

## APRIL PROGRAM MEETING

Social and Professional Networking /LinkedIn  
Speaker: Chris Kelleher

Renaissance Tulsa Hotel  
6808 S. 107th E. Ave.

April 15, 2009

Program Meeting 11:00-1:00

Sponsored By:



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Broken Arrow, OK 74014



## TAHRA NEWS

April 2009



2007 SHRM SUPERIOR MERIT AWARD  
CHAPTER Chapter 0175



Visit the new  
TAHRA.org website!

## APRIL MEETING



### Social and Professional Networking /LinkedIn

by Chris Kelleher

Networking is the key to connect with other professionals and effectively recruit both active and passive candidates.

Chris Kelleher will take us into the realm of social and professional networking: what it is, who the major players are, implications to Human Resources, and how to effectively recruit candidates from a networking platform.

#### About Chris Kelleher

Chris Kelleher manages LinkedIn's Midwest and Southwest based corporate clients, delivering recruitment solutions that leverage LinkedIn's unique professional network platform. Chris' clients include some of the largest US Healthcare and Energy firms, including Oklahoma based companies. Prior to LinkedIn, Chris spent 20+ years working for IT and network firms in various sales, marketing and business development management roles, including a four-year stint working abroad in London. Chris holds a BA from The University of Michigan and his MBA from The University of Chicago GSB.

*The TAHRA Membership Committee  
Would like to welcome all new members of TAHRA*

*Please join us for  
New Member Orientation  
Wednesday, April 15, 2009  
10:30 a.m. - 11:15 a.m.  
(Preceding TAHRA program)*

*Renaissance Tulsa Hotel & Conference Center  
6808 South 107th East Avenue*

*Please RSVP on the TAHRA website under events at [www.tahra.org](http://www.tahra.org).*



**NEW**



# ADVERTISING OPPORTUNITIES

*“Making A Difference”*

## WEBSITE ADVERTISING (500+ members with access and .org is open to public)

**Home Page Rotating Banner** - \$300 for 90 Days—\$1,200 Annually

*Must be web-ready GIF with size 125/99. All banner advertisements must be submitted in electronic format. No mechanical products will be accepted for placement. Animated ads are acceptable. All advertisers must provide their own artwork acceptable to TAHRA. All production charges will be the advertiser's responsibility and TAHRA does not pay any commissions or fees. Mechanical copies must be submitted for TAHRA files.*

**Home Page, Career Center and Directory Pages** - \$500 for 90 Days—\$1,500 Annually

**All Other Website Pages** - \$400 for 90 Days—\$1,000 Annually

**NEW!! Click Through** to link to your EVENT - \$125/month—\$200 for 2 months

**NEW!! Vendor Directory Introductory Offer** -

General Listing - \$100 Annually

Premium Listing with Logo - \$200 Annually (per category)

*\*Multi-year or multi-page listings: 25% discount*

*Must be submitted as web-ready electronic file in GIF or JPG format. Advertisement size must not exceed 200 pixels x 200 pixels. Animated ads are acceptable, but must be approved by TAHRA before use.*

**GET YOUR MESSAGE OUT TO THE LARGEST AREA POOL OF HR CONTACTS!**

## E-NEWSLETTER ADVERTISING (500+ members with access)

**One Issue** (Buy 2 ads Get 1 Free)

or **Annual Subscription** (10 Issues) Best Value!

1/4 Page \$200

\$1,080 (individual ads valued at \$1,450)

1/2 Page \$300

\$1,500 (individual ads valued at \$2,100)

Full Page \$450

\$2,000 (individual ads valued at \$3,150)

## PROGRAM SPONSOR ~ MONTHLY MEETING OR SPECIAL EVENT \$400 (avg. 100-175 members in person)

1. Exclusive sponsor for the meeting.
2. Display table in the registration area. Banner, brochures, and giveaways are acceptable.
3. Three (3) minute organizational presentation.
4. Company name and logo included in the e-newsletter the month announcing the program.
5. Written company informational packets at each place setting.
6. Door prizes are acceptable, but will be presented after collection of business cards, when the educational session is completed (at the end of the meeting).
7. Organizational name on meeting agenda.
8. Food & beverage for two (2).

## Non-Profit DIRECT MAIL ADVERTISING (requires Board Approval)

\$250 for a one-time set of MAILING LABELS

## NEW!! Let us develop your CUSTOM MULTI-MEDIA PROMOTIONAL PACKAGE

*All packages earn discounts on further options. Run a banner or website ad, sponsor a hole at the golf tournament, a program or a networking event, run ads in the newsletter, get a set of mailing labels, and send e-blasts at holidays... We'll build a package you can afford that will keep your name in front of HR professionals all year long!*

Contact Susan McGinnis, Fundraising Chair, 918-369-5900 or [susan@benex.org](mailto:susan@benex.org)



Visit the new  
**TAHRA.org** website!



### *“Making A Difference”*



After much anticipation TAHRA launched its new website, [www.tahra.org](http://www.tahra.org), in April. This idea was the brain child of Julie Callahan, 2008 President, and was brought to life by the Website Development Committee led by Bryan Wempen, Board Member at Large. The committee has done a fantastic job of taking Julie’s vision and bringing it to reality by updating the look and feel of the website as well as incorporating enhanced features.

Some of these enhancements include:

- Easier registration, payments and member profile updates
- Enhanced job and resume posting capabilities
- Links to resources and non-TAHRA events of interest
- Improved search capability

This is only the beginning! TAHRA will add more capabilities to the website as we continue to find ways for TAHRA to “Make a Difference” in the careers of our members and other HR professionals. One capability will be a Vendor Resource Gallery. Members will be able to search the Gallery for information on service providers in various HR functions like payroll, benefits, employee recognition, etc. We have heard your comments and concerns about the previous website and over time we hope to address these concerns and be a resource to you!

Thank you so much to the members of the Website Development Committee for your dedication in getting the site launched. We look forward to seeing our website’s continued growth through your efforts.

Carey Baker	Kate Hoback	Julie Odom
Julie Callahan	Libby Keys	Denise Reid
Donna Fletcher	Diem Lewis	Sharee Wells

I would also be remiss if I did not extend my gratitude to Copper Cup, our website host / developer, for helping us integrate this new site. Copper Cup is a fantastic company based in Bartlesville, OK that TAHRA first became familiar with in 2005 when Tulsa hosted the Oklahoma Human Resources State Conference. Since then they have provided development / hosting for some of the other state conferences, including the 2009 conference in OKC.

Members, if you have other ideas for the website, or if your company is interested in joining the Vendor Resource Gallery, please contact Bryan Wempen at [bryanw@peopleclues.com](mailto:bryanw@peopleclues.com).

Go today and check out [www.tahra.org](http://www.tahra.org)!

*Holly Fisher*

Holly Fisher, PHR  
2009 President



## Employment Law Update

**This learning lab will cover the recent changes in employment law as well as proposed changes which are anticipated to affect the workplace. By attending this learning lab, you will learn:**

- ~ **What laws have recently been passed which affect your workplace.**
- ~ **How to modify retention policies due to the recent changes.**
- ~ **What changes need to be made to current policies and procedures to avoid lawsuits arising under the new laws.**
- ~ **What laws are on the horizon and how they will impact your workplace.**
- ~ **How to prepare your organization for the constant changes in employment laws.**



Monica L. Maple holds a BS in Human Resources Management from Bartlesville Wesleyan College, graduating magna cum laude. She attended the University of Tulsa, College of Law where she graduated with highest honors and was awarded the Order of the Curule Chair. While in law school, she was a member of the Phi Delta Phi honors fraternity, Moot Court Board, Oklahoma Intercollegiate Legislature, Student Senate, and she was Notes and Comments Research Editor for the Tulsa Law Journal. Ms. Maple has significant experience in labor and employment law on which she advises clients on employee issues and policies. She also defends management in employment discrimination lawsuits and administrative hearings. In addition to labor and employment law, Ms. Maple focuses her practice on complex civil and appellate litigation, business tort, commercial litigation and insurance defense litigation. Ms. Maple is a member of the Tulsa County Bar Association and the Oklahoma Bar Association, and is admitted to practice before all Oklahoma State courts, all United States District Courts in Oklahoma and the United States Tenth Circuit Court of Appeals.

Ms. Maple is active within both the Tulsa and Sand Springs communities. As a member of the Tulsa Area Human Resources Association, she currently serves on the Membership and Registration Committees, and she is also a member of the Sand Springs Area Chamber of Commerce. She is a past member of the Board of Directors of the Ronald McDonald House as well as various Tulsa County Bar Association and Oklahoma Bar Association Young Lawyers' Division Committees, where she served as the Tulsa Coordinator for the OBA/YLD Mock Trial Committee.

Ms. Maple is an attorney with the law firm of Herrold, Herrold & Co., P.C., 300 Oneok Plaza, 100 West 5th Street, Tulsa, OK 74103, (918) 588-1313.







## Goodbye/Hello, Bill Young!

After only 1 week of retirement from his 9 years with Williams, Bill Young started work at Career Development Partners on March 30th. Bill was the original founder of the company 21 years ago, and we guess retirement just doesn't suit him! His new role will be VP of Leadership Development including helping companies implement succession planning, leadership and management development programs and executive coaching. Update your Contact Manager:

Bill Young, SPHR  
VP Leadership Development (Yes, his title for TAHRA is the same as his title at his new job.)  
Career Development Partners, Inc.  
4137 S. Harvard Ave., Suite A  
Tulsa, OK 74135  
918-293-0500  
bill@cdpartnersinc.com

## Congratulations, Sharon Goss!

You may have noticed that Sharon Mitchell became Sharon Goss last November. Still, getting married isn't enough change for TAHRA's VP of Membership. She is also transitioning from her 5+ years at Hilti, and moving to Deloitte Consulting! Sharon previously worked for Mid-Continent for over 5 years. She starts with Deloitte on April 7th. Contact her at:

Sharon M. Goss, PHR  
Human Resources Generalist  
Deloitte Consulting Extended Business Services LLC  
100 S. Cincinnati, Ste 700  
Tulsa, OK 74103  
918-560-1400  
sgoss@deloitte.com



Visit the new  
**TAHRA.org** website!

## METRO TAHRA - issues related to HR & our community...

**Denise Reid, Chamber Liaison**

## Tulsa Area Higher Education Consortium (TAHEC)

### GOING BACK TO SCHOOL?

Join representatives from 14 Tulsa area colleges & universities to make your return to education seamless.

#### Education Showcase

April 1st, 2009

3:30 p.m.-7:00 p.m.

**Tulsa Technology Center - Lemley Campus - Career Services Center - 3420 South Memorial Drive**

For more information 918-660-3318 - [www.educatetulsa.com](http://www.educatetulsa.com)

Breakout session Topics include:

- Scholarships & Financial Aid
- Tips on Applying to Grad School & College Entrance Exams
- Types of Degrees & Credit Transfers
- The Importance of Technical Degrees in Tulsa
- Career Changes to the Health Care Field
- Career Changes in the Educational Field



# GOLF REGISTRATION IS OPEN!

Registration for the 2009 TAHRA Golf Classic is now available on the TAHRA website. Go to [www.tahra.org](http://www.tahra.org) to register individually or as a team today! If you are not a golfer please recruit someone to play in the tournament! You could win a \$100 Visa gift card! TAHRA is FORE GOLF and we need your help to make this a successful event! Proceeds from this tournament fund a variety of programs for our organization such as program meetings, student scholarships, and other events and workshops that promote the human resource profession and keep us all current on the latest HR issues!

*Click here for Golf Tournament details.*

## CAMPUS CORNER

**Laura Messer, College Relations Committee Chair**

TAHRA is dedicated to advancing the human resource profession. Nowhere is this better exemplified than working with students to enhance their education about human resources. To meet this mission, TAHRA must excite people to choose HR as a profession and improve the image of HR and the HR professional and the role they play in organizational strategy.

As HR professionals, **YOU** have an excellent opportunity to assist TAHRA in this endeavor by volunteering to *speak at our area student chapters*. Both the ORU and TU student chapters are looking for speakers this spring and next fall. If you would be interested in speaking email Laura Messer at [ismesser@sfandco.com](mailto:ismesser@sfandco.com).

**MOTOPHOTO**  
& PORTRAIT STUDIO

A very special offer to the families of TAHRA!

## THE BUNNIES ARE BACK!

Easter is April 12th!



### Portraits with the bunnies

We invite children to experience the feel of a real live bunny as our photographer captures the wonder and excitement.

Enjoy participation in the creation of that perfect image and choosing the portraits that best commemorate your experience. Your custom printed portrait package will be ready for you in about an hour.

Call today to schedule your personal portrait session!

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& PORTRAIT STUDIO

**studio**  
photography

OR

81st & Aspen(145th)  
258-7676

81st & Harvard  
494-7676



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Receive eight 4x6 previews for \$25.00 with any portrait package purchase. Retail Value \$50.00. Valid at participating stores only.

**\$25.00 OFF**  
Personalized Bunny Print

Pick your background, add your name and take home a framed 10x20 collage with any portrait package purchase. Retail Value \$100. Valid at participating stores only.

# LEGISLATIVE UPDATE

W. Kirk Turner, Esq., VP of Legal and Legislative Affairs

## EFCA INTRODUCED IN CONGRESS

After much speculation, the Employee Free Choice Act of 2009 (EFCA) was introduced on March 10, 2009 in the 111th Congress. The new bills introduced in both the House of Representatives and Senate are identical to last year's bill, which passed the House but was stalled in the Senate by a filibuster on the motion to debate the bill on the Senate Floor.

### Mounting Campaign to Pass EFCA

EFCA's introduction was preceded by a steady stream of pro-EFCA events and publicity since the 111th Congress convened in early January. The effort to pass EFCA officially commenced on February 4, when organized labor and its progressive allies conducted a Million-Member Mobilization Rally on Capitol Hill in Washington, D.C. Thousands of union members and their allies attended this rally and presented the signatures of 1.5 million working women and men from around the country calling for Congress to pass the legislation.

More recently, President Barack Obama predicted that EFCA would pass Congress in a videotaped speech presented to over 100 top labor officials who were meeting at a posh resort in Florida for the winter meeting of the AFL-CIO's Executive Council. As the President told the AFL-CIO leaders, "[t]o me, and to my administration, labor unions are a big part of the solution. We need to level the playing field for workers and for unions that represent their interests – because we cannot have a strong middle class without a strong labor movement ... And as we confront this [economic] crisis and work to ... pass [EFCA], I want you to know that you will always have a seat at the table."

### Same Provisions as from Last Congress

Both the House and Senate versions of the new legislation provide:

1. **CARD CHECK CERTIFICATION.** The bills would establish a "card check" procedure for union representation when 50% plus one of the employees in an appropriate bargaining unit sign union authorization cards. Under the legislation, the National Labor Relations Board (NLRB) would be required to certify a union based on valid signed union authorization cards from 50% plus one of the employees in an appropriate bargaining unit, and may not schedule an NLRB-supervised secret ballot election.

2. **COMPULSORY FIRST CONTRACT INTEREST ARBITRATION.** The bills would mandate a first contract by requiring that where the parties have failed to reach agreement after 120 days of collective bargaining and mediation, a federally-appointed arbitrator will be selected to write the terms and conditions of employment binding on the parties for a period of two years.

3. **ANTI-EMPLOYER PENALTIES.** The legislation also imposes three new penalties for employer unfair labor practice conduct during the period of union organizing and bargaining for an initial contract. Those penalties are: (1) liquidated damages equivalent to triple back pay for employees terminated in violation of the National Labor Relations Act (the Act); (2) fines of \$20,000 for each unfair labor practice; and (3) mandatory injunction proceedings under Section 10(l) of the Act for campaign related unfair labor practices.

### Congressional Action Uncertain

The specific timing for EFCA's consideration by the Senate or House of Representatives is unclear at this point. However, the Senate Health, Education, Labor and Pensions (HELP) Committee conducted a hearing today entitled "Rebuilding Economic Security: Empowering Workers to Restore the Middle Class." Also, Senate Majority Leader Harry Reid has stated publicly that the Senate will not act on the legislation until this summer.

Senate action, whenever it occurs, would require 60 votes to invoke cloture on a filibuster to take the bill to the Floor for a vote on final passage. Some Senators who voted for cloture in the last Congress are reportedly having second thoughts now that it is clear the bill would not be vetoed. Recently, AFL-CIO President John Sweeney was quoted as saying that it may require a union amendment to EFCA to gain the needed Senate votes. Business groups are concerned that a union-drafted alternative could be as bad, or worse, than the original bill while only providing "political cover" for elected officials in the form of superficial changes. The key vote in the Senate is on cloture, no matter how many cloture votes are taken. Senators must vote against cloture every time on EFCA or any equally bad union alternative bill.

### What Employers Should Do

**Get involved politically.** If employers believe that denying employees the protections of a private, government-supervised, secret ballot election to determine their choice of union representation, and then imposing the terms of employment by an outside federally-appointed arbitrator without employees having the right to vote to approve those terms under which they will be required to work, is anti-democratic and contrary to employee free choice, then they must contact their representatives and senators to voice objection to the Bill. Many employees will be the losers if EFCA were to pass. "More importantly, given the President's support for EFCA and the progressives' urgency to press for its passage, businesses small and large need to contact their elected officials and explain to them why they need to oppose EFCA. Also, business needs to counter big labor's public misinformation campaign for passage of EFCA that it has funded through vast sums of member contributions to elected officials."

**Be prepared.** Union avoidance/awareness training should be mandatory for all supervisors. Regardless of whether, or in what form, EFCA passes, managers must be educated and prepared to deal with union activity in its infancy.

**Be alert.** Conduct a risk assessment as to your employer's vulnerability to unionization efforts. After the vulnerability assessment is completed, take proactive steps to address and prevent current or future union efforts.

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at [ktturner@newtonoconnor.com](mailto:ktturner@newtonoconnor.com).

Visit the new  
**TAHRA.org website!**





# TAHRA GOLF CLASSIC

May 4<sup>th</sup>, 2009  
Forest Ridge Golf Club

TAHRA's goal is to promote networking of our membership including human resource professionals, vendors, and service providers, both on and off the course. This is an opportunity for members and others that service our profession to have FUN!

*Proceeds generated from this tournament support education and training for our members and area TAHRA/SHRM student chapters and scholarships.*

~ Check-in begins at 7:30 a.m.

~ 18-hole, 4-player scramble begins with shot-gun start at 8:30 a.m. (Players may pre-arrange a foursome or be assigned to one.)

~ Entry Fee includes: Green fee and Cart Rental with GPS, Range balls with Practice Facility, Automatic Entry into Prize Contests (Closest to the Pin, Longest Drive, Longest Putt), Award Ceremony with Prizes, Lunch, and a TAHRA Golf Classic Goodie Bag!

Individual Entry - \$100.00 (Will be assigned to a team by TAHRA Golf Committee)

Team Entry - \$400.00 Team ( 4 player team arranged by you)

Prepaid Mulligans - Individual - 4 for \$40.00 or Team - 16 for \$160.00

**Please go to [www.tahra.org](http://www.tahra.org) to register as a single player or a team!**

**Sponsors may also register through the website as well.**

Remember for every player you refer you get your name in a drawing for a \$100 Visa gift card!

For any questions contact Amber Hatten at 520-2083.




## Reliant offers 2 ways to make critical business decisions easier!

### Reliant Skills

Use Reliant's skills tests during your pre-employment screening process to help you evaluate a candidate's readiness for the job. Or use them to measure an incumbent's knowledge, skills and abilities related to career development and training initiatives.

### Microsoft Word & Excel 2003 Simulation Tests

 We now have MS Simulations that require no additional plug-ins! You can test on any PC or laptop, very low bandwidth required and the results are available instantly.

### Take a Test Drive!

Visit our website and take a test drive of the new MS Word 2003 Simulation test. Find out how to get a Reliant Skills demo account today.

### Reliant Surveys (ZipSurvey)

Why not have the the right tool to gather the right information? ZipSurvey is powerful, flexible and easy to use. It allows you to create client and employee satisfaction surveys in minutes! Get the critical business information you need, when you need it.

### FREE Trial Account\*

Try ZipSurvey FREE to see for yourself about the variety of uses and functions it can have within your organization.

### Save \$100 on an Annual Account!

Sign up for an Annual Survey Account before March 31 and receive \$100 off the already low price of \$349\*

\*To take advantage of this special offer, simply sign up for a Trial Account and we'll contact you about the special upgrade.



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# LEADERSHIP DEVELOPMENT

Bill Young, VP Leadership Development

## Is Mentoring for Me??

For the last two months I have written about the importance of HR professionals participating in personal and professional development and the necessity of having a written development plan as a form of personal accountability to ensure that the development actually happens. Another form of development that many HR professionals utilize for both themselves and within their organizations is mentoring.

The act of mentoring has been around for a long time. The word “Mentor” comes from Greek mythology and refers to an experienced person who goes out of his/her way to help a less experienced person (mentee) learn about and reach important life goals. In recent years as this process has gained favor, other words have been used to describe the relationship as well as the roles but the essence of the process revolves around the relationship that is created and the information and advice that are conveyed.

First and foremost, the relationship that is formed between the mentor and mentee is key to the success of the process. The relationship must be built on mutual trust and respect. Next, most successful mentoring relationships are formed as part of a voluntary process. That is, both the person providing the mentoring and the person receiving the mentoring are doing it because they want to. If the relationship is formed or set up by a third party, this positive relationship is less likely to be present.

Once the relationship is formed, both parties can benefit. For the mentee (the one receiving the mentoring) acquiring knowledge, skill building, receiving encouragement and feedback, expanding networking and having a champion in your corner are all benefits. For the mentor, contribution to another’s development, sharpening coaching skills, helping a professional colleague and developing a better understanding of one’s own opportunities for growth and development are the rewards.

For the mentee to receive the greatest benefits from the experience they need to possess an eagerness to learn, a positive attitude, be willing to follow-through and patience with the process. For the mentor, important attributes are: a desire and willingness to help others develop and grow, being a good motivator, respect for others, and patience.

If you think that having a mentor would be beneficial to your professional development, the following are suggested steps to follow:

- Assess what you need in a mentor and what it is you would like to receive from the relationship
- Make a list of individuals who exhibit the qualities you are seeking to gain
- If you do not know the individuals you identified, you may need to network to get to know your prospective mentor
- Initiate the mentoring contact

Mentoring has shown to positively impact both a person’s personal and professional development and should be a part of every HR professional’s development plan.

TAHRA is exploring the possibility of facilitating a mentoring process for TAHRA members. If this is something in which you might be interested, either as a Mentor or Mentee, send me an email and let me know of your interest. We are anticipating having a Mentoring Interest Session in the months ahead. Email me at [Bill@cdpartnersinc.com](mailto:Bill@cdpartnersinc.com)



**Visit the new  
TAHRA.org website!**



*We all can be single minded as to this word Diversity, whether it be with our family, friends or in our professional life. Increasingly, more companies are recognizing the lesbian, gay, bisexual and transgender (LGBT) employees. Not only for their valuable contribution to the success of the organization but also in providing same-sex partner benefits to those employees. It is with strong commitment and resolve, that our company, Dollar Thrifty Automotive Group, Inc. provides same-sex Domestic Partner Benefits.*

*At Dollar Thrifty Automotive Group, Inc. (DTAG) and its subsidiaries, we value individuals for their diverse and unique backgrounds, talents, experiences, work styles and ideas. Diversity is about who we are as individuals, both differences and similarities. Here, diversity is not just a slogan but is part of our brand. It is at the core of our never ending quest of value for our customer every time. It is our proactive commitment to the excellence that drives our business units to perform beyond expectations and enhance our competitive advantage. Driving the value proposition for diversity will deliver real business results that can be measured in addition to enriching the company employment brand.*

*The following article further exemplifies the commitment by other companies in this state to strengthen their positions as leading employers. By including all employees as equals, you create an environment that gives your company an edge in maximizing their human capital. As a result, Diversity and Inclusion should be viewed as key business initiatives in the same vein as reducing cost of goods and services sold, expanding market share or new innovation.*

## Two Okla. Fortune 500's have gender identity policies

*Journal Record, The (Oklahoma City) , Feb 17, 2009*

*By Brian Brus*

Workplace protections for lesbian, gay, bisexual and transgendered employees have expanded significantly over the last decade, exemplified by 175 of the Fortune 500 companies now with gender identity policies - including two in Oklahoma, the Human Rights Campaign Foundation reported.

Oneok Inc. and Williams Cos. Inc., both based in Tulsa, have adopted official policies to protect their employees against prejudiced treatment because of their sexual orientation, the foundation found in its recent survey. Williams spokeswoman Julie Gentz said her company also provides same-sex partner benefits, which wasn't noted by the Human Rights Campaign Foundation.

"Over the years, Williams has made several important strides in fulfilling our mission of attracting and creating a diverse work force," Gentz said. "And we want our policies to be reflective of our principles of equity and fairness as well as to enhance our competitive advantage."

The other two Fortune 500 companies in the state, Devon Energy and Chesapeake Energy Corp., both in Oklahoma City, had no protections in place when the foundation released its report this month.

"This report shows that the country's largest and most competitive employers are most likely to have added protections based on gender identity and sexual orientation, setting consistent expectations of equal opportunity for their employees and job applicants regardless of where they work in the United States," Human Rights Campaign President Joe Solmonese said.

"Millions of people work in cities, counties and states where discrimination based on gender identity and sexual orientation is still legal," he said. "Particularly as so many workers are losing their jobs, no one should have to face the added worry of losing their job simply because of who they are."

The nonprofit foundation is an educational arm of the nation's largest lesbian, gay, bisexual and transgender civil rights organization. Its first State of the Workplace report was released in 1999.

The latest report found 35 percent of the Fortune 500 businesses have gender identity protections, including 60 of the top 100 Fortune-ranked businesses. In 2000, just three of the Fortune 500 businesses had such protections. And 85 percent of the nation's biggest 500 businesses now have protections based on sexual orientation, compared to 51 percent in 2000.

Researchers also looked at the current state of employment laws and employer policies surrounding gender identity and sexual orientation. More than 100 cities and counties now prohibit employment discrimination based on both gender identity and sexual orientation, and 12 states and the District of Columbia have such protections in place. Another eight states and 80 cities and counties prohibit discrimination based on sexual orientation alone.

The foundation found that more employers have improved benefits to ensure fair treatment of LGBT (lesbian, gay, bisexual or transgendered) employees and their families. Since 2006, a majority of Fortune 500 companies have offered benefits to same-sex partners of employees. Today, 57 percent of the Fortune 500 companies offer domestic partner benefits. Removing discriminatory exclusions for medically necessary, transgender-specific treatment is a rapidly emerging trend - 18 of the top 100 companies now provide transgender-inclusive health insurance, compared to just one in 2001.

"We don't have any policies germane to gay and lesbian issues," said Devon spokesman Chip Minty.

A Chesapeake spokesman said he was unable to provide comment Monday. A Oneok representative could not be reached.



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# MEMBER PHOTO OPS...

## March Program Pics



Regina, Ann & Vicki set up for registration.



Sponsor Host Gale Overton prepares to introduce Noah Roberts Docvia CEO.



A steady stream at Registration.



Amber Hatten opens the meeting & promotes the May Golf Tournament.



Bryan Wempen announces the new Website.



Jennifer Bryant, HR Manager, Peco Facet lists TAHRA Community Service activities.



Presenter Vickie Anderson listens to a question about workforce engagement.



Alan Bingham, City of Tulsa, HR Policy & Administration is presented with a Tom-Tom GPS as the prize from our program Sponsor Noah Roberts, CEO, Docvia.



Vickie's presentation was thought-provoking.



...and engaging!



Rachel Nolen, Employment Specialist with Helmerich & Payne, won the drawing for a State Conference Registration.

### TAHRA EVENT CANCELLATION POLICY:

If you are unable to attend a TAHRA event, please cancel your reservation(s) by sending an e-mail to [admin@tahra.org](mailto:admin@tahra.org). Your e-mail must be received prior to the event registration deadline. If you do not cancel your registration before the deadline, you will be invoiced. An invoice will also be sent to those individuals that do not show for the event.



# COMING ATTRACTIONS

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## APRIL

**TAHRA WEBSITE GOES LIVE - APRIL 1ST!!**

April 1st - TAHEC Education Showcase area college consortium for Continuing Ed. (See page 5 for info)

Connecting People with Opportunity Career Fair, Skiatook – April 4th 10:00 a.m. - 2:00 p.m.

Tulsa Metro Job Fair – TU Reynolds Center April 8th

TAHRA New Member Orientation –April 15th, 10:30 a.m.-11:15 a.m., go to [www.tahra.org](http://www.tahra.org) to register

**TAHRA PROGRAM MEETING –April 15th, 11:15 a.m.-1:00 p.m.**

**TAHRA LEARNING LAB – April 23rd, 2:00-4:00 p.m.**

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## MAY

2009 Youth Employment Fair – May 2nd – Convention Center’s Conference Hall 8:00a.m. to 5:00p.m.  
-objective of the fair is to provide youth summer employment opportunities for people ages 15-18

**AT FOREST RIDGE GOLF COURSE...REGISTER NOW!**

*Time is running out! You don't want to miss it!*

*Please go to [www.tahra.org](http://www.tahra.org) to register as a single player or a team!*

*Sponsors may also register through the website as well. Remember for every player you refer you get your name in a drawing for \$100 Visa gift card!*

*For any questions contact Amber Hatten at 520-2083.*

Goodwill’s Fatherhood Coalition Career Fair - May 14th, 10:00 a.m. - 2:00 p.m.  
Registration Information: Von Williams [vwilliams@goodwilltulsa.org](mailto:vwilliams@goodwilltulsa.org).

The Best of TCC 2009 - May 18th - Renaissance Tulsa Hotel (See page 7 for more information)

TAHRA PROGRAM MEETING –May 20th, 11:15 a.m.-1:00 p.m.  
Presenter Jason Young, Culturtopia-The Ultimate High Performance Workplace

TAHRA LEARNING LAB – May 28th, 2:00-4:00 p.m.

Oklahoma State HR Conference begins May 31st. Register at [www.okhr2009.com](http://www.okhr2009.com)

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## JUNE

Oklahoma State HR Conference continues through June 2nd

Oklahoma Aerospace Summit – June 15th-18th



**Visit the new  
TAHRA.org website!**

