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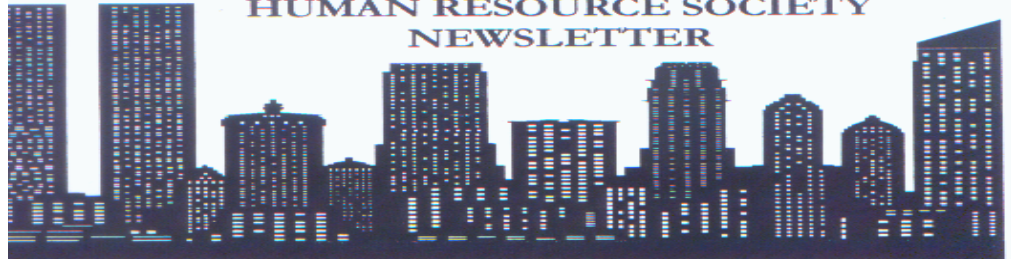
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OKLAHOMA CITY
HUMAN RESOURCE SOCIETY
NEWSLETTER



June OCHRS 2007 Meeting

General Meeting Topic:

Business As UnUsual

Meeting Agenda:

11:15 – 11:30 Registration

11:30 – 12:00 Chapter News and Lunch

12:00 – 1:00 Program

Speaker:

Price Pritchett

Date: Thursday, June 28, 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



Price Pritchett, Ph.D.

Price Pritchett is Chairmant & CEO of PRITCHETT, LP, a Dallas-based consulting and training firm with offices in eight other countries. His firm was the first in the United States to specialize in merger integration strategy, and he has spent 30 years as an advisor to senior management in Fortune 500 companies, governmental organizations, and not-for-profits. His assignments have taken him to Europe, Asia, and throughout the Americans.

Dr. Pritchett has an international reputation as one of the clearest and most authoritative voices on mergers, corporate culture, and organizational change. His groundbreaking 1985 book, *"After the Merger: Managing the Shockwaves"* - named "One of the ten best business books of the year" - was the first ever written on merger integration. He also is author of the *"Employee Guide to Mergers & Acquisitions"*, the all-time bestseller on mergers, and *"New Work Habits for a Radically Changing World"*, one of the all-time bestsellers on change. To date Dr. Pritchett has authored 29 publications on mergers and change. Over 10 million copies have been sold worldwide, with translations into Dutch, Finnish, Chinese, German, Spanish, French Canadian, Turkish, Portuguese, and even Braille.

Pritchett's specialized work in merger integration, corporate culture, and change management has been referenced in most major business journals and newspapers. He also has been interviewed on CNN, CNBC, and other major television channels.

PRITCHETT's client list include Novartis, 3M, General Electric, Honeywell, Michelin, Weyerhaeuser, Pfizer, Delta Airlines, Solvay, Exelon, John Deere, Hyundai, Mobil, Verizon, and many governmental orgainzaions. In fact, over 70,000 organizations have used his firm's consulting, handbooks, or training materials on mergers, culture, and organizational change.

LETTER FROM THE PRESIDENT

Congratulations!



I am pleased to announce that our chapter has been awarded the 2006 Superior Merit Award. This award recognizes excellence in chapter operations and a commitment to providing meaningful programs and services to our members.

By achieving this award, we have demonstrated that OCHRS is an outstanding organization dedicated to serving the needs of our members and to the advancement of the human resource management profession.

Scott Lowber, PHR
President, OCHRS

RECENT DEVELOPMENTS IN THE LAW

Gayle L. Barrett, Crowe & Dunlevy

General Counsel

NEW FEDERAL MINIMUM WAGE LAW SIGNED BY PRESIDENT BUSH

On May 25th, President Bush signed into law an emergency war supplemental spending bill that raises the federal minimum wage for the first time in 10 years. The federal minimum wage will be raised in three steps from the current minimum wage of \$5.15 per hour to \$7.25 per hour by 2009. The first raise will occur 60 days after the bill is signed into law, raising the minimum wage to \$5.85 per hour. The second step will occur in a year, raising the minimum wage to \$6.55 per hour. The final step will occur in 2009, raising the minimum wage to \$7.25 per hour. The bill also provides about \$4.8 billion in tax relief to businesses affected by the wage increase and extends the Fair Labor Standards Act in phases to the U. S. territories of American Samoa and the Commonwealth of the Northern Mariana Islands.

OKLAHOMA'S NEW LAW ON ILLEGAL IMMIGRATION

ON MAY 8, 2007, GOVERNOR BRAD HENRY SIGNED INTO LAW A BILL ADDRESSING ILLEGAL IMMIGRATION IN OKLAHOMA. HOUSE BILL 1804 CONTAINS SEVERAL PROVISIONS AFFECTING BOTH PUBLIC AND PRIVATE EMPLOYERS AND TAKES EFFECT NOVEMBER 1, 2007 (JULY 1, 2008 FOR PRIVATE EMPLOYERS).

The heart of the bill, for an employer, requires every public entity – every department, agency or instrumentality of the state or of a political subdivision of the state - to register with and use a status verification system for the purpose of verifying the employment eligibility status of all new employees. Employers can chose from several status verification systems. These include:

- **The Basic Pilot Program operated by the United States Department of Homeland Security or any equivalent program designated by the federal government. The Basic Pilot Program is an internet based, free program. Information about the program can be found at www.uscis.gov.**
- **The Social Security Number Verification Service or a similar online verification process implement by the Social Security Administration, and**
- **An independent, third-party system of equal reliability as the federal programs.**

The law also prohibits public entities and contractors and subcontractors from entering into contracts with each other unless the contractor or subcontractor uses a verification system to check the status of new employees. There are state income tax penalties for violation of this provision. This provisions does not take effect until July 1, 2008 and does not apply to contracts entered into before July 1, 2008, even when services are to be provided after that date.

Probably the most worrisome aspect of the law for employers is that in Section 7 the law creates a right of action for discrimination for any U.S. citizen or permanent resident alien who is discharged from employment if the employer retains an unauthorized alien. There are some limitations on this provision of the bill, however. First, the bill requires that the employer knows, or reasonably should have known, that the retained employee is an unauthorized alien. Second, the unauthorized alien must have been hired after July 1, 2008. Third, the unauthorized alien must be working in a job category requiring equal skill, effort and responsibility as the job category held by the discharged employee. Whether the employer knew or should have known of the status of the unauthorized alien and whether the unauthorized alien works in a job category similar to the discharged employee are almost certain to be fact questions decided on a case-by-case basis.

Perhaps most importantly, the law provides a "safe harbor" for employers who were enrolled in and using a verification system on the date the citizen or permanent resident alien was discharged. All employers who use a verification system to check the status of employees hired after July 1, 2008 are exempt from any liability, suit or investigation arising under Section 7 of the law. Presumably, the safe harbor would apply even if the information obtained by the employer from verification system later turns out to be incorrect. Furthermore, under the law, a discharged employee may not bring a suit for violation of Section 7 under any other Oklahoma law. Thus, participation in a verification program provides a fail-safe mechanism for employers against claims arising out the right of action created by law.

As a practical matter, the law requires all Oklahoma employers to eventually enroll in and use a verification system, as they are currently required to do under federal law. Public employers must begin using such systems beginning in November. Contractors and subcontractors who provide services to the state's public employers will find themselves barred from those activities after July 1, 2008 if they do not use a verification system to check on the status of new hires. And all private employers risk exposure to discrimination claims brought by citizens or permanent resident aliens if they fail to use a system to confirm the eligibility of employees hired after July 1, 2008. Given the relative ease with which the approved verification systems can be used, employers of all kinds should consider enrolling in a system soon and putting it to use to screen out unauthorized workers.

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.



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PRESS RELEASE

For Immediate Release

Contact:

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Hyper-Fast Growth Where is it taking us?

Oklahoma City, OK - June 8, 2007 Radical corporate change seems to be the order of the day--without a change of pace in sight. The global thought leader for corporate change, Price Pritchett PhD, will be in Oklahoma City on June 28th to speak on the subject. 10 million copies of his books regarding corporate change are in circulation.

The Oklahoma City Human Resource Society is hosting the event which is open to the public with other private events hosted during the week. Topics will include merger integration, corporate culture development, a discussion of why 50% of major organizational changes prove to be a disappointment, and the effects of hyper fast growth.

The luncheon will be held at and sponsored by the Francis Tuttle Technology Center at 7301 West Reno. There is a \$25 charge to attend. Advance registration is required. To register, visit the OCHRS website at www.ochrs.org, or call Melanie Thompson-Stillinger at 286.6444.

The Oklahoma City Human Resource Society is dedicated to the professional development of Human Resource professionals by offering programs to keep HR professionals on the cutting edge of management practices and business trends affecting the labor force.

"LEGISLATIVE AFFAIRS UPDATE"

***Following is a message from Gerri Mooney, Oklahoma Workers Compensation Court, that may be of interest to you.
---Lynette Parmley, Legislative Affairs Director, OCHRS***

Dear Friends, a proposed rule change hearing will be on Friday June 15 in OKC, and Friday June 22 in Tulsa. Please review the proposed changes. As always, if you need assistance, please let me know.

PROPOSED COURT RULES NOTICE OF PUBLIC HEARING ON PROPOSED CHANGES TO THE WORKERS' COMPENSATION COURT'S RULES:

The Workers' Compensation Court invites public input on proposed changes to its Court rules.

The Court will hold two public hearings; one on **Friday, June 15, 2007 at 1:30 p.m. at the Oklahoma Bar Association, 1901 N. Lincoln Boulevard, Oklahoma City, Oklahoma**, and one on **Friday, June 22, 2007 at 1:30 p.m. at the Tulsa County Bar Association, 1446 S. Boston, Tulsa, Oklahoma**. All comments and suggested revisions (including a brief statement of need and proposed wording) should be submitted in writing on or before June 22, 2007 to Presiding Judge Mary A. Black or Court Administrator Marcia Davis at 1915 N. Stiles Avenue, Oklahoma City, OK 73105.

The proposed rules are available on the Court's web site at http://www.owcc.state.ok.us/Whats_New.htm. Paper copies of the rules also are available at both Court locations; 1915 N. Stiles Avenue, Oklahoma City, OK 73105, and 440 S. Houston, Ste. 210, Tulsa, OK 74127.



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AFFILIATE OF



