



Newsletter

TAKE OUR SURVEY!

It has been over 4 months since we have convened in person at a TAHRA event, and we have adjusted by learning and growing together virtually. TAHRA strives to be a valuable resource to its members no matter the circumstances. So that we may ensure our programming and offerings this year exceed your expectations, please take a moment to provide us with feedback and your invaluable insights.

[TAKE OUR SURVEY](#)



August Program Meeting Webinar
Wednesday, August 19 |12:00pm - 1:00pm|

COVID-19 and Employment Law Updates
Presented by Kirk Turner

McAfee & Taft

- Zoom webinar info will be sent to registered attendees prior to the event.
- This program meeting webinar will be free for attendees.
- Our program meeting and learning lab webinars are approved for SHRM professional development credits and HRCI recertification credits.



Kirk Turner, the leader of McAfee & Taft's Labor and Employment Practice Group, will be the featured presenter at the August program meeting. Kirk will update us on all things COVID-19, both from a federal and state law perspective. He will provide us with a legal update to help Human Resources Professionals navigate COVID-related laws and regulations, and how those laws and regulations interact with other federal and state laws, including the Family and Medical Leave Act and the Americans with Disabilities Act. He will also discuss the issues relating to returning employees to work and the legal implications surrounding face masks, self-assessments, temperature checks, teleworking and other important issues. Finally, Kirk will touch on legal issues surrounding layoffs, furloughs, the Older Workers Benefit Protection Act and other considerations in reducing your workforce, if necessary.

[Register Here](#)

Supervisor and Manager Training Webinar Thursday, August 20 |1:00pm - 3:00pm|

**Presented by Kirk Turner
McAfee & Taft**

Get relevant and timely training for your supervisors and your managers in this unprecedented time at this annual training. On August 20, 2020 Kirk Turner will be providing a 2 hour virtual Supervisor Training session for leaders (managers and supervisors) in a myriad of organizations and industries to address the COVID-19 pandemic, their role as leaders during this pandemic, and the critical importance of clear (documented) communication and expectations, policy compliance, and ensuring that employees are fully accountable for their performance and behavior in the workplace (or while teleworking) during this uncertain time for all employers. Kirk will also educate leaders on new federal and state legislation and how it applies to their organization.

Fee to attend is as follows:

- TAHRA members **and their employer of record supervisors and managers - \$25**
- Non TAHRA member supervisors and managers - **\$40**
- Register 6 or more and get the discounted rate of **\$30** per attendee

This event is approved for 2 SHRM professional development credits and 2 HRCI recertification credits.

[Sign up](#)

**Join Us for an Exclusive Virtual No Cost HR
Fiduciary Training Program**

3 CE Credits | August 26th

Sponsored by The Plan Sponsor University: "[Learn how to Better Manage & Optimize your Company's Retirement Plan](#)", conducted by the best C(k)P Professionals in the Country! 3 CE Credits, Learning Modules included, 50+ Oklahoma based Companies in attendance....phenomenal interactive Learning....Don't Miss!!

JOIN US FOR AN
Exclusive
3 HOUR VIRTUAL FIDUCIARY
TRAINING PROGRAM

Learn how to better manage & optimize your company's retirement plan in the "new normal"

— No Cost To Attend —

Top industry professionals will be presenting a 401(k) & 403(b) virtual educational program in your area. The Mission of TPSU is to enable plan fiduciaries to improve their retirement plan through education and training. This half-day program covers essential topics pertaining to retirement plan leadership. TPSU welcomes HR professionals, benefit specialists, business owners and retirement plan committee members who serve in any of the following capacities for their own company retirement plan – Plan Fiduciaries, Plan Trustees and Plan Administrators. After successfully completing this Program an attendee will improve their understanding of:

- Responsibilities of a Plan Fiduciary
- Effective retirement management strategies
- Plan improvements with a high impact on plan outcomes
- Behavioral finance solutions to improve retirement readiness
- Structure and oversight of a retirement plan committee
- Internal communication strategies

401(k) and 403(b) Plans require special attention:

Attend Virtually to Receive

1. 3 SHRM PDCs / 3 HRCI (General) Continuing Education Credits
2. Certificate of Attendance
3. Complimentary access to the TPSU Learning

Management System including the following topics:

- ERISA
- Fundamentals of 401(k) Plans
- Understanding Participant Behavior
- Retirement Plan Health
- Retirement Readiness



This program is
eligible for 3 PDCs for
the SHRM CP® or
SHRM-SCP®



The use of this official seal con-
firms that this Activity has met
HR Certification Institute's (HRCI)
criteria for recertifica-
tion credit approval.



Wednesday,
August 26, 2020

8:30 AM – 12:00 PM CDT

Virtual Location:
Oklahoma City, OK

Topics:
Rewarding Retirement:
Fiduciary Focus
What you Need to Know
About New Plan Changes

Adjunct Lecturer:
Chris Thixton, C(k)P®

Click to View
or Register

Registration

ONLINE: www.TPSUniversity.com,
and Proceed to the Program Schedule
TAB, and Select your Program.
Register with code "2020SP".

CALL: 855-755-4015 and
Select Option 2. For more
information regarding the session
go to www.TPSUniversity.com or
contact Marc Lester at
marc@TPSUniversity.com.

TPSU is Making
"House Calls"

Ask us about our personalized
Retirement Committee Training:
rl@TPSUniversity.com

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This is a paid advertisement.

August Learning Lab Webinar
Thursday, August 27 | 1:00pm - 3:00pm|

Clearing the Fog of Medical Marijuana in the Workplace
Presented by Penny Horton and Brad Petty

Legalized medical marijuana in Oklahoma has changed the landscape of drug testing in the workplace. Business owners, HR professionals and compliance

officers face ever increasingly confusing and complex situations, circumstances and challenges regarding policies, procedures, safety and the health and well-being of its workforce as a result. In this workshop, you'll learn best practices, practical guidance, clarification and specific actions you can take to help prevent and address drug use and abuse in the workplace including best practices for drug testing policies, determining reasonable suspicion, compliance with Oklahoma medical marijuana laws and the impacts of the Coronavirus pandemic.

[Register](#)



CITY OF
Tulsa
A New Kind of Energy.

JOIN US FOR A VIRTUAL COLLABORATION CALL SERIES

PREPARING FOR RETURN TO SCHOOL DURING A PANDEMIC

IMPACTTULSA AND THE CITY OF TULSA ARE LEADING A VIRTUAL COLLABORATION CALL SERIES FOR BUSINESS LEADERS TO EXAMINE HOW TO BEST SUPPORT OUR COMMUNITY AND THEIR EMPLOYEES IN LIGHT OF SCHOOL REOPENING CHANGES.

GUEST SPEAKER



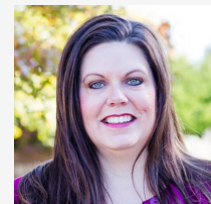
G.T. BYNUM
Mayor, City of Tulsa

AUGUST 7 AT 8AM

Zoom Link: <https://bit.ly/ITCollabCall>

Certification Updates

Interested in obtaining your HR Certification or attending a certification prep course to help meet the continuing education requirements for recertification? **LET US KNOW!**



TAHRA offers a certification prep course designed to help aspiring HR professionals. Through the course you get access to DEEPLY DISCOUNTED SHRM Learning System materials, expert in person instruction and an opportunity to network with other professionals working towards the same goal.

Typically held in the fall, TAHRA NEEDS YOUR INPUT before we schedule this year's course! We need to determine the feasibility and the level of interest

to help us decide if, how and when this year's course will be offered. To participate in the decision making process about the course, make sure you have been added to our email distribution list and then keep an eye out for a poll so you can provide your preferences. If you haven't already signed up to receive information about TAHRA's prep course, please email us at admin@tahra.org with 2020 SHRM Prep Course in the subject line by Friday, August 14th.

We look forward to receiving your input!

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



SHRM
TOGETHER FORWARD
@Work

38% of American workers say they don't feel comfortable engaging in candid/honest conversations about race at work.

The Journey to Equity and Inclusion

LEARN MORE

The graphic features a row of diverse human silhouettes in various colors (black, orange, grey, white) facing right. Above the silhouettes is a black button with the text 'LEARN MORE' in white. The text above the silhouettes includes the SHRM logo, the campaign name 'TOGETHER FORWARD @Work', a bolded headline, a subtitle, and a call-to-action button.

SHRM, and its members, have an opportunity and an obligation to use our unique professional expertise in solving a significant equity crisis in America. Learn more about Together Forward @ Work and read the full report at <https://shrm.co/tfaw>. #TogetherForwardAtWork

Welcome new members!

Stephen Dennis - Stephens Media Group
Cortney Gooch - NORDAM
Elizabeth Reyes - CP Kelco
Lydia Boatright - Student
Deborah Hattrup - Emerald Care Center Tulsa
Josiah Freesemann - Barracuda Staffing, Inc
Christie Douglas - Student
Monet Goines - Student
Maria Castaneda - Newsolutions LLC
Katherine Lefler - Energy Transfer
Michael Conrad - University of Oklahoma
Victoria Turner - Energy One FCU
Edwin Scharff - Student
Kacy Shea - OneGas
Rachel Ethridge - Tulsa Tube Bending
Shelby Harger - KTB Transport



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)