

Ponca City Area SHRM

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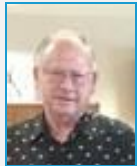
Upcoming Events

March 11

Retaliation in the Workplace

April 30

Mark Macy and the NOC HR Class will present 'Hot HR Topcs'



Robert Howard, Small Business Management PTC

This is an exciting time to be in Human Resources! The SHRM Certified Professional and Senior Certified Professional credentials offer a new standard aligned to global business needs. You can make an immediate impact on your job and excel in your career.

Several people have expressed an interest in having a 3-day certification course held here in Ponca City. The more people we can get signed up, the lower the cost will be. Please contact Rita Gravel (rgravel@midamericadoor.com) if you have an interest or have questions.



Rita M. Gravel, Mid-America Door

Oklahoma Employment Security Amendments Act 2015

Rep Randy McDaniel (R-Oklahoma City) is the bill author of House Bill 1001. One of the provisions of HB 1001 will allow employers to file documentation for misconduct immediately upon termination of the employee. In doing this, the employer will be considered to have automatically protested the claim, if and when the former employee files for unemployment insurance benefits.

The legislation would also provide a consistent unemployment insurance tax rate for new businesses in their first two years in operation.

Oklahoma has one of the most financially secure unemployment trust funds in the United States. This strong financial position will benefit Oklahoma employers and enable them to pay lower unemployment insurance taxes saving Oklahoma businesses an estimated \$125 million a year.

2014-2015 Board

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Terry Brown, HR Director, City of Ponca City



Ambush Election Rule Criticized Before Senate

Last week employers had their day before the U.S. Senate Committee on Health, Education, Labor and Pensions testifying against the rule issued by the NLRB last December and scheduled to take effect April 14.

If you recall, the new rule makes several changes, most significantly shortening the time frame for conducting a union election, requiring the employer to provide employee email addresses and phone numbers to unions within 2 business days of the election petition being filed and postponing most disputes about the election – such as which employees are eligible to vote until after the election is held.

Check out the latest revisions and updates to this controversial topic on SHRM.org at [Ambush Election Rule](#).

Bilingual Horticulture Communications

The University Center will host a class this spring from OSU called BILINGUAL HORTICULTURE COMMUNICATIONS. This course is designed to assist supervisors and employees within the horticulture industry with the Spanish/English language transition and to gain better understanding of contemporary Hispanic culture. Emphasis will be placed on translating and then properly speaking horticulture terminology in Spanish while addressing cultural and communication issues. The linkages and implications of these issues will be examined as they apply to successfully managing and understanding a diversified work force. This class will meet Tuesday evenings from 6pm - 9pm in the Spring. Anyone interested in attending this class may call the UC at 580-718-5600 and speak with an academic advisor.



Charles Kelly, Supported Community Lifestyles

Older Working Americans Struggle with Debt

A larger share of older American workers and their families have high debt loads. In fact, among families headed by Americans age 55 or older, the percentage with debt payments greater than 40% of income, increased to 9.2% in 2013, up from 8.5% in 2010.

The primary cause of rising debt load: Americans' homes.

Housing debt was the major component of debt for families headed by individuals ages 55 or older. One of the most significant implications for the future retirement security of these Americans is the potential risk of losing what is typically their most important asset – their home.

And because this is a trickle effect, anxiety related to finances could have a direct impact on health care costs, absence and productivity. Therefore, money management strategies, including budgeting and investing may increasingly be considered as a part of workplace stress management and wellness initiatives.





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:

Have you ever had trouble attracting or keeping young talent? I hear this fairly often when talking with different companies, and am working with a group trying to help.

The Ponca City Chamber recently started an organization called **Ponca's Young Employees (PYE)**. PYE will provide networking and professional development opportunities to employees **between the ages of 21-40 and who are employed by a Chamber of Commerce member**. We hope this network will allow young people to feel more connected and involved in the community, and will help you in your task of attracting and retaining young employees.

If you have questions or know of an employee who should be on our distribution list, please send their name and email address to austin@poncacitychamber.com.

Thanks!

Sarah

Upcoming Webcast – OSHA on Full Throttle - 2/19/2015

The Occupational Safety and Health Administration (OSHA) is undergoing significant changes. This webcast will review actions by both the Obama administration and Congress that expand OSHA's role in the workplace and update the agency's standards.

Register for this event at [OSHA On Full Throttle](#)

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