

2008 OCHRS Officers

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Pinnacle Business Solutions Inc
841-6730

Sharon Fulton
Chapter Administrator
sharonfulton@airosurf.com
706-6499

February OCHRS 2008 Meeting

Topic: Legislative Meeting

Meeting Agenda:

11:15 – 11:30 Registration
11:30 – 12:00 Chapter News and Lunch
12:00 – 1:00 Entertainment

Presented by: Legislative Updates-Moderated By Lynette Parmley

Date: Thursday, February 28, 2008

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

SPONSORED BY:



NOTICE: Due to increasing cost, the luncheon price for members will increase to \$20 per month instead of \$18 as of the March 2008 meeting

Letter from the President

Greetings OCHRS Members,

As we lead into February, I would like to focus on some of the resources we, as human resource professionals, might better utilize in our daily job duties. I would like to suggest as one great resource all of the valuable information that is available on the SHRM site regarding many issues. A recent article, *The Diversity Dilemmas of Cubicles* written by Rebecca Hastings is one such article published in January 2008 that is very interesting. Issues mentioned in this article include religion, disabilities, personalities, work styles and job duties. The site address is http://www.shrm.org/diversity/library_published/nonIC/CMS_024183.asp for those of you who would like to read the entire article.

In addition, there is the JAN – Job Accommodation Network site (<http://www.jan.wvu.edu/>) which is available to assist anyone who has a question on how to accommodate different types of disabilities. I have used this myself in the past and recommend it highly. JAN is really easy to work with and answers questions on what might be a solution to a problem with how to accommodate certain types of disabilities. Remember, this is a FREE service – value added for no additional cost and a wonderful resource to get answers for your particular situation.

The OCHRS monthly meetings are a great resource for our membership. Of course, the meeting topic is always the main draw for information and learning. In addition, there is often a networking opportunity at the meetings which can easily be tapped by coming a little early to talk to other HR professionals. Much earlier in my career and even now on occasion, I enjoy sitting next to different individuals and asking scenario type questions to get the opinions of more senior Human Resource Professionals. Remember, that is a value added service for no additional cost and a wonderful resource.

As always, please remember that the OCHRS Board of Directors is available to our membership to answer questions or to be referred to someone who might be able to assist you with your questions. The website address for their contact information is <http://www.ochrs.org/director.html>. Sharon Fulton, who is our chapter administrator, is another valuable resource for your questions.

Now is the time to develop your contacts and list of resources so you can utilize them quickly and easily throughout the year.

Thank you for being part of the Oklahoma City Human Resource Society!

Kathleen Lyons, SPHR
OCHRS President 2008-2009

NEW LEAVE UNDER THE FMLA FOR MILITARY FAMILIES

Gayle Barrett
Crowe & Dunlevy, P. C.
OCHRS General Counsel

On Monday, January 28, 2008, the President signed into law the first expansion of the Family and Medical Leave Act (FMLA). The National Defense Authorization Act provides additional FMLA leave for military families under certain circumstances. Specifically, two new FMLA-qualifying events are added, expanding FMLA to include employees caring for an injured service member, as well as family members who have a family member called to active duty. The "caregiver leave" provision is effective as of January 28, 2008, but the "call to active duty provision" will not be effective until the Secretary of Labor issues final regulations defining "*any qualifying exigency*." In the interim, the Department of Labor ("DOL") encourages employers to provide this type of leave to qualifying employees.

Under the new law, FMLA-eligible employees will now be entitled to two new types of leave as follows:

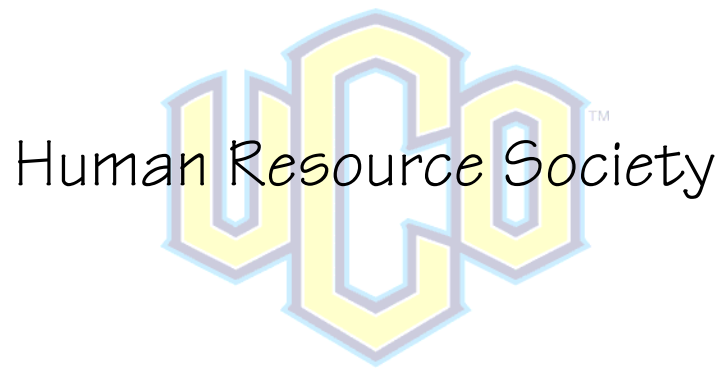
1. Family Leave Due to a Call to Active Duty— Twelve(12) weeks of leave if an employee's spouse, son, daughter or parent is on active duty or has been notified of an impending call or order to active duty in the Armed Forces. Leave may be used for any "*qualifying exigency*" arising out of the service member's current tour of active duty or because the service member is notified of an impending call or order to duty in support of a contingency operation.

2. Caregiver Leave for an Injured Service Member—Twenty-six (26) weeks leave for a spouse, son, daughter, parent, or nearest blood relative to care for a "covered service member". A covered service member is defined as a member of the Armed Forces who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status or on the temporary disability retired list for a serious injury or illness. A serious injury or illness means an injury or illness incurred by the covered service member in the line of duty on active duty that may render the person unable to perform the duties of the member's office, grade, rank or rating.

The "caregiver leave" is only available during a single 12-month period. Additionally, during the single 12-month period the two types of leave are combined total of 26 workweeks. Both types of leave may be taken on an intermittent or reduced leave schedule subject to certain reasonable notice and certification requirements to be further defined by the Secretary of Labor. The new types of leave are unpaid, but are subject to the same substitution of paid leave provisions as other types of FMLA leave. Finally, like leave for the birth, adoption or foster care placement of a son or daughter, the aggregate number of workweeks a husband and wife, employed by the same employer, may be entitled to for "caregiver leave" is 26 workweeks during the single 12 – month period.

The DOL will need to issue regulations to fully implement this new law. You should consult your employment law attorney before making any decisions regarding leave under these new provisions or regarding any changes to your company's FMLA policy to ensure that you are in compliance with the new law and any new DOL regulations.

This article is intended to advise OCHRS members regarding legal developments of which they should be aware. It does not constitute legal advice and should not be used to resolve legal questions. Readers should contact their employment counsel with regard to specific factual situations before acting with regard to the subject matter of this article.



We would like to thank the following individuals
for speaking to our organization during our fall
semester:

Tom Brooks, Farmers Insurance

Abbie Lambert, Sonic

Amber Walters, Corporate Resource Management

Julie Gamblin, FAA Credit Union

David Ferguson, Career Executive Options

Dee Bithell, Lopez Food

If you are interested in speaking at one of our spring
semester meetings, please contact:

Lindsey Nichols, PHR
VP Community Services, OCHRS
lnichols@nextep.com
405-928-2325

UCO Spring Semester meeting dates:

Tuesday, Feb. 12 at 2:00
Thursday, March 6 at 4:00
Tuesday, March 25 at 2:00
Thursday, April 17 at 4:00 and
Tuesday, April 29 at 2:00



Membership Corner

Please welcome our new members who joined in January 2008:

- Amy Atsumi - Dell
- Anita Breen - City of Edmond
- Tandra Brooks - Metal Container
- Sue Chase - Wood Group ESP
- Therese Kierl-Allen
- Scott Kinder - ClimateMaster
- Kelly Nutter - HeartLine
- Shirley O'Neal - Avaya
- Mike Pantlik - Exiss Trailers
- Beth Reed - Basic Energy Services
- Jennifer Robinson - North American Insurance Agency
- Crystal Schroeder - Benham
- Susan Wilson - Assurant Solutions
- Rachael Woods - Cox Communicattions

Would you like the opportunity to get to know your fellow members? We are seeking **VOLUNTEERS FOR MEMBER REGISTRATION**. If you are interested in helping during our busy meeting registration on a regular or occasional basis, please contact: Melanie.thompson@hlsolutions.com. Thank you for your support!

REMINDER: 2008 OCHRS Membership Renewals were due 1/31/08. If you have not renewed your chapter membership for 2008, please visit our website to renew.

The new dues for 2008:

- Member Renewal Fee (SHRM Member): \$50.00
- Affiliate Renewal Fee (Non-SHRM Member): \$125.00

Each member should have received an emailed invitation to renew your OCHRS membership. Each member or new member has the opportunity to pay online with a variety of payment options. This format takes the place of paper invoices mailed in the past. Memberships are renewable each January.



Membership Corner

CONGRATULATIONS TO OUR MEMBERS

Our SHRM chapter has achieved **Membership Superstar Status** for the Southwest Central Region. We have been recognized for achieving 14.3% growth during 2007. Thank you for supporting our chapter and inviting your friends and associates!

Membership Certificates

This year we are adding another service for our chapter members. We will be creating personalized membership certificates which will be distributed at our chapter meetings and by mail. Look for more information soon.

For more information or questions regarding membership or membership status, please contact:

Melanie Thompson Stillinger, VP of Membership -
(405) 286-6444
melanie.thompson@hlsolutions.com

Michelle Gibson, VP of Member Services -
(405) 841-6730
mjgibson@pinnaclebsi.com

Sharon Fulton, Chapter Administrator - (405) 706-6499
sharonfulton@airosurf.com

REMINDER

Approximately half of our monthly lunch meeting attendees pre-pay by credit cards when they register. The remainder typically register and plan to pay at the meeting. We'd like to remind those members that register and are unable to attend, to please remember to mail your balance due to us as soon as possible. Our Society is billed for ALL registrants meals.

We appreciate your understanding and help in this regard.

ALSO.....

PHR/SPHR

Certification is the mark of a professional. It shows that you have demonstrated mastery of your professional body of knowledge and are dedicated to staying on top of developments in your field and that you are committed to maintaining the high standards of the Human Resource profession.

A new PHR/SPHR Prep course will begin on Monday, March 24th, 2008. For more information contact: Stephany Wade Tate, SPHR at stephany.wade.tate@chickasaw.com



SHRM®



OCHRS

P O Box 271875

Oklahoma City, OK 73137

Tel: 706-6499

Kathleen.Lyons@cit.com

AFFILIATE OF



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