

2006 OCHRS
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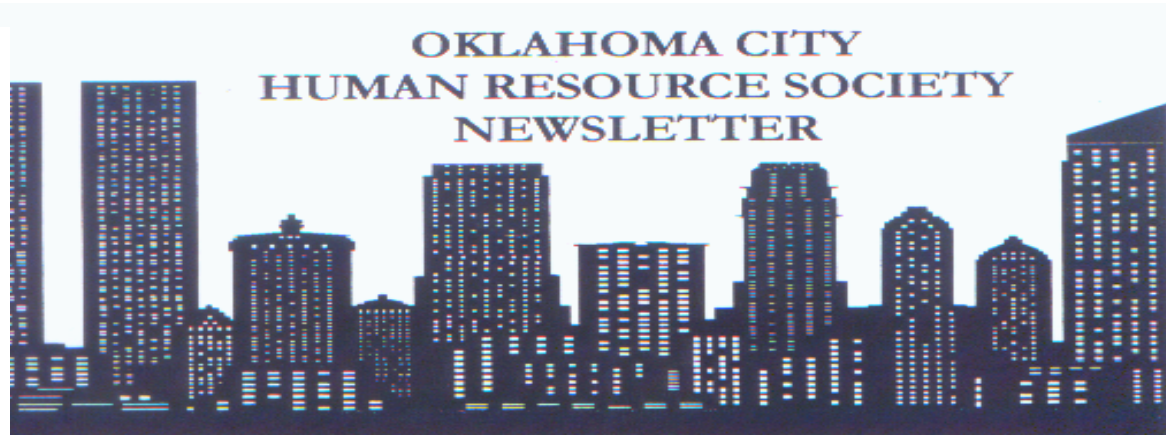
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March OCHRS 2006 Meeting

Topic:

Team Building

Speaker:

Kami Kuykendall

Date: Thursday, March 30th, 2006

Place: Embassy Suites Hotes
1815 South Meridian
Oklahoma City, OK 73108

Time: 11:30 a.m.

Cost: \$18 for members
\$25 for non-members
\$9 member-student

PAY & REGISTER ON-LINE or PAY AT MEETING
Must RSVP by Monday, March 27th, 12:00 P.M.

Sponsor:



Learn more about speaker on page 3

Letter from the President

Scott Lowber

I would like to pass on some useful information which I utilize in my own organization. Many challenges arise in our work day but for me the most demanding is educating supervisors on the complexities of employment law and other management issues. SHRM offers help online called “*Managing Smart*”.

This online newsletter features authoritative advice from SHRM about communicating with, training, rewarding and motivating employees, complying with employment laws and many, many other hands-on duties managers face on a daily basis. Past issues are archived, so you have access to all the articles since 2000.

Every quarter, a new collection of articles is provided that can help your company's line managers supervise their staffs effectively—and legally.

Best of all, as a member of SHRM, you are authorized to distribute copies, excerpts or e-mails of the newsletter for educational purposes internally within your organization.

Topics of articles include performance appraisals, wage and hour regulations, motivating employees, diversity, retention, and many others.

Each document is also available in MS-Word, which you can download and drop into your company newsletter.

To access this service on behalf of your company, you must be a member of SHRM. If you are not a member, and would like to learn more about the benefits of SHRM, please visit our membership information section.

Read more about Managing Smart at www.shrm.org/managingsmart

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Kami Kuykendall is the director of Solutions Behavioral Health Consulting. Ms. Kuykendall is a Licensed Professional Counselor, Licensed Alcohol and Drug Counselor. Kami has provided employee assistance program services, counseling, consultation, and staff development training for the past ten years. Her current agency, Solutions Behavioral Health Consulting, which she started in April of 2005, provides these same services that are specifically designed to meet the needs of companies, agencies, and organization.

Team Building is designed to equip your group to be more effective and efficient through achieving a common sense of purpose. Several issues that will be addressed include developing strong team relationships, using successful conflict resolution techniques, and recognizing and utilizing each team member's strengths.

WILL ROGERS THEATRE

EVENTS

- *Free Parking*
- *Central Location*
- *Meeting / Seminars*
- *Rehearsal Dinners*
- *Wedding Receptions*
- *Trade Show*
- *Full Service Catering*



CONGRATULATIONS

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Visit us at www.willrogerstheatre.com



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

***KICKING EMPLOYEES OUT OF EMPLOYER
PROVIDED LODGING WHILE ON FMLA LEAVE – IS IT
LEGAL?***

The United States Department of Labor in a recent letter opinion advised the owner and operator of self-storage business that provides on site lodging for managers of storage facilities that an employer could require an employee to vacate the premises during the employee's FMLA leave provided that the employer has adopted or is adopting a policy that provides similar treatment to employees on leave for both FMLA and non-FMLA reasons. Under such policy, employees would be entitled to restoration of their employer-provided lodging upon return of FMLA leave.

The Department of Labor emphasized strongly, however, that the policy must be established and uniformly applied to non-FMLA absences in order to be available for FMLA absences. The Department of Labor said, "The FMLA ...and FMLA regulations ... prohibit discrimination against an employee for taking FMLA leave. We believe that requiring an employee who has taken FMLA leave to vacate employer-provided housing, when such action is not required of a similarly situated employee on non-FMLA leave, would constitute such impermissible discrimination." The Department of Labor also emphasized that the opinion was based exclusively on the facts and circumstances presented by the employer and that the existence of other facts and circumstances could result in a different conclusion. Consequently, employers who provide on site lodging for their employees should confer with their legal counsel before making a determination that an employee going on FMLA leave vacate the premises during leave.

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.



2006 Oklahoma Human Resource State Conference, May 3-5, 2006 - "HR World of Diversity"

Human Resource professionals won't want to miss the 2006 Oklahoma Human Resource State Conference and Expo, so mark your calendar for May 3-5, 2006.

The 2006 Oklahoma Human Resource State Conference and Expo will be held in Norman, Oklahoma, at the National Center for Employee Development. The Conference will begin on Wednesday evening, May 3rd, with a Legislative Reception, sponsored by Crowe & Dunlevy, at the Sam Noble Oklahoma Museum of Natural History, where attendees will find out who has been selected for the 2006 Oklahoma Human Resource State Council's Legislative Excellence Award of the Year! All current Oklahoma State Legislators are invited to attend the Legislative Reception.

In addition to motivational keynote speakers, including Scott Cawood of ModernThink, an array of over 40 educational sessions to choose from, and exhibitors to visit with, the 2006 Oklahoma Human Resource State Conference and Expo is proud to host the first Best Places to Work in Oklahoma banquet on Thursday evening, May 4th.

A PHR/SPHR exam preparation review class will be offered from on Wednesday, May 3rd, from 8am to 4pm. Lunch is included in the registration fee. The PHR/SPHR testing window is May 1 through June 30, 2006, so if you are planning on testing during this time, you will want to sign up for the PHR/SPHR exam preparation review class. Using a game show format, participants will spend the day reviewing practice test questions, discussing the logic of why the correct answers are correct, and practicing test-taking skills. Sign up for this class using the 2006 Oklahoma Human Resource State Conference and Expo Registration Form.

To register for the 2006 Oklahoma Human Resource State Conference and Expo, download a Registration Form from <http://okshrm.org/conf/>.

Accommodation is available at the adjoining Marriott International, at the National Center for Employee Development, a 996 room full service hotel. A spouse may stay for an additional \$20 per night. Please refer to the back of the Registration Form for more hotel information.

More information about the Conference, including information about speakers, breakout sessions, hotel accommodations, etc. will be posted on the Oklahoma State Human Resource Council website, <http://okshrm.org/conf/> as details are finalized, so check the website frequently.

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) 321-1570. Sponsorship forms and Exhibitor forms are available for download from <http://okshrm.org/conf/>.

Mark your calendar now! Plan to attend the 2006 Oklahoma Human Resource State Conference and Expo, May 3-5, 2006!

Coral White, Publicity Director
Oklahoma State Council
Human Resource Specialist
OSU Human Resources
106 Whitehurst
Stillwater, OK 74078-1032
(405) 744-5379 coral.white@okstate.edu

Nominate an Oklahoma State Legislator for the 2006 Oklahoma Human Resource Legislative Excellence Award

Do you know an Oklahoma State Legislator who has sponsored/supported legislation designed to have a positive effect on the human resource profession? If so, now is your chance to nominate him/her to receive the 2006 Oklahoma Human Resource Legislative Excellence Award. The award, sponsored by the Oklahoma Human Resource State Council, will be presented at a Legislative Reception on Wednesday, May 3, 2006, sponsored by Crowe & Dunlevy, P.C, in connection with the 2006 Human Resource State Conference and Expo, at the Sam Noble Oklahoma Museum of Natural History in Norman, Oklahoma.

The Legislative Reception will kick off the annual 2006 Oklahoma Human Resource State Conference. All current Oklahoma State Legislators are invited to attend the Legislative Reception. Also in attendance will be human resource professionals from across the State of Oklahoma who have registered to attend the annual 2006 Oklahoma Human Resource State Conference.

To be eligible for the 2006 Oklahoma Human Resource Legislative Excellence Award, the State Legislator must have been "A Friend of Human Resources" by supporting or initiating legislation to support the human resource profession. The legislation must also be in the current legislative session (beginning January 2005).

To nominate a State Legislator, please send your letter of nomination, describing the proposed legislation, to Lynette Parmley, Vice President, Legislative Affairs, Oklahoma State Council of SHRM, parmley@clfrates.com, c/o C.L. Frates and Company, 5005 N. Lincoln, Oklahoma City, OK 26967, 405.290.5761. The deadline for nominations is Friday, March 31, 2006. Nominations may only be made by active members of the Society for Human Resource Management (SHRM) or local SHRM affiliates.

For information about the 2006 Oklahoma Human Resource State Conference, go to <http://okshrm.org/conf/>.

Coral White

Publicity Chair 2006 Oklahoma Human Resource State Conference and Expo.

ANNOUNCEMENT

LET'S NOT FORGET..... MEMBERSHIP RENEWAL

OCHRS membership is renewable for all active members each January. This year, instead of mailing invoices to each of you, we will be sending the renewal invoices via email. You will have the ability to renew your membership by check or credit card. The membership renewal application is also available on the membership page of our website. To remain on our active membership list, please renew your membership no later than 2/28/06.

*Melanie Thompson Stillinger
Vice President, Membership
949-1414 or melanie.thompson@na.manpower.com*

ALSO.....

LICO HR SOCIETY MEETINGS:

March 2nd: Detective Miles Parks is speaking on,
"Polygraph Testing"

(Det. Parks is from Missouri and he has been on "America's Most Wanted" looking for the person who killed his partner)

March 23rd Speaker: Mr. Brad Davidson

"So you want to be in HR: Five sure-fire ways to stall your career"

Meetings held at 7:30 p.m. in the Troy Smith Lecture Hall in the Business Administration Building



OCHRS

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AFFILIATE OF



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