

Ponca City Area SHRM

<http://poncacityarea.shrm.org/>



#0698



Upcoming Events

March 9 – HR Labor Laws at the State Level – Mike Seney (State Chamber)

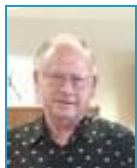
May – NOC Students



Rita Gravel, Mid-America Door

Come join us to gain insight from your fellow HR colleagues on the hot topics Human Resource professionals are facing today.

If a Membership is what you desire, contact Laura Wedd (Treasurer) and find out all the benefits that come with joining a local SHRM Chapter.



Robert Howard, Small Business Management PTC

PTO Use May Be Required During Inclement Weather

Employers do have the option of requiring exempt employees to use their paid time off (PTO) during times they're unable to come to work, as long as this policy is spelled out in advance. However, if such a policy is enacted and an employee does not have sufficient PTO to cover the absence, the employer still cannot make payroll deductions. Some employers opt to allow advance usage of PTO not yet accrued to cover these situations.

Check out the latest article on [SHRM](#) for more information.

OSHA 300-A Posting

All employers required to keep Form 300, the Injury and Illness Log must post Form 300-A, the annual summary of job-related injuries and illnesses, in a workplace common area by February 1. Visit SHRM's [OSHA 300-A Posting Period](#) on how to complete the form.

There will also be a **Free Webinar on 1/26/2016** 'OSHA's Recordkeeping Posting Required on February 1: Are You Ready?.' [Register Here](#)

2016-2017 Board

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Terry Brown, HR Director, City of Ponca City

Proposed Overtime Rule Advances

As it stands, the outcome of the final rule prior to its publication date is expected in the summer of 2016. The question some have now is whether this will be the onset of many lawsuits against employers by individuals who believe their jobs are misclassified.

Currently, the standard is what someone's main duties are, not how much time they spend on other tasks. A store manager who puts in some hours stocking shelves or helping customers, for instance, still qualifies as a manager—and is thus exempt from overtime pay—because managing other employees is his or her main job.

But the new DOL rules could replace the so-called primary-duties test with what's known as the California Test (named after the Golden State's overtime law), which says that someone who spends more than 50% of his or her time on non-exempt tasks is eligible for overtime pay even if his main job is usually considered exempt. In other words, a store manager who stocks shelves or serves customers for more than half her time would be entitled to overtime, whether or not her salary meets the new higher threshold.

Employers should take the time now to decide whether and how to reclassify people.

Complying with the EEOC's Proposed Wellness Regulations

A SHRM Webcast – 1/27/2016

When it comes to wellness programs, employers are caught between a rock and a hard place. On one hand, the Affordable Care Act (ACA) requires large employers to offer health insurance at an affordable rate to their employees, and one way to manage cost is with discounts for participation in a wellness program. On the other hand, the Equal Employment Opportunity Commission (EEOC) says incentive programs could discriminate against people based on their health status. Such discrimination would be a violation of the Americans with Disabilities Act (ADA). Under proposed EEOC regulations, employers must ensure that any wellness incentive is not so costly that participation becomes involuntary. In essence, the proposed regulations create a new facet for wellness program compliance.

[Register](#)

Senate Republicans Introduce E-Verify Mandate Bill

Sen. Chuck Grassley, R-Iowa, introduced a bill that would permanently authorize and require all employers to use the E-Verify program to check that new hires are eligible to work in the United States.

E-Verify is an internet-based system that is fast, free and easy to use – and it's the best way employers can ensure a legal workforce.

If you don't already use E-Verify, you can go to their website at [E-Verify](#)

2016 OKHR Legislative Conference

Wednesday, February 10
8:00am – 4:00 pm

[More Information](#)

[Register](#)



Expect the Unexpected!
PONCA
City
OKLAHOMA



Laurie Wedd, Eastman National Bank

SHRM Membership Dues

Membership dues for the Ponca City Area SHRM are just \$35 per year! This allows you access to all meetings, seminars and workshops at no additional charge. Non-members pay \$10 per meeting and \$25 per workshop so this is a GREAT value! [Join Now!](#)



Sarah Linn, PCDA

Ponca City Human Resource Directors:

While hiring may be just one of the many hats you wear as an HR Director, I'm sure it can be one of the most challenging. And you're not alone. According to the 2015 Talent Shortage Survey by Manpower Group, 38 percent of companies around the globe are reporting difficulty filling their jobs. The top five countries struggling to find workers include Japan, Peru, Hong Kong, Brazil and Romania. And many of you won't be surprised to know that the top five difficult to fill jobs globally are 1) Skilled Trade Workers 2) Sales Representatives 3) Engineers 4) Technicians and 5) Drivers. The survey also indicates that only 1 in 10 employers are looking to hire untapped talent pools, like women for traditionally male-held positions. I hope as HR Managers, you'll have the opportunity in the coming weeks to wear your 'Thinking Hat' and consider some new and creative ways your company can fill those hard to fill jobs. It's a global challenge with only local solutions. To see the entire study, visit [Survey](#).

Employment Background Checks Are There Pros to Screening-Out Cons?

Webinar – 1/26/2016

Michael Aamodt, Ph.D., will discuss why employers conduct background checks and review of the relevant case law pertaining to the use of applicants' criminal and credit history. He will also discuss methods for validating your use of background checks. This program is presented jointly by SHRM and the Society for Industrial and Organizational Psychology (SIOP).

[Register for this webcast](#)



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Tips & Traps When Hiring & Firing Employees January 13, 2016

As always, we were not disappointed by Crowe & Dunlevy at our latest meeting presented by Melissa McDuffey. Their representatives are informed and knowledgeable on the topics they present.

Ms. McDuffey talked about the various laws involved in hiring and firing such as Background Checks, Criminal Record Checks, Fair Credit Reporting Act, ACA, and FMLA to name a few. She went over questions to ask and not to ask during the interview process. As well as the proper documentation and process for termination.

If you would like a copy of her Powerpoint presentation, please contact Rita Gravel at rgravel@midamericadoor.com.

Don't miss our next meeting scheduled for March 9th. Mike Seney (State Chamber of Oklahoma) will present HR Labor Laws at the State Level.

