

2008 OCHRS Officers

Kathleen R. Lyons SPHR
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The CIT Group, Inc.
945-1479

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227-8988

Lisa Fleming, SPHR
Vice President Workforce
Readiness
Metavante Corporation
728-1534

Joy Pollock, MBA, PHR
Vice President Programs
CIT 945-1418

Lynette Parmley
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C.L. Frates and Company
290-5761

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Vice President Membership
Director of Sales
HLP Solutions 286-6444

Cooper Johnson
Vice President Sponsorship
Maschino Hudelson &
Associates 359-0594

Gayle L. Barrett
General Counsel
Crowe & Dunlevy 235-7700

Janet Fisher
Vice Pres. Public Relations
Capital Distributing
521-1511

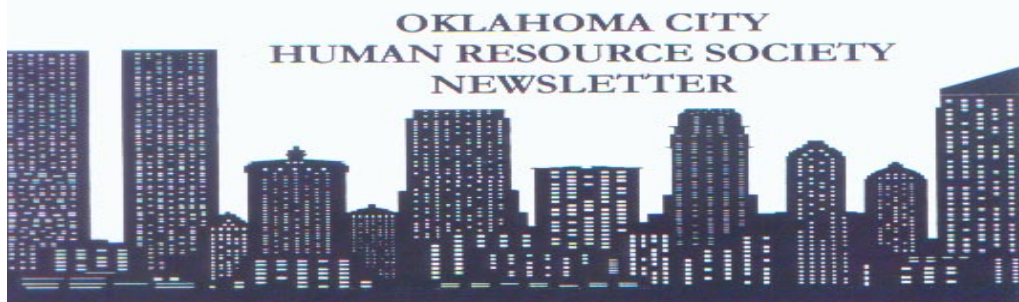
Lindsey Nichols
Vice Pres. Community Services
Nextep, Inc 292-1428

Stephany Wade-Tate, SPHR
VP Prof. Development/
Certification Chair
Chickasaw Nation Industries
253-8200

Bradley Davidson SPHR
Vice President Diversity
The Hartford 621-5011

Michelle Gibson SPHR
Vice Pres. Member Services
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Services of Oklahoma, Inc.
488-3509

Sharon Fulton
Chapter Administrator
sharonfulton@airosurf.com
706-6499



October OCHRS 2008 Meeting

Topic:
Everyone is Multicultural

Meeting Agenda:

11:15 – 11:30 Registration

11:30 – 12:00 Lunch

12:00 – 1:00 Program

Presented by:

Dr. Pamela Johnson

Date: Thursday, Oct. 23, 2008

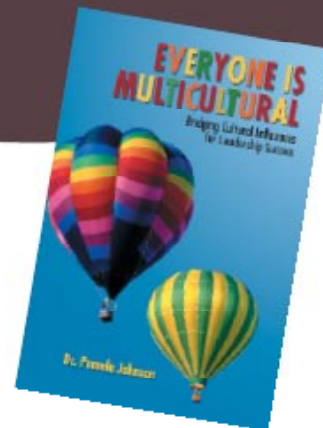
Place: Francis Tuttle Tech. Center
Reno Campus
7301 West Reno Ave.
Oklahoma City, OK 73127

Cost: \$20 for members
\$25 for non-members
\$9 member-student

JOIN OCHRS FOR OUR SPECIAL OCTOBER PROGRAM



Introducing
Dr. Pamela Johnson
Author of
*"Everyone is Multicultural:
Bridging Cultural Influences for
Leadership
Success"*



Everyone is Multicultural

Bridging Cultural Influences for Leadership Success

This interactive program will influence the way you think about cultural identity and diversity. In this session, we will examine cultural perspectives (including your own), discuss basic cultural communication, and learn about the **three-part process** for becoming a culturally skilled professional.

**Mark your
calendar!**

**OCTOBER 23, 2008
11:30am**

Don't miss out on this great program presented by the Oklahoma City Human Resources Society during our regular October meeting.

***For more information, visit us online at
www.ochrs.org***

Letter from the President

Greetings OCHRS Members,

A Challenge for Each of You! Yes, I am talking to YOU!

Leaders can be both good and bad. Right? No. . .Yes. . . shouldn't all leaders be good? Truthfully, we would all probably agree that there are good and bad leaders, it is based on the perception of the followers to determine if a leader is good or bad. We could travel down through history to discuss some great leaders of the world – fictional or real – like Zeus, Beethoven, Einstein, Lincoln, Hitler, Ironman, UnderDog and so on. . . . In reading any list of names like this one; you are able to easily decide if you view these individuals as a leader or not right away. Other individuals might agree or disagree with your perception. Interesting, right?

I want to learn more about the leadership within our OCHRS membership and I hope you decide to take me up on this exercise. I will respond back to you if you send me an email with your responses. And, I want to remind you, there are no “wrong” answers.

Let's do a short exercise together please –

Who is a Leader to you? What does a leader do that is different from other people? Can you name 2-3 individuals within the HR community who exemplifies leadership to you? Why are they leaders and not followers?

Now – let's make it a little more personal –

Do you feel you are a leader or a follower? Why or why not? Do others within the HR community or your place of work consider you as a leader/follower? How do you show that you are a leader/follower?

Some leadership traits have been studied extensively and have found certain behaviors to be consistent with leadership – behaviors such as ambition, sociability, dependability, adjustment to change and openness to experience. This exercise is to raise awareness about the changes going on in our lives right now. We are all going through different challenges in our personal and work lives and we get to decide how we are going to handle it emotionally, intellectually, physically and so on.

What is your plan of action? What do you want to be doing three years from now?

You may email me directly at kathleen.lyons@cit.com.

I am so excited to announce that we have provided the slate of OCHRS Board Members for 2009 this month and I hope you take the time to welcome the new members along with the ones we already know. This great group of individuals are truly stepping up and out to give back to our membership. Once again, another value-added service. . . .

See you at our next meeting!

**Kathleen Lyons, SPHR
OCHRS President 2008-2009**

RECENT AMENDMENTS TO THE AMERICANS WITH DISABILITIES ACT ("ADA")

Gayle Barrett
Crowe & Dunlevy, PC
OCHRS General Counsel

Introduction

On September 25, 2008, President Bush signed the "ADA Amendments Act of 2008". The amendments will become effective on January 1, 2009. The ADA was amended because Congress found that several United States Supreme Court opinions narrowed the broad scope of protection intended to be afforded to the disabled by the ADA. In particular, Congress found that the holdings in *Sutton v. United Air Lines, Inc.*, 527 U.S. 471 (1999) and *Toyota Motor Manufacturing, Kentucky, Inc. v. Williams*, 534 U.S. 184 (2002) and companion cases resulted in eliminating protection for many individuals whom Congress intended to protect. The amendments are intended to restore the protection eliminated by those opinions. They provide new or expanded definitions that must be reviewed in evaluating whether or not an individual is entitled to protection under the ADA.

Under the ADA an individual will be considered disabled if :

1. **he has a physical or mental impairment that substantially limits one or more major life activities;**
2. **has a record of such an impairment; or**
3. **is regarded as having such an impairment.**

The amendments which effect the definition of "major life activities", "substantially limited", and "regard as having such an impairment" are discussed below.

Major Life Activities

The term "major life activities," originally defined by the Equal Employment Opportunity Commission ("EEOC") in its regulations, includes caring for oneself, performing manual tasks, seeing, hearing, walking, speaking, breathing, learning and working. The amendments create a new statutory definition of "major life activities" which adds to the EEOC's non-exclusive list. The new activities are included in bold letters.

". . . caring for oneself, performing manual tasks, seeing, hearing , **eating, sleeping, walking, standing, lifting, bending,** speaking, breathing, learning, **reading, concentrating, thinking; communicating,** and working"

and **major bodily functions.**

The term "major bodily functions" is defined to include, but not be limited to

". . . functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions."

Substantially Limits

The amendments revoke the holding of the United States Supreme Court in *Sutton v. United Air Lines, Inc.*, 527 U.S. 471 (1999) which allowed the consideration of an individual's ability to mitigate the effects of an impairment when considering whether the impairment was a substantial limitation on a major life activity. With one exception, the determination of whether an impairment substantially limits a major life activity must be made *without* regard to ameliorative effects of mitigation measures. A list of non-exclusive mitigating measures includes such measures as medication, prosthetics, hearing aids, mobility devices, learned behavioral or adaptive neurological modifications, reasonable accommodations, auxiliary aids or services, low-vision devices which magnify, enhance or otherwise augment vision, etc.

Ordinary Eyeglasses or Contact Lenses Exception

While low-vision devices that magnify, enhance or otherwise augment visual image are mitigating measures that cannot be considered in the determination of whether an impairment substantially limits a major life activity, ordinary eyeglasses or contact lenses are treated differently. Ordinary eyeglasses or contact lenses, which are intended to fully correct visual acuity or eliminate refractive error, may be considered in determining whether an impairment substantially limits a major life activity.

Regarded as Having Such An Impairment

The amendments add a definition of "regarded as having such an impairment" to include an individual that:

"...has been subjected to an action prohibited under this Act because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity."

Impairments that are transitory or minor are not included in the definition if the transitory impairment is expected to have an actual or expected duration of 6 months or less.

Conclusion

The amendments discussed above as well as additional amendments to the ADA are significant in the evaluation of whether or not an individual is entitled to protection under the ADA. You should contact your employment counsel if you are resolving workplace issues that may evoke the protections of the ADA.

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.

SHRMTMSOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Spotlight on SHRM

What You May Have Missed | Q3 2008

For more information
about these issues or
member benefits, visit
www.shrm.org/memberkit.

Nonmembers visit
www.shrm.org/Infokit.

Fall Conferences: Strategize and Diversify

Global HR strategy will be
the primary focus of the **2008
SHRM Strategy Conference**,
September 27–29 in Palm Springs, Calif.

Keynote speakers range from prominent CEOs to
esteemed professors and authors. Preconference sessions qualify for
SPHR and GPHR recertification credits.

The **SHRM Diversity Conference & Exposition** will focus on innovation in
workplace diversity. The conference, which will take place October 27–29 in
Atlanta, Ga., features powerful keynote speakers Lisa Ling and *Medici Effect*
author Frans Johansson, a dynamic discussion panel, and HR Certification
Institute-approved preconference workshops.

**Both conferences are approved for recertification
credits by the HR Certification Institute.**

www.shrm.org/conferences



The HR Knowledge Center

Have a question about an HR-related topic? Contact the HR Knowledge Center! SHRM members can log onto www.shrm.org/kc to contact one of our in-house HR advisors via e-mail or live web chat. If you're not near a computer, simply call 800-283-7476, option 5. The HR Knowledge Center is staffed M–F, 8:30 a.m.–8:30 p.m. ET.

The HR Knowledge Center is just one of many benefits SHRM membership has to offer. Not a SHRM member? Visit www.shrm.org/infokit to browse membership features and join the largest HR association in the world.

HR in Economically Challenging Times Toolkit

www.shrm.org/issues/economy

From the escalating price of fuel to mass layoffs in a variety of industries, many of you are facing a range of challenges due to the uncertain economic times. To help you and your organization, SHRM has developed a toolkit that includes a variety of resources designed to strengthen HR's essential role and to prepare your workforce during a down economy.

HR Stories

www.shrm.org/video/hrstories

HR Stories is a new video series featuring HR experts speaking from the heart about their career-changing experiences. Posted every Friday on the SHRM web site, these candid vignettes are only a few minutes long—perfect for a mid-afternoon coffee break. Season one of *HR Stories* began August 1 and will run through the end of September 2008.

Disaster Management Plan Toolkit

www.shrm.org/hrtools/toolkits_published

HR plays a critical role in effective disaster planning and preparedness. The SHRM Disaster Management Plan Toolkit is a comprehensive resource to help you lead your organization in times of crisis. From payment and compensation practices, to downloadable forms and sample policies, the SHRM Disaster Management Plan Toolkit gives you everything you need to help your company prepare for the unthinkable.

Academic Initiatives

www.shrm.org/hreducation

2008 has proven to be a successful year for SHRM's academic initiatives.

Among the highlights:

- Nearly 100 students applied for SHRM's 40 scholarships, totaling \$200,000.
- More than 30 universities are now in alignment with our standards for HR education.
- We'll round out the year's networking events in Iowa, Florida, Texas and Washington where we'll connect HR students with current HR professionals.
- Keep an eye out for the results of the *State of HR Education* survey, which will be released in late fall 2008.

As always, we thank state councils, chapters and student chapter advisors for your ongoing support of SHRM's academic initiatives!

SHRM Membership Options

www.shrm.org/transitioning

SHRM's membership options were designed to compliment a variety of life events—all in an effort to help you keep up to speed on current HR issues.

For example, if you're an active member who happens to be unemployed at the time of membership renewal, you may qualify for a transitioning membership—which will extend your membership for up to one year, free of charge. Similarly, if you're approaching retirement and have been a SHRM member for more than 10 years, you may qualify for a discounted retiree membership.

For more information on these special membership options, contact SHRM Member Care at +1-800-283-7476, option 3.



Membership Corner

Please welcome our new members who joined in September 2008:

- Lisa Crandall, SPHR – Cox Communications
 - Cassie Haverfield, PHR – Farmers Insurance Group
 - Karen Dillier – Casady Schools
 - Julie Clay, PHR – Osborne Electric Company
 - Brian Enis – Chaparral Energy
- Georgia Humphrey
Boe Parrish, Corporate Care, Inc.

OCHRS Has Experienced Tremendous Growth in 2008!

Thanks to all of you who contributed to OCHRS' 11% growth in 2008!

Would you like the opportunity to get to know your fellow members? We are seeking **VOLUNTEERS FOR MEMBER REGISTRATION**. If you are interested in helping during our busy meeting registration on a regular or occasional basis, please contact: Melanie.thompson@hplsolutions.com. Thank you for your support!

Membership Certificates

This year we have added another service for our chapter members. We have created personalized membership certificates which will be distributed at the October chapter meeting. We look forward to seeing you this month.

Next month you will be receiving an emailed invitation to renew your OCHRS membership. You will be invited to respond online with a variety of payment options and this format takes the place of paper invoices mailed in the past. Memberships are renewable each January.

**The deadline for membership renewal will be January 31, 2009. *If you are a new member and joined during the 4th quarter of 2008, your membership will be valid for all of 2009.*

For more information or questions regarding membership or membership status, please contact:

Melanie Thompson Stillinger, VP of Membership –
(405) 286-6444 melanie.thompson@hplsolutions.com

Michelle Gibson, VP of Member Services –
(405) 488-3509 mgibson@lifeshareok.org

Sharon Fulton, Chapter Administrator – (405) 706-6499
sharonfulton@airosurf.com



Upcoming UCO HR Society Meetings

Fri. Oct. 31st: 2:00 PM Room 207
Wed. Nov. 19th: 4:00 PM Room 113
Fri. Dec. 5th: 2:00 PM Room 207

All meetings are held on the UCO campus in the business building. They are always looking for speakers for their meetings. If you are interested and available to speak to the student chapter, please contact them at uco_hrsociety@yahoo.com

One of their goals put forth by SHRM is to worksite visits at local businesses. If your company is interested in this opportunity, please contact them at uco_hrsociety@yahoo.com.

OCHRS is the professional sponsoring chapter for the UCO HR Society. If your company is interested in finding a Human Resources Intern, please contact us.

VP Community Services, OCHRS
Lindsey Nichols, PHR
E-Mail: lnichols@nextep.com
Phone: 405.928.2325

STUDY GROUP-PHR/SPHR

LOCATION: Barnes & Noble 13800 North May (Memorial location)

DATE: October 19th

TIME: 1pm

For more information contact Stephany at:
Stephany.wade.tate@chickasaw.com

PHR/SPHR Certification

Many of you have already made the decision to pursue and maintain your PHR or SPHR certification. Others may be considering whether the certification is valuable at this point in your career. There are many reasons to consider certification. In the April 2004 issue of HR Magazine, Susan Meisinger, former President and CEO for SHRM, indicated that:

- Professional certification establishes credibility. Earning the PHR or SPHR credential shows that a person has mastered the HR body of knowledge and has remained current on HR developments through the recertification process.
- Certification recognizes professional achievement. It is a visible reminder to coworkers and senior management of the holder's expertise.
- Certification elevates the status of the HR profession. As the number of certified HR professionals grows, so does the status and prestige of the certification.
- Certification allows you to make a greater contribution to your organization's success. The knowledge and visibility you have gained provide you with an opportunity to make a difference in your organization.

From a practical standpoint, there are other individual advantages that you may realize:

- Certification provides a sense of personal satisfaction resulting from undertaking and succeeding in a difficult endeavor. Many newly certified HR professionals say: "I did it for myself".
- A highly valued certification gives you a distinct advantage in the job market. Similarly, when you are hiring, certification gives you an extra measure of confidence in a candidate.
- Certification is portable across different companies and positions. It moves with you as you change companies and careers. And, for many federal employees, certification helps them make the transition from public to the private sector.

Adapted from the SHRM Learning System, 2009, Module One, Strategic Management

HR Excellence Awards

Time to Shine. OCHRS is looking for HR leaders, programs and teams that inspire success. Gain the recognition that your HR programs deserve. OCHRS is now accepting nominations honoring successful HR visionary leadership, cutting edge initiatives and programs, and HR teams that have demonstrated excellence in the field to be recognized at our December 4 annual Christmas and Recognition Program. Deadline for submission is October 31, 2008. To request an application form, nominate a person, program or team for the award or to volunteer to be part of the award selection committee contact Stephany.Wade.Tate@chickasaw.com.

HR Certification Recognition

CONGRATULATIONS to the following OCHRS Members who successfully completed their certification in 2008:

Blaire Atkinson, PHR

Tandra Brooks, PHR

Christine Cave, SPHR

Lisa Crandall, SPHR

Theresa Ewing, PHR

Andrea Gilbert, PHR

Sherry Haworth, SPHR

Stephanie McCarty, SPHR

Stan McCauley, PHR

Connie Newport, PHR

Marla Robinson, PHR

Netty Rogers, PHR

Courtney Stevens, SPHR

Lee Tyner, SPHR

Nichelle Williams, PHR

We are in the process of planning the HR Certification Recognition program to be held during our December Meeting on December 4. If you are an OCHRS Member who became PHR, SPHR, or GPHR certified between November 2007 and June 2008 we want to make sure that you receive the recognition you deserve. Please contact Stephany.Wade.Tate@chickasaw.com to notify us regarding your recent certification success!

2009 – OCHRS Board of Directors

Please cast your vote!

President – 2009 – Kathleen Lyons, SPHR

President Elect - 2010–2011 - Stephany Wade Tate, SPHR

Past President – Scott Lowber, PHR (2006-2007)

Treasurer – Lisa Fleming, SPHR

Vice President of Legislative Affairs – Lynette Parmley, SPHR

Vice President of Community Services – Lindsey Nichols

Vice President of Programs – Joy Pollock, PHR

Vice President of Diversity – Bradley Davidson, SPHR

Vice President of Sponsorships/Foundation Chair – Cooper Johnson

Vice President of Member Services – Michelle Gibson, SPHR

Vice President of Workforce Readiness – Glenda Owen, PHR - *New Board Member*

Vice President of Public Relations – Janet Fisher, PHR

Vice President of Membership – Chade Nash - *New Board Member*

Vice President of Prof. Development/Certification Chair – Kevin Brown, PHR - *New Board Member*

General Counsel – Gayle Barrett

Chapter Administrator – Sharon Fulton

Please cast your vote for the OCHRS - 2009 Board of Director's slate.

Please note any concerns you might have here:

If you would like to nominate yourself or another member for future openings on the OCHRS Board of Director's, please give name and reason below or on back side of this page:



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Tel: 706-6499
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AFFILIATE OF

