



## Newsletter

### ***A Message from the President***

Happy February TAHRA Members!



We made it! One month in and still holding strong. So far, 2018 has been a pretty uncomfortable year for me and I thought maybe we could talk about that.

I have an at-home exercise DVD (you can make fun of me for that the next time you see me) that I use somewhat often. Myself, the DVD, and the host of the program (who will remain nameless) have a love-hate relationship. I mention this DVD because there are a few instances where the beloved host says “get comfortable being uncomfortable”. (This is not the “love” part of the relationship for me).

Although that is a pretty annoying phrase, it is very relevant to a lot of what we do. We are in HR, we live in an almost constant state of being uncomfortable. We have extremely hard conversations, we are usually on the receiving end of the employee who is not happy, we are constantly challenged, giving and receiving feedback, and making some of the toughest decisions.

Being uncomfortable is not fun or else it wouldn't have that “un” in front of it. I have learned however, that I do my best growing when I am uncomfortable. I learn about myself and others. Sometimes, I learn because I made a mistake and figure out I don't want to do that again. Sometimes I learn by watching others do things that I figure out I don't want to do. Either way, although not pleasant, being uncomfortable helps me get better, as a person and a professional.

A few years ago, I was fortunate enough to work with a very bright and thoughtful executive. He was also extremely athletic, running 5-7 miles each day and competing in numerous marathons and triathlons. I was telling him about some recent struggles in my career and how uncomfortable it had been. I reassured him, though, that I appreciated those times and felt like I had grown from them. Without missing a beat, he told me about his long distance running career. Without being uncomfortable while running, you can't get better, get stronger, go further. That's how you improve, by pushing through those painful and questionable times. This

analogy has helped me in so many instances, mainly work related but also when I am trying to run.

So, my point is... let yourself be uncomfortable. Be aware of those moments and learn from them, don't run in the opposite direction. Sit in those moments and understand what the learning lessons and takeaways are. Give the hard feedback, have the difficult conversation, ask the dumb question. Just do it, because when we do, we will get better and eventually be grateful for the uncomfortable times.

I look forward to seeing you at our February events. Hope it is an awesome month for you!

Kristi Spaethe, SHRM-CP, PHR  
TAHRA President

## **February Program Meeting - Volunteer Recognition**

Wednesday, February 14 |11:00am - 1:00pm|  
Stoney Creek Hotel and Convention Center

### **Driving Retirement Plan Health - The Impact of Getting Employees Ready for Retirement**

Presented by Scott Colangelo, AIF  
Qualified Plan Advisors

We will be doing things a little differently at our February Program Meeting. We hope that you will join us at an exciting new Broken Arrow venue as we show some love to our members and 2017 volunteers! At this special program we will honor and recognize our volunteers and other honorary members, those celebrating a milestone membership anniversary and our members in general.

At this event we will present the 2017 New Professional Award, Richard Messer Excellence in Human Resources Award and President's Volunteer Award. We also will be giving out 4 amazing door prizes to any current 2018 TAHRA member (make sure you have renewed). As if this was not enough, this will all take place before our regularly scheduled program with a great speaker!

For the educational portion of this program, Scott Colangelo will present on the legal and industry trends of retirement plans. He will cover the changes we see with retirement plans that can help employees get more retirement ready, while helping plan sponsors in their roles as fiduciaries. Additionally, he will provide an update on laws for plan fiduciaries/sponsors and the bottom-line financial impact an employee can have to a company's profitability if they do or do not retire on time.

Qualified Plan Advisors will also be giving away a Samsung Chromebook to a lucky winner!

**NOTE: Lunch will begin at 11:00. View schedule while registering.**

[Register Now](#)

Sponsored by:



## February Learning Lab

Thursday, February 22 |2:30pm - 4:30pm|  
OSU Tulsa North Hall - Room 106

### You are the CEO of Your Career - Taking Charge and Moving Forward

Presented by Heidi Hartman, SHRM-SCP, SPHR

No matter our title, we all are leaders...or not. Learn the blueprint to becoming your own CEO, and how to be more engaged at work expanding potential opportunities. Focusing on what is in our control as well as what we have influence over, participants will leave this session with concrete strategies to implement to be the CEO of their career.

[Sign up](#)

The logo for HUB UNIVERSITY, featuring a blue circular icon with a white dot inside, followed by the text "HUB UNIVERSITY" in a bold, sans-serif font.

**2018  
Employee  
Benefits  
Legal Update**

**February 14**  
8:30-10:30am  
Southern Hills  
Country Club  
Breakfast served

[REGISTER NOW](#)

The advertisement includes a photograph of a woman with short blonde hair, wearing a blue blazer, sitting at a desk and talking on a mobile phone. The background shows an office setting with bookshelves.

This is a paid advertisement.

**LEADHR**  
**OKHR 2018**  
CONFERENCE & EXPO



Are you looking for an HR conference to learn about the latest market and industry trends, meet like-minded people, and expand your network of prospective partners and clients?

It's right in your backyard ... right here in Tulsa at the 2018 OKHR Conference &

Expo on April 24-26, 2018.

Register by **2/28** for discount!

[More Information Here](#)

### **Join our Transition Focus Group!**

*by Melissa Lockhart, SHRM-CP, SPHR, Registration Chair*



"Hey! I know you are in HR and I have a friend looking for an HR job. Can you help?"

I get asked this a LOT. I also know that there are those who have relocated to our area or were laid off from their HR job and are looking for a new HR job. And I have friends who want to get into the HR field with no previous HR experience and don't know where to start.

Do any of these scenarios sound familiar to you?

So far, the best responses I have been able to come up with are...

"Have you checked the TAHRA job openings page?"

"I will keep my eyes open."

"If I hear of anything I will let you know."

But it doesn't feel like enough. I wish there was more that I could do to help them or somewhere to direct them to. Not having a job is scary. And because TAHRA is designed to be a resource to HR professionals we thought we should be helping to tackle this area. BUT we don't have all the answers on what exactly that should look like. So we want your help! If you are the person that is in any of the situations listed above OR if you would like to be a resource in brainstorming some ways to help, WE WANT YOU.

We are starting a focus group to brainstorm ideas on how to be a resource for those wanting to get into the HR field and for those that are already experienced in the field but are looking for a new job. For now we will call it the "TAHRA Employment Group". But, since we will own it, we can call it whatever we want later.

If you, or someone you know, are interested we will have our first meeting on Friday, February 16th at 11:30 am at Johnny Carino's restaurant, located at 41st & Sheridan.

Please come and share your challenges, or come and help brainstorm some possible solutions. You do not have to be a member of TAHRA to join us (so pass the word along to your friends wanting to get into the HR world or even college students majoring in HR).

If you are interested, but unable to attend this meeting, email me at: [mlockhart@apscopower.com](mailto:mlockhart@apscopower.com) or (918) 857-2443 and we will add you to the email list for updates and plans moving forward so you can see where you could plug in. Or just help us spread the word about it. The idea is that when you get asked this all too common question, you now will have a much more helpful answer. The goal would be to be like Oprah... "YOU get a job!", "YOU get a job!", "EVERYBODY gets

a job!”.

~Melissa Lockhart, SHRM-CP, SPHR

RSVP HERE

## The TAHRA Diversity & Inclusion Committee would like to invite you to: Luxa's Courageous Conversations: Moving Beyond Disruption

Please join us for a Courageous Conversations Luncheon, “Moving Beyond Diversity – One “Ism” at A Time” as we focus on Sexism and the need for Men Allies in the workplace. By attending this courageous conversation you will gain insights into the experiences, frustrations and challenges that women and women leaders face in today’s work environments.

**When:** February 15th

**Where:** Green Wood Cultural Center - 322 N. Greenwood Ave Tulsa

**Time:** 11:30am - 1:00pm

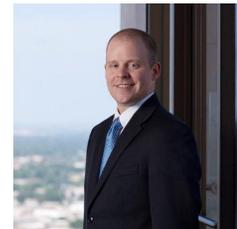
Lunch will be provided by DesiWok

[More information.](#)

### “No-Recordings” Policies May Run Afoul of the NLRA

by Jacob Crawford, J.D., VP-Legislative Affairs

Many, if not most, employee handbooks contain provisions that prohibit employees from recording people and information in the workplace using cameras, smart phones, or other audio/video recording devices. Such provisions are often well-intentioned attempts to prevent harassment and invasion of privacy, and to protect confidential information. However, a recent decision handed down by the United States Court of Appeals for the Fifth Circuit demonstrates that such provisions may run afoul of Section 7 of the National Labor Relations Act (“NLRA”).



Section 7 guarantees employees the right to engage in “concerted activities for the purpose of collective bargaining or other mutual aid or protection.” For example, Section 7 permits employees to discuss wage information and, thus, a workplace rule prohibiting such discussions would violate the NLRA. The NLRA protects employees’ concerted activities even in non-unionized workplaces.

In *T-Mobile USA, Inc. v. NLRB*, 865 F.3d 265 (5th Cir. 2017), the Fifth Circuit addressed a policy in T-Mobile’s handbook which stated as follows:

*To prevent harassment, maintain individual privacy, encourage open communication, and protect confidential information employees are prohibited from recording people or confidential information using cameras, camera phones/devices, or recording devices (audio or video) in the workplace.*

The National Labor Relations Board (“NLRB”) had previously held this workplace rule violated the NLRA. The Fifth Circuit agreed, explaining that T-Mobile’s policy was too broad and a reasonable employee could interpret it as discouraging

protected activity, such as photographing a wage schedule.

The Fifth Circuit's decision does not necessarily mean all "no-recordings" policies will violate the NLRA. However, the decision should serve as a wake-up call for employers to review their handbooks and policies to ensure they are narrowly tailored and do not prohibit employees from engaging in legally protected activities.

Jake Crawford is an Attorney at Newton, O'Connor, Turner & Ketchum and can be reached at 918.587.0101 and [jcrawford@newtonoconnor.com](mailto:jcrawford@newtonoconnor.com) with NLRA, training, or other employment-related questions or concerns.

### **I do have a Superpower!**

*by Brandon Brazeel, SHRM- SCP, SPHR, VP-Leadership Development*

I am a huge Superman fan. You can actually look back over every age range in my life and see something related to Superman. In fact, I did not realize how much I was into Superman until my wife threw me a big surprise birthday party one year. She posted pictures of me all over the walls going all the way back to my newborn pictures. It was at that moment I realized just how much Superman was a part of me.

More recently, I realized superpowers are not just in comic books or movies. In the opening of the Justice League movie, Wonder Woman is kicking some major tail and one of the bad guys asks her "I don't believe it. What are you?" To which she replies, "A believer!"

She is referring to the fact she believes in humankind and that motivates her to perform these great feats and fight for good and justice. For a long time she had lost her belief, and all of her knowledge, skills and abilities were going to waste. It was not until she saw Superman sacrifice his life for the people of Earth that she believed in humanity again. Her belief sparked her greatness once more.

[Read on.](#)

### **Free Workforce Resource**

*by Jill Norman, MA, Workforce Readiness Chair*

Workforce Tulsa connects job-ready talent to Tulsa area employers through public-private partnerships. They are an economic development non-profit. Workforce Tulsa's Business Services team works directly with employers to understand a company's needs and then prepares clients to fill those jobs.

Workforce Tulsa's Career Navigators prepare individuals for work by first determining what their hurdles are and then working with education/training partners as well as community-based organizations to resolve those hurdles and get them into jobs. Workforce Tulsa stays with the employer and the job candidate for a year after placement to ensure success.

Workforce Tulsa works with staffing firms as well as employers and can create a customized approach for any company, whether they're hiring 200 people or 10. They host hiring events and can source, screen, and/or interview, based on the company's needs, for any project.

## Welcome to our newest members!

Erin Hughes Connexions Loyalty  
Zachary White Kimberly Clark Corp.  
Gabriel Crouch Tulsa Zoo Management, Inc  
Timothy Hager TLC  
Heather Burge Navico, Inc.  
Sherry Coleman  
Carla Maselli Cherokee Nation Businesses  
Lindsay Broughton The Persimmon Group  
Liz Eccleston Lowe's  
Donna Daggs Carlisle Brake & Friction  
Linda Frazier Atlas Construction Group  
Carrie Williams Warehouse Specialists, LLC  
Megan Hawley Airgas  
Torii Freeman YWCA Tulsa  
Russell Stubblefield Armstrong Bank  
Michelle Geld Berendsen Fluid Power  
Sherry Gray Gateway Mortgage Group

