

January 2013

Issue 21



Chapter 0175

Letter From the President

by Brandon Brazeel, SPHR



2013 Going for Gold!

Happy New Year TAHRA members, I hope everyone enjoyed the holidays. I am honored and ready to serve TAHRA this year as President. Looking back, 2012 was a fantastic year and we appreciate all of the effort and dedication of Chris Wright and the 2012 Board. TAHRA enjoyed another solid year of programs, speakers and events. A big thanks to everyone who volunteered their time to TAHRA and helped make our events a success! TAHRA ended the year with 566 members, which makes our chapter a mega chapter, according to the Society for Human Resource Management (SHRM) guidelines.

The 2013 Board will be meeting in mid-January to work on this year's strategy of becoming a SHRM Excel Award Gold Chapter. I am excited about the group of people who have volunteered for the Board this year, and I know they will continue to lead TAHRA to the next level. Once we have finalized our strategic priorities for the year, we will update everyone in the next newsletter. Please make sure you attend this month's program meeting so you can meet the 2013 Board. We will also be recruiting volunteers to serve on our committees at this meeting. We know we could not be successful as a Board and as an organization without the committees' efforts so I thank you in advance for volunteering.

Our 2012 program and learning labs were excellent, and we are hard at work to deliver a high quality line up for this year. We hope to continue seeing all of you this year. Attending the program meetings, learning labs and our other events not only allow you to grow as a HR professional, but it is also a great opportunity to network with other HR practitioners and leaders from around Tulsa. I am looking forward to seeing all of you at the January program meeting. I am excited for 2013 as we **Go for Gold!**

January Program Meeting

Wednesday, January 16 |11:15am - 1:00pm|

Tulsa Country Club

Members - \$20, Guests - \$30



**"No, I Don't Want More Money - I Want Time Off"
and Other Generational Differences in Employee
Retention**

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TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present



Presented by Kristine Sexter

Employee communication, motivation and retention rank high amongst the key accountabilities and initiatives of savvy hiring professionals and business executives. Yet, many are challenged to effectively wield a tool that goes beyond a "one size fits all" approach in engaging top talent. At this program, Kristine Sexter expertly combines these high-priority human capital concepts: developing a successful and motivational culture, employee communication, and managing generational differences, into one compelling, content-rich educational session! Unique and highly effective, thousands of past participants have rated this session as an "absolute must attend!" Designed for all levels of management, this program is best attended by CEO's, Presidents, Vice Presidents, Human Resource professionals, hiring managers and all mid-level, front line managers.

Register Now!

Kristine A. Sexter is an industrial and organizational consultant who has devoted over 19 years to studying success and professional commitment. As an award-winning consultant in recruiting, developing and retaining top talent, she is nationally renowned for serving clients in the healthcare, hospitality and manufacturing industries. While Kristine's programs are routinely deemed "phenomenally memorable", leaders, managers, educators, and success-oriented people continue to extol Ms. Sexter's incredible ability to provide measurably effective content and solutions for her clients and audiences.

Sponsored by:



January Learning Lab

Thursday, January 24 [2:00pm - 4:00pm]

Location: OSU Tulsa

Members - \$15, Guests - \$25



Why People Do What They Do

*Presented by Tracy L. Spears
The Q4 Group*

Join us in January as Tracy Spears presents an interactive program identifying the different personality temperaments through the easy and memorable language of color. HR professionals are introduced to interactive styles which provide an understanding of individual needs, strengths and motivators while learning communication skills that will enhance relationships with others. HR professionals are left with a new way of perceiving personality differences and "why people do what they do." HR professionals can use this training for managers and leaders to create a new awareness beneficial in team building and the placement of employees for greater productivity, as well as increased effectiveness in all communications.

quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

For information on becoming a TAHRA Partner [click here.](#)

Meet our TAHRA Partners...

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**TAHRA 2013
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Diane Hewitt
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VP Leadership
Development

W. Kirk Turner, J.D.

Register Now!

Tracy L. Spears is a Regional Sales Vice President for Transworld Systems, a national company with 60,000 clients and over 600 sales agents. In her tenure with Transworld, she has also served as Director of Association Business Development, National Sales Trainer, Regional Sales Director, and was a top sales person. Tracy has advised, trained and consulted with thousands of sales representatives to improve individual performance and develop solid business relationships. In 2009, she founded The Q4 Group, which specializes in temperament training workshops and keynote speeches. These highly interactive workshops provide hands-on experience in understanding "Why People Do What They Do". Participants leave each session with practical strategies to communicate better both personally and professionally.

Federal Legislative Information Alert



New Year's Day 2013, in a rare New Year's Eve/New Year's Day session, Congress passed the American Taxpayer Relief Act of 2012 (H.R. 8), preventing the U.S. from going over the impending "fiscal cliff". The legislation extends permanently a number of tax provisions that had already expired at the end of 2011 and 2012, revises tax rates on income for married couples filing jointly at \$450,000 and single \$400,000 of taxable income, modifies the estate tax, and extends unemployment benefits, Medicare payments and farm subsidies. Additionally, the bill delays the sequestration provisions established by Congress in 2011 until March 27, 2013. The delays to sequestration provisions will allow lawmakers time for further negotiations on deficit reduction and the extension of the debt limit or borrowing authority of the federal government.

Specifically, H.R. 8 contains a number of provisions of importance to the HR profession:

- Permanently extends employer-provided education assistance (Section 127 of the Internal Revenue Code), which allows an employee to exclude from income up to \$5,250 per year in educational assistance at the undergraduate and graduate level regardless of whether the education is job-related.
- Permanently extends the increase in the monthly exclusion for employer-provided transit and vanpool benefits.
- Extends federal emergency unemployment benefits for one year.
- Reinstates and extends the Work Opportunity Tax Credit through 2013.
- The legislation does not include an extension of the 2 percent payroll tax cut of the Social Security (FICA) employee tax.

SHRM HR Voice

Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University.



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Julie Odom
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If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email contactus@rcmaok.com. You may visit the RCMA website at www.rcmaok.com.



This is a paid advertisement.



TAHRA's College Relations Committee will be hosting a student job shadowing event in February 2013. We are currently recruiting HR professionals to participate in the event. If you or another representative from your company is interested in hosting a student, please contact Amanda Espino at aaespino@saintfrancis.com for more details. More information will also be available at the January luncheon.

Welcome 2013!

by Denise Reid, Chamber Liaison

Thank you TAHRA and area workforce partners for assisting with Tulsa's Hiring Our Heroes event, it was a huge success. We had 200+ veterans in attendance with 75+ employers and 15+ veteran service organizations providing opportunities and resources to veterans. This was community collaboration and partnered with U.S. Chamber of Commerce. We had incredible news coverage and veterans and their families were overwhelmed by the support.



Mosaic Monthly Meeting

January 15th
8:00a.m. - 9:00a.m.
Oklahomans for Equality Center (OkEq)
621 East 4th Street, Tulsa, OK
Please RSVP to Joanna Slyter via email at joannaslyter@tulsachamber.com
No cost to attend

Tulsa Area Employer Council

January 15th
8:30a.m. - 10:00a.m.
Doubletree-Downtown
Pre-Employment - Are you Hiring the People you Want?
Presented by: Kristen Brightmire with Doerner, Saunders, Daniel & Anderson, L.L.P.
Please RSVP to Kennetha Ray via email at Kennetha.ray@oesc.state.ok.us
No cost to attend

I-9 Compliance Workshop

January 18th
8:30a.m. - 10:00a.m.
Tulsa Regional Chamber - Williams Tower I

One West Third Street, Suite 100
 JD Young Conference Room - 1st floor
 U.S. Immigration & Custom Enforcement (ICE) Special Agent from Dallas
 will be sharing tips and information on how to complete I-9 forms properly.
 Please RSVP to Joanna Slyter via email at
joannaslyter@tulsachamber.com
 No cost to attend

Employer Workforce Outlook

January 24th
 8:30a.m. - 10:00a.m.
 Embassy Suites
 3332 South 79th East Avenue, Tulsa, OK
 Program will focus on Continuous Improvement & Developing Talent
 Strategies featuring Terry May, president and CEO of MESA - 2012 and
 2006 Malcolm Baldrige Award Recipient & Bradley Williams, Vice
 President ResCare Workforce Services
 Please RSVP to Joanna Slyter via email at
joannaslyter@tulsachamber.com
 No cost to attend

If you have any needs associated with downsizing or layoffs and would
 like assistance getting affected employees connected to unemployment
 insurance and workforce services please let me know. I will get you
 connected with our regional Rapid Response coordinator. Denise Reid,
 Director Talent Strategies & Recruitment - denisereid@tulsachamber.com
 or (918) 560-0255.



Welcome New Members!

Ashley Wilson	ONEOK, Inc	James Lowe	DIRECTV
Robert Bookout, PHR	Osage Casinos	Mary Hanshue, SPHR	Strategic HR Solutions, LLC
Susan Jones, PHR	Enterprise Products	Karen Adams, SPHR	Oral Roberts University
Candy Cook	AAA OK - SD	Shae Factory, PHR	Dollar Thrifty Automotive Group
Lacy Bolling, PHR	Oil States Barlow Hunt	Cheri Fish	Osage Casinos
Joshua George, PHR	Bridge Employment Services	Rod Benham, PHR	Osage Casinos
Ryan Fox, SPHR, CBP	Community Action Project	Kelley Weil, CBP	Williams

Renew Your TAHRA Membership!

Your 2012 membership expired on December 31, 2012,
 and it is time to renew for the 2013 membership year. The
 entire renewal process is done online; it is a quick and easy
 procedure.

If you have already renewed, thank you!

Visit the TAHRA website, www.tahra.org and log into your account. (Don't remember your password?
 You can "recover" it!) Once logged in, click the "renew my membership" link. You will be asked to review
 and update your profile and submit, then choose a membership option and finally, payment information.

- If you wish to pay by credit card, click the "pay now" button.

- If you would like an invoice to pay by check, click the "pay later" button. You will then have the option to print or email the invoice.

As you are aware, TAHRA is a valuable asset to the HR professional. Don't miss out on this year's events, emails, HRCI credits, networking with friends and other HR professionals, and all that TAHRA has to offer. Ensure continuation of TAHRA benefits by renewing your membership today!

****Note - The renewal process is not complete until payment is received****

Calendar of Events

January

16 - Program Meeting - **"No, I Don't Want More Money - I Want Time Off" and Other Generational Differences In Employee Retention** presented by Kristine Sexter

24 - Learning Lab - **Why People Do What They Do** presented by Tracy L. Spears

February

20 - Program Meeting - **Vital Lessons from 2012 Litigation and the EEOC's New Enforcement Plan: HR Compliance Strategies for 2013** presented by Chris Thutchley, J.D., SPHR and Courtney Bru

Tulsa Area Human Resources Association
admin@tahra.org
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