



Newsletter

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August 2016

Dear Julie,

Hello TAHRA friends - hope you all have had a good summer and got in some downtime. In June, I attended the SHRM national conference which was amazing. It was a bonus for me, since our oldest daughter just moved to DC after graduating and we got to spend some time together. One of the things I came away from the SHRM conference is how fortunate we are to have such a strong chapter with such great members. Many of the speakers at the national level, were past speakers at TAHRA events. Don't forget for those friends that are not members, right now they can join TAHRA at a rate of \$60 for the remainder of 2016.



With just one kiddo left in college, this time of year renews my energy thinking of back to school and fresh starts. This year is flying by and we have a lot of great things on the horizon. At the August Program meeting, Kirk Turner will present Recent Developments in Labor and Employment Law, with a workshop following for Managers and Supervisors (and us) on how to better navigate Employment Law in the workplace. Our Learning Lab this month will help us Shift into Gear with LinkedIn expert Kari Mirabal. Also in late August, some of us have volunteered to partner with Junior Achievement to work with students and help with workforce readiness. If you are interested in joining us, please let either Julie or myself know.

Don't forget our September program meeting is a breakfast meeting featuring Kristine Sexter and in October, we have secured Diversity and Inclusion practitioner and thought leader Verna Meyers for the Return on Inclusion Summit, which will also have some workshop options in addition to her engaging presentation. More news to come on that front next time.

Do not hesitate to let us know any suggestions or recommendations you may have on how TAHRA can better serve our members.

Looking forward to seeing you all soon - Heidi

Heidi Hartman, SPHR, SHRM-SCP
TAHRA President

August Program Meeting and Manager and Supervisor Workshop

Wednesday, August 17

Lunch/Program - 11:15am - 1:00pm

Workshop - 1:30pm - 3:30pm

DoubleTree by Hilton Downtown





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SHRM-SCP
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Tulsa
(Free parking provided)

Recent Developments in Labor and Employment Law

**Presented by Kirk Turner
Newton, O'Connor, Turner and Ketchum**

In August, Kirk Turner will provide an update on recent developments in state and federal labor and employment law. Kirk will bring us up to date on the most significant regulatory changes and case law developments in all key areas of labor and employment law, including developments and changes to the Fair Labor Standards Act, Title VII, ADA, ADEA and FMLA. During this program meeting, Kirk will also provide key training for Human Resources Professionals and will share ideas to help your organization's compliance and training efforts.

Kirk is one of TAHRA's most popular speakers every year. He provides critical legal information in a practical and entertaining manner. He is also a nationally recognized speaker and trainer on practically every area of labor and employment law. You will not want to miss this fast-paced, interactive presentation.

Immediately following the program meeting, Kirk will conduct a two-hour training session for managers and supervisors. He will provide education and training in the critical areas of harassment and discrimination prevention, wage and hour compliance, how to properly communicate expectations and document performance in the workplace, and the importance of conducting clear and accurate performance evaluations. This training will better educate managers and supervisors about the legal importance of their roles as leaders, the need for employment law compliance and how to effectively communicate (including electronic communication and on social media), document and manage employees they have the opportunity to lead.

- The fee for the Manager and Supervisor Workshop is **\$70** per person and registration is separate from the program meeting (**\$20** members, **\$30** guest).
- Register six (6) or more individuals from the same company for the training and receive the discounted rate of **\$60** per person. Registration will be limited, so be sure to reserve your spots today!

[Click here to register.](#)

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August Learning Lab



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Quick Links

[Our Website](#)
[TAHRA Calendar](#)
[SHRM Website](#)
[HRCI Website](#)
[OKHR Website](#)

:: 918-344-4622

Check us out on:



**Thursday, August 25
2:00pm - 4:00pm
OSU Tulsa North Hall**

**Shift into Gear - Owning Career
Success
Presented by Kari Mirabal
The Connection Coach**

We are excited to have Kari Mirabal, The Connection Coach, return to TAHRA for an interactive workshop that will equip you with tips and strategies for helping others own their career success. As HR professionals, you have the opportunity to serve others as a conduit for information that can inspire and lead them to consider new possibilities. This workshop is designed for HR professionals who want to equip others for managing career transition stress, guide staff towards an ownership mindset in the workplace, and explore new trends in the hiring process. By attending this workshop, you will learn how to help employees transition (both outplacement and survivor employees), gather tips for how to coach others about career ownership mindsets, and discover hiring trends and technologies that are changing the culture of HR business.

[Register now!](#)



**Tenth Circuit Affirms EEOC
Determination Letter
Inadmissible at Trial
by Rachel Crawford, Esq.
VP - Legislative Affairs**

Plaintiffs in a Title VII race discrimination case are seeking certiorari in the United States Supreme Court over the admissibility of EEOC determination letters. Twenty-two African employees of



Flight Services & Systems, Inc. filed suit against their employer asserting disparate treatment based on race and national origin. Following a jury trial, the defendant-employer obtained a judgment in its favor. Eighteen of those plaintiffs had previously obtained a letter from the EEOC finding reasonable cause to believe the employer had violated Title VII, and sought to introduce that letter into evidence. The District Court excluded the EEOC letter, finding its introduction could have misled and confused the jury.

The plaintiffs appealed the judgment on the theory that the EEOC letter was wrongfully excluded by the trial court. On April 5, 2016, the Tenth Circuit, applying a highly deferential standard, held the district court did not abuse its discretion in excluding the letter. The Tenth Circuit reasoned that the letter could have "engendered undue deference to the EEOC's findings" by the jury because of the commission's perceived expertise. The Circuit Court also held that there was a substantial risk of confusing the jury as the EEOC and the jury were bound to apply different standards.

The Circuits have differed in whether to allow EEOC determination letters to be introduced as evidence, with some leaving the decision up to the district courts on a case-by-case basis. Should the Supreme Court grant certiorari to hear this case, we may have a definitive answer to these reports' admissibility.

Of course, whether any given employer-defendant actually wants an EEOC determination letter to be admitted plainly depends upon that determination. However, clear guidance on their admissibility would allow for a greater understanding of potential risks in litigation. In the meantime, employer-defendants facing the introduction of an adverse determination letter should find the Tenth Circuit's ruling helpful.

Stay Connected at tahra.org

by Matthew Pockrus

Board Member at Large - Website



TAHRA has a new, improved website. If you have not seen it yet, you need to check it out! The new site offers a

stylish new look with mobile and tablet friendly design, enhanced user functionality and reflects that we have been changing and growing to better serve our valued members.

It is now easier than ever to:

- Join/renew your membership and update your profile
- Check the calendar, register and pay online
- Post and view career opportunities
- View your event activity and history
- Learn about available advertising opportunities
- Connect with chapter members through members only directory and social media links
- Post and view exclusively HR job listings
- Access HR certification and other information needed to increase your effectiveness as an HR professional
- Learn about volunteer opportunities and develop your leadership skills

Special thanks to TAHRA members and the many TAHRA board volunteers who provided time and input and on the new TAHRA site. Well done!

Certification! - It does an HR Professional Good...

*by Christy Ptak, SPHR, SHRM-SCP
Certification Chair*



?: Why is pursuing professional certification important?

A: Certification makes you a recognized expert and leader in the HR field - which translates to your being a valuable asset to your organization. Certification can set you apart from your colleagues, demonstrating your commitment to a higher level of knowledge and skills. More and more employers who are seeking to hire an HR Professional, are indicating a desire, or even requirement that the candidates be certified.

?: What professional certification paths are available for HR Professionals?

A: The Society for Human Resource Management and the Human Resource Certification Institute both offer certification options. The details and the pre-requisites for each can be found on their respective websites: www.shrm.org and www.hrci.org. Both agencies identify which certification path may be right for you based on your experience and education related to the HR field.

?: How should I prepare if I want to pursue certification?

A: Both SHRM and HRCI recommend that you study well in advance of taking the respective exams. Of course, purchasing the recommended study materials may also be key to success - and the materials can be used to fit a variety of learning styles and methods.

TAHRA will be offering a three day course associated with

the SHRM certification (minimum of 5 students required to hold) over a Friday/Saturday/Sunday format this fall. IF you are interested in the TAHRA review course for the SHRM Track(s), you would need to purchase the Learning System materials (appx \$700.00 by individual, but there is a significant savings if purchased by group appx \$500.00) - which we can facilitate if we have enough interest. **Contact Christy Ptak, Certification Chair if interested no later than August 31st, 2016. Email: christy.ptak@sagenet.com.**

Tulsa Community College also offers an abbreviated course for SHRM and Tulsa Technology Center has a preparation course for the HRCI option. For the Tulsa Community College and the Tulsa Technology Center information - please visit their websites for details. www.tulsacc.edu. and www.tulsatech.edu.

Calling for Nominations!
*by Brandon Brazeel, MBA, SPHR,
SHRM-SCP
VP - Leadership Development*



RICHARD J. MESSER EXCELLENCE IN HUMAN RESOURCES MANAGEMENT AWARD

With mid-year review season kicking into high-gear, it is time to think about our HR co-workers and people in our HR networks to recognize excellence in the HR field.

This special award was designed to recognize outstanding leadership and achievements in the human resources field. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated (self-nominations are accepted).

Recipient of this prestigious award receive:

- \$500 cash donation to the charity of the recipient's choice
- A special commemorative plaque
- A special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter
- Announcement will also be posted on TAHRA's social media outlets

NEW PROFESSIONAL AWARD

This award is designed to recognize an outstanding new professional in your organization or in your HR network. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged.

Recipient receives:

- \$300 cash donation to the charity of the recipient's choice

- A commemorative plaque
- A special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter
- Announcement will also be posted on TAHRA's social media outlets

Submit nominations to Brandon Brazeel, VP Leadership Development at Brandon.brazeel@spx.com.

[Click here for all the details!](#)

Welcome to our newest members!

Thad Ledford	NFP	Teresa Inhofe	Ardagh Group
Liberty Shere	Northeast Technology Center	Leslie Crowe	Williams
Sara Stephens	Northeast Technology Center	Jodi Stevenson	Mazzios LLC
Alex Martinez	The Job Guide	James Eagleton	Wells Fargo FiNet
Whitney Pfeifer	Berendsen Fluid Power	Amber Moreno	Tulsa Federal Credit Union
Meloney Brackett	Zebco Brands	Jenna Holman	Covington Aircraft Engines, Inc.
Cindy Earnest	Cherokee Nation Businesses	Wendy Drummond	HR360, LLC
Lorne King	EAN Services LLC	Leshay Johnson	Tulsa Educare, Inc
Susan Hainzinger	HoganTaylor	Tina Karl	Premier Community Services
Jon Turner	HireCall Staffing	Shayla Williams	Melton Truck Lines
Jeremy Green	Work Health Solutions	Clark Ingram	People Profits LLC
Susan Miller	Warren Professional Building Corp	Lynda Shaw	Tulsa Educare, Inc
Diane Lewis	Solar Turbines	Alice Calkins	University of Oklahoma
Clay Greene	Greene Team Agency	Jodi Elston	Spartan SP Investor LLC
Marian Russell	AAA Oklahoma	Erin Bates	Rustic Cuff
Katie Brown	Ardagh Group	Paula Clinkenbeard	Armstrong Bank
Erin Shapero	Bearwood Concepts Inc	Andrea McNeil	Riverfield Country Day School

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

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