

Ponca City Area SHRM

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



#0698



Upcoming Events

December 10

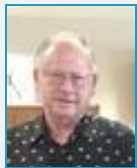
Christmas Meeting

January 14

Dealing With Problem
Employees and FMLA

March 11

Retaliation in the Workplace



Robert Howard, Small Business Management PTC

The local Ponca City Area Society for Human Resource Management encourages membership in our local organization.

Speaking for our SHRM board as President we are encouraging all business or community members that manage Human Resource issues to get involved in our SHRM Organization. Our meetings are conveniently scheduled at Pioneer Technology Center. Please feel free to share this with others of interest and I hope to see you at a meeting.



Rita M. Gravel, HR Manager, Mid-America Door

FLSA Proposed Rule Delayed

Fair Labor Standards Act is expected to undergo a significant revision in 2015. Focus will be primarily on employee classification – exempt vs. nonexempt. Employers will have very little time to review their classification practices and apply the new standard.

Tammy McCutchen, an attorney with Littler Mendelson who was administrator of the Wage and Hour Division, will be conducting a webinar. She will be reviewing the changes that may lie ahead and what employers must be prepared to do when new regs are issued.

[Login To Register](#) for the webinar.

2013-2014 Board

Robert Howard
roberth@pioneertech.edu
580-718-4239

Rita M. Gravel
rgravel@midamericadoor.com
580-716-5080

Laura Wedd
lwedd@eastmannational.com
580-718-9990

Terry Brown
browntd@poncacityok.gov
580-767-0323

Stan Bowman
stan.bowman@marlandchildrenshome.com
580-762-4156

Charles Kelley
Charles.kelley@sclok.com
580-763-1777

Sarah Linn
slinn@goponca.com
580-765-7070



Terry Brown, HR Director, City of Ponca City

Supreme Court May Limit Pregnant Women’s Rights: Here’s What You Should Know

This week, the Supreme Court will consider a case that could limit pregnant women’s options to protect themselves from discrimination in the workplace.

The 1978 law that barred pregnancy discrimination arose out of another case, the 1976 Supreme Court decision in [Gilbert v. General Electric](#). There, General Electric offered a benefit plan that covered employees suffering non-occupational injuries. The plan covered men and women, but explicitly did not cover pregnancy. Gilbert sued claiming that this constituted sex discrimination under federal law. GE countered that its plan was lawful because the pregnancy exclusion was not based on sex. GE argued it had to make a decision about what to include in the plan and what not to include. Drawing the line at pregnancy was a business decision and not one based on a desire to discriminate against women. The majority of the court agreed with GE, finding that excluding pregnant women from the plan was not a violation of federal law and that, indeed, pregnancy was not covered under Title VII. Two years later lawmakers passed the Pregnancy Discrimination Act, overturning Gilbert and making it explicit that pregnancy discrimination is barred by Title VII.

Now, the Young vs. UPS will come down to what Congress meant when it inserted the language of the law in the definition section of Title VII. Here is what the law says:

The terms "because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.

Let’s see what the Supreme Court says about this this month (December).



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! We’ll be kicking off our 2015 season very soon so don’t miss out! [Join Now!](#)



SHRM CERTIFICATION

The new credentials for HR Professionals

SHRM is pleased to announce the posting of a [SHRM Certification Toolkit](#), designed to help our affiliates and their members to understand the new SHRM Certification and what’s in it for them.

Located in the SHRM Volunteer Leader Resource Center, the toolkit includes: a downloadable PDF slide presentation that outlines the SHRM Certification; an Interactive Overview and Tour of the SHRM-CP and SHRM-SCP; collateral materials (PDFs) that chapters and councils can use to promote the SHRM Certification; as well as a pair of infographics that help explain the SHRM Certification life cycle.

For more information about SHRM Certification, go to shrmcertification.org.





Sarah Linn, PCDA

Find Us!

Workforce. The word alone is enough to make an HR manager shudder. Many of our local companies are feeling the pinch of trying to find a qualified, well-matched workforce. One way the Ponca City Development Authority wants to help is by gathering some real information from our local industries about their workforce needs for the upcoming two years. Having this information will allow us to work with our partners (schools, Pioneer Technology Center, NOC, Ponca City Workforce Center, etc.) to be more informed and prepared for coming industry needs. If your company would like to participate in a simple survey to help create a clearer picture of workforce needs in Ponca City, contact me at 580-765-7070 or slinn@goponca.com.

Be sure to also check out the Ponca City SHRM Facebook page and website! Both are great for resources and will allow you to get the future meetings on your calendar and network with other local SHRM members!



Charles Kelly, Supported Community Lifestyles

Making All Employees Feel Included During The Holidays

As Christmas approaches, some employees will decorate their cubicles and offices with religious and secular displays -- a nativity scene, a Santa Claus figurine, an angel-topped holiday tree. What do managers do if some workers are offended by the exhibits?

Visit [SHRM's Making All Employees Feel Included During The Holidays](#)

For 2015, FSA Contribution Limit Rises to \$2,550

For tax year 2015, the IRS announced the inflation-adjusted contribution limit for health flexible accounts (FSAs) will go up by \$50 to \$2,550. For more information, check out the article on [SHRM](#).

Want access to the best HR resources 24/7? Get your National SHRM Membership today and stay up-to-date on the latest news, rules and regulations.

[SHRM Membership](#)

Did you know SHRM has Spreadsheet Templates to calculate and compile HR and other business reports?

[Spreadsheet Templates](#)



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!

