



## Newsletter

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**May 2017**

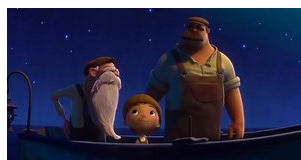
Hello TAHRA friends!

Since this is our last newsletter until August I thought I would share a metaphor that includes a short film. Enjoy your summer, enjoy this short film, and be the best leaders you can be!



Below is the 5th Leadership Metaphor:

Leadership is like the La Luna Short Film. If you have ever seen a short film by Disney Pixar then you are probably familiar with the entertainment value, as well as sometimes, the educational value packed in to a short (5-20 minutes) period of time. The short film La Luna has no words, just sounds. If you have about 7 minutes, take a look at it: <https://www.wimp.com/la-luna-a-pixar-short-film/>



### **La Luna, A Pixar Short Film**

[www.wimp.com](http://www.wimp.com)

Directed by Italian filmmaker Enrico Casarosa

This short film is about the child of a fisherman. He goes fishing with his dad and grandad just as the moon is rising. They aren't fishing for fish, but instead they anchor their boat to the moon then the kid climbs up and sees all of the stars that have fallen on the moon. Dad and Grandad bring up brooms to sweep up the stars so that more stars can fall on the moon.

Throughout the story, the dad and grandad argue trying to get the son to do things their way. They argue about the way he wears his hat, the way he sits in the boat, the way he brushes the stars, etc. Toward the end of the story a very large star falls on the moon and gets stuck. Dad and grandad can't get it unstuck. Finally the son figures out a different way to look at it and solves the problem, turning the big star into many stars.

As a great leader we must allow our staff to find their own way many times. We can guide them, but the way they wear their hat or sweep their stars has to be their way. If we require our staff to do everything the way we do it, they will never grow. By allowing them to think for themselves, they will be able to solve the problems we can't and create a world that is better in every way.



### TAHRA 2017 Board & Committee Chairs

Nancy Gunter, SHRM-SCP,  
SPHR  
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Justice Waidner Smith,  
MA  
**President Elect**

Heidi Hartman,  
SHRM-SCP, SPHR  
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Lance Thompson  
**VP Programs**

Kristi Spaethe, SHRM-CP,  
PHR  
**VP Membership**

Brandon Brazeel,  
SHRM-SCP, SPHR

To see more of the La Luna short film, look under Disney Pixar short films.

Nancy Gunter, SHRM-SCP, SPHR  
TAHRA President

### May Program Meeting Wednesday, May 17 11:15am - 1:00pm Tulsa Country Club



### Who Says Employee Wellness Doesn't Work *Presented by Todd Whitthorne*

The world of employee benefits has never been more challenging. The constantly-evolving landscape in the business of healthcare, combined with increasing rates of preventable disease, has made the topic of employee health a top priority.

"Wellness" is no longer an option, it's a necessity.

This high-energy presentation will help you understand the scope of the problem, but more importantly, will provide you with specific action steps. Learn why strong leadership, company culture, and programs that target health risks such as Metabolic Syndrome can have a positive effect on your organization's bottom line...and in the process, make you look like a rock star!

### Register now!

This event is approved for HRCI General Credits and SHRM Certification Credits.

*Sponsored by:*



### May Learning Lab Thursday, May 25 2:30pm - 4:30pm OSU Tulsa North Hall - Room 106



### Pinches, Crunches & Performance Issues **Presented by Robert Benson**

How do you deal with interoffice gossip ... when it's about you? What about that co-worker who criticizes others' work openly and regularly? A manager who pushes out a project schedule that you know is unachievable without a

## **VP Leadership Development**

Jacob Crawford, J.D.  
**VP Legislative Affairs**

Dixie Agostino,  
SHRM-SCP, SPHR, CPC  
**VP Public Relations**

Ashley Philippsen  
**VP Diversity**

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slew of 16-hour work days? An employee who spends time in the mandatory safety meeting checking social media on his/her phone? You may have encountered situations like these in your work history; as an HR professional, you will certainly be called on to provide guidance to those who do.

Pinches, crunches & performance issues all create a knot in one's stomach, and each of them calls for a face-to-face conversation. Addressed effectively, the problem is truly resolved, doesn't resurface & morale is strengthened; addressed poorly, relationships are strained & the behavior goes underground, only to resurface later. How well one manages the variables of position, role, relationship history, the need to retain self-esteem and others will have a large impact on success.

In this month's Learning Lab, we will explore a simple model for understanding workplace relationships, sources of conflict and how they are best addressed. We'll dig into a "toolbox" of conversational techniques to be employed. We will learn a conversation process (or two, depending upon time); we'll finish with conversation practice using several real-world situations. You'll leave with greater confidence in your ability to manage these situations well and to guide others in effective conflict resolution.

## **Register now!**

### **TAHRA Past President, Heidi Hartman Receives State and National Recognition**



At this year's OKHR State Conference in Norman, TAHRA's own, Heidi Hartman, SHRM-SCP, SPHR was chosen as the recipient of the 2017 Oklahoma Excellence in Human Resources Award. This award, presented annually at the Oklahoma Human Resources (OKHR) State Conference, is given to recognize and honor outstanding achievement in the field of Human Resource Management. The award signifies a professional who demonstrates the SHRM mission of "STP - Serving the HR Professional" and "ATP - Advancing the Profession." Candidates should be viewed as role models for the profession, leaders rather than followers, who apply and share their professional expertise and leadership both within and outside of the organization.

Heidi has been an active member of TAHRA for 20 years and has served on the board in various capacities, including president, for the past 6 years. Heidi also serves on the OKHR State Council as the Eastern District Director. Other groups in Tulsa that benefit from Heidi's dedication and service include, YWCA, Mosaic, HOPE, Planned Parenthood, The FORGE and Community Health Connection.

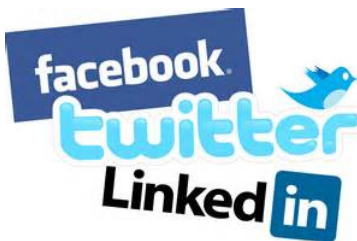
Julie Odom  
**Chapter Management  
 Professional**

## Quick Links

[Our Website](#)  
[TAHRA Calendar](#)  
[SHRM Website](#)  
[HRCI Website](#)  
[OKHR Website](#)

:: 918-344-4622

Check us out on:



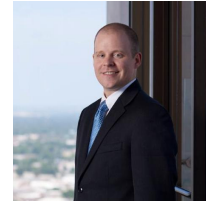
Heidi was also featured in a SHRM Blog written by our SHRM Field Services Director, Sherry Johnson. Heidi was highlighted for her volunteerism for Volunteer Week.

**[Click here to view.](#)**

TAHRA is proud to have such high caliber volunteers and members! Join us in congratulating Heidi on this amazing honor!

## The Apocalypse Won't Negate Your Responsibilities under the ADA

by Jacob Crawford, VP of Legislative Affairs



The EEOC recently filed a suit in the Middle District of Florida, alleging that an employer violated the requirements of the Americans with Disabilities Act ("ADA") when confronting the fear of becoming the epicenter of, in the EEOC's words, a "catastrophic outbreak of Ebola in the United States." The employee, Kimberly Lowe, planned to take a vacation to the West African nation of Ghana. Her employer, Massage Envy, insisted she cancel her vacation because of its concern she could come into contact with Ebola and spread the disease upon her return. When she refused to cancel her vacation, Massage Envy terminated Ms. Lowe's employment.

Subsequently, the EEOC filed suit and alleged "the company discharged Lowe because it regarded her as disabled based on its unfounded fears and beliefs about Ebola in Ghana and the risk that she would contract Ebola on her trip" and that "[m]aking employment decisions based on perceptions of disability clearly violates federal civil rights law." The EEOC cautioned "[a]ll employers need to be aware that the EEOC will continue to enforce the ADA vigorously" and that "[t]he employer conduct which the EEOC found in this case flouts the fundamental purpose of that very important law."

The EEOC's lawsuit might lead you to ask, "What kind of employment decisions can I make when faced with the potential of unleashing a viral apocalypse?" Good question! Because if there is anything worse than attempting to survive the end of the world, it is attempting to do so while dealing with an EEOC investigation.

While the EEOC has not addressed concerns related to the Ebola virus, it has considered the implications of a flu pandemic-such as the one that swept the world in 1918-and provided a handy little Question and Answer page "designed to help employers plan how to manage their workforce in an ADA-compliant manner before and during a pandemic." (Pandemic Preparedness in the Workplace and the Americans with Disabilities Act, [https://www.eeoc.gov/facts/pandemic\\_flu.html](https://www.eeoc.gov/facts/pandemic_flu.html)).

During a pandemic, your first concern will mostly be to identify individuals who are ill or likely become ill and prevent them from having contact with others in the workplace. But beware! As demonstrated by the EEOC's suit, the fact that an employee might come into contact with a disease may not be enough to justify removing him or her from the workplace. An employer needs to have a "reasonable belief, based on objective evidence that . . . [a]n employee will pose a direct threat due to a medical condition." Unfounded fears and suspicions (even those fueled by emails forwarded to you by your aunt) will not be enough.

How can you come by such a "reasonable belief?" As general guidance, your run-of-the-mill flu-such as seasonal flu or H1N1-does not pose a "direct threat." Instead, employers should wait for a determination by the CDC or state/local health authorities that the pandemic flu at issue is

"more severe" than the average flu virus. How much more severe? The EEOC does not say. The EEOC also does not address how an employer might be required to handle a situation where an employee may be perceived as having a disability, by way of having contact with a pandemic virus, but may not yet be a direct threat, such as with Ebola where an individual is not contagious until they begin showing symptoms-which might be weeks after contraction.

If a direct threat is present, an employer may ask questions about symptoms or require employees to take their temperature. If the CDC or state/local health authorities identify an area as a hot spot for the pandemic, an employer may ask employees if they or their family members have traveled to that area. An employer may also require employees to abide by infection-control procedures such as wearing gloves or masks and washing their hands. Also, under the "direct threat" justification, an employer may require employees to obtain documentation from a doctor that they are fit to return to work after recovering from pandemic flu.

The EEOC has provided these helpful tips to remind you that just fear of an outbreak does not mean your workplace can ignore federal law. As long as you make sure your "pandemic coordinator and/or team . . . includes staff with expertise in all equal employment opportunity laws," [https://www.eeoc.gov/facts/pandemic\\_flu.html](https://www.eeoc.gov/facts/pandemic_flu.html) your company will be able to come through the apocalypse and help rebuild society without the additional burden of a rash of post-pandemic ADA discrimination lawsuits.

## **Networking, Networking, Networking**

*by Kristi Spaethe, VP of Membership*



I know I talk about it a lot but I think it is a worthwhile topic. It is an important part of any career but especially one in HR. It is also, personally, a really crucial benefit of my TAHRA Membership.

We have changed the game of networking for the remainder of the year and are really excited about it! Beginning in May, we will hold monthly networking events, put on by our vendors, at a location of their choosing, on the fourth Thursday of the month following the Learning Lab from 4pm-7pm.

We have opened this opportunity up to our vendors and are already almost full for the remainder of the year. For more information, or to book, please contact me directly at [kristi.spaethe@solvay.com](mailto:kristi.spaethe@solvay.com).

We will be communicating each month directly to you with all of the details and as usual, you can find out more information and register on our website.

We look forward to see you there!





There's no better place to develop your HR skills and knowledge than SHRM's Annual Conference & Exposition. With more than 200 educational sessions, you can create a custom educational experience that matches your needs perfectly - at any career level.

When you go "all in" at #SHRM17, you'll be joining a vibrant community of HR professionals who are ready to grow. You'll get the targeted strategies and practical takeaways that you need to achieve your goals.

[Click here for more information.](#)

### **Interested in joining TAHRA's Diversity Committee?**

Check out the Diversity Committee Memo and complete survey by May 8th!

<http://us6.campaign-archive2.com/?e=&u=605e3db4ca80df2b1f25bd07e&id=a39d7fd4fd>

### **COMMUNITY FORUM ON ADDICTION AND TREATMENT**

Presented by OSU Medical School and 12 & 12 Inc.  
Thursday, June 8th | 3:30pm - 5:30pm |  
OSU Health Sciences Center Campus  
1111 West 17th Street Room 107

Substance abuse is a disease that affects Americans from all walks of life.

The Wall Street Journal recently reported national deaths from drug overdoses in 2016 exceeded the number of deaths from HIV/AIDS at the peak of the AIDS crisis. Meaningful progress in addressing substance abuse can only be made if communities like Tulsa devote resources to understanding how addiction affects their citizens and their community.

OSU Medical School and 12&12 Inc., two local leaders in addiction treatment, are hosting a community forum with panel of medical, health, academic, and government experts

to help Tulsans understand what addiction is, how it impacts our community and what we can do about it.

**Moderated by:**

Carrie Slatton-Hodges, Deputy Commissioner, Treatment and Recovery, State of Oklahoma Dept. of Mental Health and Substance Abuse Services

**Panel Members:**

Dr. Jason Beaman, Chair, Dept. of Psychiatry, OSU Health Sciences

Dr. Samuel Martin, Medical Director, 12&12, Inc.

Terry White, Commissioner, State of Oklahoma Dept. of Mental Health and Substance Abuse Services

Dr. Richard Wansley, Senior Advisor for Public Policy, Mental Health Association of Oklahoma

Sponsored by Netsmart and Commerce Bank

Reserve your space now at

<https://www.eventbrite.com/e/tulsa-community-forum-on-addiction-and-treatment-tickets-33855272030>

For more information, contact events-

12and12@outlook.com or call 918-704-6755.

This year, the Zarrow Mental Health Symposium will host Dr. Cornel West as a keynote speaker for the 2017 conference, Challenging Injustice and Discrimination on October 5-6 in Tulsa. You don't want to miss Dr. West's powerful keynote that will strengthen your commitment to building community and vision for justice moving forward. Learn more & register today at <http://zarrowsymposium.org>

## Welcome to our newest members!

Rachael Smetzler	Ice Industries	Frank Lipari	Enterprise Holdings
Jennifer Kellison	Walmart	Krystal Green	Laura Dester Childrens Shelter
Amie Ziehm	The Tulsa World	Rebecca Bullard	Doerner, Saunders, Daniel & Anderson, LLP
Kelley Anderson	Navico	Kim Little	University of Oklahoma - Tulsa
Heather Zinga	Thermal Specialties, LLC	Kevin Bruce	Pryor Chemical Co. subsidiary of LSB Industries Inc.



**June 18-21** - SHRM Annual Conference,



New Orleans

**June 22** - Learning Lab

**July 19** - Program Meeting - Legal Updates

**July 19** - Supervisor Training

**July 27** - Learning Lab

**More details about upcoming events will be available soon at [tahra.org](http://tahra.org). Watch for TAHRA emails!**

**Note: We will not have a newsletter in June or July. Have a wonderful summer!**



Try it FREE today.

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