewing. Our volunteers have been hard at work scheduling relevant and timely HR topics for programs and labs for 2013. Thank you for your membership as we look forward to another great year!

Chris Wright
TAHRA President

November Program Meeting

Wednesday, November 14 | 11:15am - 1:00pm |

Registration will end on Monday, November 12!

Tulsa Wyndham Hotel

Members - \$20, Guests - \$30

[Register today!](#)



Lean HR: Applying Process Excellence to Your Practice

Presented by Dwane Lay, MBA, SSBB, SPHR

Join us for our last program of 2012 on November 14th at the Wyndham Hotel as Dwane Lay presents on Lean HR. At this meeting, Mr. Lay will teach us how to use lean principles to provide a foundation for building a systematic approach to improve HR practices and lower costs. A Sigma Six Black Belt and SPHR,

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TAHRA Partners are regular supporters of TAHRA and help our organization continue to develop and preserve quality continuing

Dwane has remarkable experience in applying business technology to improve HR processes. Add some new tools to your HR tool belt with this leading authority on the application of Lean tools and techniques in HR!

TAHRA Awards and Scholarship will be presented at this meeting!

This program has been approved for 1.0 recertification credit hours toward Specified - Business Management and Strategy recertification through the Human Resource Certification Institute (HRCI).

Sponsored by:



November Learning Lab

Thursday, November 29 | 2:00pm - 4:00pm |

Location: University of Phoenix

Members - \$15, Guests - \$25



The Affordable Care Act: What Does it Mean for Employers?

*Presented by Melissa Taylor and Erin Dailey
GableGotwals*

Whether you agree or disagree with the new health care law, employers now have new policies, processes and plans to implement by very *real* deadlines. Some of the most pressing deadline requirements under the Affordable Care Act deal with the Summary of Benefits and Coverage, Flexible Spending Account (FSA) limit, and W-2 reporting requirements. In addition, under the Act, insurance exchanges will be offered in each state across the country. Come hear GableGotwals attorney's Erin Dailey and Melissa Taylor discuss how to prepare your company and employees for the impending changes and what insurance exchanges will be available in Oklahoma.

Register Now!

education program:
create opportunities
peer networking an
enhance our overa
contribution to the
human resources
profession.

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2012 Hiring Our Heroes Veterans Event – Tulsa, Oklahoma
Central Park Hall (ExpoSquare)
4503 East 21st Street
Tulsa, OK 74112
December 4, 2012

Join us December 4, 2012 from 10:00 AM to 2:00 PM for a job fair for veteran job seekers, active duty military members, guard and reserve members, and military spouses at the Central Park Hall, 4503 East 21st, Tulsa, Oklahoma. This event will be a one-of-a-kind FREE hiring fair for both employers and job seekers.

EMPLOYERS	JOB SEEKERS
Must register for FREE at HOH.Greatjob.net	Register for FREE at HOH.Greatjob.net to guarantee admission. Walk ins welcome but space not guaranteed.

This hiring event is being conducted by the U.S. Chamber of Commerce, Tulsa Metro Chamber, the Oklahoma Committee of the Employer Support of the Guard and Reserve (ESGR), Department of Labor Veterans' Employment and Training Services (DOL VETS), Workforce Tulsa, Workforce Oklahoma, the Employer Partnership of the Armed Forces, the Department of Veterans Affairs, NBC News, Jobing.com, Arizona Work Force Connection, and other local partners.

For registration questions, please contact us at hiringourheroes@uschamber.com or call 202-463-3110.



WWW.USCHAMBER.COM/HIRINGOURHEROES

monster | Military.com is the official online partner for Hiring Our Heroes | Find Hiring Our Heroes online: [f](#) [t](#) [in](#)

Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University.

If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email contactus@rcmaok.com.

You may visit the RCMA website at www.rcmaok.com.



This is a paid advertisement.

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Chamber Liaison

Julie Odom
Chapter Manager
Professional

Career & Resource Fair

Our 2nd Career Fair was held on October 25th, 2012 and went off without a hitch. We had 25 employers in attendance and job seeker traffic remained steady throughout the course of the event. The "How to Prepare for a Career Fair" workshop prior to the event was standing room only and the response received from job seekers was outstanding. Special thanks to all of the attending employers, our sponsors and job seekers for supporting this Career Fair and making it a success.



Congratulations to the **University of Tulsa SHRM Student Chapter!** They were recently approved by the Society for Human Resource Management (SHRM) to become a SHRM Student Chapter. TAHRA is proud to be the sponsoring professional chapter. TAHRA also sponsors chapters at NSU, OSU and ORU.

Some benefits that Student Chapters receive by affiliating with SHRM and TAHRA are:

- Gain national recognition for club. There are over 450 student chapters and 575 professional chapters nationwide.
- Receive supplies and resources free of charge that will guide them in managing their chapter.
- Opportunities to participate in HR-related chapter projects and activities that will help them prepare to enter the profession.
- Develop leadership skills through the experience of chartering a new organization on campus.
- Allows them to experience the *real world* of human resources through interaction with HR practitioners in the local professional SHRM chapter.
- Network with the business leaders of today and make the contacts that will help them find a job tomorrow.

Connecting People to Programs & Resources = Engagement

by Denise Reid, Chamber Liaison

Workforce Development

The Tulsa Metro Chamber, Tulsa Community College, Tulsa Tech, Workforce Tulsa, Oklahoma Aerospace & Defense Alliance,



Oklahoma Department of Commerce and other regional partners in the aerospace industry announced that Tulsa Community College is part of a 5-state consortium receiving nearly \$15 million in federal grant funding to establish a nationally-recognized aerospace certificate program. The grant will fund demand-driven training for the region's thriving aerospace sector.

Tulsa Area Employer Council

The Tulsa Area Employer Council is a cooperative educational effort of the Oklahoma Employment Security Commission,

Workforce Oklahoma partners and metro area human resources professionals.

November 13, 2012 |8:30am - 10:00am|

DoubleTree-Downtown

Navigating Season of Change presented by Chery Gegelman

No cost to attend

RSVP to Ronald.julian@oesc.state.ok.us or Kennetha.ray@oesc.state.ok.us

Link to more info http://www.ok.gov/oesc_web/Employer_Councils.html

Sustainable Tulsa Business Council - Finding Profitability in Sustainability

Bringing together businesses to learn from other businesses about the benefits of sustainability - creates engagement with employees too.

November 15, 2012 |8:30am - 10:00am|

OSU-Tulsa BS Roberts Room

Panel discussion with former Mayor Kathy Taylor as moderator and panelist to include:

- Dana Birkes - Flintco
- Jim Cameron - Cameron Glass
- Angelyn Holmes - OSU-Tulsa

Link for more information & to register -

http://sustainabletulsa.org/pages/events/business_case_for_sustainability

If you would like more information or assistance with workforce programs, resources or services please contact me at denisereid@tulsachamber.com or (918) 560-0255.



Your 2012 membership expires on December 31, 2012, and it is time to renew for the 2013 membership year. The entire renewal process is done online; it is a quick and easy procedure. If you have already renewed, thank you!

Visit the TAHRA website, www.tahra.org and log into your account.

(Don't remember your password? You can "recover" it!) Once logged in, click the "renew my membership" link. You will be asked to review and update your profile and submit, then choose a membership option and finally, payment information.

- If you wish to pay by credit card, click the "pay now" button.
- If you would like an invoice to pay by check, click the "pay later" button. You will then have the option to print or email the invoice.

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!

Note - The renewal process is not complete until payment is received

Calendar of Events

November

14 - Program Meeting - [Lean HR: Applying Process Excellence to Your Practice](#) presented by Dwane Lay.

TAHRA Awards and Scholarship will be presented at this meeting.

29 - Learning Lab - [The Affordable Care Act: What Does It Mean for Employers](#) presented by Melissa Taylor and Erin Dailey c GableGotwals.

December

04 - [Hiring our Heroes Career Fair](#), Central Park Hall at Expo Square.

[Click here to view our entire calendar](#)

Tulsa Area Human Resources Association

admin@tahra.org

(918) 344-4622

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