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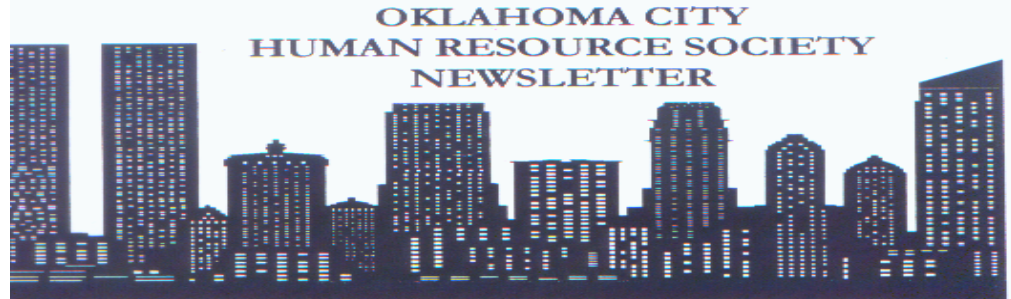
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August OCHRS 2007 Meeting

Don't Become an Episode on
"THE OFFICE"

How to conduct a legally defensible
Sexual Harassment Investigation

Meeting Agenda:

8:00 – 8:30 Registration

8:30 – 12:00 Program

12:00 – 1:00 Lunch/Networking

Presented by:



CROWE & DUNLEVY
ATTORNEYS AND COUNSELORS AT LAW

Date: Thursday, August 30, 2007

Place: Francis Tuttle Tech. Center
Reno Campus
7301 West Reno Ave.
Oklahoma City, OK 73127

Cost: \$18 for members
\$25 for non-members
\$9 member-student



Prices include continental breakfast and lunch

Letter from the President.....

I can't believe it's already August!

This year has been moving so fast. It just goes to show you that when we are having fun time goes by quickly. Our meeting numbers continue to go up every month. July was a record breaker with 120 in attendance. It's a great time to be a member of OCHRS. I'm sure most will agree the July speaker; Troy Evens was very inspiring and informative. I predict our August program will also break attendance records with the annual OCHRS Legal Seminar. This program will feature a special interactive presentation by the Crow and Dunlevy team; A mock investigations titled: **DON'T BECOME AN EPISODE ON "THE OFFICE", HOW TO CONDUCT A LEGALLY DEFENSIBLE SEXUAL HARASSMENT INVESTIGATION.** This will be half day meeting which will provide at least 3 HRCI recertification hours. We will begin the day with continental breakfast and end with lunch. It gets better...the cost of the meeting will be the regular rate \$18 for members, \$9.00 for students and \$25 for non members. You can register online at www.OCHRS.org or call us at 706-6499.

I look forward to seeing all of you on August 30th.

Scott Lowber
President



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BEGINNING JULY 24, 2007

\$6.55 PER HOUR

BEGINNING JULY 24, 2008

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

OVERTIME PAY At least $1\frac{1}{2}$ times your regular rate of pay for all hours worked over 40 in a workweek.

YOUTH EMPLOYMENT An employee must be at least **16** years old to work in most non-farm jobs and at least **18** to work in non-farm jobs declared hazardous by the Secretary of Labor.

Youths **14** and **15** years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than

- **3** hours on a school day or **18** hours in a school week;
- **8** hours on a non-school day or **40** hours in a non-school week.

Also, work may not begin before **7 a.m.** or end after **7 p.m.**, except from June 1 through Labor Day, when evening hours are extended to **9 p.m.** Different rules apply in agricultural employment. For more information, visit the YouthRules! Web site at www.youthrules.gov.

TIP CREDIT Employers of "tipped employees" must pay a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. Certain other conditions must also be met.

ENFORCEMENT The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action.

Civil money penalties of up to \$11,000 per violation may be assessed against employers who violate the youth employment provisions of the law and up to \$1,100 per violation against employers who willfully or repeatedly violate the minimum wage or overtime pay provisions. This law prohibits discriminating against or discharging workers who file a complaint or participate in any proceedings under the Act.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa and the Commonwealth of the Northern Mariana Islands.
- Some state laws provide greater employee protections; employers must comply with both.
- The law requires employers to display this poster where employees can readily see it.
- Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



For additional information:

1-866-4-USWAGE

(1-866-487-9243)

TTY: 1-877-889-5627



WWW.WAGEHOUR.DOL.GOV



Membership Corner

Welcome new members this Summer:

- Dani Shields – HR Administrator, Robson Energy
- Danah Ambrose – Recruiter, OG & E/Enogex
- Tere Bettis – VP/HR, Coppermark Bank
- Karen Kint – HR Specialist, Okla. County
- Kayla Hanneman – EHS Manager, Okla. County
- Belinda Medford – Compensation Analyst, Norman Regional Health System
- LuAnn Queen – Business Mgr., Oklahoma One-Call System, Inc.
- Marla Robinson – President, Sunbelt Staffing
- Missy Sanders – HR Manager, Quest Resource Corp.
- Jack Smalley – Sr. HR Consultant, Express Services
- Shelli Smartt – HR Manager, Mutual Assurance Administrators
- Courtney Stevens – Sr. HR Specialist, OMRF
- Bridget Whitfield – Mgr., Virtual HR Services, Express Services
- Paige Matthews – Cooper Auto Group
- Deborah Ashcraft – HR Advisor, Devon Energy
- Sandra Butzberger – HR Manager, McKesson
- Skip Colbert – VP/HR, Cox Communications
- David Edgmon – Recruiter, Warren Equipment
- Stacey Floyd-Wheeler – Acct. Executive, Adecco
- Adrienne Greer – HR Manager, Alliance Steel, Inc.
- Kimberlee Griffin – HR Consultant, Express Services
- Jessica Grimm – HR Admin. Asst., Life Church TV
- Christy Hallinan – Student
- Jana Legako – HR Director, Gordon Cooper Technology Center

For information or questions about membership or membership status, please contact:

Melanie Thompson Stillinger, VP Membership @ 286-6444

Melanie.thompson@hlpolutions.com

Michelle Gibson, VP Membership Services @ 841.6730

mjgibson@PinnacleBSI.com

Sharon Fulton, Chapter Administrator @ 706-6499

sharonfulton@airosurf.com

EMPLOYMENT EMPLOYMENT



RECRUITER – Trucking Industry

Job Description:

Implements company driver recruitment activities, seeks out, interview, screens and recruits over the road driver job applicants, recent driving schools graduates or applicants for CDL training, to fill existing company jobs openings.

Job Requirements/Qualifications:

Must have 3 to 5 years experience recruiting over-the-road truck drivers. Good written and oral communication skills. Good interpersonal skills. Use of Word, Excel, copier, fax, computer and modem required.

Please send resume with salary history to:

Brandie Arreola, Senior Recruiter

HLP Solutions Brandie.Arreola@hplsolutions.com 286-6444



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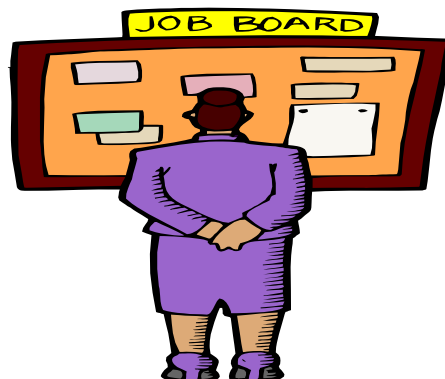
Send resume with salary history to:

Angela Delk, Senior Recruiter

HLP Solutions

Angela.delk@hplsolutions.com 286-6444

Go to www.ochrs.org for more information about this position and other position openings.





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