



## Newsletter

### **March Program Meeting**

Wednesday, March 22 | 11:15am - 1pm |

DoubleTree by Hilton Hotel Tulsa - Warren Place



### **Battling Burnout: Strategies for Employees & Organizations**

*Presented by Andrea Pemberton*

Throughout the pandemic, burnout rates among employees hit record highs as workers struggled to adjust to alternative work environments, manage increased workloads and juggle work-life balance. Burnout is a psychological syndrome associated with prolonged stress at work that has been linked to multiple negative health outcomes that threaten employee and organizational well-being. With burnout levels continuing to rise and contribute to the ongoing Great Resignation, it is important for individuals and organizations to address burnout head-on.

*At this program, we will be raffling off one free registration to the OKHR State Conference in April. All proceeds from this raffle will be donated to the SHRM Foundation.*

Sponsored by:



Register

## March Learning Lab

Thursday, March 30 |2pm - 4pm|

Zoom Meeting

### **The Coaching Habit: Say Less, Ask More, and Change the Way You Lead Forever**

*Presented by Katie Bleeker, SHRM-SCP*

In these times of quiet quitting, corporate layoffs, and malicious compliance bragging online, how do we shift our attention away from “people problems” and retrain our focus on developing and optimizing our individuals? How can we equip ourselves, our managers, and our team members to improve incrementally without rocking the boat—or worse, feeling like we’re shouting into the void? Join us as we walk through Michael Bungay Stanier’s book, *The Coaching Habit*, to build a plan for helping call forward individuals to learn, to improve, and to grow. We’ll discover the Seven Essential Questions to get your people thinking and solving their own problems while lightening your load as a leader, and freeing you up for work that has impact and meaning.

[Sign up here](#)



*Join Us for an Exclusive No Cost HR Fiduciary Training Program –  
Tuesday, April 11, 2023,  
On the campus of Oklahoma State University - Tulsa.*

*The Plan Sponsor University invites you:  
"Learn how to Better Manage & Optimize your Company's Retirement  
Plan", conducted by the best C(k)P Professionals in the Country!  
Earn up to 7 CE Credits, with phenomenal interactive learning.*

[CLICK HERE FOR PROGRAM DETAILS AND TO REGISTER](#)

# JOIN US FOR AN *Exclusive* IN-PERSON HALF-DAY FIDUCIARY TRAINING PROGRAM

**Learn how to better manage & optimize  
your company's retirement plan**

— No Cost To Attend —

Top industry professionals will be presenting a TPSU 401(k) live 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 the Program to Receive

1. Up to 7 Continuing Education Credits –  
7 SHRM PDCs / 7 HRCI (General) Credits
2. Certificate of Attendance
3. Complimentary access to the TPSU Learning Management System and online courses. 2 of the 12 online courses are approved for 1 SHRM PDC & 1 HRCI (General) CE Credits each. Topics include:
  - ERISA
  - Fundamentals of 401(k) Plans
  - Retirement Plan Health
  - Retirement Readiness
  - Understanding Participant Behavior
4. Networking Opportunities and interacting with top industry professionals
5. Breakfast and Lunch



The Plan Sponsor University is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP® or SHRM-SCP®.



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



**TPSU**  
THE PLAN SPONSOR  
UNIVERSITY

**Tuesday, April 11, 2023**  
8:00 AM – 2:00 PM

### Location:

**Oklahoma State University,  
Tulsa**

North Hall, Conference Center  
700 N Greenwood Ave  
**Tulsa, OK 74106**  
Bank of Oklahoma Room

### Topics:

Behavioral Finance,  
Retirement Readiness  
Participant Outcomes

### Adjunct Lecturer:

Whitney Jones

**Click to View  
or Register**

## Registration

**ONLINE:** [TPSUniversity.com](https://TPSUniversity.com)

Proceed to the 'Schedule' TAB and select your program. Register with code "2023SP".

**CALL:** 855-755-4015 and select Option 2. For more information regarding the session go to [TPSUniversity.com](https://TPSUniversity.com) or contact Yany Diaz at [Yany@TRAUniversity.com](mailto:Yany@TRAUniversity.com).

## COMPLIMENTARY Plan Benchmarking

You can claim this valuable service just by registering for a TPSU program.

Call 1.855.755.4015 ext. 106 or email [Isabella@TRAUniversity.com](mailto:Isabella@TRAUniversity.com)

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## Deadline nears for complying with PUMP Act's expanded protections for nursing mothers in the workplace

by McKenzie Ryan, Esq. and W. Kirk Turner, Esq.  
McAfee & Taft

Last December, Congress significantly expanded the protections afforded to pregnant workers by passing the highly anticipated Pregnant Workers Fairness Act (PWFA), as well as the Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act.

The PWFA requires employers with more than 15 employees to provide reasonable accommodations to workers who experience medical conditions related to pregnancy and childbirth. The PWFA, which was signed into law by President Biden, becomes effective June 27, 2023.

The PUMP Act, which takes effect April 28, 2023, expands the breastfeeding protections provided by the Affordable Care Act of 2010. Employers should carefully note the following changes to ensure compliance with the new legislation.

### **PUMP Act to take full effect April 28, 2023**

The PUMP Act, which applies to virtually all employers, makes two key changes to the protections established by the Affordable Care Act. First, it significantly expands employee coverage to include exempt employees as well as non-exempt workers. Previously, only non-exempt nursing mothers were covered. Second, it adopts all remedies available under the FLSA in the event of noncompliance. Employers have a few months to prepare for the PUMP Act's coverage expansion—which takes effect April 28, 2023—but the expanded remedies took place immediately.

Under the PUMP Act, employers must provide **all** nursing mothers: (1) reasonable break time to express breast milk; and, (2) a private location, besides a bathroom, that is shielded from view and free from intrusion. Nursing mothers are covered by the PUMP Act for up to two years after childbirth. Employers with fewer than 50 employees are excused from coverage if compliance would impose an undue hardship on the employer's business, and these break periods are considered unpaid unless the employee is not completely relieved of job duties during the lactation period.

The PUMP Act also contains a mandatory reporting provision that requires all covered employees to notify their employers if they believe the employer is non-compliant. Employers have 10 days from the date of notification to remedy the situation. An employer waives the 10-day notification period if the employee is terminated for making the request or opposing their employer's refusal to gain compliance. Effective immediately, all FLSA remedies (e.g., unpaid wages, reinstatement, or liquidated damages) are available for violations of the PUMP Act.

### **Employer next steps**

With the PUMP Act set to go into effect shortly, covered employers are encouraged to work closely with their labor and employment counsel to update their policies, procedures and facilities to ensure compliance with the new legislation before the April 28, 2023, deadline. As with all employment law obligations, employers are also encouraged to provide regular training to all supervisors, managers, and other leaders in the organization on the employer's obligation to comply with the PUMP Act and how they need to



communicate with Human Resources and/ or senior management if they receive requests, questions, or complaints.



Meerkat pups LOVE a scorpion snack! But if they handle the scorpion wrong, they can die in an instant. So, it begs the question, how do Meerkats learn how to eat scorpions safely? ***Through their mentors, of course!*** Adult Meerkats take months to teach their youngins how to hunt and eat these crunchy creatures. The youngins grow up and do the same to their youngins. They do it because they recognize the importance of surviving as a pack. They do it because they know that investing in others pays off, in the long run.

### **Let's be Meerkats.**

Sign up to participate in mentorship.  
We're looking for mentors and mentees.

June 2023 - October 2023  
[CLICK HERE](#) to sign up.

# **FUNHR!**

## **2023 OKHR CONFERENCE**

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

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.](#)

## Free Tax Filing Program!

Tax Season has begun! Goodwill Industries of Tulsa and Tulsa Responds are again teaming up to provide free tax prep for **households making under \$60k/year (under \$70k if they have mobility issues or English is not their first language)**.

Tulsa Responds has expanded our filing sites to **13 locations throughout Tulsa. Make your appointment here:** <https://www.getyourrefundtulsa.org/>

We have **English and Spanish tax preparers and will utilize a translation service** for filers who speak other languages.

# FREE TAX PREP

USE AN IRS-CERTIFIED PREPARER THIS SEASON



Is your annual household income \$60,000 or less?

Then you qualify for free tax preparation assistance from our IRS-certified tax preparers! File your taxes to see if you qualify for an Earned Income Tax Credit, missing stimulus checks, or additional tax credits!

## WHAT TO BRING:

- Photo ID and Social Security Card for all people claimed
- Income documents (W-2, 1099 forms)
- Payment documents (direct deposit information, charitable contributions, tuition payments, daycare expenses)

For complete list with full details of items to bring, please visit the website or scan the QR code.

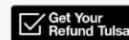
## SCHEDULE YOUR APPOINTMENT TODAY!



[GetYourRefundTulsa.org](http://GetYourRefundTulsa.org)

## IN-PERSON FILING LOCATIONS

TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p><b>Goodwill (SW BLVD)</b> 2852 Southwest Blvd 9am - 2pm</p> <p><b>Bank of Oklahoma</b> 1604 N Lewis Ave 9am - 3pm</p> <p><b>South Tulsa Community House</b> 5708 S Peoria Ave 9am - 2pm</p> <p><b>Martin Regional Library</b> 2601 Garnett Rd 1pm - 7pm</p> <p><b>Goodwill (Yale)</b> 1667 S Yale Ave 4:30pm - 7:30pm</p> <p><b>Parent Resource Center</b> 525 E 46th St N 4:30pm - 7:30pm</p>	<p><b>Goodwill (SW BLVD)</b> 2852 Southwest Blvd 9am - 2pm</p> <p><b>The Tulsa Dream Center</b> 200 W 46th St N 9am - 1pm</p> <p><b>Bank of Oklahoma</b> 1604 N Lewis Ave 9am - 3pm</p> <p><b>Neighbors Along the Line</b> 500 Charles Page Blvd 1pm - 6pm</p> <p><b>Goodwill (Yale)</b> 1667 S Yale Ave 4:30pm - 7:30pm</p>	<p><b>Goodwill (SW BLVD)</b> 2852 Southwest Blvd 9am - 2pm</p> <p><b>South Tulsa Community House</b> 5708 S Peoria Ave 9am - 2pm</p> <p><b>Bank of Oklahoma</b> 1604 N Lewis Ave 9am - 3pm</p> <p><b>American Heritage Bank</b> 445 S Lewis Ave 10am - 4pm</p> <p><b>Martin Regional Library</b> 2601 Garnett Rd 1pm - 7pm</p> <p><b>Goodwill (Yale)</b> 1667 S Yale Ave 4:30pm - 7:30pm</p>	<p><b>Goodwill (SW BLVD)</b> 2852 Southwest Blvd 9am - 2pm</p> <p><b>The Tulsa Dream Center</b> 200 W 46th St N 9am - 1pm</p> <p><b>Boston Ave United Methodist Church</b> 1301 S Boston Ave 9am - 3pm</p> <p><b>American Heritage Bank</b> 445 S Lewis Ave 10am - 4pm</p> <p><b>Goodwill (Garnett)</b> 102 S Garnett Rd 1pm - 6m</p>	<p><b>Goodwill(SW BLVD)</b> 2852 Southwest Blvd 9am - 2pm</p> <p><b>Goodwill (Garnett)</b> 102 S Garnett Rd 9am - 2pm</p> <p><b>Martin Regional Library</b> 2601 Garnett Rd 10am - 4pm</p>



SRM Foundation

# SUPPORT SRM FOUNDATION

Together we can mobilize the power of HR to lead positive change in the workplace.

[DONATE](#)

## Welcome new members!

Lynette Fleck - Helmerich & Payne, Inc.  
Ty Miyahara  
Alissa Adams - Tedford Insurance  
Abigail Turner - Central Point Partners  
Kysa Rowe - Williams  
Heidi Martindale - Group 1 Automotive

## Mark your calendar!

**Wednesday, March 22** - Program Meeting

**Wednesday, March 30** - Learning Lab

**April 25-27** - OKHR State Conference

TAHRA will not hold a program meeting or learning lab in April, so our members can attend the OKHR State Conference.

[Calendar](#)



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[HRCI Website](#)

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