



Newsletter

Letter from the President

Hello Human Resource People!

I'm declaring April, HR Leadership month! (as you know I have no real power but it's fun to pretend)



In April, OKHR State Council will host the [OKHR State Conference and Exposition](#) and, as a result, we will not hold a Program Meeting or Learning Lab in April. Please plan to attend the virtual conference on April 22nd & 23rd. You'll hear from top HR experts and develop the strategies you need to succeed. You can't go wrong when you invest in yourself and your profession.

In 2020, you established your value as HR professionals by acting as the driving force behind motivating remote employees and keeping them engaged as well as productive. Consequently, you now have a commanding seat at the management table and have moved from HR Professional to HR Leader without skipping a beat!

Do you look back and wonder how you did everything that was demanded of you last year? Did you muddle through a new process that you'd like to learn more about? Do you have a special HR superpower the rest of us would benefit in learning? We want to hear from you! Leaders don't know everything but (as the saying goes) they surround themselves with people who know parts of everything.

As 2021 progresses, we are looking to get back to some form of in-person meetings. This may mean meeting in small specialty groups along the way. It's not clear what this path looks like, but I am eager to explore it with my trusted TAHRA friends. In the meantime, please reach out to me at rsiex@cs3tech.com to let me know what kind of HR specialty group would be of the most interest to you. I am excited to learn what is on your mind for

TAHRA and hope to connect with you in the chat boxes at the OKHR State Conference!

Sincerely,

Rhonda Siex, SHRM-CP, PHR
President

OKHR 2021 VIRTUAL CONFERENCE

APRIL 22-23, 2021

EVOLVE

**OK
HR
2021**
CONFERENCE

OKHR's two-day Virtual Conference & Expo will connect you to valuable resources, products, services, and people transforming the HR industry

- KEYNOTE SPEAKERS & BREAKOUT SESSIONS
- 38 CONTINUING EDUCATION CREDITS
- VIRTUAL NETWORKING

If you registered & paid in full for our canceled 2020 conference, your OKHR Annual Conference registration will be transferred to this year's event with no action items required from you!

www.okhrconference.com

May Program Meeting
Wednesday, May 19 |12pm - 1pm|
Zoom Meeting

Wellbeing: The Importance of your Self Care and Mental Health
Presented by Michael Dickerson

More information coming soon!

Sponsored by:



[Register](#)

May Learning Lab
Thursday, May 27 |1pm - 3pm|
Zoom Webinar

Building a Kinder Kind of Workplace: Infusing Meaning & Preventing Burnout in a COVID-19 World & Beyond
Presented by David Shar, SHRM-SCP; MPS I/O Psychology

The workplace climate can positively or negatively affect the important work you do. As HR professionals, you have the unique opportunity and challenge to drastically impact your work culture. When times are tough, it is up to each member of the team to rally and support one another. But how? When each member of the team has different biases, backgrounds, and needs, can you work together to get the most out of your team and your organization?

In this lab, burnout and meaningful work expert David Shar uses the power of story, humor, interactivity and the latest research in Industrial / Organizational Psychology to explore tactics for building a workforce that is energized, mobilized and passionate about their mission.

[Sign Up](#)

Best Practices for Ending Pandemic-Related Work-From-Home Arrangements

Featuring Courtney Bru, McAfee & Taft

Many employers turned to telework during the pandemic. Many will tell you these arrangements were not perfect, but were necessary to survive unprecedented circumstances. My clients often changed — or were forced to change — the nature or extent of duties performed by teleworking employees during the pandemic. Certain duties simply could not be performed from home. In addition, the pandemic itself eliminated certain duties. For example, while under normal circumstances, attendance in the workplace — to supervise direct reports, participate in significant staff meetings, etc. — may have been considered an essential function of a position, the pandemic eliminated many of these duties.

Many employers are now preparing to call employees back to the workplace. What's the best way to go about this? And can an employer now refuse to allow employees to work from home as a reasonable accommodation for purposes of the ADA, when those employees may have been teleworking for upwards of an entire year?

Best practices for ending teleworking arrangements

Give employees advance notice of the termination of teleworking arrangements. A recall to the workplace can have a tremendous impact on your employees, who have likely adapted their own altered schedules and routines during the pandemic. Provide as much advance notice as possible as to when employees are expected to return to the workplace.

[Read entire article here.](#)

Centennial of the 1921 Tulsa Race Massacre - May 31st and June 1st

by Denise Reid, Community Relations

There are many ways or opportunities to recognize and commemorate the historical events of our City's history. You can promote, sponsor, support, and attend events being held across the community. You can read, learn, and share more about the events. You can support locally owned Black business owners and organizations. Below you will find several links to events, organizations, and resources including a link to the Return On Inclusion Syllabus created by Fulton Street Books.

The 1921 Tulsa Race Massacre Centennial Commission will leverage the rich history surrounding the 1921 of the Tulsa Race Massacre by facilitating actions, activities, and events that commemorate and educate all citizens.

[1921 Tulsa Race Massacre Centennial Commission \(tulsa2021.org\)](http://tulsa2021.org)

John Hope Franklin Symposium

The Future of Tulsa Past: The Centennial of the Tulsa Race Massacre and Beyond

<https://www.jhfnationalsymposium.org/>

Return On Inclusion Summit Syllabus

Fulton Street Books put together a learning syllabus for the Return On Inclusion Summit. Fulton Street is a space to call home. It is a space to build community and to change our city through civic discourse. It is a space on a mission to increase literacy, with people at the center of all the work that we do.

[Bookshop: Buy books online. Support local bookstores.](#)

Fire in Little Africa is the story of the passion and resilience of artists in Tulsa leading the community through music, art, and entrepreneurship

[Fire in Little Africa](#)

Tulsa City-County Library to commemorate 1921 Tulsa race Massacre Centennial with specialized events.

[TulsaKids Magazine Article](#)

Black Owned Business Buying Guides

[2021 Black-owned business guide | About Town | tulsapeople.com](#)

[Tulsa Black-Owned Business - YWCA Tulsa](#)

Let me know if you have questions or would like more information related to anything I have shared. I can be reached at denise@denisereid.com. Thank you!



THE STATE CHAMBER

SB 821

What does SB 821 do?

- [SB 821](#) broadens the definition of pharmacy benefits management and limits your company's ability to reduce prescription drug costs.
- The overly broad definition of pharmacy benefit management includes: any entity performing pharmacy benefit management activities which include contracting, negotiating rebates and processing pharmaceutical claims.
- The bill will prohibit employers from being able to incentivize or discount, through cost-sharing or reduction to copays, the use of mail-in order prescriptions.

How is your business impacted?

- The definition of "pharmacy benefit management" could capture some companies' self-funded plans that internally process prescription drug claims. This will result in new regulatory hurdles for your company to comply with from the Oklahoma Insurance Department.
- If your self-funded plan incentivizes employees to use mail order, you are no longer legally allowed to do so. Your employees and their dependents will pay more, likely in the form of a copay, due to the lack of incentives.
- If your company runs a self-funded plan, you've previously only been governed by federal law, ERISA. But a 2020 SCOTUS case, [Rutledge v. Pharmaceutical Care Management Association](#), held that there is no ERISA preemption on this matter, so any state laws regulating pharmacy benefit plans now apply to ERISA plans.

What can you do?

- Determine the impact to your company and share with our team.
- Join our coalition.
- Contact your House member and encourage them to support amendments to SB 821 to protect employers from the impacts listed above. [Click here](#) to find your House member.

Questions? Need more information? Ready to join the coalition?

Contact Emily Crouch (ecrouch@okstatechamber.com or 405-308-6521)

[To view this article and use clickable links please click here.](#)

SHRM21 ANNUAL CONFERENCE
& EXPO
LAS VEGAS & LIVE ONLINE
SEPTEMBER 9-12

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THAN EVER
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4 DAYS 11 TRACKS 200+ SESSIONS 20+ PDCs

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Getting Talent Back to Work

1 in 3 U.S. adults have a criminal record, and often face overwhelming barriers to employment. April is Second Chance Month and SHRM Foundation is committed to reducing barriers to employment and building inclusive workplaces for people with criminal records. SHRM's Getting Talent Back to Work initiative consists of resources, tools, and case studies to help HR professionals and employers learn more about second chance employment and take action to drive positive change in the workplace. Talented and eager to work, this untapped pool of workers can bring great value to employers and communities when given the opportunity to thrive and succeed in the workplace. But too often, they are denied the opportunity they need to put their skills to work due to deeply rooted biases and harmful misperceptions. Learn how you can make an impact with second chance hiring.

Visit gettingtalentbacktowork.org or email shrmfoundation@shrm.org.

Mark Your Calendar

Tuesday, April 20 - HRIS Meetup Group

Thursday, April 22 and Friday, April 23 - OKHR State Conference

Wednesday, May 19 - Program Meeting

Thursday, May 27 - Learning Lab

FYI -

- TAHRA will not hold a program meeting or learning lab in April, so our members can attend the OKHR State Conference.
- Coming up in May, we will begin charging guest \$15 for program meetings and learning labs. TAHRA members will continue to receive free program meetings and learning labs while we are in a virtual format.

Calendar

Welcome New Members!

Lisa Lilly - BOK Financial
 Meghann Eakins - Inspire Benefit Consultants, LLC
 Kayla Fullen - Acctknowledge
 Valerie Taylor - AVB Bank
 Kymberlie Reed - Small and Associates Financial
 Sheila Hawes - Trulite Glass & Aluminum Solutions
 Dana Curtis - Key Personnel
 Kandy Hart - American Cementing, LLC
 Samantha Werner - The People Perspective
 Peggy Swyden - Tomo Drug Testing
 Shelly Robison - RCB Bank



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