



Newsletter

Letter from the President

I'm not sure I have the right words to share this month as we face unprecedented measures in our community in response to COVID-19. I hope this newsletter finds you, your family and loved ones well. I would also like to extend the deepest gratitude to those of you who are on the front lines or who have family/friends/colleagues who are putting themselves at risk to keep our communities healthy, clean, fed, and safe. To our members who have been involved in the difficult decisions to furlough or lay-off team members or have been impacted by work reductions, closures, and layoffs, you have our empathy.



During this time of uncertainty, I want to assure our members that we are here to support you. We have created a COVID-19 resources page on our website and social media will post updates frequently. We highly recommend that you use the Society of Human Resource Management (SHRM) as a resource as well. If you are not a member of SHRM, we encourage you to join so you have the member-only resources available to you.

We are taking every recommended precaution in accordance with the CDC, the State of Oklahoma, and our local governmental agencies into account when we make decisions on how to proceed. TAHRA's board has made the decision to not host any face-to-face meetings, programs, or events until further notice. Our committees are actively exploring how to modify/adjust all our programs and events so they can be delivered virtually through technology. We are also exploring NEW programming/events during this time of physical separation to help us stay socially connected. If you have registered or sponsored any of the programs/events, the TAHRA team and lead for that program/event will be reaching out to you directly with further details. As we make scheduling adjustments, we will post updated plans to the calendar of events on the TAHRA website as well as through our social media outlets. We cancelled our March 26 Learning Lab and rescheduled it for July. We did not have a program meeting or learning lab scheduled for April to promote members attending the OKHR Conference. It has been rescheduled for August 10-13th.

TAHRA is a powerful community of some of the best and brightest HR professionals in Oklahoma. If you need support, email the TAHRA office at admin@tahra.org. The staff will get you in contact with the appropriate volunteer leader. You are all in our thoughts and we are here if you need us.

In solidarity,
Ashley Harris Philippsen
2020 TAHRA President

COVID-19 Human Resources and Employer Resources

We are seeing an unprecedented disruption in our way of life and economy due to the coronavirus pandemic. As we navigate these dynamic and fast changing times, we wanted to provide some helpful information related to resources for your employees and their families. This list is not comprehensive but could provide some value during these difficult times. If you are seeking specific assistance related to human resources and need assistance, please feel free to email me. I will be happy to work with the board and our network of partners to see if we can provide information and/or connections related to your request. My email is dreid@keyjobs.com.

Be safe and be well –
Denise Reid
TAHRA Board Member At Large, Community Relations

Workforce Resources

- **SHRM Tools & Information** - <https://www.shrm.org/ResourcesAndTools/Pages/communicable-diseases.aspx>
- **Department of Labor** – Coronavirus Resources - <https://www.dol.gov/coronavirus>
- **Workforce Tulsa** has created online enrollment for their services, go to <http://workforcetulsa.com/job-seekers/>
- **OESC** – Oklahoma Employment Security Commission handles unemployment claims, go to <https://www.ok.gov/oesc/> to file a claim – calls are accepted but be aware call volume is extremely high – 800.555.1554
- **Oklahoma Works** rapid response needs related to lay-offs or company closures - <https://oklahomaworks.gov/find-a-job/rapid-response/>
- **Tulsa City-County Library** - Adult Learning Center available through their Job Now database - <https://www.tulsalibrary.org/programs-and-services/adults> and Brainfuse is a resume building tool – <https://www.tulsalibrary.org/research/career-center/resumes-and-covers-letters>
- **OJT Tulsa** is an Overcoming Job Transition ministry of volunteers that provides support to job seekers with resumes, interviewing and networking, go to <https://ojttulsa.org/> to learn more and they have created virtual meetings

Supportive Services

- **2-1-1** offers referrals across the spectrum of human need, including but not limited to rental assistance, food pantries, affordable housing, health resources, child care, caregiver support, financial programs, literacy, and job programs. Call or text 2-1-1 or visit <https://www.211oklahoma.org/>
- **Tulsa City-County Library** provides a wide range of free activities including movies, books, music, voice and art lessons, etc. go to <https://www.tulsalibrary.org/>
- **Mental Health Association of Oklahoma** has created a list of resources designed to address the stress and difficulties associated with quarantine – 800.985.5990 and **COPE COVID** – emotional support line – 918.744-4800

Home Schooling Resources

- **Tulsa City-County Library** provides Homework Help Now offers live tutoring 2-11pm, writing lab, skill building lessons and more, go to <https://tulsalibrary.org/homework-help-now>
- **Audible** is providing free audio books for students; go to <https://stories.audible.com/start-listen> to access books
- **WideOpenSchool** is a new website developed as hub central for free online homeschooling resources like Amplify, Apple, Boys & Girls Club, Comcast, Google, Khan Academy, National Geographic, National Head Start Association, Noggin, PBS, Scholastic, Sesame Workshop, Time for Kids, XQ, YouTube, Zoom and a few more, go to www.wideopenschool.org

How You Can Help

- **Tulsa Area COVID-19 Response Fund** – Tulsa Community Foundation and Tulsa Area United Way have established a local response fund, dedicated to increasing resilience among the region's most vulnerable individuals and families, go to www.tulsacf.org to learn more and donate.
- **Buy Local** – support local restaurants, grocery, pharmacy and essential businesses providing services and goods for our region

Additional resources and information can be found at <https://www.tahra.org/>



June 18, 2020

The Return on Inclusion Summit will be postponed to a date later this year. More details and new date will be announced soon. Thank you for your

support and understanding.

If you have any questions or need assistance please contact the ROI Committee at roitulsa@tahra.org.

2019 Annual Award Winners Announced

At our Program Meeting and Volunteer Recognition in February, TAHRA announced our annual award winners. Each year TAHRA recognizes two members who have displayed outstanding leadership and achievements in the Human Resources field. Join TAHRA in congratulating 2019 winners for their commitment to advancing the HR profession.



Richard J. Messer Excellence in Human Resource Management Winner, Dixie Agostino

Dixie Agostino is the founder of Switchgear Search and Recruiting, a firm specializing in getting companies the results-driven talent they need through an outcome-based recruiting process. She is a co-founder of DisruptHR Tulsa and a consultant at BetaBlox's Business Incubator & Accelerator. She speaks on building hiring and management processes to decrease risk, increase profit, ensure culture and drive performance.

Dixie has been a member of TAHRA since 2011 and has served on the TAHRA board of directors as Certification Chair, VP of Public Relations and President. She holds the SHRM-



New Professional Award Winner, Brittany Currier

Brittany Currier is a Business Development professional for The People Perspective. In this role, she helps businesses develop and grow by providing them strategic HR solutions to aid with their organizational goals. Brittany graduated with her Bachelor's Degree in Human Sciences through Oklahoma State University and earned her SHRM-CP certification in 2018. She has gained her business and HR experiences by holding roles in Human Resources, Recruiting and Sales. She is passionate about helping strengthen businesses by building relationships and developing people to be their best.

Brittany has been a TAHRA member since 2017 and served

SCP, SPHR and CPC certifications. Dixie is extremely involved in the Tulsa community and spends her time volunteering for several organizations. In connection with her work at Switchgear, Dixie is the recipient of numerous culture and workplace environment awards.

The non-profit Dixie chose as the recipient of the \$500 donation is Women In Recovery.

on the TAHRA board in 2018 as the College Relations Chair where she worked to increase membership involvement from new and transitioning professionals.

Brittany also loves giving back to the Tulsa community and currently volunteers with organizations such as Family and Children's Services, Youth Services of Tulsa and Skiatook Paws and Claws Animal Rescue.

Brittany has chosen Skiatook Paws and Claws Animal Rescue as the recipient of the \$300 donation.

Mark your calendar!

The OKHR Conference & Expo has been postponed to August 10 - 13 at the Hard Rock Hotel and Casino in Tulsa.



For more details click [here](#).

In conjunction with the State Conference OKHR State Council will be presenting the **Crowe and Dunlevy Award of Excellence, OKHR Emerging Leader and Michelle and Kyle Killingsworth Volunteer Leader of the Year**. To learn more about these awards and make a nomination, please visit the [OKHR State Council](#) website. We know that you are all doing amazing work, so nominate someone today!
Deadline is June 30.

What Employers Need to Know about the FFCRA

By Paige Good, McAfee & Taft Labor and Employment Attorney

The leave requirements under the Families First Coronavirus Response Act went into effect this week on April 1, 2020.

Notice: Covered employers are required to post the Department of Labor's notice poster in a conspicuous place on its premises as of today. Employers may also email or direct mail the notice to employees or post the notice on an employee information internal or external website. The notice provides an explanation of employee rights to both paid sick leave and expanded Family and Medical Leave under the Act.

Documentation: Employers are responsible for obtaining and maintaining

certain records when an employee takes paid sick leave or expanded FMLA. Employers must require employees to provide them with appropriate documentation in support of the reason for the leave, including: the employee's name, qualifying reason for requesting leave, statement that the employee is unable to work, including telework, for that reason, and the date(s) for which leave is requested. Documentation of the reason for the leave will also be necessary, such as the source of any quarantine or isolation order, or the name of the healthcare provider who has advised the worker to self-quarantine. For example, this documentation may include a copy of the federal, state or local quarantine or isolation order related to COVID-19 applicable to the employee or written documentation by a healthcare provider advising the employee to self-quarantine due to concerns related to COVID-19.

Intermittent Leave: Employees may take expanded FMLA intermittently, but only with the employer's permission and when the employer and employee agree upon such an intermittent schedule.

Closures and Furloughs: Employees are not entitled to leave under the FFCRA if an employer temporarily closes a worksite because it has no work for employees to do. Similarly, employees that are furloughed after April 1, 2020, are not entitled to any paid leave under the FFCRA, even if the employer remains open in other respects. This is true whether the employer closes a worksite for lack of business or because it is required to close all or part of its business pursuant to a federal, state or local directive. However, if an employee was on paid leave under the FFCRA before he or she was furloughed or the employer closed, the employer must pay for any qualifying leave already used before the furlough or closure. Employees that are furloughed or unable to work because the employer's worksite has closed may be eligible for unemployment compensation.

Unemployment benefits: The DOL has also made clear that an employee is not entitled to collect unemployment insurance benefits for any time in which the employee receives pay for paid sick leave and/or expanded FMLA under the Act. Such pay would make the employee not eligible for unemployment. However, it's important to note that each state has its own set of rules, and some might permit workers to obtain partial unemployment benefits when hours or pay has simply been reduced.

Small business exemption: Small businesses may be exempt from certain requirements under the Act. A small business is one with fewer than 50 employees. An authorized officer of the business must determine that certain factors are met for the exemption to apply.

EARN YOUR SHRM-CP OR SHRM-SCP

Now with an option to test from home.

APPLY BY APRIL 10



Your journey toward SHRM certification can now be done 100% online. This testing window, we are introducing the option to take your SHRM-CP or SHRM-SCP exam from home, through remote proctoring. We're working to help you stay on track so that you can achieve your goal of becoming SHRM-certified this year. If you're looking to save on exam fees, be sure to apply by April 10 to benefit from special early-bird pricing.

Why certify?

- HR professionals who pass the SHRM certification exam report salaries upwards of 7%-9% higher than peers who do not.
- Of SHRM-certified professionals who were promoted, 63% report that their credential was a key factor.
- Certified professionals report a greater understanding of necessary skills.

[Apply by April 10 and receive \\$75 discount!](#)



From SHRM UPDATE April 3, 2020

The Annual Conference & Exposition is approximately three months away, and we know many of you want to know SHRM's plans.

We have been actively engaged with federal, state and local public health officials and the San Diego Mayor's Office for guidance regarding the event. The safety of our conference attendees is our top priority and we take our responsibility to you very seriously. As such, we will only proceed with SHRM20 if we can do so safely — relying on expert guidance and directives from public health experts.

We are your partner through these unprecedented times and will continue to help you navigate during this period of uncertainty. We will continue to monitor this situation daily and will make future adjustments as the situation warrants, notifying attendees promptly of any change. We will update you **Monday, May 4**, with details regarding SHRM20.

If at this time you would like to transfer your registration to a future SHRM conference, please [contact SHRM](#).

Welcome new members!

Shari Wilkins - AJilon
Vanessa Mullings - RISE Armament
Jason Duck - Securian Advisors MidAmerica
Zachary Lusby - Camp Fire Green Country
Amanda Carse - Hillcrest Medical Center
Kimberly Coons - Cornerstone Home Lending
Chuck Greer - Community Care
Camille Bohnert - Vesta Realty, LLC
Steve Tumpkin - Paycor



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)