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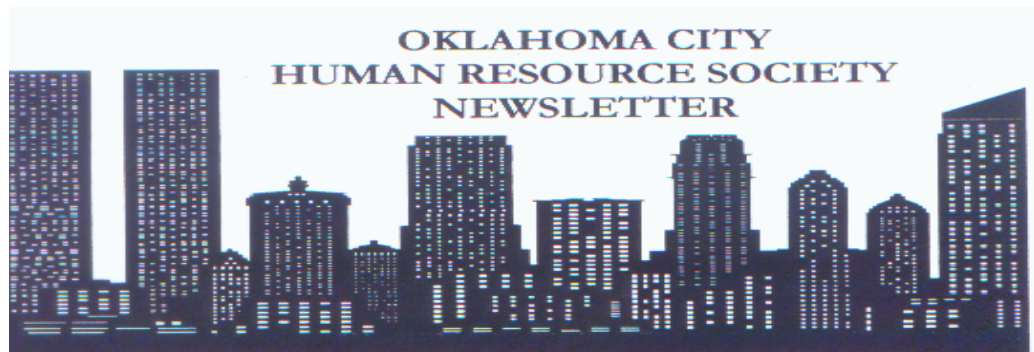
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June 2006 Meeting

June 22nd

11:30 a.m.

Meeting Agenda:

11:15 - 11:30 Registration

11:30 - 12:00 - Chapter News and Lunch

12:00 - 1:00 - Program

Topic:

**Becoming a "Mediating" Organization:
Transforming Conflict into Productivity**

Speaker:

Gayla R. Sherry

BIO

**Embassy Suites Hotel
1815 South Meridian
Oklahoma City, OK 73108**



This program has been approved for 1 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

SPONSOR:



About Gayla R. Sherry...

With a reputation as a highly skilled consultant, trainer and facilitator, Gayla Sherry brings knowledge and warmth to client projects. One participant describes his experience in one of Gayla's seminars: "Gayla was very knowledgeable and responsive to all the concerns and questions we had. Equally impressive was her ability to connect with participants as a very warm and sincere facilitator."



Gayla owns an Oklahoma City-based consulting firm, which was established in 1995. The firm specializes in human resources consulting, organizational development, facilitation, training and workplace mediation. All projects are based upon a mutual agreement of the client's needs. As a result of Gayla's business and consulting experience, she is skilled in working with a wide range of clients, including nonprofit organizations, financial services organizations, small businesses, corporations and government agencies. Previous and current clients include: General Motors Corporation, BancFirst Corporation, The Salvation Army, Superior Financial Corporation, the Oklahoma Department of Human Services and Planned Parenthood Federation of America.

Gayla's career has spanned 30 years in human resource management, marketing, customer service and bank operations. Her business experience includes staff positions at General Electric Credit Corporation and senior management positions with the former Liberty National Bank in Oklahoma City and the Federal Reserve Bank of Kansas City, Oklahoma City Branch.

In addition to owning her consulting firm, Gayla is a member of the senior faculty of The University of Phoenix for the Oklahoma City and Online campuses. She participates as a content expert to advise the University of Phoenix regarding the Human Resources curriculum. She is a regular columnist for *The Oklahoma Banker*, and is an expert guru with Bankers Online, a nationwide, web-based information and education service.

In 2003, Gayla was recognized as a Certified Consultant in Workplace Conflict and a Certified Mediator in Workplace and Community Mediation by Mediation Training Institute. She is a member of the Society for Human Resources Management and The Institute of Management Consultants. Gayla is accredited as a Senior Human Resource Professional (SPHR) by the National Society of Human Resources Management and as a Certified Management Consultant (CMC) by the Institute of Management Consultants. Gayla is a frequently requested speaker by professional organizations for conferences, luncheons and dinner meetings.

Gayla holds an MBA and a BBA from the University of Central Oklahoma. She is an honors graduate of the Graduate School of Banking at the University of Colorado at Boulder.

OCHRS General Counsel

DIRECT DEPOSIT PAYCHECK – CAN AN EMPLOYER REQUIRE IT?

Employers who want to require the direct deposit of paychecks should be aware of a new state law, as well as federal guidelines concerning direct deposit. On June 7th, 2006 Governor Brad Henry signed Senate Bill No. 1466 into law amending 40 O.S. Supp 2005 §165.2 dealing with payment of wages. The amended law allows for the payment of wages by electronic means. The amended law reads:

Every employer in this state shall pay all wages due the employees, other than exempt employees and employees of non-private foundations qualified pursuant to 26 U.S.C. 509(a)(1) and 26 U.S.C. 170(b)(1)(A)(vi), at least twice each calendar month on regular paydays designated in advance by the employer. State, county and municipal employees, exempt employees, and employees of nonprivate foundations ...shall be paid a minimum of once each calendar month. The amount due such employee shall be paid in lawful money of the United States, **including payment by electronic means**, and the employee shall not be deemed to have waived any right or rights mentioned in this section because of any contract to the contrary. With each payment of wages earned by such employee, the employer shall issue to such employee a brief itemized statement of any and all deductions therefrom. An interval of not more than eleven (11) days may elapse between the end of the pay period worked and the regular payday designated by the employer. The employer shall be allowed three (3) days after such payday in which to comply with this section. ... (Emphasis added.)

This amendment changes Oklahoma's law regarding direct deposits. Previously, section 165.2 did not provide for payment of wages by electronic means and a 1996 Oklahoma attorney general's opinion stated that such direct deposits may not be required by an employer.

Employers who chose to require direct deposits must also comply with the guidelines in the United States Department of Labor's field operations handbook which limit an employers right to require direct deposits. The field operations handbook provides the following with regard to direct deposits:

The payment of wages through direct deposit into an employee's bank account is an acceptable method of payment, **provided** employees have the option of receiving payment by cash or check directly from the employer. **As an alternative**, the employer may make arrangements for employees to cash a check drawn against the employer's payroll direct deposit account, if it is at a place convenient to their employment and without charge to them. (Emphasis added.)

Employers should check with their labor and employment law attorneys before requiring direct deposit to ensure that they comply with the federal guidelines.

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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Choices of 3 Meats:

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- Smoked Ham (95% Fat Free)
- Smoked Polish Sausage
- Chopped Pork
- Smoked Turkey Breast (96% Fat Free)
- Italian Chicken Breast
- Smoked Chicken
- Chicken with Mushroom Sauce

Price:

50 — 200 persons\$6.50 per person
201— 3000 persons \$6 per person

Choices of 3 Side Dishes:

- Tossed Salad
- Cole Slaw
- Green Bean
- BBQ Bean
- Corn or Corn on the Cob
- Macaroni & Cheese
- Macaroni Salad
- Potato Salad
- AU Gratin Potatoes
- Baked Potatoes
- Mashed Potatoes & Gravy
- Raisin Rice

Other services:

- Traditional Menu
- Dessert Menu
- On site grilling: Hamburgers, Hot Dogs & Relish. \$4.99 per person

From the President:

Scott Lowber, PHR



I am very excited to inform you that OCHRS June meeting has been approved for 1 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). We are currently working on certification for future meetings. As we receive approval, I will let you know.

I would also like to give you the heads up on future meetings we have been working on:

July Monthly Meeting

Date: July 27th, 2006

Topic: *Developing your staff for peak performance*

Speakers: Dr Edwina Trout and Larry Hughes

August

On August 31st, 2006 OCHRS will be sponsoring an Employment Law Seminar to be conducted by Crowe & Dunlevy, P.C."

September Monthly Meeting

Date: September 28th, 2006

Topic: *Diversity*

Speaker: Dr. Edward E. Hubbard

Welcome New Members

- Leslie Marble, HR/Payroll Manager, Automax Auto Group
- Andrea Gilbert, Sonic Corporation
- John Myller, Area People Director, Waffle House, Inc.
- Al Kasahara, Career Concepts
- Daniel McGuire, Area LR Manager, Bridgestone Firestone

SPONSOR OPPORTUNITIES

2006 OKLAHOMA HUMAN RESOURCE STATE CONFERENCE AND EXPO

If your organization would like to be a **sponsor** of the 2006 Oklahoma Human Resource State Conference and Expo, please contact Brian Kirtley, (405) 521-2541. To be an **exhibitor** at the Conference, please contact Tory Santille, (405) 321-1555. Sponsorship forms and Exhibitor forms are available for download from www.okhr2006.org.



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