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Michelle Gibson SPHR
Vice Pres. Member Services
Pinnacle Business Solutions Inc

Sharon Fulton
Chapter Administrator
sharonfulton@airosurf.com

January OCHRS 2008 Meeting

Topic: The Importance of Managing Organizational Culture

Meeting Agenda:

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

Presented by: Jill Hudson

Date: Thursday, January 24, 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:



Jill M. Hudson, Esq., SPHR

Ms. Hudson is president of Hudson & Associates Consulting, Inc., an organizational consulting firm providing HR and legal compliance support as well as organizational development, training and strategic planning. Most recently, she served as the Chief Human Resources Officer and Executive Vice President for the Bob Moore Auto Group in Oklahoma City. She was formerly the president and CEO of Total Compliance Connection, an Oklahoma City human resources consulting group. She has 20 years of professional human resources experience at the manager, director and officer levels in public, private, and professional services environments. She has previously held executive human resources positions with: Macy's Department Stores; C.H. Guernsey & Co., Engineers and Architects; City-County Health Department of Oklahoma County; McDonald's Corporation and Sonic Corp.



A human resources generalist and management consultant, Ms. Hudson has a broad background in compliance, strategic planning, organizational culture, employee relations, benefits design and administration, organizational design, performance management and training and development.

Jill is also a Senior Faculty Member of the University of Phoenix, Oklahoma City campus, instructing in the Graduate Business School's MBA programs on ground and online since 1998. She is a frequent speaker, facilitator and trainer for a wide variety of organizations and programs, including extensive work with nonprofit organizations. She is qualified to administer and interpret the Meyers Briggs Type Indicator, and provides assistance to organizations in team/leadership development.

Her community involvement has included seats on numerous boards and advisory groups. She and her family are active members of Chapel Hill United Methodist Church.

Hudson holds a Bachelor's degree in Psychology and a Secondary Education Certification from Ohio Northern University, a Juris Doctorate from Oklahoma City University, and has completed significant course work toward a PhD in Industrial/Organizational Psychology at the University of Georgia. She is licensed to practice law in Oklahoma, holds the Senior Professional in Human Resources designation and is certified by the Association of Finance and Insurance Professionals.

Letter from the President

Hello OCHRS Members,

As your 2008-09 OCHRS president, I am very excited about this wonderful opportunity. Scott Lowber has left some huge shoes to fill and I will need a lot of you help to make sure we continue the excellent job that he did for us.

As we continue into the year, remember to visit our website often and stay up on the meeting information. We have some very exciting meetings planned this year!

In addition, it is time to plan 2008 Oklahoma HR State Conference which will be held in Tulsa this year on April 16-18th. Save the dates now and register early for the best savings.

Please contact any of the OCHRS board members if you have any ideas or suggestions for the coming year. We are looking forward to another year in 2008.

Kathleen Lyons, SPHR
OCHRS President

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OCHRS General Counsel

**UNDER NEW EEOC GUIDELINES EMPLOYERS MAY
COORDINATE RETIREE HEALTH BENEFITS WITH
MEDICARE BENEFITS**

Under final regulations of the Equal Employment Opportunity Commission ("EEOC") issued in December 2007, employers who voluntarily offer retiree health plans may use plan designs that coordinate the coverage under the plan with Medicare without violating the Age Discrimination in Employment Act ("ADEA"). For example, employers who provide retiree health benefits may "coordinate" those benefits with Medicare by supplementing the government healthcare or by offering retirees a "bridge" benefit to cover health expenses after employees retire until they become Medicare-eligible.

The new EEOC rule is in response to a controversial decision in 2000 by the U.S. Court of Appeals for the Third Circuit in *Erie County Retirees Association v. County of Erie*. In that case, the court held that the ADEA requires that the health insurance benefits received by Medicare-eligible retirees be the same, or cost the employer the same, as the health insurance benefits received by younger retirees. After the *Erie County* decision, labor unions and employers alike informed the EEOC that complying with the decision would force companies to reduce or eliminate the retiree health benefits they currently provided - leaving millions of retirees aged 55 and over with less health insurance, or no health insurance at all.

According to the EEOC, the new rule has the support of key members of Congress, as well as the employer and labor communities, including such major organizations as the Society for Human Resource Management, the AFL-CIO, the American Federation of Teachers, the National Education Association, the American Benefits Council, and other influential groups. See www.eeoc.gov/news. The EEOC enforces federal laws prohibiting employment discrimination. Further information about the Commission.

Employers should contact their legal counsel before developing or revising health plans to assure complete compliance with the ADEA.

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.



Membership Corner

Please welcome our new members who have joined in November and December of 2007:

- Claudette Atwood – National Rural Water Association
- Cindy Bailey – Chickasaw Nation Industries
- Roger Carter – Carter Consulting Services
- Stephanie Downs – WestOak Industries, Inc.
- Felicia Farha – Adecco
- Jill Wimmer – Mercy Health Center
- Kristine Johnson – AT & T
- Mitzi Jones – Medley Material Handling
- Raelyn Lamb – Marriott NCED Conference Center
- Dana Lord – Surgical Hospital of Oklahoma
- Craig McElroy – Okla. State Department of Health
- Crystal Nolen – OU Student
- Debra Nowlin – AT & T
- Netty Rogers
- Rose Royal – O G & E
- Kelly Wilson – Chesapeake Energy

As the Oklahoma City Human Resource Society continues to build its infrastructure, we must commit chapter financial resources to continue the success we do now. As a result of this financial commitment, the OCHRS Board of Directors has agreed to a slight increase in the Member and Affiliate Member dues to help offset the cost of chapter management. OCHRS dues have not increased in over ten years but we must now do so in order to ensure continued growth.

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.

The deadline for membership renewal for 2008 is January 31, 2008.

If you are a new member and joined OCHRS during the fourth quarter of 2007, your membership will be valid for 2008 as well.

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.

Happy New Year!

ATTENTION: All OCHRS Members Renewal Reminder

We appreciate your participation and support of our SHRM chapter. In 2007, we have enjoyed a great year with our programs, education and outreach into the community. We have experienced fantastic growth in our membership and are looking forward to a great 2008. The HR state conference will be held in Tulsa this year during April 16-18th and we hope to see you there.

We have made it possible for you to renew your membership quickly and efficiently through our online software and credit card payment. Your membership renewal is due by January 31, 2008. If you have questions about our chapter or membership, please don't hesitate to contact me or any of our board members.

If you joined our chapter during the last quarter, your membership will be renewed for 2008 without additional costs.

We look forward to seeing you at our January meeting.

Melanie Thompson Stillinger
Vice President Membership
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Michelle Gibson, SPHR
Vice President Member Relations
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Board of Directors

Kathleen Lyons, SPHR

President

Kathleen is currently employed as Assistant Vice President of Human Resources for CIT; a financial services company. Kathleen has been certified as a SPHR since 2003 and as a PHR since 1997. Kathleen has approximately 18 years experience in the Human Resources field. Kathleen is currently attending Oklahoma Christian University to obtain her MBA. Kathleen has served on the Board for several years and is now serving as the President of OCHRS.

Scott Lowber, PHR

Past President/Treasurer

Scott is Human Resources Director at 4-Star Trailers Inc. Served on the OCHRS Board of Directors since 2001 as Vice President of Sponsorship, Treasurer, President and Past President. In my role as Past President I will support the president in her role and act as chapter Treasurer for 2008.

Janet Fisher,

Vice President Public Relations

The Vice President of Public Relations is responsible for increasing the exposure and recognition of the Oklahoma City Human Resources Society in the Oklahoma City area. Development of an action plan that will accomplish this goal is currently in process and may include an opportunity for interested individuals in the general membership to participate on a committee to identify opportunities and contact. There will more information to come in the near future.

Melanie Thompson Stillinger, SPHR

Vice President of Membership

I have served as a volunteer or board member for OCHRS since 1999 and look forward to what we can accomplish in 2008. As membership chairman, I handle monthly meeting registrations, plan membership initiatives and generally try to be available to our members and make them feel welcome. In my "real job", I am Director of Sales for HLP Solutions, a professional and technical recruiting firm. Our Oklahoma City office also is staffed with three recruiters. We work with candidates and clients all over the U.S. This year I celebrate 20 years in the staffing business and love the diversity of working with all types of industries.

Board of Directors continue.....

Stephany Wade Tate, SPHR

Vice President Professional Development/Certification Chair

Stephany Tate is a native Oklahoman whose background includes working for various organizations in developing Human Resources programs to achieve organizational excellence and individual employee development initiatives. Stephany serves as the Chief Human Resources Officer for Chickasaw Nation Industries, Inc. Stephany has served with the OCHRS board since 1999.

Lynette Parmley

Vice President of Legislative Affairs

Lynette has served as Vice President, Human Resources for C.L. Frates and Company since joining the firm in 1996 and serves as Chairperson of the Legislative Affairs Committee for the OCHRS. She monitors and evaluates pending legislative, regulatory, and legal actions and communicates this information to the membership. Lynette also initiates actions in response to legislative matters and receives input from the membership along with informing our elected officials of issues affecting the Human Resources profession.

Lindsey Nichols, PHR

Vice President Community Services

In my role with OCHRS, I work directly with the student SHRM chapter at the University of Central Oklahoma. I assist the students in finding speakers for their monthly meeting, communication job/internship opportunities, and serves as a link between our professional chapter and their student chapter. I currently work for Nextep, a Human Resources Outsourcing Co., as a Human Resources Consultant.

Joy Pollock, MBA, PHR

Vice President Programs

Joy Pollock, VP of Programs, dedicated to finding quality speakers that bring value to OCHRS members. A large part of HR is dealing with change and promoting it. This change can be demonstrated in changing laws, organizational structure/re-structure or sensitive employee issues. It is my goal to present topics/speakers that allows our members to walk away with knowledge/skill that will enhance their professional careers today and in the future. If there is a speaker/topic that you would like to see in the future, please feel free to contact me at 405-945-1418 or e-mail me at joy.pollock@cit.com

Board of Directors continue.....

Bradley Davidson, SPHR

Vice President Diversity

Bradley Davidson is the Director of Human Resources at the Hartford's Oklahoma City office. He has a bachelor's degree in Human Resources Management and a master's degree in industrial and organizational psychology from Kansas State University. He is a certified Senior Professional in Human Resources. Brad's role at the Hartford focuses on consulting in the areas of organizational effectiveness, leadership planning and development, talent acquisition and management, change and process management. His focus at OCHRS is in the area of diversity and inclusion. Brad's vision is a community that creates success and cultural richness in its organizations by being committed to a highly diverse workforce that is fully included and valued.

Michelle Gibson, SPHR

Vice President Member Services

I currently serve as the Vice President of Member Services for the Oklahoma City Human Resource Society. This is my second year in this role and my sixth year as a member of the Board of Directors. I work directly with the VP of Membership, Melanie Thompson Stillinger as well as our society's Chapter Administrator, Sharon Fulton. The three of us work closely together to monitor our membership levels, handle membership drives and initiatives throughout the year, as well as serving our members at the registration table at every meeting. I am available at any time to answer any membership or society-related questions and delighted to serve each of you in anyway that I can.

Lisa Fleming

Vice President Workforce Readiness

Lisa monitors and evaluates local activities concerning workforce readiness issues and works to encourage chapter involvement in activities impacting the workforce readiness arena. Serves as advocate for workforce readiness at professional meetings and assists members in coordinating programs and other chapter activities on workforce readiness. Develops and supports workshops and seminars which address workforce readiness initiatives, workforce investment authorization, welfare-to-work, and education partnerships.

Board of Directors continue.....

Cooper Johnson

Vice President of Sponsorships

Cooper Johnson joined Maschino Hudelson & Associates in the spring of 2003 as an Employee Benefits Specialist. Cooper is VP of Sponsorships for the OCHRS where his position serves in seeking sponsors for Chapter Meetings, Learning Labs, Workshops and other Chapter Activities for the purpose of controlling cost to members.

Gayle L. Barrett

General Counsel

Gayle L. Barrett is General Counsel for OCHRS. She advises the Board of Directors on legal matter impacting OCHRS. She also contributes to the OCHRS Newsletter monthly. Gayle is a shareholder director with the Oklahoma City law firm Crowe & Dunlevy, P.C. Gayle exclusively represent management in employment litigations in state and federal court, as well as in charges of discrimination with the Equal Employment Opportunity Commission and Oklahoma Human Rights Commission. She additionally advises clients in developing policies, handling complaints, investigations and employment matters. Gayle has been listed in "The Best Lawyers in America" (Labor and Employment Law) since 1999 and as one of leading attorneys in Oklahoma in employment law by Chambers & Partners, Legal Publishers in "Chambers USA America's Leading Business Lawyers 2003-2007". She was selected as one of the Top 25 Women Lawyers by Super Lawyers in 2007 and as one of "50 Making a Difference" for the 2007 Journal Record Woman of the Year.

Sharon Fulton

Chapter Administrator

I have been Chapter Administrator for OCHRS since March 2007. I am happy to assist you in any area you may have a question or concern. If I don't know the answer, I will do my best to find out or direct you to the appropriate person who can help you. You can reach me by email at sharonfulton@airsurf.com or by phone 706-6499 to update your record with any contact information changes in our database. I am enjoying my new job which involves working with a wonderful group of Board of Directors and members! Best wishes for a great 2008!



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