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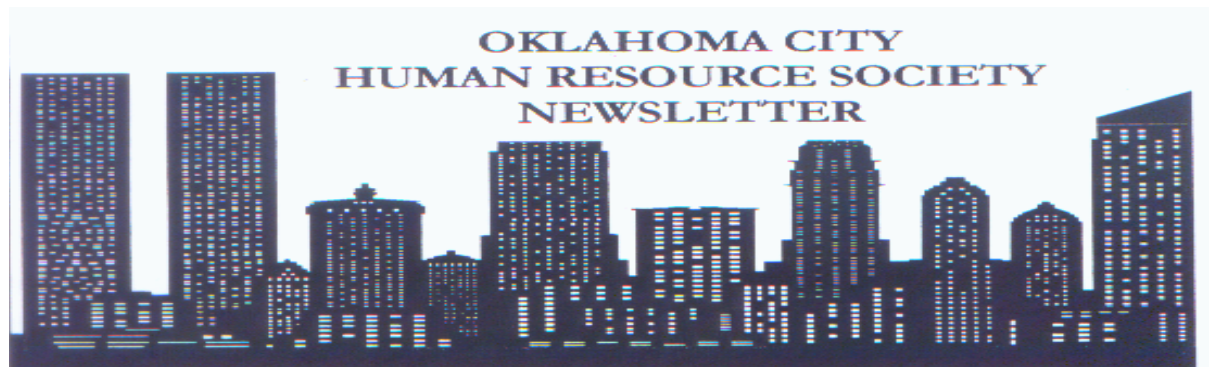
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OCHRS Chapter Meeting

Topic:
Measuring Human Capital

Speaker:
Steve Williams, Ph.D., SPHR
Director of Research
Society for Human Resources Management

Date: Thursday, July 28, 2005

Place: Embassy Suites Hotel
1815 S. Meridian
Oklahoma City, OK

Time: 11:30 a.m.

Cost: \$18 for members, \$25 for
non-members

Please RSVP to Stacey Scott by Monday, July 25, 2005, 12:00 P.M. by registering online at www.ochrs.org or by phone at 706-6499. Thank you.

Learn more about our speaker on the next page

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www.shrm.org/press/

For Immediate Release

SHRM Announces New Director of Research

(Alexandria, Va., December XX, 2003)— The Society for Human Resource Management (SHRM) welcomes Steven Williams, Ph.D. as its new Director of Research. Williams, a licensed clinical psychologist, brings years of association research experience to SHRM.

Williams is responsible for the Society's research function, which develops original research and content on HR and workplace issues. The department houses surveys, workplace trends and forecasting, diversity, and HR content development. These programs provide SHRM members and other HR professionals with a wide variety of information and tools pertaining to HR practices, strategy and measurement.

Prior to joining SHRM, Williams worked at the American Society of Association Executives (ASAE) as the Director of Industry and Market Research. At ASAE, he was responsible for creating and developing their research department which collected data on HR and management-related topics. As the head of ASAE's market research function he provided counsel on the viability of new and existing products, programs and services.

Before ASAE, Williams spent several years at the American Psychological Association as Assistant Director of Research. As a clinical practitioner, Williams has experience with a variety of mental health issues, including workplace stress.

He earned his Bachelor of Science degree from the University of Massachusetts at Amherst and both his Masters of Science and Ph.D. degrees from Howard University in Washington, DC.

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The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 175,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 500 affiliated chapters within the United States and members in more than 100 countries. Visit SHRM Online at www.shrm.org.

MESSAGE FROM THE PRESIDENT

I hope everyone is having a nice and relaxing summer. It seems to be just flying by so quickly.

I hope everyone that attended the June meeting, enjoyed the speaker. I wish we had more time with these wonderful and knowledgeable speakers. We have a couple of important dates that need to be on your calendar, so please make sure you mark them down and keep your eyes open for more information.

October 27th – Legal Seminar

December 8th – Holiday Membership Appreciation Lunch

If you have any questions or need anything, please feel free to contact me any time at 359-0594 or sscott@mha-ins.com

I look forward to seeing everyone at the July Meeting!



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OCHRS General Counsel

**ADMENDMENT TO OKLAHOMA'S STANDARDS FOR WORKPLACE
DRUG AND ALCOHOL TESTING ACT IMPACTS POST-ACCIDENT TESTING**

In last month's newsletter we advised you of an amendment to Oklahoma's Standards for Workplace Drug and Alcohol Testing Act ("the Act") which was signed into law May 2, 2005, by Governor Brad Henry and which impacted the manner in which on-site drug testing occurs. During the special legislative session in June of 2005, the Oklahoma Legislature passed an additional amendment to the Act. This additional amendment changes the circumstances under which employers are allowed to conduct drug and alcohol tests after an employee has sustained a work-related injury or the employer's property has been damaged.

Previously under the Act, an employer could conduct post-accident drug and alcohol tests only when the employer had a "reasonable suspicion" that the injury or damage was "a direct result of the employee's use of drugs or alcohol". The amendment, which took effect upon approval by Governor Brad Henry on June 6, 2005, eliminates the requirement that an employer have "reasonable suspicion" prior to post-accident testing. An employer may now conduct post-accident testing, provided that its drug and alcohol testing policy otherwise complies with all the requirements of the Act, when "the employee or another person has sustained a work-related injury or the employer's property has been damaged, including damage to equipment, in an amount reasonably estimated at the time of the accident to exceed Five Hundred Dollars (\$500.00)".

Prior to conducting post-accident drug and alcohol tests under the Act, all employers should verify that their policy complies with the Act. The recent amendments may necessitate revisions to the policy. Under the Act, policy amendments must be posted for 30 days and copies distributed to the relevant workforce prior to implementation.

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.



On my fifth anniversary with my company our President presented my award ring.

With each five year anniversary, I added a 5-pt. side diamond to my ring.

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State of the Chapter Update

Dear Colleagues:

In our February newsletter, I updated you on the results of our member survey and the work we are doing to improve the Oklahoma City Human Resource Society (OCHRS) as a result of your survey feedback. In that update, I committed to you that I would follow up throughout the year to update you on our progress. I am writing you today to provide that update and to give you an overall “State of The Chapter” report.

I am excited about the work that your board of directors and you are doing to make OCHRS a valuable resource for you, our members. We are only half way through 2005 and we have already made tremendous accomplishments. Here are some highlights:

We're making improvements

In January, we conducted a member survey to get your feedback on areas important to you. Exactly 100 members responded to the survey. Here are the issues that were raised along with the work we have done in each area:

- A number of our members expressed concern that some of our vendors/partners use the OCHRS meetings as a means of making sales contacts, causing some of our members to feel uncomfortable in attending meetings. Since that time, we have addressed this issue through communication to all of our members (including those who are vendors and partners), setting clear expectations about the appropriate use of our time together. We will continue to directly address issues as they arise to help ensure our monthly meetings are a time that we can come together without inappropriate pressure.
- Because of the wide range of experience levels of our members, we heard you say that you would like a wider variety of meeting topics that meet the needs of relatively new as well as seasoned HR professionals. We have been working hard to accomplish this goal. An example of a program that appeals to a wide range of professionals (including our more experienced members) is our July presentation, “Measuring Human Capital”, which will be presented by Dr. Steve Williams. We will continue to work to identify topics with broad and valuable appeal. If you have topic ideas, please contact Jeremy Hornbuckle, our VP of Programs.
- Regarding program topics, we heard an overwhelming desire for employment law updates. As a result of that feedback, we conducted a round-table employment law session earlier this year. Also, we will hold an employment law seminar in October. Watch the newsletter and our www.ochrs.org for more information on that seminar.
- We also heard that you would like the option of paying your membership dues and meeting fees using your credit card. Also, many of you stated you would like to have the monthly newsletter available online. You now have the ability to pay your monthly meeting fees online at www.ochrs.org. Also, in addition to mailing our monthly newsletter, you may review the current and past editions of the newsletter on the website.

We're a leading SHRM chapter

In April, OCHRS was awarded the Superior Merit Award for 2004. This designation is given to local chapters who distinguish themselves as an outstanding organization dedicated to serving the networking and professional development needs of its members and to advance the human resources profession.

We've added new members

So far in 2005, we have added approximately 30 new members to our local chapter. Welcome to each of you!

Our members are achieving major professional milestones

In the last year, more than two dozen of our members received their PHR or SPHR designations. Congratulations to these members for their commitment to excellence in the profession.

We are helping build the future HR leaders in our community

Our outreach to the University of Central Oklahoma (UCO) Human Resource Student Chapter is helping build our future leaders in the profession. As a result of the student chapter's hard work, they received the superior merit award for 2004 and were recognized for providing the most outstanding contributions to UCO. Dr. Rene Warning was named the UCO sponsor of the year. Also, the student members have been very generous with their volunteer hours; helping at the state conference and the local OCHRS meetings. Additionally, the student chapter has helped successfully place approximately 98% of its graduates into HR positions.

We are advancing the profession

Our public and community relations outreach is helping us advance our profession. Our partnership with OKC Business, which enables us to publish an HR or business related article in each issue of OKC Business, expands our influence into the business community; helping business leaders see human resource professionals as valuable strategic business partners.

We are financially sound

Due to our membership growth, your attendance at the state conference, and other factors, I am pleased to say that the fiscal health of our society is very sound.

As you can see, as members of OCHRS we have much to be proud of. We still have goals to reach and exciting plans to help us reach them. Your board of directors and I appreciate the trust you place in us to lead this tremendous organization. If you have feedback for us or would like to volunteer in any way, please contact any member of the board.

Thank you for your support to OCHRS and to our profession.

Sincerely,

Stacey Scott, PHR
President
Oklahoma City Human Resource Society

ANNOUNCEMENTS

VOLUNTEERS NEEDED

One comment from our survey at the beginning of the year was members would like to participate more in the group. Here is your opportunity.

We are looking for volunteers to form several different committees.

- Learning Labs
- Community Service Project
- Advance the Profession Project

If you are interested in getting involved or would like more information, please call Stacey Scott @ 359-0594 or email her at sscott@mha-ins.com

Employment Employment

Administrative Assistant Human Resources

L-3 Vertex Aerospace is seeking an experienced Administrative Assistant for its fast-paced HR office. Successful candidate will have a minimum of 5 years administrative experience, possess proficient computer skills, including prior HRIS experience, and strong organizational skills, along with excellent verbal and written communication skills. HR experience preferred.

Human Resources Assistant

L-3 Vertex Aerospace is seeking an experienced HR Assistant to maintain its HRIS. Successful candidate will have a minimum 5 years payroll/HRIS experience and exceptional customer service skills. Data entry skills:>10,000 kph with high accuracy. Ceridian experience preferred.

If your interested please E-mail resume to:
martin.brugmann@L-3com.com or fax 405-732-1006



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