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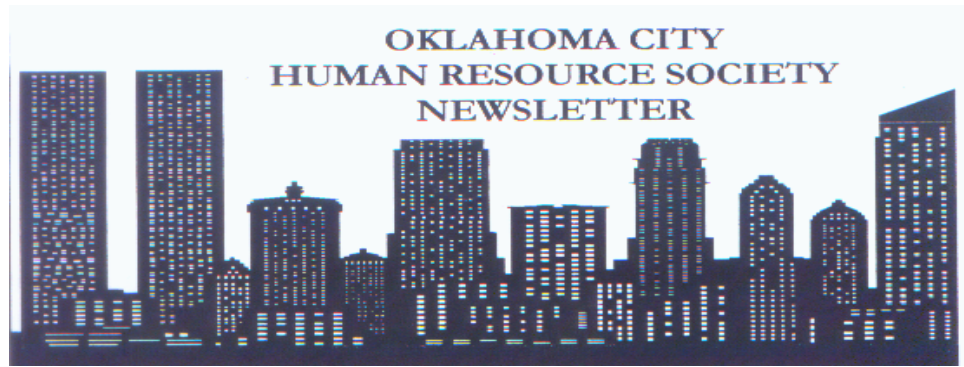
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## OCHRS Employment Law Seminar Presented By:



Thursday, August 31, 2006  
*Time:* 8:00 a.m. – 4:15 p.m.

*Place:* Embassy Suites Hotels  
1815 South Meridian  
Oklahoma City, OK 73108

*Cost:* \$75 for members  
\$25 member-student  
\$100 for non-members

***PAY & REGISTER ON-LINE or PAY AT MEETING  
Must RSVP by Monday, August 28<sup>th</sup>, 12:00 P.M.***

### ***SPONSOR:***



**2006 OCHRS Legal Seminar August 31, 2006**

**Presented by:**

8:00 a.m. - 8:15 am	Welcome
8:15 - 9:00 a.m.	Update on United States Supreme Court Cases Impacting Your Workplace Gayle L. Barrett Crowe & Dunlevy
9:00 a.m. - 10:00 a.m.	Blogging The Night Away: What Can a Private Employer Do to Control Detrimental Employee Blogging Outside the Workplace Courtney Warmington Crowe & Dunlevy
10:00 a.m. - 10:15 a.m.	Break
10:15 a.m. - 11:00 a.m.	Department Of Homeland Security, Employment Eligibility Verification Form I-9 Kathleen Norman The CIT Group, Inc.
11:00 a.m - noon	Untangling The Web - An Overview Of ADA/FMLA/Workers Compensation Issues. Randall Snapp Crowe & Dunlevy
Noon - 1:00 p.m.	Lunch and networking
1:00 p.m. - 2:00 p.m.	Religion In The Workplace: The Issues It Raises for Employers Michael Pacewicz Crowe & Dunlevy
2:00 p.m. - 3:00 p.m.	What's New With The FMLA - 2006 Update Adam Childers Crowe & Dunlevy
3:00 p.m. - 3:15 p.m.	Break
3:15 p.m. - 4:15	Handling Your Problem Employee H. Leonard Court Crowe & Dunlevy

Cost for the Legal Seminar will be:

Members - \$75

Non-Members - \$100

Student Members - \$25

Place:

Embassy Suites Hotel

Time:

8:00am – 4:15pm

# Legislative Affairs Report

## ***Employee Voter Initiatives***

If your work place is like ours, you have already held your Oklahoma Prosperity Project voter rallies for the Primaries and are gearing up (in a small way) for the Runoffs and (in a big way) for the Fall Elections. Response from our employees was consistently "thank you" and comments on how interesting and helpful the web site information was to them. If you are also providing this resource for your employees, please send me comments on how it worked at your company.

## ***Health Care Legislation Alert***

On August 1, 2006, the Citizens' Health Care Working Group held a public forum in Oklahoma City to present and discuss their Interim Recommendations on health care. Their mission, by congressional mandate, is to achieve "Health Care That Works for All Americans". I hope you had the opportunity, as I did, to attend the forum and provide direct response to the recommendations, as well as to voice independent ideas and priorities. Whether you did or not, there is still time to do so. Public comments will be accepted through August 31, 2006 - the end of this month.

Their report goes forward to Congress and the President this fall. Congressional action is required in the next legislative session. This is a *federal government managed solution* to health care, another term is "*socialized medical system*", similar to Canada, or perhaps Great Britain. You are strongly encouraged to go online to [www.citizenshealthcare.gov](http://www.citizenshealthcare.gov) and read the proposal. Once you have done so, whatever your opinion, please voice your position and submit comments.

This initiative has the potential to create a major shift in our free economic society, as we know it today. Implications are far reaching, as you think about it. This concept merits serious thought and strong voices for what is believed to be right or wrong solutions to problems with health care access and cost. Do you want health and medical care managed by the federal (and state) government? *There are few citizens better qualified to provide valid opinions and ideas than Human Resource Professionals.*

Included below is a flier received today from the Working Group:

For the HR Voice,  
Lynette Parmley, Legislative Affairs, OCHRS

## **FOR IMMEDIATE RELEASE: August 10, 2006**

CONTACT: C. Chic Smith

301-443-1592 office / 202-689-4885 cell

Email: [csmith@ahrq.gov](mailto:csmith@ahrq.gov) / Web site: [www.citizenshealthcare.gov](http://www.citizenshealthcare.gov)

## **INPUT SOUGHT AS PART OF NATIONAL DIALOGUE ON HOW TO IMPROVE HEALTH CARE SYSTEM**

**Washington, D.C.** - August 31 is the deadline for public comments to the Citizens' Health Care Working Group on what the public wants done to improve the nation's health care system.

To date over 4,000 individuals have provided feedback to the interim recommendations, and additional comments are needed! The comments received will help the Working Group frame a set of final recommendations that will be submitted to the President and Congress in September.

Milwaukee will serve as a venue for public comment during a community meeting on August 12<sup>th</sup>. However, everyone in the country has the opportunity and is encouraged to provide comments to the interim recommendations before the end of the public comment period, August 31. Comments may be submitted online at [www.citizenshealthcare.gov](http://www.citizenshealthcare.gov) or by mail addressed to the Citizens' Health Care Working Group, Attn: Interim Recommendations, 7201 Wisconsin Avenue, Suite 575, Bethesda, MD 20814.

### **About the Citizens' Health Care Working Group**

The Citizens' Health Care Working Group was created by legislation sponsored by Senator Orrin Hatch and Senator Ron Wyden in the Medicare Modernization Act. The Working Group is charged with engaging Americans across the country in a discussion on health care services, financing, and trade-offs before making recommendations to the President and Congress. Five committees (Senate Finance, Senate Health, Education, Labor and Pension, Senate Energy and Commerce, House Ways and Means, House Education and Workforce) will hold hearings on these recommendations. Visit [www.citizenshealthcare.gov](http://www.citizenshealthcare.gov) for additional information.

## **Workforce Readiness**

### **Why Employers Hire People with Disabilities**

Recently the Institute for Community Inclusion and Boston College Center for Work and Family held focus groups with employers and identified three categories of benefits that employers receive when they knowingly hire people with disabilities:

1. Hiring people with disabilities meets the organizations personnel needs by filling vacancies.
2. Hiring individuals with disabilities benefits a company's long-term viability and profitability by enhancing the corporate image and demonstrating a commitment to the community.
3. Hiring people with disabilities reflects the organizations commitment to corporate social responsibility, and is viewed as the right thing to do; the benefits to the company are secondary importance in comparison to the outcomes expected for the employee with a disability and for the community at large.

What has been interesting in the experience of those who hired people with disabilities for reasons of two or three is they were pleasantly surprised to find that the person with the disability turned out to be a good employee. There exist a misconception that persons with disabilities are a liability rather than an asset to the company. Studies also show that the absenteeism is much lower for this group of workers than those that are working without disabilities. It is still paramount for the long-term success of the individual and for the people with disabilities in general that the job be performed competently in a socially inclusive work environment.

The Job Accommodation Network assists employers making reasonable accommodations to do necessary job functions.

*Article taken from OSCSHRM  
Vol. 1 Issue 3.*

## **SPONSOR OPPORTUNITIES**

If your organization would like to **sponsor** one of our upcoming monthly meetings, please contact Cooper Johnson at 405-359-0594 or by email at [cjohnson@mha-ins.com](mailto:cjohnson@mha-ins.com).

# Fred's Catering

(405) 341-3639

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- ✓ All You Can Eat
- ✓ Free Delivery ( Limited Area)
- ✓ 24 Years in Business



## Choices of 3 Meats:

- Beef (Brisket)
- Smoked Ham (95% Fat Free)
- Smoked Polish Sausage
- Chopped Pork
- Smoked Turkey Breast (96% Fat Free)
- Italian Chicken Breast
- Smoked Chicken
- Chicken with Mushroom Sauce

### Price:

50 — 200 persons .....\$6.50 per person  
201— 3000 persons ..... \$6 per person

## Choices of 3 Side Dishes:

- Tossed Salad
- Cole Slaw
- Green Bean
- BBQ Bean
- Corn or Corn on the Cob
- Macaroni & Cheese
- Macaroni Salad
- Potato Salad
- AU Gratin Potatoes
- Baked Potatoes
- Mashed Potates & Gravy
- Raisin Rice

## Other services:

- Traditonal Menu
- Dessert Menu
- On site grilling: Hamburgers, Hot Dogs & Relish. \$4.99 per person



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AFFILIATE OF

