



Newsletter

Letter from the President

Labor Day marks the 'end of summer', and students are returning to school, and the fun associated with a masked and socially distant summer begins to fade. According to Christopher Ingram, a former Pew Research analyst, some of the highest peaks in Internet searches related to depression and anxiety occur in the month of September. An article published in 2014 on Ingram's "[misery index](#)," which relies on user search data for its conclusions, claimed summer was the happiest season, while fall was the most stressful. Identical search terms in 2019 demonstrated similar trends, although overall stress and searches for depression-related terms were significantly higher in 2019 than in 2014. This coupled with stress due to living during a global pandemic should prompt us to think through our work environments and how we support our teams (as well as take care of ourselves).



Here are some things you may consider doing to check on staff and to help them combat the stress of work possibly ramping up more after the summer slump.

- Conduct regular check-ins with staff. Whether in person or on a videoconference, consider opening your meeting with a pulse check on the emotion wheel (learn more [here](#)).
- [Re-examine your flexible work policy](#) and use this time to revisit any areas to improve such as setting employees up for success or ensuring buy-in from managers who often determine who gets a flexible schedule on a case by case basis.
- Consider [investing in mindfulness tools](#) for staff or creating a space for mindfulness, meditation, and mental breaks. One organizational culture team gifted each employee with adult coloring book sheets (downloaded online for free) and noticed how many staff hung up their finished work around the office.
- Find ways to [authentically infuse joy in the workplace](#). How does your staff affirm each other or celebrate/acknowledge milestones?

We spend a significant amount of time at work, and HR professionals have the privilege of shaping how people experience work. Here's to a 'Bestember'

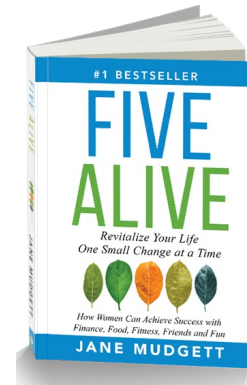
instead of a 'Stresstember'.

Ashley Harris Philippsen
TAHRA President

September Program Meeting Webinar
Wednesday, September 16 |12:00pm - 1:00pm|

Want to be More Alive? Grab ALL Five
Presented by Jane Mudgett

Registered attendees for this program will receive a copy of Jane's book *Five Alive: Revitalize Your Life One Small Change at a Time.*



HR Professionals feel the pressure of being the role models of all "People Issues" - from compensation and benefits, to performance and productivity to work-life balance. However, we must first learn to trust and take care of ourselves and our well being before we can serve others.

There is new momentum to update health and wellness benefits and Lifestyle Management Programs to incorporate mental health services and to better reduce stress to reduce turnover and increase employee engagement. One method of doing this is to provide resources for the overall wellbeing of employees.

The Grab All Five presentation is designed to provide the resources to live a more full life with greater health. In addition, the materials can be used as a catalyst for improving services to their companies and coworkers.

Sponsored by:



JD YOUNG[®]
Technologies

[Register Here](#)

September Learning Lab Webinar
Thursday, September 24 |1:00pm - 3:00pm|

More information on this lab will be available soon.



Call for Volunteers!

The Tulsa Area Human Resources Association (TAHRA) has been serving the Tulsa business community and the Human Resource profession for over 45 years. TAHRA is affiliated with the Society for Human Resource Management (SHRM), the leading voice of the human resource management profession. TAHRA is the largest chapter in the State of Oklahoma, with over 500 members. As a local chapter, we provide relevant education and networking opportunities to help you advance your career. We are a recognized provider of professional development credits with SHRM and an approved provider for HRCI giving you access to education designed to meet testing or recertification requirements.

And... we are currently seeking board members and volunteers to serve in 2021! If you are interested in getting more involved and sharing your talents with TAHRA please let us know by filling out this [form](#).

If you have questions or need additional information, please contact one of the nominating committee below:

- Ashley Philippsen - TAHRAPres2020@gmail.com
- Rhonda Siex - rsiex@cs3technology.com
- Nancy Gunter - nancy.gunter@rocketmail.com

SHRM Certification Prep Course

We are moving forward with offering our SHRM Certification Prep Course virtually this fall and collecting information from interested individuals. Through this course you get access to DEEPLY DISCOUNTED SHRM Learning System materials (online and print), expert in person instruction and an opportunity to network with other professionals working towards the same goal.

If you would like to participate in this Study Course, the purchase of materials is required (unless you have previously purchased). Pricing for this course is as follows:

- TAHRA Member cost for materials and course - \$675 (\$400 savings by purchasing through our chapter)
- Non-member cost for materials and course (includes 2020 TAHRA Membership) - \$700
- *Attendee (already have materials) - \$275

**You can earn SHRM Professional Development Credits for attending the course.*

If you are interested in taking this course please fill out the [availability form](#) by **Wednesday, September 9th**. Once we determine the schedule based on feedback, we will notify you and order materials for those who are interested. We must have 5 or more attendees purchasing materials in order for this class to proceed.

Course completion does not substitute for or waive exam eligibility requirements as required by SHRM®.

We look forward to hearing from you!

Penny Horton, MSOD, SHRM-SCP, C-DER
TAHRA Certification Chair

TAHRA is proud to sponsor **Workforce Tulsa's inaugural Growing Talent for Tomorrow**. This event brings together State officials, non-profits, and employers to explore real-world examples of building workforce strategies around youth, training that includes work experience, and hearing about employer best practices. This event will prepare employers to implement resources and programs to find and grow talent. We hope that you will attend!

Workforce Tulsa presents Growing Talent for Tomorrow Webinar

Date: Sept. 23, 2020

Time: 8:30 a.m. - 12 :00 p.m.

Where: Online Webinar

Registration Fee: \$20

Key Note Speakers:

Lieutenant Governor, Matt Pinnell

Secretary of Commerce, Sean Kouplen

Hosted By:



[Click Here For More Information](#)

Sponsored By:



Community Relations Updates

by Denise Reid, TAARA Community Relations

City of Tulsa and ImpactTulsa convened businesses, and community stakeholders to explore and identify tools, resources and needs of Tulsa area parents/families with return to learn and distance learning. Below is a listing of information that may be helpful for employees, parents, and families. This group is collecting additional information about flexibilities businesses are offering to their employees and will be compiling information to share more broadly. Please take a moment to complete [a survey](#), it only takes a few minutes.

- **City of Tulsa is partnering with YMCA and Parks & Recreation** to create support camps for students (5-12 years old) in pods of 10. Each pod will have an adult supervisor that has been background checked. There will be limited availability visit www.tulsaparks.org to learn more about this opportunity.
- **Internet Access Task Force** – group is working on providing reliable internet access to children and families.
- **Computer Equipment** – there is a group working on identifying ways to

get refurbished/donated computers to families that don't have them.

Tulsa Area United Way - COVID-19 KID CARE RESOURCE PORTAL

- Page for gathering and requesting Kid Care Resources in the region. This is currently being built out - resource map will be coming soon.
- <http://covidkidcareresources.tauw.org/>
- Citywide online portal will provide access to critical resources in response to the COVID-19 crisis, including childcare, meals, and educational activities. Through this portal, businesses and community groups will be able to share details of support they can offer, such as care sites, food, or other resources. Families and children impacted by COVID-19 will be able to use this portal to easily locate and get connected to these vital resources.

Tulsa Area United Way – General Assistance for COVID

- Get Help Page - http://www.tauw.org/tauw/COVID-19_Get_Help.asp
 - Housing and Utility Assistance, Food, Unemployment, Job Opportunities, Health & Wellness, Financial Resources for Individuals & Businesses, Tribal Resources, Distance Learning Resources for Families, and COVID 19 Resources in Other Languages.

Hunger Free Oklahoma - www.hungerfreeok.org/covid19

SNAP Hotline: 1 (877) 760-0114

- If you've been furloughed, laid off or had your work hours reduced – you may now qualify for SNAP (formerly known as food stamps).
- The SNAP Hotline is now offering Burmese and Zomi application assistance Wednesday – Saturday from 1:30 PM to 8:00 PM.

Financial Navigator Program (No Cost)

- What Happens In a Financial Navigation Session? The session will last approximately 30 minutes. Navigators can help you prioritize financial concerns, identify immediate action steps, and make referrals to programs and services.
- https://fecpublic.force.com/fecbot/s/referral?c__city=0010f00002VgXU4AAN&type=Financial_Navigator

Internet Access Consideration for Employers:

1. Internet Support Budget for employees (reimbursable expense)
2. Conduct a needs assessment: ID how many families experience challenges maintaining their internet subscription
3. Cover 2 months of internet costs to help families get access
4. Have Hotspots on hand for emergencies(or a device lending program)
5. Refurbish old computers and laptops giveaway to families
6. Provide communications about C2C/MyAccess; have sign up events at your workplace
7. Let your IT departments help troubleshoot devices for families & kids
8. Targeted supports for immigrant families and language support
9. 'Let Freedom Ring' and Set your WIFI Free (open up guest Wi-Fi, extend it out to surrounding geography)

If you have questions or need additional assistance with any of this

information, feel free to contact me via email at dreid@keyjobs.com or via cell at (918)633-0073.

EEOC ISSUES GUIDANCE ON OPIOIDS AND THE AMERICANS WITH DISABILITIES ACT

by Jacob S. Crawford, Labor & Employment Attorney, McAfee & Taft

It is no secret that America is in the midst of an opioid addiction crisis. It has been for quite awhile. A recent study revealed that in 2018 there were 128 deaths from opioid overdose *per day* in United States. A startling 21 to 29 percent of patients who are prescribed opioids (fentanyl, oxycodone, codeine, etc.) misuse them. According to the Centers for Disease Control and Prevention (“CDC”), there were over 2.9 billion opioid prescriptions issued in the United States between 2006 and 2018. In 2012 alone there were more than 81 prescriptions issued per every 100 persons in this country. The CDC has estimated that the “economic burden” of prescription opioid misuse in the United States is \$78.5 billion *per year*.

What does all of this mean for employers? It means that it is very likely this sensitive --and difficult -- issue will impact one or more of your employees. There are two situations related to opioids that often arise in the workplace. First, the prevalence of opioid addiction and abuse means it is possible that your company will, at some point, have an employee who abuses or is addicted to opioids. Second, the rising concern about opioid addiction often causes employers to be confused as to how to address an employee who is taking opioids, even if they are doing so responsibly and pursuant to a valid prescription. ([Read entire article here](#))

Tulsa Regional Chamber - Small Business Summit

The Tulsa Small Business Summit is northeast Oklahoma's premier annual event for small businesses and their employees. This half-day virtual event will include keynote presentations and topical breakout sessions from national and local business experts. Breakout sessions will provide key takeaways on topics such as workforce and HR, marketing, diversity, equity and inclusion, and more.

It will also feature the annual Small Business Awards presentation, which recognizes outstanding business owners and organizations for their resilience and dedication the community.

Agenda - September 22, 2020

7:30-8:15 a.m. – Virtual networking

8:30-9:15 a.m. – Keynote featuring Tracy Spears Tulsa-based Exceptional Leaders Lab

9:30-10:15 a.m. – Breakout sessions

10:30-11:15 a.m. – Breakout sessions

- Local business experts will lead the following breakout sessions:

- Zoom Boom: Stand-Out Sales in a Digital World
- It's OK If You're Not OK: Wisdom From Our Winners
- The Advantage Culture: Creating Space for Trust & Acceptance at Work
- Game Changers: Tips for Employee Engagement, Accountability & Results

11:30 a.m.-12:30 p.m. – Keynote featuring Dr. Gustavo, national speaker:

Culture in the Current Climate

12:30-1 p.m. – Award ceremony

Link to register - [Small Business Summit & Award's](#)

Welcome to our newest members!

Derrick Brown - Pallet Jack Wood Recycling

Ciara Dixon

Anna Rillo - Student

Jaime Luedke - ADP

Kristina Wadley - Riverfield Day School

Stephanie Jones - Northeastern State University

Susan Jones - Student

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)