

# Ponca City Area SHRM

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



#0698



## Upcoming Events

**September 9** – Locating Your Workforce Thru Social Media

**November 11** – Immigration/ E-Verify

**December 9** – Christmas Meeting

## 2014-2015 Board

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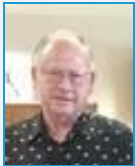
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**Robert Howard, Small Business Management PTC**

Being a National SHRM Member, enhances your career, gives you professional recognition in your field of expertise and you'll be able to network with your peers.

If a Membership is what you are desiring, don't miss the September meeting. We will be announcing how you can win a one year National SHRM Membership (valued at \$190).



**Rita M. Gravel, Mid-America Door**

## Oklahoma Employment Security Amendments Act 2015

Governor Mary Fallin approved this bill on 5/6/2015.

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.



Terry Brown, HR Director, City of Ponca City



## Proposed Overtime Rule Advances

The DOL has completed a draft of the new regulations and sent them to the Office of Management and Budget’s Office of Information and Regulatory Affairs (OIRA) for review. On Tuesday, Perez wrote “We’ve worked diligently over the last year to develop a proposed rule that answers the President’s directive and captures input from a diverse range of stakeholders. In the near future, the public will have an opportunity to weigh in and help us craft a final rule.”

Disapproval from members of Congress is unlikely to have any legal impact on the release of the new FLSA regulations with President Obama holding the veto pen and enough Democrats in both the House and Senate to thwart any attempt to override his veto.

The DOL has updated the FLSA regulations only twice in the last 40 years, most recently in 2004, when the Bush administration overhauled the “white collar overtime exemptions and set the salary threshold at \$455 per week (\$23,660 per year).

To read more about the latest on the FLSA changes, go to [FLSA Changes](#)



Charles Kelly, Supported Community Lifestyles

## Millennials Closing Pay Gap, But Not Cutting Apron Strings

By Dana Wilkie 12/4/2014

The good news is that the gender wage gap is shrinking among America’s youngest workers. But, the higher up the career ladder women go to reach manager and executive levels, the more wage gap grows.

The difference in overall median pay between men and women is 2.2% with millennial workers, 3.6% with Generation X workers, and 2.7% among baby boomers.

The employment situation has been tough for millennials with many of them entering the workforce in the midst of the Great Recession that wiped out nearly 9 million jobs.

Go to [Millennials Closing Pay Gap](#) to read more.

## 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](#)

## New Rules Revamp H-2B Visa Program

The U.S. departments of Labor and Homeland Security announced rules meant to reinstate the H-2B temporary foreign worker program, used by employers for hiring temporary labor in industries such as construction and manufacturing.

To read more about this, go to [H-2B](#)





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:

In this time of workforce shortage, HR Directors often have to get a little creative with how they attract talent. For some skilled positions, the days of posting an ad in the local newspaper for a day or two are gone, most likely to never return.

One fairly untapped workforce for Ponca City companies is recruiting separating military members. We should all agree that veterans are a great asset to our companies and we would like to encourage you to host a booth at an upcoming military hiring event in Enid (see below). It could yield some great candidates with connections close to our area!

### [Military Connection Hiring Event](#)

July 16, 2015  
Oakwood Mall  
Enid, Oklahoma

We would love to see many Ponca City businesses recruiting in Enid!

Thanks!

Sarah

## OSHA Addresses Safety Training for Temp Employees

OSHA has recently recommended that temporary staffing agencies and host employers outline their respective responsibilities for compliance with applicable OSHA standards in their contract. Thereby avoiding confusion as to the employer's obligations.

Read more about this on the SHRM website at [Protecting Temp Workers](#)

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SHRM 2015 ANNUAL CONFERENCE & EXPOSITION  
**LAS VEGAS**  
LAS VEGAS CONVENTION CENTER | JUNE 28 - JULY 1, 2015

**NOW HIRING**

Does your company have an opening in HR? If so, check out [SHRM's HR Jobs](#) premier job board for your advertising needs. SHRM's HR Jobs allows you to manage your entire recruiting process in one place.

Check out our Facebook Page and Website!

