

NOVEMBER PROGRAM MEETING

Aspiring to Excellence

Speaker: Mike Neal
President & CEO,
Tulsa Metro Chamber

Southern Hills Marriott
1902 E. 71st Street

November 18, 2009

Program Meeting 11:15-1:00

Sponsored By:

ORGANIZATIONAL DYNAMICS



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TAHRA

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www.tahra.org

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Broken Arrow, OK 74014



TAHRA NEWS

November 2009

NOVEMBER MEETING

Aspiring to Excellence

Speaker: Mike Neal, President and CEO, Tulsa Metro Chamber

Since its inception in 1903, the Tulsa Metro Chamber has served as the lead economic development organization on behalf of the greater Tulsa region. Today, the Chamber is focused on creating jobs, attracting human capital and ensuring the Tulsa region's need are well-represented at the local, state and federal levels. As a 3,000 member organization, the Chamber was selected twice by its peers as the nation's best. Learn how this dynamic organization is growing business and improving the region's quality of life.

Michael S. Neal, CCE, CCD
President and CEO

TULSA METRO CHAMBER



Michael S. Neal, CCE, CCD, is in his third year as president and Chief Executive Officer of the Tulsa Metro Chamber. The American Chamber of Commerce Executives named the Tulsa Metro Chamber as Nation's Best Chamber when it received the National Chamber of the Year in 2008 and 2005. He leads the Chamber's full-time professional staff of 55 in the areas of economic development, convention and visitor development, government affairs, community betterment, small business and membership services while managing a \$10.5 million budget. Through 2,900 member organizations, the Chamber represents more than 180,000 regional employees and utilizes 1,700 volunteers to achieve its mission.

Neal most recently served as the president and CEO of the Nashville Area Chamber of Commerce for four years. Prior to joining the Nashville Area Chamber, Neal spent 12 years as president and CEO of the Monroe, LA. Chamber of Commerce.

**We will also be presenting the
TAHRA Excellence in HR Awards
during our November program**



*Call today to
become a*



*...and
this spot*

**COULD BE
YOURS!**



TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

Cost - \$500 annually

TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off **all** sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

Potential Average Savings - \$1,020 annually!

TAHRA Partner Registration

Partner Name: _____ Contact: _____
Phone: _____ Fax: _____ Email: _____
Mailing address: _____ City: _____
State: _____ Zip: _____ Send invoice to (check one): ☐ Fax ☐ Email ☐ Address _____

Return Registration to: Susan McGinnis, fax: (918) 369-5906 or email: susan@benex.org
or mail: Susan McGinnis, BenEx, 8516 E. 101st, Suite H, Tulsa, OK 74133.



November brings my favorite holiday, Thanksgiving. I just love to eat. Turkey, mashed potatoes, candied yams, stuffing, hot rolls, and desserts galore...I just can't get enough! Then with a full tummy, it is time for some football and a nice nap. After that, I am off to eating again and celebrating Thanksgiving.

Thanksgiving celebrations are a tradition that date back several hundreds of years with the first Thanksgiving celebration being widely recognized as taking place in 1621 at Plymouth Plantation. However there are some history buffs that might argue that point and say the earliest attested Thanksgiving celebration occurred in St. Augustine, FL on September 8, 1565. I discovered some other interesting facts about the history of Thanksgiving in my research, such as:

- In 1817, New York state officially adopted an annual Thanksgiving.
- In 1863, President Lincoln proclaimed Thanksgiving would be the last day in November.
- In 1939, Franklin Roosevelt moved the holiday up one week to please business owners who wanted a longer Christmas shopping season. This created some controversy and some referred to the new Thanksgiving as "Franksgiving."
- Finally in 1941, Thanksgiving was changed to the 4th Thursday of November by Roosevelt.

Thanksgiving is also one of the few holidays where the focus is not on self and what presents we can get but on all the things for which we are so grateful. It is celebrated in many different ways and is not tied to a specific religion. Everyone has a reason to be thankful. I challenge you to make a list of thanks. It can be serious or even include some funny things. Either way the list brightens your spirits and puts a warm feeling in your heart. Here are a few things from my list.

1. My family and friends.
2. "Huggies" and kisses from my daughter each morning and night.
3. Elaborate stories told by my son that make me laugh and wonder where he comes up with this stuff.
4. The best friend ever who I can talk to about anything and everything.
5. OU Football, even when they are 4 – 3 with the reigning Heisman Trophy winner sitting on the sidelines.
6. Hot chocolate from Panera (during the summer my drink of choice is the Frozen Turtle).
7. Chick Fil A (goes back to my love of food)
8. Little league baseball games
9. My home
10. XM Satellite Radio because I can get the 80's station

I wish each of you and your family a wonderful Thanksgiving holiday.

Holly Fisher

Holly Fisher, PHR
2009 President



EMPLOYMENT LAW AND PRACTICES SEMINAR

Kirk Turner, Esq., VP of Legal and Legislative Affairs



ANNUAL EMPLOYMENT LAW AND PRACTICES SEMINAR

Thursday November 5th – Tulsa Renaissance Hotel – 6808 South 107th East Avenue

We will once again bring you a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important human resources topics, including:

- **Employment Law in the Obama Administration**
- **Alternatives to Reductions in Force**
- **Legal Issues Surrounding Controlling Social Media in the Workplace**
- **Record Retention Requirements and Strategies**
- **Managing Leaves of Absence Under the FMLA**
- **Managing Healthcare Through Wellness Plans and Other Alternatives**
- **Other important and timely topics that every HR practitioner or attorney should know and understand**



This program has been approved for 8.00 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute 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.

Registration is \$190 - Lunch will be served at the seminar at no additional cost to participants.

**Agenda on Page 5*

*This seminar will provide
valuable continuing education
credits for Human Resource
Professionals and Attorneys.*

Go to www.tahra.org/events to register.

For additional information, please contact
W. Kirk Turner, TAHRA Vice President
of Legislative and Legal Affairs,
at (918) 587-0101 or at
kturner@newtonoconnor.com.

AFTER THE SEMINAR...

Join TAHRA for cocktails and hors d'oeuvres!

*The Membership committee is hosting a cocktail party
following the Law Seminar at the Renaissance.*

~ No charge to attend

~ We'll buy you an alcoholic or non-alcoholic beverage

~ Hors d'oeuvres for snacking

~ Plenty of time to meet members and build your professional network

Thursday, November 5, 2009

5:00-7:00pm

*TULSA RENAISSANCE HOTEL
6808 South 107th East Avenue*

**Register at www.tahra.org/events*



EMPLOYMENT LAW AND PRACTICES SEMINAR AGENDA



Employment Law & Practices Seminar

"Developments Impacting Managers, HR Professionals, and Employment Attorneys"

November 5, 2009 ♦ Tulsa Renaissance Hotel ♦ Approved for 9.5 Hours of OBA CLE Credit and 8 Hours HRCI

7:30 **Registration & Continental Breakfast**

7:55 **Welcome and Introduction**

W. Kirk Turner, Esq., V.P. Legislative Affairs, *Newton, O'Connor, Turner & Ketchum, PC*

8:00 **Alternatives to Reductions in Force: Creative Ways to Reduce Labor Costs Without Increasing Liability Risks**

- ❑ Use of Alternative Employment Actions to Reduce Labor Costs Without Reducing the Size of Your Workforce
- ❑ Use of Early Retirement and Incentive Programs to Reduce Labor Costs Without Incurring Liability
- ❑ Concerns, Issues and Risks Associated with Alternative Employment Actions

Randall Snapp, *Crowe & Dunlevy, APC*

9:30 **Managing FMLA Leaves of Absence**

- ❑ Administration of FMLA Leaves from Start to Finish
- ❑ Strategies for Complying with Recent Regulatory Changes
- ❑ Successfully Managing the Most Challenging FMLA Problems

Christopher S. Thrutchley, *Newton, O'Connor, Turner & Ketchum, P.C.*

10:30 **Break**

10:45 **Wellness Plans: Managing Healthcare Liability**

- ❑ How to Implement a Legally Compliant Wellness Plan
- ❑ Types of Wellness Plans
- ❑ What You Should Do to Protect Your Company from Swine Flu

Monica Maple, *Sneed Lang Herrold, PC*

11:45 **Lunch (Provided)**

12:15 **Attorney Break-Out Sessions:**

New HIPAA Privacy and Security Developments
Eric S. Smith, *BlackwellSmith, P.C.*

A Wolf in Sheep's Clothing: Impermissible Disability Related Inquiries Disguised as Permissible Inquiries Under the ADA
Yvette Braaks Hart, *Strecker & Associates, P.C.*

Drug and Alcohol Testing in Oklahoma

Steve Broussard, *Hall, Estill, Hardwick, Gable, Golden & Nelson, P.C.*

Employee Documentation: Saving Grace or Smoking Gun?

Kimberly Lambert Love, *Titus, Hillis, Reynolds, Love, Dickman & McCalmon, PC*

1:15 **Record Retention**

- ❑ Analysis of Various Oklahoma and Federal Recordkeeping Requirements
- ❑ Potential Penalties or Liabilities Arising from Failure to Satisfy Recordkeeping Requirements
- ❑ Best Practices to Comply with Recordkeeping Requirements

Courtney L. Bru, *Doerner, Saunders, Daniel & Anderson, LLP*

2:15 **Controlling Social Media in the Workplace**

- ❑ Social Media and the Workplace: What Employers are Facing
- ❑ Liability Issues for Employers
- ❑ Policing and Monitoring Social Media and Employees

Charles Plumb, *McAfee & Taft, PC*

3:15 **Break**

3:30 **Employment Law in the Obama Administration**

- ❑ New Regulations and Laws Affecting the Workplace and What's on the Horizon
- ❑ What HR Professionals Can Expect in Terms of Enforcement Efforts
- ❑ Practical Proactive Steps for HR Professionals and Attorneys to Ensure Compliance and Protect Their Organizations

W. Kirk Turner, Esq., V.P. Legislative Affairs, *Newton, O'Connor, Turner & Ketchum, PC*

4:45 **Q & A**

5:00 **Adjourn**



TAHRA FOOD DRIVE – TAKING CARE OF OUR FUTURE

Oct. 21 – Nov. 18, 2009

WE NEED YOUR HELP!



FACTS ABOUT HUNGER IN OKLAHOMA:

- OK ranks 8th in nation in number of hungry people per capita.
- 39% of household members served by emergency pantry programs in Eastern Oklahoma are children under age of 18 and 14% are elderly.
- About 63% are non-Hispanic white, 17% are non-Hispanic black, 8% are Hispanic, and 12% are from other racial groups.
- 34% include at least one employed adult.
- 24% are homeless.
- In 2006, the percentage of Oklahoma children under age of 18 living in poverty increased by 48%. One in every five children in Oklahoma lives in poverty.

FOOD 4 KIDS BACKPACK PROGRAM:

Through the Food 4 Kids Backpack Program, children are provided with a backpack containing a selection of shelf-stable, nutritious food every week. The children participating in the program have been identified by their school as being at risk of hunger over the weekend, a time when free or reduced-cost school breakfasts and lunches are not available. The program currently serves over 2,800 students across Eastern Oklahoma.

HOW TAHRA MEMBERS CAN HELP:

Please note, this list is very specific.

Food bank cannot use any item containing nuts.

Bring any of the items below to the November program meeting and drop it in our donation bins near registration table.

- Pudding cups (3.5-4 oz)
- Beef Jerky (2-3 oz)
- Raisins (1.5 oz boxes)
- Cereal in individual servings
- Beans and franks in pop-top can (7.5 oz)
- Juice boxes (100% juice, 6-7 oz)

Free SHRM Membership Available to Unemployed Members

Unemployment doesn't have to keep active SHRM members from being able to take advantage of the organization's many resources when membership renewal time rolls around. The global HR organization is offering free "transitioning membership" for up to one year as a way to help its members stay current on HR issues and provide them with the resources they need in their job search. Visit the SHRM website at www.shrm.org for more details.



DECEMBER LEARNING LAB

Patty Smith, VP Education and Michelle Copley LL Committee

December 3rd ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus

Strategic Management: The Theory and Its Organizational Application

- Overview of Strategic Management
- Strategic HR Planning: Key Areas
- Strategic Goals and Objectives: Define
- Strategic Planning: Details
- Mission and Vision: Why and How?
- SWOT Process: An Effective Tool



Presenter, Bill Webb, MA, SPHR

Bill has over 30 years of experience in all areas of Human Resources and is currently the Director, Human Resources for Morton Comprehensive Health Services, Inc. and the Principal Consultant for SuPremeHR, LLC. He has a Masters in Organizational Management and is certified as a Senior Professional in Human Resources (SPHR). In addition, Bill has been an adjunct instructor in human resources at OSU-Tulsa, Tulsa Community College, and Northeast Technology Center in Afton. He has also been facilitating the PHR/SPHR Certification Exam preparation course at Tulsa Technology Center since January, 1999.

An active member of the Tulsa Area Human Resources Association since 1982, Bill was President for the years 2000-2001. He is also an active member of SHRM and was the State Director for the Oklahoma State Council for Human Resource Management for the years 2003 through 2005.

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Market Stats still available!

OPUBCO's Marketing Department is no longer creating the Marketing Snapshot. However, you can stay ahead of the curve by signing up for the E-business newsletter. To sign up, go to www.newsok.com and select 'Log in' on the upper right hand corner of the screen. If you have an account already, enter your information or create your own NewsOK account. Select 'My Settings' in the upper right hand side of your screen. Once there, you'll see a variety of newsletters you can choose to receive. Business, the second option on the list, will be emailed to you weekly. Then click 'Save.' Thank you for visiting NewsOK!

MEMBERSHIP

Sharon Goss, VP Membership

WELCOME NEW MEMBERS...

Grover Hall

U.S. Cellular

Leslie Daly

Cimarex Energy Corp

June Roach

Shari Atkinson

Alorica, Inc.

Joshua Herlan

Merrill Lynch

Robert Hoffman

Pinpoint Personnel

Laura Marcus

Probuild

Paula Looper

RiverCross Hospice

ANNUAL AWARDS AND RECOGNITIONS

Bill Young, VP Leadership Development

The Rick Messer Award for Excellence In Human Resources and the award for the 2009 Outstanding New Professional will be announced at the Program meeting November 18th!

ADVANCING THE PROFESSIONAL – MEMBER MOVES



New Member Janice Pierce completes Six Sigma training

Janice L. Pierce has added Six Sigma training to her long list of credentials. Having earned her SPHR certification in December of 2006, she also holds a BS in Business Administration from Oklahoma State University and her MBA is from Oklahoma City University. She is also certified by NALA, the National Association of Legal Assistants.

As the Firm Administrator, Janice has worked at Cooper Newsome & Woosley PLLP for the past 4 years, where she not only manages HR generalist duties, but also provides EEO and other HR expertise to the firm and its clients. Prior to CNW, Janice progressed through the ranks from paralegal to Firm manager over 18 years at The Practice, P.C. She is a member of SHRM, ALA (Association of Legal Administrators) and Delta Mu Delta (international honor society in business)

When not at the office, she refinishes furniture and does remodeling projects, hangs with her three sons, 7 yr old granddaughter and 2 yr old grandson, and is a volunteer at her church. Janice looks forward to volunteering at TAHRA – hm... maybe on the Law Seminar committee?





Another packed house for October's Program meeting.



150 of us gather to learn about effectively interviewing job candidates.



Board Members Bryan & Jeff discuss the website's Diversity coverage.



We hear about upcoming TAHRA events.



Cris Bolley talks about how we can contribute to Breast Cancer research thru the Susan G. Komen Foundation.



Speaker Kristine Sexter talks about 5 on the list of 6 most effective Interview questions.



Kristine invites the audience to disagree with her.



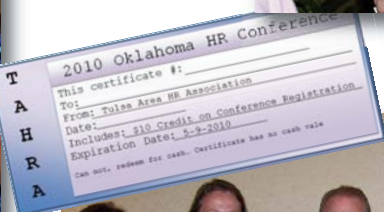
We text our votes to choose the most effective question to ask job candidates.



Hm...we're not usually supposed to be texting during meetings.



Six members won drawings for Kristine Sexter's books.



Janice Pierce, Traci Jones, Ed Daman, Jen Shultz, Diem Lewis win \$10 toward 2010 conference registrations from Co chair Bryan Wempfen.

President Holly helps sponsor Chade Nash from Gabbard & Co. draw for their Myers-Briggs door prizes.



Gabbard & Co. Sponsors, Chade Nash, President Aaron Fulkerson and Jana Mahoney.

November Program Pics

MEMBER PHOTO OPS



Diversity ROI Pics



Alison Anthony.



Hannibal Johnson.



Jeff Matthews opens the meeting.

Interacting with the panel.



Our panel included Dave Lopez (American Fidelity Foundation), Dr. JoAnn Haysbert (Langston), Dr. Kara Gae Neal (Tulsa Technology Center), Steve Malcolm (Williams), Stuart Solomon (AEP/PSO), and Moderator, Hannibal Johnson, Esq."



The volunteers...Front Row L to R: Jennifer Shultz, Alison Anthony, Shahlia Wright, Carmela Hill, MaryRose Hart. Second Row L to R: Denise Reid, Kay Hamilton, Hannibal Johnson (moderator), Grover Hall, Bryan Wempen. Back Row L to R: Jeff Matthews, Lesli Shoals. Not pictured: Angela McAfee and Andrea Myers.

New Member Orientation



Welcome New Members!

Jeff Faust explains TAHRA at the New Member Orientation.



DIVERSITY MATTERS

Jeff Matthews, VP Diversity

TAHRA & Tulsa Area Diversity Networking Group present

Quarterly Diversity Panel

Thursday, November 19, 2009, 8:30 a.m. – 10:00 a.m.

NO CHARGE FOR PARTICIPATION



Administrative Offices 6111 E. Skelly Drive Tulsa, Oklahoma

Please join us at the Tulsa Technology Center Administrative Offices for the TAHRA Diversity presentation and panel discussion.

Hannibal B. Johnson, Esq. will lead an activity and discussion on the “Obama factor.” His focus will be on the impact of the election on diversity and inclusion efforts. This will be an interactive session.



Hannibal B. Johnson is a graduate of Harvard Law School. An attorney, author and independent consultant, Johnson serves on the Oklahoma Advisory Committee for the United States Commission on Civil Rights, as a member of the board of directors of the Oklahoma Department of Libraries. He is the Director of Anytown, Oklahoma, a statewide human relations camp for teens sponsored by the Oklahoma Center for Community and Justice. In 2004, Mr. Johnson graduated with the inaugural class of the national Connecting Community Fellowship Program based in Richmond, Virginia. An acclaimed author, his books include: *Black Wall Street—From Riot to Renaissance in Tulsa’s Historic Greenwood District* and *Acres of Aspiration—the All-Black Towns in Oklahoma*.

PLEASE RSVP

Kay Hamilton

kay.hamilton@tulsatech.org

828-5041



COMING ATTRACTIONS

NOVEMBER

Annual TAHRA Employment Law & Practices Seminar – November 5th – 7:30 am-5:00 pm – Register online at www.tahra.org/events – Renaissance Hotel, Tulsa

TAHRA Networking Cocktail Party – After the Law Seminar – November 5th – 5:00-7:00 pm

NOVEMBER PROGRAM – November 18th – **TAHRA EXCELLENCE IN HR AWARDS** – Renaissance Hotel – 11:15 am-1:00 pm – Bring specified items for our Backpack Food Drive (See Page 6 for items list)

Quarterly Diversity Panel – **November 19th** – 8:30 – 10:00 am – Tulsa Tech Administrative Offices – *No charge for participation* – RSVP to kay.hamilton@tulsatech.org (See Page 11 for more information)

DECEMBER

December 3rd – Learning Lab – Strategic Management: The Theories and It's Organizational Application

TAHRA PROGRAM MEETING – **December 16th** – Bring a **TOY** for the Toy Drive to benefit The Parent Child Center of Tulsa

2010

Watch for It – SPRING - 2010 State HR Conference Tulsa Renaissance



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Welcome Chris Wright!
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Active Employees
5239

Completed Courses
3451

Completed Tests
3031

Evals YTD
2207

Search Employees
First Name: _____ Last Name: _____
Job Code: _____
Co. Location (District #): _____ Area: _____
[Please Select One] [YES] [GO]

Logins YTD
32398

360s YTD
1785

Top Locations

Location	Score
Tulsa	85.79
Omaha	85.02
Denver	84.99
St Paul	84.36

Reliant's Learning Management System
the fast, easy and affordable way to track
your entire company training program.
Now with a customizable Dashboard -
providing instant access to vital information
you need now!

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