



Newsletter

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April 2016

Dear Julie,

Springtime - the second wind for goal setting and accomplishments for many of us at both work and home. Since I'm in the camp of the optimists, my list for both is pretty extensive. We just got our lawnmower dusted off and I got the front lawn done this weekend. Chris is in charge of getting the pool ready - and I got the good end of the deal on that one!



One of the things on our work / TAHRA list was the member survey. Thank you for providing us feedback, you guys have some great ideas. The board will be reviewing it in our April meeting and making changes and additions based upon your valuable responses.

We have a great line up of April activities that should strengthen us as HR professionals. The best part of these events is the learning that goes on...not only in the sessions, but I find the connecting with other HR professionals to be a great way to learn and grow.

First, we will have our networking event Thursday, April 14th from 4-7 at the Tavern in downtown BA (don't go to the Tavern downtown Tulsa - or we will miss you!). TAHRA is doing a fundraiser for the SHRM Foundation where we can get a professional head shot for a \$20 donation to utilize for your updated LinkedIn, Facebook or whatever you would like. Our Learning Lab will be Thursday, April 21st, and Matt Bentz will be presenting on Recruiting. Tulsa is also the host city for the OKHR Conference that will be at the Hard Rock Casino April 26-28th. I heard they will have a special lounge for those HR folks with certifications. We may all need some pampering after our list of to do's.

Looking forward to seeing you all soon - Heidi
Heidi Hartman, SPHR, SHRM-SCP
TAHRA President



TAHRA 2016 Board & Committee Chairs

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SHRM-SCP
President

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SHRM-SCP
**VP Leadership
Development**

Rachel Crawford, J.D.
VP Legislative Affairs

Spring Networking Reminder by Kristi Spaethe, PHR, SHRM-CP VP - Membership



Hello HR Colleagues! Just a reminder about our upcoming Spring Social on Thursday, April 14th. The event will be held at **Main Street Tavern in Broken Arrow** from 4pm to 7pm. This event is free for TAHRA members and \$10 for guests. We will have drinks, snacks and a professional photographer available to take head shots that can be used on LinkedIn, facebook, etc. for a \$20 donation to the SHRM Foundation. These events are TAHRA's way of saying "Thank You" and providing an opportunity to network with industry peers.

We are excited about this event, great location, and opportunity to visit with all of you!

Today is the last day to register. [Sign up now!](#)

See you there!
Kristi

April Learning Lab Thursday, April 21 2:00pm - 4:00pm OSU Tulsa North Hall

**Recruiting, Branding and Employee Value
Proposition
Presented by Matt Bentz
ONEOK**

More details available soon!

[Register now!](#)

Dixie Agostino, SPHR, CPC
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:: 918-344-4622

Check us out on:



This is a paid advertisement.

OKHR State Conference & Exposition

It is not too late to attend the 2016 Oklahoma Human Resources State Conference and Expo on April 26-28, 2016. OKHR2016 is the best opportunity to network with and learn from other HR professionals. Our 2016 conference theme is "Ignite Your HR Passion," and we have a fantastic lineup of speakers and sessions designed to help you reach that goal. Whether you are a HR professional, a speaker, or an exhibitor, plan to join us in April for a great time of learning, networking, and fun!

[Click here to register!](#)



May Program Meeting
Wednesday, May 18
11:15am - 1:00pm
Crowne Plaza Tulsa Southern Hills

Decontaminating Toxic People Presented by Marsha Petrie Sue



At this program, Marsha Petrie Sue will share survival tactics for people that create perplexity, puzzlement and pandemonium. This is an interactive program focused on verbal and internal communication and listening skills. She will share ideas to help you manage any situation with tact and poise. Your stress will be reduced, confidence improved and you will even be able to say "no" without feeling guilty. Learn to stay in control no matter how difficult the person or situation. Personal accountability is polished and difficult people will always be in control! Understanding perception and communication patterns is the platform that makes this a sought after program. You must have honed skills to manage toxic people because you will never change them.

All attendees of this program will receive the book *Toxic People* by Marsha Petrie Sue **AND** a bonus CD called *Are You Listening?*

[Click here to register.](#)

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TAHRA Receives Prestigious SHRM Award for Advancing the HR Profession

The Society for Human Resource Management (SHRM) recently awarded the Tulsa Area Human Resources Association its prestigious EXCEL Gold Award for the chapter's accomplishments in 2015.



The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils' activities with SHRM's aspirations for the HR profession. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"SHRM rewards chapters and councils that demonstrate a strong commitment to advancing the human resources profession through service to the community, local networking and professional development activities," said Henry G. (Hank) Jackson, president and CEO of SHRM. "Advancing the HR profession is at the heart of what SHRM does and state chapter's work this year helps us further showcase that mission."

The EXCEL award can be earned at four levels: bronze, silver, gold and platinum, and each level has a prescribed set of requirements and accomplishments that have to be met. TAHRA will receive recognition in SHRM publications and conferences, a certificate of recognition, and a special banner to display at its meetings and events.

SECOND CIRCUIT HOLDS HUMAN RESOURCES DIRECTOR MAY BE INDIVIDUALLY LIABLE FOR FMLA VIOLATIONS

*by Rachel Crawford, Esq.
VP - Legislative Affairs*



Last month, the United States Court of Appeals for the Second Circuit held, in an opinion which has serious implications for management and supervisory employees, that a human resources director could be held individually liable for Family and Medical Leave Act ("FMLA") violations. *Graziadio v. Culinary Institute of America, Shaynan Garrioch, and Loreen Gardella*, No. 15-888-cv, 2016 U.S. App. LEXIS 4861 (2nd Cir. March 17, 2016).

In the facts of the case, the plaintiff, an employee of the Culinary Institute of America ("CIA"), initially took FMLA leave to care for her teenage son who was hospitalized as a result of previously undiagnosed diabetes. The plaintiff then took another leave of absence to care for her twelve-year old son who underwent surgery for a broken leg. The plaintiff sought to return to work "at least part time" and sent an email to her supervisor asking if CIA needed any additional documentation. At this point, the communication between the plaintiff and CIA began to break down. CIA's human resources director sent the plaintiff a letter stating her FMLA paperwork did not justify her absences, and that she must provide updated paperwork. The plaintiff responded with multiple emails seeking to understand what additional documentation CIA desired. The human resources director never identified such documentation. The plaintiff then reiterated her need to return to a reduced work schedule, and that her son's doctor would provide a note explaining this need. The human resources director rejected the doctor's note and insisted she would not let the plaintiff return to work until the plaintiff submitted sufficient paperwork. ([Read entire article](#))

A Competency Model for Managers Who Hire

*by Dixie Agostino
VP - Public Relations*



I received a survey last week that fascinated me. This survey asked me to rank the factors involved in hiring the best talent by importance, then rank my own level of competency in hiring top talent. And it hit me! For most management positions, the ability to hire top performers (aka "A" players) is nowhere on our job description! And it is one of the most vital parts of management! When we as managers get the right people in the right roles, the rest is maintenance. When we don't there is chaos and more work for everyone, especially HR.

How would your hiring managers rate themselves on these hiring competencies?

- Has a proven track record demonstrating ability to attract A-level talent
- Partners fully with recruiting team providing direction and leadership
- Can create a true career move based on candidate's long-term motivators
- Values performance and potential over skills and experience
- Understands real job needs as a series of specific performance objectives
- Can control biases and emotions to make fully objective decision
- Conducts accurate in-depth formal interviews
- Seeks advice and counsel from others to make optimum hiring decisions
- Can manage and develop A-level talent

- Can build a diverse team of top performers

And more importantly, are you looking for these competencies in your future hiring managers?

Welcome to our newest members!

Roger Bolton	LDF Companies
Amberly Davis	Hilti
Debbie DeGeer	Asbury United Methodist Church
Shannon Hammons	Hogan Taylor LLP
Angela Johnson	Saint Francis Health System
Melissa Malinowski	Grand Traverse Athletic Club
Jamie Trost	Bridge Crane Specialists LLC
April Upchurch	BOK

Tulsa Area Human Resources Association, PO Box 140958, Broken Arrow, OK 74014

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