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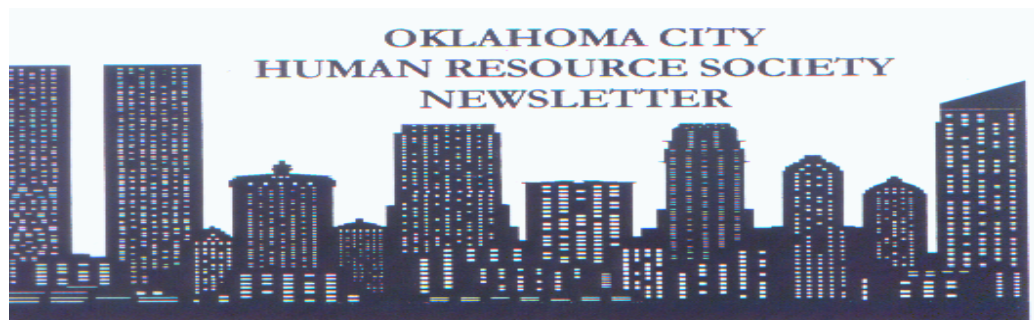
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September OCHRS 2007 Meeting

Assessing the Outcome of Effective Human Resources Management

Meeting Agenda:

11:15 – 11:30 Registration
11:30 – 12:00 Chapter News and Lunch
12:00 – 1:00 Program

Presented by:

W. Elliott Stephenson, Ph.D.
Sr. Director of Human Resources
Ben E Keith Company

Date: Thursday, September 27, 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



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Organizations:

- Achieve objectives when implementing major organizational transitions
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- Drive success by ensuring alignment between strategic plans, organizational structures, key processes, employee skills and reward systems
- Enhance teamwork by focusing on an increased understanding of interpersonal styles, effective conflict management and successful communication

Leaders:

- Gain a greater understanding of usual communication styles, underlying needs and the stress behaviors that may be impacting effectiveness with others
- Establish personal and professional goals and implement action plans to achieve them
- Build strong, effective relationships with key stakeholders inside and outside the organization



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Gayle L. Barrett
Crowe & Dunlevy, P.C.
OCHRS General Counsel
and
Jasmine A. Majid
Crowe & Dunlevy, P. C.

Temporary Restraining Order Issued on No-Match Rule

On August 31, 2007, a federal judge issued an order temporarily blocking the government from implementing the new "no-match" rule. The judge's order also stopped the Social Security Administration (SSA) from beginning to send "no-match" notices on Tuesday, September 4, 2007.

The Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement (ICE) adopted the Safe-Harbor Procedures for Employers Who Receive a No-Match Letter, 72 Fed. Reg. 45611 (Aug. 15, 2007) which outlined that an employer's receipt of a no-match letter may support a finding that an employer has or had "constructive knowledge" that it has hired or continued to employ an "unauthorized alien" and allow ICE to "not" hold an employer liable for hiring or continuing to employ an unauthorized alien if the employer does not have actual knowledge the employee is an unauthorized alien and it follows the steps outlined in the rule after receiving a no-match letter. Conversely, allowing ICE to hold an employer criminally or civilly liable for failing to follow the procedures set out in the rule.

U.S. District Judge Maxine M. Chesney found that the groups "raised serious questions as to whether the new Department of Homeland Security rule is inconsistent with statute and beyond the statutory authority of the Department of Homeland Security and the Social Security Administration."

Currently, employers who receive "no-match" letters stating that their employees' identification documents don't match SSA records are not required to take any action. The new DHS rule would impose liability on employers based on failure to respond to an SSA "no-match" letter, even though SSA errors are caused by many innocent factors such as typographical errors and name changes due to marriage or divorce, and the use of multiple surnames, which is common in many parts of the world. According to the Office of the Inspector General in SSA, 12.7 million of the 17.8 million discrepancies in SSA's database - more than 70% - belong to native-born U.S. citizens. Under the DHS rule, employers might be required to fire employees whose erroneous SSA records are not fixed within 90 days after the "no-match" letter is sent. The DHS rule would threaten jobs of U.S. citizens and other legally authorized workers simply because of errors in the government's inaccurate social security earnings database.

The order came as a result of a lawsuit filed by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), the American Civil Liberties Union, the National Immigration Law Center (NILC) and the Central Labor Council of Alameda County along with other local labor movements. A hearing on the groups' request to permanently bar the implementation of the DHS rule is scheduled for October 1 before U.S. District Court Judge Charles Breyer.

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.



Membership Corner

Welcome new members for August:

- Stephanie Dunkelgod – Sr. HR Representative, Tronox
- Khina Goncharov – HR Manager, Oklahoma Goodwill Industries
- Victoria Irvine – Director of HR, Linn Energy
- Diane Moss – Director of HR, Feed the Children

We are excited about the growth of our SHRM chapter this year. We have many new members who have not had the opportunity to get to know us; so we would like to introduce a new feature to our monthly meetings:

- **Introducing new members and first time visitors**
- **5 minute “icebreaker” at each luncheon table & business card exchange**

We welcome your suggestions and ideas; it is our goal to constantly improve the value of our meetings.

For information or questions about membership or membership status, please contact:

Melanie Thompson Stillinger, VP Membership @ 286-6444

Melanie.thompson@hlsolutions.com

Michelle Gibson, VP Membership Services @ 841.6730

mjgibson@PinnacleBSI.com

Sharon Fulton, Chapter Administrator @ 706-6499

sharonfulton@airosurf.com



UCO HR Society Fall Meetings

- October 2nd
- November 6th
- December 5th

Meetings are at 2:30pm in the Troy Smith Lecture Hall in the Business Administration Building in Room 113.

****If anyone is interesting in speaking at one of the UCO meetings, please contact Lindsey Nichols, VP Community Services: lnichols@nextep.com****

Certification is the mark of a professional. It shows that you have demonstrated mastery of your professional body of knowledge and are dedicated to staying on top of developments in your field and that you are committed to maintaining the high standards of the Human Resource profession.

The next PHR/SPHR Certification testing window will be from December 1, 2007 – January 31, 2008. The regular registration deadline for this exam window is October 12th and a late registration of November 16th. To register online go to www.hrci.org A PHR/SPHR Prep course is scheduled to start on Wednesday afternoons starting September 12th. We are also developing a new exam preparation program to help members establish individual study groups. If you are interested in the class and/or participation in a study group please contact Stephany.wade.tate@chickasaw.com We are also planning a Certification Recognition event to be held at our December OCHRS meeting in December 6th. We will be presenting all certified members with a recognition gift and making a special presentation for those members who were certified during 2006 and 2007. Please contact Stephany.wade.tate@chickasaw.com if you are a certified OCHRS member and/or if you were certified in 2006 or 2007 no later than September 30th so that we can make appropriate arrangements to recognize you.



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AFFILIATE OF



