



Newsletter

February Program Meeting

Wednesday, February 15 | 11:15am - 1pm |
Tulsa Country Club

Wellbeing in the Workplace

Presented by Kirstin Hood



Like most other organizations, the topic of wellbeing at TD Williamson has traditionally focused on sickness, injuries, and absences through the lens of physical wellness. Yet, it is mental/emotional health conditions which have been on the rise over the last decade. Employees do not experience mental health challenges in isolation. It permeates through all facets of one's life and is a contributing factor to low morale, absenteeism, and increased attrition at work.

To mitigate the negative effects for both the employee and the business, TDW launched a mental wellbeing program in 2022 focused on cultivating an environment that de-stigmatized mental/emotional wellbeing and ensuring employees feel supported in their wellbeing journey. This presentation will inspire and provide tangible ideas for HR professionals who believe wellbeing is critical to the long-term success of their organization. This presentation will review the TDW project, the work that was completed and then take a look at gauging its success. The final topic will be how TDW is taking wellbeing to a new level in 2023: Life Moments.

At this program, we will be giving away a free OKHR State Conference registration from OKHR! You must be a TAHRA member and present to win.

Sponsored by:



Register

February Learning Lab

Thursday, February 23 | 2pm - 4pm |

Zoom Meeting

How to Recruit Effectively

Presented by Danny Gutknecht and David Payne

A long lasting global talent shortage is ushering in a massive shift in candidate interests, behaviors and attitudes towards work. Organizations need to evolve by throwing out, antiquated practices by embracing fresh new approaches that are effective and efficient in attracting and retaining the right people at the right time. Join Danny Gutknecht and the Pathways team to gain insight into the best processes, tools and approaches that can help you reshape your talent acquisition function.

Sign up here



GRACE MEMBERS EXPIRE 2/15!

RENEW YOUR MEMBERSHIP

This year we are enhancing our strategic approach to our membership initiative. We will be re-launching multiple networking events and introducing a New Mentorship Program! We will be looking for mentees and mentors for this New Mentorship Program. More to come...

Upon re-evaluation, service dog barred from workplace

by Charlie Plumb

With increasing frequency, employees ask to bring animals to work. Under some circumstances, the Americans with Disabilities Act (ADA) recognizes that the presence of a bona fide service animal in the workplace can be a potential accommodation. Just like any other accommodation issue, employers must address such requests on an individualized basis. A recent case provides a good roadmap of how to handle such requests.

Anxiety disorder, a service dog, and a hospital

Mia Bennett was a nursing student who suffered from generalized anxiety disorder and experienced panic attacks. To treat her panic attacks, Bennett took medication and used a service dog, Pistol. A Pembroke Welsh Corgi, Pistol was trained to detect rising anxiety on Bennett's part and signal her to take medication before the full onset of a panic attack.

Bennett's first clinical training rotation was at Hurley Medical Center in Michigan. For six weeks, she would accompany doctors and nurses during their rounds of patients' rooms. Before her rotation even began, the nursing student contacted the hospital's human resources department to request that she be permitted to have Pistol on site as an accommodation for her anxiety. She also provided the hospital with a statement from her licensed professional counselor confirming that Pistol's presence would "allow [Bennett] to take steps to avoid a panic attack." Hurley Medical approved Bennett's request.

Problems with Pistol

Problems arose when Bennett and Pistol reported for their first day. A nurse who was highly allergic to dogs began sweating profusely and experienced difficulty breathing. That nurse went home and missed two days of work as a result of her exposure. Other members of Hurley Medical's nursing staff reported that they, too, suffered from severe allergies to dogs. At that same time, a patient experienced an allergic reaction to Pistol.

Pistol accommodation re-evaluated

These issues caused the hospital to re-evaluate allowing Pistol to accompany Bennett. First, they discussed with Bennett the possibility of putting Pistol in a Shed Defender® while he was at Hurley Medical. A Shed Defender is a bodysuit for dogs designed to limit their shedding and minimize others' allergic reactions. Bennett told Summer Jenkins, a manager in the hospital's HR department, that there were no Shed Defenders that would fit Pistol's breed. Hurley Medical then offered to allow Pistol on hospital premises, so long as he was kept in a dog crate and was not present on any patient floors. Bennett was working on the 7th and 9th floors, and Hurley Medical made a space available to Bennett on the 8th floor where a crated Pistol could be kept during her shifts. Additionally, the hospital offered breaks to Bennett so that she could spend time with her service dog in the course of her shifts.

Not thrilled with the dog crate option, Bennett instead requested that the hospital relocate patients and staff who complained of dog allergies to other floors where Bennett was not assigned. Significantly, patients were not screened for allergies to dogs. Hurley Medical explained that her proposal was “unworkable and would directly compromise patient care.”

As it turned out, Bennett elected to complete her six-week rotation at Hurley Medical without Pistol, and she did not suffer any panic attacks during that time. Shortly thereafter, though, the nursing student sued Hurley Medical, claiming that the hospital’s handling of her Pistol accommodation request had violated the Americans with Disabilities Act.

The ADA and service animals

The ADA recognizes that the presence of bona fide service animals is a potential disability accommodation that should be considered by an employer. Four exceptions may justify an employer denying an employee’s request that they be accompanied by a service animal while working:

- When granting access would fundamentally alter the nature of a program;
- When the service animal poses a direct threat to the health or safety of others;
- When the service animal is out of control; or
- When the service animal is not housebroken.

Like any accommodation issue, an employer must engage in an interactive process when confronted with an employee’s request to bring a service animal to work. This means an individualized assessment of the particular service animal and the requirements of the workplace. Here, the court decided Hurley Medical had reasonably concluded allowing Pistol on patient care floors was a health and safety threat to patients and staff.

The hospital’s concerns were not based upon speculation and generalizations. On the first day, Pistol triggered serious allergic reactions in staff and a patient. As a further danger, some 7th floor patients were immunocompromised.

Offering to allow Pistol on the 8th floor in a crate and facilitate ready access by Bennett to the service animal in the course of her shifts demonstrated that Hurley Medical properly “assessed whether a modification could mitigate the risk Pistol posed without fully excluding him.” In contrast, Bennett’s request that allergic patients and staff be relocated or reassigned to floors where she was not working was not realistic from a patient care or staffing standpoint.

Finally, Hurley Medical fulfilled its interactive process obligation by continuing to discuss with Bennett possible solutions and by explaining to her why some accommodations were not available. Jenkins’ ongoing willingness to talk through these issues and options with Bennett also led to the dismissal of the claims against the hospital.

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Level 1 Gamification Surveyor Certification for
Talent Development Professionals

Presented by:

Johnathan Peters, Sententia Gamification

Tuesday, March 7, 2023

8:00 a.m. - 4:30 p.m. CDT

This hands-on certification takes you through the 5-step, trademarked and proven process of gamifying your organizational quest. By following the 5-step plan, you are essentially assured a successful outcome.

The ONLY Gamification Certification that earns you recertification credits with SHRM, HRCI, and ATD.

Equip yourself with the current best-practices in Talent Development to enhance your career. Soon, you'll be creating and delivering programs that not only engage learners, but you'll also be able to show a clear Return on Investment.

Whether you are a new or seasoned learning professional, this certification will help you to quickly learn how to adapt a gamification strategy for your programs. NO CODING SKILLS REQUIRED!

[Click here for more details.](#)

Do you know someone who did great things in the HR world in 2022? Did you look up to another HR professional and consider them a model for other HR professionals? Help us recognize and reward them with one of our annual awards! This year, we will be accepting nominations for four individual awards, the Richard J. Messer Excellence in Human Resources Management, New Professional, the Diversity, Equity and Inclusion and the HR Department of ONE Awards. You may nominate colleagues or yourself (self-nominations are encouraged and expected) by filling out the nomination form (link below). Awards will be presented at our March program meeting.

AWARD NOMINATIONS

[NOMINATION FORM](#)

NOW OPEN!

Richard J. Messer Excellence in Human
Resources Management Award

New Professional Award

DEI Award

HR Department of ONE Award

**SUBMIT
NOMINATIONS**

by February 15th



FUNHR! 2023 OKHR CONFERENCE

Early Bird Registration Is OPEN!

With our great line-up of human resources speakers & sessions,
the 2023 OKHR Conference will be an in-person event
that you won't want to miss.

April 25th-27th, 2023

Oklahoma City Convention Center
OKC, OK

[MORE INFORMATION HERE](#)

Also, at the OKHR Conference there will be a
Pre-Conference SHRM Certification Study Course

April 24th-25th, 2023
Oklahoma City Convention Center | OKC, OK

Join the pre-conference certification study group for HR professionals who are studying to take the SHRM-CP or SHRM-SCP exam and earn their certification.

[Click here for more details.](#)

Community Connections

Caregivers in the Workforce

Recently, I worked on a project around caregiver policy research and information. I found some of the stats wicker interesting and believe they would be of interest to our TAHRA members.

- 79% of caregivers do not have access to caregiver benefits (Homethrive)
- 40% of caregivers said their supervisors are not aware of their caregiving outside of work (homethrive)
- Nearly 1 in 5 workers in U.S. are caregivers (Homethrive)
- Caregiving lasts on average 4.5 years (Homethrive)
- Caregivers spend nearly 24 hours a week providing care (Homethrive)
- Median age of caregivers is 51 years old (AARP)
- 61% of caregivers are female (AARP)

Based on this information, I did research to identify nonprofit resources locally and nationally, that may be helpful to share with employees. I'm sure there are other resources available, but I chose nonprofit services rather than fee for service options. See links below.

Local Caregiver Resources

[CSC Tulsa 211 Oklahoma Statewide - CSC Tulsa](#)

[LIFE Senior Services | Home](#)

[Family Caregiver Supports \(oklahoma.gov\)](#)

[OK Cares | Oklahoma Caregiver Coalition, Providing a Break](#)

National Caregiver Resources

[Caregiver Action Network](#)

[Home - Family Caregiver Alliance](#)

[Eldercare Locator \(acl.gov\)](#)

[findhelp.org by findhelp - Search and Connect to Social Care](#)

[Find Local Caregiver Resources and Support In Your State \(aarp.org\)](#)

These resources are easy to pass along and may provide comfort or relief to an employee that is providing care for a loved one. Caregivers don't always share their story openly at work. #sharingiscaring

Meals on Wheels Volunteer Opportunity

Meals on Wheels made the reach to see if TAHRA members or their staff may

be interested in volunteering for their organization. Their biggest need is for volunteer meal delivery drivers. Meals may be picked up and delivered within a two-hour window between 11:00am-1:00pm. Volunteer drivers can share their preference on availability to deliver meals. It can be once, twice, three, four, etc. times a week. Driver routes typically have 8 client stops per route, and by design most routes take 45 minutes to an hour to complete. Requirements to be a meal delivery volunteer include being 18 years or older, background check, completing training, valid driver's license, own a smart phone for the ServTrack Mobile Meals app, email address, and ability to text.

Completing a Meals on Wheels volunteer profile is the first step. Once volunteer profile is created, Meals On Wheels will reach out and welcome volunteer and share the next steps including training and background check.

Link to apply to be volunteer driver -

https://www.cervistech.com/acts/console.php?console_id=0138&console_type=application&ht=1

If you know someone that may need meals they can apply via this link -

<https://www.mealsonwheelstulsa.org/apply>

Let me know if you have any questions or would like additional information.

Denise Reid, SHRM-SCP (she, her)

Board Member At Large – Community Relations



Welcome new members!

Richard Evans - The Crosby Group

Yvonne "Bonnie" Molina - CS3 Technology, Inc

Jamie Kilpatrick - Strategy Suite, LLC

Megan Hawley - A&B Beverage Company

Andrew Kohut - ADP

Kelli Jones - rapid! PayCard

Stacey Kizlinski - Mazzio's LLC

Cassie Floyd - KAMO Power

Jeffrey Zumwalt
Sarah Branson - Real Alloy Recycling, LLC
Kelly Cox - City of Broken Arrow
Carolyn Dickerson - Airgas
Nicole Lake - Cleveland Area Hospital
Mary Kirkpatrick - The Parent Child Center of Tulsa
Wynter Hill-Ferrell - University Village Retirement Community

Mark your calendar!

Wednesday, February 15 - Last day to submit nominees for awards

Wednesday, February 15 - Program Meeting

Thursday, February 23 - Learning Lab

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

Tulsa Area Human Resources Association | PO Box 140958, Broken Arrow, OK 74014

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