

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, January 03, 2020 7:50:51 AM
Last Modified: Friday, January 03, 2020 7:56:02 AM
Time Spent: 00:05:10
IP Address: 204.87.121.2

Page 1

Q1 Contact Information for Nomination

Name of Contact	Cody D. Cox
Full Name of State Agency	Oklahoma Employment Security Commission
Email Address	cody.cox@oesc.state.ok.us
Name of Initiative the state (and/or partnership) is being nominated for:	Oklahomans Employer Council Business Service Model

Q2 1. Provide a brief description of the innovative initiative, innovative framework, or efforts of national impact you have chosen as your primary focus for the nomination. Response Word Limit: 200

Business Services are the critical link in the workforce development cycle and the Oklahoma Employment Security Commission's (OESC) responsiveness to the needs of business plays a critical role. To that end, OESC developed an innovative business-lead model coined Employer Councils. Oklahoma Employer Councils are a cooperative educational effort of the OESC and local human resource professionals. Employer Councils bring together employers in communities across the state of Oklahoma to learn about current local employment and training issues. Council oversight is a shared responsibility with a board of local human resource professionals driving the educational components and OESC team members managing the logistics and communications. The educational events are taught by experts in their respective fields and are held on a monthly basis in the Oklahoma City and Tulsa metro areas and quarterly in the Lawton and McAlester communities at no charge to employers. Each program has been approved for 1.25 hours of continuing education credit through the Human Resources Certification Institute. The HRCI certification is five times more requested than other human resource certifications and requires annual credits to keep certifications active. OESC is also recognized by the Society of Human Resource Management to offer Professional Development Credits.

Q3 2. Provide a statement of results, accomplishments, impacts and any other appropriate information that demonstrates why the nominee's efforts described in question #1 were an exceptional contribution. Response Word Limit: 200

Oklahoma's Employer Councils have been received with great enthusiasm statewide. The average attendance for each event exceeds 75 employers. The educational events impact every area of Human Resources including Recruitment, Employee Engagement, Performance Management, as well as Federal and State regulations that are often time sensitive. Employer Councils provide environments to engage with other business and partners in local communities and create holistic approaches to meeting the needs of the business and human resource communities. The Employer Council model has also been used on a smaller scale to offer lunch-n-learn opportunities in areas that don't necessarily warrant a regular-occurring event. A great example of this is Guymon, Oklahoma. Guymon is a small town in the panhandle of the state. Recent census estimates put the population at 11,278 people. The town businesses reached out to OESC and inquired about the ways medical marijuana might impact unemployment claims. The management team in this area of the state was able to reach out to the Employer Council teams in the other areas and procure a speaker to come discuss the effects of the new medical marijuana legislation on employer policies and employee separations. The first lunch-n-learn event had 35 employers in attendance.

Q4 3. Provide a brief description of the nominee's significant contributions in any one of the other two areas listed under "criteria" that you did not focus on above. Response Word Limit: 200

A robust business service model creates thriving local, state, and national communities. It was with this in mind that the OESC Employer Councils and a handful of workforce partners and business leaders created this strategic partnership that would leverage state resources to meet the needs of the business community. The Employer Council model has successfully created a business centered design which has been replicated in each quadrant of the state. As the human resource world continues to evolve and is changed by technology, the OESC affirms its commitment to the continued education of building business professionals through the employer councils.

Q5 4. Provide samples of work including creative materials, videos, graphics, documents, plans, etc. regarding the efforts and results you outlined in questions #1 and #2. File size limit is 16 MB. Only PDF, DOC, DOCX, PNG, JPG, JPEG, GIF files are supported.

Employer Council Feedback.docx (12.9KB)

Q6 Sample of Work #2 File size limit is 16 MB.

Employer Council McAlester.pdf (310.9KB)

Q7 Sample of Work #3 File size limit is 16 MB.

Employer Council- OKC.pdf (186.9KB)

Q8 Sample of Work #4 File size limit is 16 MB.

Employer Council Tulsa.pdf (348.8KB)

Q9 Sample of Work #5 File size limit is 16 MB.

Respondent skipped this question

2020 NASWA State Innovation Award Nomination -

Pinnacle Award for Business Development

Q10 Please upload a statement of approval from the Agency Administrator

Employer Council Rmc Signatruue.pdf (183.9KB)

Oklahoma Employment Security Commission



Richard McPherson, Executive Director

J. Kevin Stitt, Governor

Representing Employers

David Adams, Commissioner
Karen Hudson, Commissioner

Representing the Public

David Reid, Chair

Representing Employees

Jim Quillen, Commissioner
Trent Smith, Commissioner

December 20, 2019

To Whom It May Concern:

This nomination has the full support of the Oklahoma Employment Security Commission Executive Director Richard McPherson. Representatives from OESC would proudly attend the Winter Workforce Innovation Awards if chosen for the Pinnacle Award for Business Development.

Respectfully,

A handwritten signature in black ink, appearing to read "Richard McPherson", with a long, sweeping underline.

Richard McPherson
Executive Director
Oklahoma Employment Security Commission

Will Rogers Memorial Office Building · 2401 North Lincoln Boulevard · Post Office Box 52003 · Oklahoma City, Oklahoma 73152-2003 · Telephone (405) 557-7100 · Fax (405) 557-7174

Feedback from Employers

The Employer Council teams have an on-going strategy of continuous improvement. Each council does a survey to garner feedback from the attendees. The survey questions cover the scope of the presentation and whether it was well covered given the time allotted, what employers/businesses learned from the presentation, whether the presenter had adequate knowledge of the material and if he/she was able to answer questions, and what topics the attendees would like to see in the future. Below are some responses from the recent Medical Marijuana presentation held in Oklahoma City:

- “This presentation helped me better clarify the safety sensitive issue.”
- “[Remember] to include safety sensitive language in job postings and job developments.”
- “The speaker did an excellent job of outlining the hard borders of the law vs. the areas that are still grey areas. [Kept our minds on] how to play it safe.”



McAlester

EMPLOYER COUNCIL

TOPIC OF DISCUSSION

‘Fast Facts from the Wage and Hour Division’

Jessica Parker

Outreach & Planning Specialist
U.S. Department of Labor, Wage & Hour Division

Tuesday, April 9, 2019

Registration begins: 9:30am

Session Time: 10:00am-11:15am

Eastern Oklahoma State College - McAlester Campus Conference Center
1802 College Avenue
McAlester, Oklahoma 74501

E-mail this form to McAlesterEC@oesc.state.ok.us or Fax to 918.421.6333

Name: _____

Company: _____

Phone: _____ Fax: _____ Email: _____

Any questions or comments may be directed to:
Stacey Spears at 918-423-6830 or
E-mail: stacey.spears@oesc.state.ok.us

Guests are “Welcome” No Charge Involved



The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.

OESC is recognized by the Society for Human Resource Management to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.



Oklahoma Employment
Security Commission



OKLAHOMA
WORKS



McAlester

EMPLOYER COUNCIL

‘Fast Facts from the Wage and Hour Division’

This presentation will provide employers with information on:

Owning or running a business requires a host of tasks, including finding ways to comply with federal wage and hour laws. When employees are treated in ways that are consistent with the law, workers are protected and employers compete on a level playing field. Most employers want to comply with the law, but often have questions about how to meet those responsibilities. *Fast Facts from the Wage and Hour Division* will provide an overview of the laws enforced by the US Department of Labor’s Wage and Hour Division, including hours worked, overtime, record keeping, youth employment, and medical leave. The new PAID program will be introduced, along with ways to help employers ensure compliance within their organization. Employers should take advantage of this opportunity to get information about applicable laws from the agency that enforces them, ask questions, and provide feedback in a neutral environment.



Jessica Parker

Outreach & Planning Specialist
US Department of Labor Wage & Hour Division
Oklahoma City District Office

Jessica Parker began her career with the Wage & Hour Division (WHD) as an Investigator enforcing federal labor laws. She moved into her current role in 2014, providing community outreach and compliance education to employees, employers, and stakeholders. Her work also involves planning, monitoring, and evaluating progress for the agency’s local, regional, and national initiatives. Parker has received considerable recognition for her efforts to advance the WHD mission, including two Regional Administrator’s awards.

Prior to joining WHD, Parker entered Federal Service as a Claims Representative for the Social Security Administration (SSA) where she determined eligibility and processed claims for Retirement, Survivor, Disability, and Medicare benefits. After eight years with SSA, Parker had a break in federal service and became a certified secondary education teacher of Accounting, Web Design, Computer Applications, and other Business courses at the high school level.

Parker attended the Spears School of Business at Oklahoma State University in Stillwater. She transferred to East Central University and graduated with distinguished honors, receiving a Bachelor of Science degree in Business Management and Marketing. Parker also completed post-graduate coursework in Business Law.

Parker and her husband live on a farm outside a small town in central Oklahoma where they are raising three active boys. Of all the titles she’s held, ‘Boy Mom’ is her favorite.



**Adam W. Childers
Director
Crowe & Dunlevy**

‘Are You Dazed and Confused Yet? An Update on Medical Marijuana and the “Safety-Sensitive” Exception’

**TUESDAY, November 19, 2019
8:30am – 10:00am
Oklahoma History Center
800 Nazih Zuhdi Drive
Oklahoma City, OK 73105-7914**

To RSVP, please E-mail your name to: OKCEmployerCouncil@oesc.state.ok.us

Name: _____

Company: _____

Telephone: _____ E-mail: _____

OKC Metro Employer Council will provide accommodations for visually- and hearing-impaired attendees as requested. Please submit requests within 1 week of the event by contacting:

Monty Evans at Monty.Evans@oesc.state.ok.us

**Karen West, Hobby Lobby, Chair
Tracie Stephenson, Sunbeam Family Services, Vice-Chair**

The OKC Metro Employer Council is a cooperative educational effort of the Oklahoma Employment Security Commission, Workforce Oklahoma partners and Oklahoma City area human resource professionals.

Guests are welcome and no charge is involved.



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

OESC is recognized by the Society for Human Resource Management to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.





Our November 19, 2019 meeting will feature Adam Childers, who will present:

‘Are You Dazed and Confused Yet? An Update on Medical Marijuana and the “Safety-Sensitive” Exception’

In this presentation audience members will receive an update on the current status of Oklahoma law as it relates to protections afforded to employees who are medical marijuana card-holders. Specifically, the presentation will review the non-discrimination provisions of SQ 788, and outline the current state of affairs for Oklahoma employers when applying drug-testing policies. The presentation will then shift to the passage in March 2019 of the “Unity Bill” which became law at the end of August 2019. Attendees will learn what the “safety-sensitive” exception is, how it is applied and what the best practices should be for implementing change in light of this new law.



Adam Childers is a director at Crowe & Dunlevy and co-chair of the firm's Labor & Employment practice group. He received his Bachelor of Arts in political science (1997) and his Juris Doctor (2000), both with honors, from the University of Oklahoma. He also attended the Summer Program at the Queens College at Oxford University in Oxford, England.

Since joining Crowe & Dunlevy in 2000, Childers has successfully represented management in cases brought by employees under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, Oklahoma Workers' Compensation laws, the Fair Labor Standards Act, Oklahoma non-compete, non-solicitation and misappropriation of trade secrets statutes and Oklahoma Open Meeting and

Open Records Acts.

Childers is very involved in counseling employers who have questions about personnel decisions, ranging from how to properly terminate an employee to the proper procedures for garnishing an employee's paycheck. Childers has also crafted and revised employment policies for employee handbooks.

Building on his experience in oratorical skills that he gained as the college captain of the University of Oklahoma's speech and debate team, Childers is very active on the legal lecture circuit. Childers speaks to other lawyers, high level executives, human resource professionals, and clients about the various nuances of the laws affecting the workplace. These speaking engagements have included discussions on the ADA, FMLA, ADEA, Title VII, FLSA, Oklahoma's Workers' Compensation laws, as well as strategies for keeping the workplace free of litigation.

Medical Marijuana in the Workplace: An Update for Oklahoma Employers

More than a year after Oklahoma voters approved a ballot initiative legalizing medical marijuana, new rules and regulations issued under the recently signed Oklahoma Medical Marijuana and Patient Protection Act are set to go into effect later this summer, impacting employers and employees alike. Previously known as the "Unity Bill," the law resolves some uncertainty that remained after the passage of the original law and also provides employers with more tools to manage medical marijuana and maintain control over their workplaces. Our discussion will update employers on their rights and responsibilities under the Act, address what steps employers must take to take advantage of the new "safety-sensitive position" exemption, and provide practical advice for maintaining both legal compliance and a safe workplace.

Charlie Plumb

8:30 to 10:00 AM

Tuesday, August 13th, 2019

Tulsa Country Club

701 N. Union Ave.

Tulsa, OK



Please RSVP by Email: TulsaEmployerCouncil@oesc.state.ok.us

Guests are welcome and no charge is involved.

"OESC is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM."



"The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval."



Charlie Plumb
Shareholder, Attorney
McAfee & Taft

Charlie Plumb represents management in all phases of employment law and labor relations. Much of his practice is dedicated to counseling employers on compliance with a broad range of state and federal employment laws and regulations and educating management on best practices for avoiding disputes arising from the employer/employee relationship. He also has extensive litigation experience before federal and state courts, regulatory and administrative agencies, and in arbitration matters involving claims of discrimination, wrongful discharge, retaliatory discharge, breach of contract, and constitutional law violations.

As part of his labor practice, Charlie represents unionized employers in collective bargaining negotiations with labor unions, arbitrates grievances, and defends management against a variety of claims before the National Labor Relations Board and Department of Justice and in state and federal courts. He also represents employers who seek to maintain a non-unionized workforce by counseling management on union avoidance strategies and by providing training and advice to management and supervisors. His clients include numerous municipalities throughout Oklahoma and companies engaged in the manufacturing and distribution, construction, energy, public utility, technology and business services industries.

Charlie is a member of the American Bar Association's Labor and Employment Law Section and the Oklahoma Bar Association's Labor Council. He is also the designated representative of McAfee & Taft as the exclusive member firm representing Oklahoma in the Employers Counsel Network, a nationwide affiliation of leading law firms providing legal assistance and representation to employers. He has previously served as leader of the firm's Labor & Employment Group.

Charlie is a frequent speaker on labor and employment issues before state, regional and national audiences, has been interviewed by local and national media on a variety of state and federal employment law matters, and has been a guest legal columnist and contributing author to numerous business and professional publications, including The Oklahoman, The Journal Record, HRLaws.com, and EmployerLINC, a legal blog dedicated to employers and workplace issues. He is also co-editor of the Oklahoma Employment Law Letter, a monthly review of new court decisions, regulations and laws that affect state employers, as well as co-editor for the Oklahoma section of the annual guidebook for employers and human resources professionals, 50 Employment Laws in 50 States.

Charlie's achievements have earned him inclusion in The Best Lawyers in America (employment law – management; labor law – management; labor and employment litigation), Oklahoma Super Lawyers ("Top 50 Oklahoma Lawyers"), Benchmark Litigation and Chambers USA Guide to America's Leading Lawyers for Business, where he has been lauded as "an impressive public speaker who utilizes his vast experience to effectively defend clients." Researchers at Chambers & Partners also quoted market observers as admiring him for his "practicality of advice and specialized knowledge of complex legal issues," with sources commenting that he "immediately commands respect, is always up to date and knows how to handle a problem." He was named by Best Lawyers as the "Tulsa Labor and Employment Litigation Lawyer of the Year" in 2012 and "Tulsa Labor Lawyer of the Year (Management)" in 2014 and 2019, honors only given to a single lawyer in each legal specialty in each community.

Directions

Tulsa Country Club is conveniently located immediately Northwest of Downtown Tulsa.
Physical Address: 701 N. Union Ave., Tulsa, OK 74127

From Downtown Tulsa:

the Club can be best reached in a matter of minutes by taking Denver north to Edison and then traveling west to Union Ave.

From Highway 412/51/64:

by taking the Gilcrease Museum Road exit and then traveling north to Edison where you would turn East and travel to Union Ave.