



Newsletter

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

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.](#)

May Program Meeting

Wednesday, May 17 | 11:15am - 1pm |

Tulsa Country Club

**Active Shooter: The ThreatShield 5
Approach of Prevention, Mitigation, and
Defense**



Presented by Chief Tim D. Keck, ret.

As violence continues to rise, HR professionals find themselves reluctantly on the front line of this crisis. Yet, training and education in how to manage such a difficult problem has been ineffective at best. Until now. Developed by experts, this seminar teaches you what every person in human resources needs to know to keep themselves and their people safe.

At this program you will:

- Discover the critical missing element in most training of this type.
- Identify the two things that make you more vulnerable to an attack and how to fix them.
- Learn the unexpected element that HR and all leaders must employ to insure early warning.

Even if you have had training on this topic in the past, you will learn a radically different approach, taught by an expert, and illustrated with true stories from his own experience. You see, Chief Keck's agency was once the victim of an active shooter when a murderer shot the desk officer and took over the police station.

Sponsored by:



Register



*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](#)

This is a paid advertisement.

2022 TAHRA Award Winners Announced

At our March program meeting we announced the winners for the 2022 TAHRA awards. This years' awards were the Richard J. Messer Excellence in Human Resources Management award, the Diversity, Equity and Inclusion award and the HR Department of ONE award. We would like to thank everyone who submitted a nomination and congratulate the 2022 nominees for their contributions and commitment to making a positive impact on the human resources profession.

The nominees for awards this year were:

Melissa Lockhart

Stacy Dugan

Erin Hughes

Dori Moran

David Imerbthama

Christy Sanders

And the winners are...

Richard J Messer Excellence in Human Resources Management Award -
Melissa Lockhart, SHRM-CP, SPHR

Melissa Lockhart is the Human Resources Director for Medefy, which is a benefits navigation software platform that provides the easiest way for employees to access their health benefits, navigate their healthcare, make smart decisions, and save money.

Melissa has over 14 years of HR management experience in the industries of software development, manufacturing, engineering, non-profit and hospitality. She also has over a decade of experience working in the areas of domestic violence and sexual assault. Melissa holds her Senior Professional in Human Resources (SPHR) certification through HRCI and her SHRM-Certified Professional (SHRM-CP) certification through SHRM, and is a certified Domestic & Sexual Violence Response Professional (CDSVRP).

Melissa has been a member of TAHRA since 2008 and has served on the board in various positions including president. Melissa has chosen Family for Life as the recipient of her \$500 donation.

Diversity, Equity and Inclusion Award -**David Imerbthama**

For over 20 years, David has been consulting in the enterprise software and insurance industry. As a Human Capital Consultant, he helps companies reshape and transform their employee experiences. David consults on employee benefits, HRIS technology, compensation, talent attraction/retention and projection management. Currently, he is the lead consultant for Gallagher.

David serves as the VP of Sponsorship for TAHRA, OCHRS and OKHR State Council. He also volunteers on the Return on Inclusion Committee, DisruptHR, and the Kids Chance of Oklahoma planning committee.

HR Department of ONE - **Erin Hughes, BBHR**

Erin is a senior global human resources professional with over 18 years' experience across multiple industries. She is well versed in all aspects of employee development, including training, compensation, and engagement with extensive experience and focus in talent pipelines and retention, implementing and improving talent acquisition processes. She is currently Human Resources Manager for TEAM Professional Services.

She has been a TAHRA member since 2021 and is the VP of Education. She has chosen the Lindsey House for her \$250 cash donation.

Also, returning this year is the TAHRA President's Award. This award is given to a TAHRA member by the current President for someone who is considered to be indispensable over the course of the year. For 2022, Melissa chose **Terasita Cowan** as the recipient of this award.

Terasita Cowan, MBA, M.Ed, SHRM-CP, PHR serves as the Benefits Manager for Muscogee Creek Casinos, which has over 1900 employees and 9 casinos throughout Oklahoma. Terasita has over 20 years experience in human resources, specifically in benefits plan management.

She has been a member of TAHRA since 2022 and is on the Board as the VP of Diversity and Inclusion.



Melissa Lockhart and Jackie Ramage



David Imerbthama and Jackie Ramage



Melissa Lockhart and Terasita Cowan

Are remote employees eligible for FMLA leave?

by Charles S. Plumb, Esq. and W. Kirk Turner, Esq.
McAfee & Taft

With increasing numbers of employees working remotely, employers can sometimes lose sight of the fact that a remote worker may be eligible for leave under the Family and Medical Leave Act (FMLA). A Bulletin issued in February by the U.S. Department of Labor's Wage and Hour Division reminds us of that possibility.

The FMLA allows employees to take job-protected leave for certain health or family circumstances. Employees who telework or work away from an employer's facility are entitled to FMLA leave on the same basis as employees who work on an employer's premises, so long as they meet the FMLA's eligibility requirements. In order to be eligible for FMLA leave, an employee (working on-site or remotely) must:

1. Have worked for the employer for at least 12 months;
2. Have worked at least 1,250 hours during the 12-month period immediately prior to the leave; and
3. Work at a location where the employer has at least 50 employees within 75 miles.

The first two requirements are easy to apply to remote working employees. But

how does the “50 employees within 75 miles” requirement work when dealing with remote employees?

For employees working remotely, the DOL’s Wage and Hour Division says their work location for counting the number of employees within 75 miles is “the office to which they report or from which their assignments are made.” Further, you should include in your employee count all other remote employees who report or get assignments from the same location.

For example, if I worked remotely for Cain’s Ballroom from Tahlequah (home of the Turnpike Troubadours) and reported to Cain’s Tulsa office, I should count all the Tulsa office employees, as well as any other remote employees – regardless of their remote location – who reported to Cain’s Tulsa office to determine whether I met the “50 employees within 75 miles” FMLA eligibility requirement. The same would hold true if I were working for Cain’s Ballroom from Austin, Denver, or New York, so long as I was reporting to the Tulsa office.

*Well I left my heart in Tulsa
On the corner of Easton and Main*
— “Easton & Main” by the Turnpike Troubadours



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.

TAHRA After Hours

We had a great turnout for the TAHRA Trivia Networking Event! More after hours networking opportunities to come.

Congrats to the winning team: Jeff Zumwalt, Amanda Bryson, Jenny Belford, Jennifer Stroud and Ashley McIntosh!

Special thanks to the Inner Circle Vodka Bar for hosting a fun evening!



Community Connections

There is so much going on in the workplace for HR professionals to navigate. Attracting, hiring, engaging, and retaining your people being major rocks to move. We knew the silver tsunami of retirement was coming, but coupling that with pandemic, fewer workers in millennial/Gen z populations, the great resignation, and quiet quitting we find ourselves in a wicked interesting times when it comes to people strategies.

I spoke last week to the Metro Tulsa Housing and Lodging Association on talent strategies and thought I would share several things that stood out to me when it came to being competitive in today's job market. It's an employee's job market and we as HR/Recruiting professionals are juggling a lot, but this has to be a collaborative process that includes all areas of the company/organization including your employees for it to be manageable and successful.

Common reasons people are leaving jobs – clash of values, lack of work/life balance, toxic work environment, lack of advancement opportunities, lack of investment in upskilling their knowledge, skills, and abilities, AND Gen Z wants their work to make the world a better place. All of this points to the bigger question that needs to be answered for applicants and employees, What's in it for me? (WIFM) Every employer has a culture, product, and strategy and your opportunity is to do a great job of telling that story because that's what job seekers want to know and employees may need to be reminded of this too.

Lots to consider – Employee Value Proposition – Employer Brand – What's

Your Hook – Mission, Vision, and Core Values – Diversity, Equity, and Inclusion Statement – Community Engagement and Giving Back – Purpose - Valuing Your People – Culture of Belonging – Psychological Safety – Skills Based Hiring – Accessibility – Training and Development – Word of Mouth Recruiting - Employee Referral Programs – Mobile Recruiting – Talent Networks (Diversity) – Social Media – Consistent and Frequent Communication – Engaging Career Page – Exit and Stay Interviews – Innovative Work Arrangements and more, but you don't have to tackle these all at once but they should all be on your radar.

There are dozens of community partners to engage with and create relationships with to complement your sourcing and talent pipeline strategies. Hopefully you are familiar with a few of these Goodwill Industries, Union Adult Education Program, YWCA, Veteran Service Organization, AARP, Department of Rehabilitation Services, Overcoming Job Transition, Retrain Tulsa, and more. Be sure to track and monitor what sources are working best too.

Your opportunities are endless when it comes to making sure your people stay and act as brand ambassadors and bring referrals/job applicants to your site or door. Creating a welcoming environment where your people are valued, seen, heard, and respected – engage authentically - train and develop your people - communicate frequently and consistently - provide timely feedback - address conflict – reward and acknowledge inclusive managers – address and remove barriers – provide tools and resources to help your people.

People are typically one of, if not our biggest investment, with time and money and lots of potential challenges, but if we look at it with a growth mindset and work collaboratively it's a much easier process.

Let me know if you would like additional stats and information on this topic.

Cheers,

Denise Reid, SHRM-SCP (she/her/hers)
Community Relations



Welcome new members!

Chantel Jeudy - Amazon

Tina Permenter

Melissa Scott - Hub International

Haylee Fulps - Cherokee Temps, Inc

Leah Miranda - APAC-Central Inc, A CRH Company

Sandra Roberts - Cintas Corp

Christine Beldner - IRONWOOD Business Consulting

Cindy Giddings - Gallagher

Pamela Reed - Webco Industries

Lori Kerns - CAP Tulsa

Jayne Hancock - Walmart

Holly Turner - PeopleStrategy

Coy Nesbitt - TTCU Federal Credit Union

Christopher Wolpert - Eightfold

Stevie Wallace - PeopleStrategy

Mark your calendar!

April 25-27 - OKHR State Conference

May 17 - Program Meeting

May 25 - Learning Lab

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

[Calendar](#)

AFFILIATE OF



SOCIETY FOR HUMAN
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2021

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

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