



Vol. 8, Issue 7
www.hrtampa.org

e-NEWS

September All Day Session, Westshore Marriott, 7:30 a.m. ■ September 17 September 2003



HR Tampa September Conference

Fall Festival 2003

The HR Tampa

Fall Festival 2003 is your opportunity to learn new skills and network with other area HR professionals and industry experts, enhance your leadership skills and help to shape the future of your profession.

Deadline for registration is September 12. To register, go to: <http://hrtampa.affiniscape.com/cde.cfm?event=32869>



Fall Festival 2003

Changing Seasons/Changing Times

HR Tampa September Conference

Wednesday, September 17, 2003

Westshore Marriott Hotel
Tampa, Florida



Keynote Speaker

Lou Adler

LOU ADLER is the president of The Adler Group, a training and consulting firm developing leading-edge recruiting strategies. He's also the creator and founder of POWER Hiring and Zero-based Hiringsm –the Six Sigma Business Process for Hiring Top Talent. Lou is the author of the bestselling, *Hire With Your Head - Using POWER Hiring to Build Great Companies* (John Wiley & Sons, 2002), and the award-winning Nightingale Conant audio tape program, *POWER Hiring: How to Find, Assess, Hire and Keep Great Talent* (1999). He is a respected recruiting industry authority, national speaker, and columnist for a number of major recruiting Internet sites including HR.com, ERExchange.com, and AIRS.



Representing: Dannie Perry, Ashley Perry, and Sherry Moore, schmooze with Vanessa Flowers (second from right) at the O.C. Tanner reception at the National SHRM Conference.



UPCOMING EVENTS

Sept. 17 ■ All Day Event
HRTampa Expo ■ *Changing Seasons - Changing Times*

Oct. 8 ■ 7:30-9:30 a.m.
Breakfast Meeting Joint Diversity Event with SHRMA at Holiday Inn Select, Ulmerton Rd.

Nov. 19 ■ 5:30-8:30 p.m.
Dinner Meeting ■ Westshore

December Meeting ■
To Be Announced

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HR TAMPA SEPTEMBER CONFERENCE

FALL FESTIVAL 2003

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CONCURRENT SESSIONS

FALL FESTIVAL 2003

SCHEDULE OF EVENTS

- 7:30 a.m. Registration -
Continental Breakfast Early Bird
Raffle if registered by 8:15 a.m.
Vendor Expo Opens
- 8:20 a.m. Welcome and opening remarks
Jeremy Dixon, President, HR Tampa
- 8:30 a.m. Concurrent Sessions
- 9:30 a.m. Break - Vendor Fair - drawing
- 10:00 a.m. KeyNote Speaker: Lou Adler
Power Hiring
- 11:30 a.m. Break - Vendor Fair - drawing
- 12:15 p.m. Lunch - recognize vendors, discuss
website overview, preview of
coming events, other HR Tampa
business
- 1:45 p.m. Break - Vendor Fair - drawing
- 2:15 p.m. Concurrent Sessions
- 3:15 p.m. Break
- 3:45 p.m. Concurrent Sessions
- 4:45 p.m. Closing Remarks
Jeremy Dixon, President
Final drawings from vendors

M. Kristen Allman, has over 16 years of experience representing management exclusively in all aspects of labor and employment, and will discuss the proposed regulations to revise the executive, administrative, professional and outside sales exemptions to the Fair Labor Standards Act's minimum wage and overtime provisions.

Bill Mitchell, a leading Florida attorney in employee benefits and employment law will lead a discussion on "How to Protect Employers with Regard to Benefits."

As the economy begins to rebound, it is our responsibility to understand and evaluate our people, processes, tools, and technologies in order to prepare for the future. This session, led by **Dan Oakes**, Director, Staffing Solutions, Bernard Hodes Group, will explore the elements of a world-class organization, and through the use of assessments, metrics, and other tools, will allow you to understand your current situation and change directions as needed.

Hank Seitz, CEO of World Wide Success, The Human Capital Solution Company, will discuss his three point strategy on Retaining "A" Players.

Feeling drained? What can you do for yourself, your staff and your workforce when it seems that you are subject to one change after another? **Beverly Bitterman**, *MSN*, will help you to learn or recall human needs during times of change, understand why creativity shuts down & fatigue sets in, and identify elements of a turnaround plan for yourself, your team and your company.

As Human Resources professionals continue to strive to be true strategic business partners, preparing and delivering effective presentations has become a crucial skill for success. **Ron Hamilton**, the Founder and Chief Consultant of Practical Human Resources Solutions, will lead this session which will focus on the importance of this skill and some tips and techniques that will help HR professionals develop and deliver effective presentations.





WORKERS' COMPENSATION CLAIM AGAINST STAFFING FIRM CUSTOMER REJECTED

by Bill Mitchell, Legislative Chair

In a recent case in the Florida District 5th District Court of Appeal (*Carnegie Gardens Nursing Center v. Banyai*, August 15, 2003) the court held that a temporary worker's injury claim against a customer was barred because the claim was covered by workers' compensation through her staffing firm. The worker was walking down the main hallway of a nursing home, where she was assigned, and fell, injuring her wrist and neck. After therapy and much diagnosis, it was later determined that she was permanently disabled and would receive disability benefits for the rest of her life.

In addition to her initial workers' compensation claim, she also sued the nursing home for damages, claiming that it was negligent in maintaining the hallway. She argued that workers' compensation did not apply because she was not performing her job duties when she was injured; and even if it did apply, she argued, the customer could still be liable for negligence in their maintenance.

The court disagreed. It held that a claim is always covered by workers' compensation if the injury is sustained on the employer's premises and if it is sustained while the worker is undertaking activities that are incidental to and reasonably necessary for performance of the worker's duties such as walking from one place of work to another.

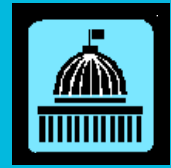
Because the worker had just finished working with a patient and was still on shift at the time she was injured, and merely navigating the hallway going from one work location to another, the court found that her injury was incidental to her basic duties and therefore was covered by the workers' compensation policy of the staffing firm.

The court also concluded that the customer's status as a statutory employer under the Florida workers' compensation law rendered it immune from negligence liability. Relying on Florida case law decisions and statutory law, the court held that when a contractor sublets work, as in the case when hiring temporary workers, the workers are considered to be employees of both the contractor and the subcontractor.

The decision is consistent with a long line of cases in most jurisdictions that extend immunity under state workers' compensation laws to staffing firm customers.

DEAR FLORIDA HR PROFESSIONAL,

Join your human resources colleagues on September 18, 2003, 8:30 a.m.- 4:30 p.m. at the Ft. Lauderdale Marina Marriott for a one day conference with the best panel of employment law experts and members of SHRM's Government Affairs Staff.



HRCI Credit Hours: Earn recertification credit hours towards PHR and SPHR recertification. Conference includes breakfast, lunch, beverages and speakers' handouts. *Florida Chapter/SHRM Members: \$99.00 All others: \$125.00 Payment in advance is required. Register early - limited space.* <http://hrflorida.org/>

Conference Agenda

8:00 a.m. Continental Breakfast/Check-in/Networking

9:00 a.m. Welcome and Conference Highlights
*Jasmine Richards, PHR, President,
HR Florida State Council*

9:15 a.m. Florida Outlook: Current Legislative Issues
*David Namura, Manager, State Affairs, SHRM
Carol Flynn, SPHR, Co-Chair Legislative
Affairs, HR Florida
Terry Reardon, PHR, Co-Chair Legislative
Affairs, HR Florida*

10:00 a.m. BREAK

10:15 a.m. The ADA and Mental Disabilities
Mark Cheskin, Esq., Hogan & Hartson LLP

11:15 a.m. The Sarban Oxley Act: Will You Go To Jail
*Aaron Zandy, Esq., Ford Harrison LLP
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Noon LUNCHEON

Reducing Employee Litigation Through Outsourcing
*Charlene S. Mixa, SPHR, Drake Beam Morin -
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1:00 p.m. How to Investigate an Allegation of Sexual Harassment
*(Interactive session - mock investigation)
David Block, Esq., Jackson Lewis LLP*

2:30 p.m. BREAK

2:45 p.m. Retaliation and Whistleblower Claims -
*When You and Your Business Are on Trial
John Duval, Esq., Ford Harrison LLP
Gold Sponsor*

3:30 p.m. HRVoice: Your Link to Political Action
*Amani Council, Manager,
Member Advocacy, SHRM*

4:00 p.m. Questions and Answers (Free Legal Advice!)

4:30 p.m. CLOSE

DIVERSITY FACTOIDS

By Cynthia Davis-Gryce – Diversity Chair

ASIAN AMERICANS LIKELY TO FACE HOUSING DISCRIMINATION

One in five Asian Americans and Pacific Islanders attempting to buy or rent a home encounter discrimination, according to the Department of Housing and Urban Development.

MALE MENTORS MORE LIKELY TO OFFER LEADERSHIP OPPORTUNITIES

Male mentors are more likely to provide women with general business training and leadership opportunities, according to CareerWomen.com. A survey of women with male mentors found that **92 percent** said they received general business training



and **95 percent** were exposed to leadership opportunities compared with **8 percent** and **5 percent**, respectively, for women with female mentors.

SUPPORT FOR WORKPLACE ACCOMMODATIONS DROPS

Seventy-nine percent of all adults support the principle that “employers with more than fifteen employees must make reasonable accommodations for employees with disabilities,” according to a poll conducted by the Harris Organization for the National Organization on Disability. This is down six points from **85 percent** in 1999.

**Want to find out more? Contact Cynthia Davis-Gryce - Diversity Chair
Contact her at the HR Tampa Website to find out “The Rest of the Story....”**

You Do the Math

By Barry L. Brown, SPHR, CCP

It's That Time of Year Again

We get a lot of calls about this time of year asking about the average merit increase for the coming year. We're all working on budgets for the coming year and merit increases always receive a lot of attention.

It looks like the average merit increase budget will actually be around 3.5% - plus or minus a couple tenths of a percent depending on exempt status and how high on the organization chart you fall.

It's easy enough to find information this time of year on this subject, but I have just one question for those of you concerned with what everybody else is doing: “Why?”

If you just want to maintain your relationship in the market, then following what everybody else is doing will probably be OK. However, that's seldom the case in real life.

The Case For A Different Approach

Let's assume you've done your homework and you've found that, on average, your workforce is paid about 90% of market. (This assumes your midpoints are pretty closely tied to market and you've simply divided the base pay by the midpoint to arrive at a compa-ratio.)

If your workforce is, on average about 10% below market, the next thing we look at is length of time in the current job. If it takes less than a year to

get really good at the job and I've been doing a “Meets Expectations” level of work for the past three years that I've been in the job, I expect to be paid somewhere around midpoint. After all, you've told me in the Handbook that your midpoints reflect market ... and that they're based on a lot of research by the HR Department. So, if I can do the job and do it well, I expect to be paid midpoint (market).

If I have well-trained and solid-performing employees, I really need to pay attention to the average pay in the market rather than what everybody else may be doing for a merit increase.

It's Impossible

With a 3% or 4% merit budget, it is mathematically impossible to move your workforce any closer to market than where they are now. How can this be? Simple. If I'm behind the market by 10% and I grant the same merit increase as everyone else, I'm going to remain behind about 10%.

The only way to improve the situation is by a merit budget that is large enough to move the workforce closer to market. In the scenario just described, I might be asking for a merit budget of at least 5-6%. Yes, I realize budgets are tight, but employees are, after all, our most important asset.

Interns - Our Future HR Professionals

by Dana Chatelain, College Relations Chair



It's back to school time, football season, and before you know it the end of the year! That's right--the end of the year, but don't panic yet. Consider an intern student through HR Tampa. HR Tampa added the College Relations chair in 2002 to improve the relationship between HR Tampa and local colleges. During its inception year, the College Relations Committee put

together a phenomenal intern program.

The goal of the HR Tampa Internship Program is to assist local students studying the HR Profession in finding quality intern programs with HR Tampa members whose organizations would be willing to serve as internship training sites. The program was designed to ensure students are receiving the knowledge and skills necessary to assist them in their career development. This opportunity allows students to "walk a day in the life of the HR Professional" and helps them to understand the true workings of an HR department and ensure continued commitment to the profession.

The intern program supports HR Tampa members and their organizations by providing a \$500 match to organizations investing in the development of aspiring HR professionals. Host companies are given a \$1000 stipend, which is comprised of \$500 from HR Tampa and a matching \$500 commitment from the organization. The stipend should be used to pay the intern. The program is designed for an intern to work up to 10 weeks, ranging from 10 to 15 hours a week at the organization's discretion. The host organization has the opportunity to access a pool of highly motivated, career-oriented students.

HR Tampa's first intern is Micael Diazgranados, a student at the University of South Florida. SCI Companies hired Micael as an intern to assist with open enrollment. CONGRATULATIONS MICAEL!

In today's economy students everywhere are asking and inquiring as to how to break into the HR Profession. This is a great opportunity to give future HR Professionals a place to start. We all had to start somewhere.

NAAHR Meeting

The Tampa Chapter of the National Association of African Americans in Human Resources (NAAHR) invites you to our next business meeting. Join us and meet our special guest speakers.

Topic: "HR Entrepreneurs - The 411 on Owning An HR Business"

Date: Thursday, September 18, 2003

Time: 6:00 pm - 8:00 pm

Place: Tech Data

5350 Tech Data Drive

Clearwater, FL 33760

Contact Kathy Baird by calling (727) 562-4066 or by e-mail at Kbaird@clearwater-fl.com

2004 HR Florida Conference & Expo October 6-8, 2004

Fort Lauderdale, FL

by Sharlyn Lauby, SPHR

Greetings from Ft. Lauderdale, the location for the 2004 HR Florida Conference & Expo! Our theme for 2004 is "The Art of Human Resources."

For those of you who attended the Show in 2002, you know this is one conference that you don't want to miss. The event provides a chance to network with your colleagues from around the state, hear presentations by the best speakers in the nation, and to just relax and have some fun.

As you are preparing your budget for next year, don't forget to include the 2004 conference. The event will be held October 6-8, 2004 at the Broward County Convention Center.

Registration info will not be available for a few months, but our intent is to keep pricing at approximately 2002 levels. If I can answer any questions in the meantime, please feel free to contact me at slauby@itmgrouppinc.com or 954.217.2165.

So, don't forget about the HR Florida Conference next October! We hope to see you there.

EMPLOYMENT LAW SEMINAR

The Greater Palm Harbor Area Chamber of Commerce as part of a six-week business series is offering a session on **Employment Law**, a discussion from the point of view of both the employer and employee

Attorney David Linesch has practiced Labor and Employment Law for over 21 years and has the distinction of being only one of a few practitioners with experience representing both employers and employees in labor and employment matters. He is Board Certified by the Florida Bar in Labor and Employment Law. His published works include The Florida Employment Law Desk Book. Attorney Linesch will present employee employment issues.

Attorney Grant Petersen counsels and represents employers in all phases of labor law. He advises clients on matters under federal, state and local employment discrimination laws and employment-related contract and tort laws. Mr. Peterson conducts numerous training programs for human resource professionals, managers and supervisors regarding employment law matters. Attorney Petersen will present employer employment issues

This program will be held on Tuesday, Sept 9th at the Palm Harbor Library, 1151 Nebraska Ave, Palm Harbor, from 5:30-7:30PM, snacks and refreshments will be provided starting at 5:00PM. Cost is \$20 per person. To register call the Palm Harbor Chamber of Commerce at 727 784-4287.

Don't miss this lively debate and informative discussion.

THE DON'TS OF RESUME AND JOB APPLICATION RESPONSES

- Some may have been intentional!!

QUALIFICATIONS:

"Here are my qualifications for you to overlook."
"Holy responsible for two (2) failed financial institutions."
"Lets meet, so you can ooh and aah over my experience."
"I have an excellent track record, although I am not a horse."
"I am loyal to my employer at all costs... Please feel free to respond to my resumé on my office voice mail."

EXPERIENCE:

"Note: Please don't misconscrow my foreteen jobs as job-hopping. I have never quit a job."
"I have never been thrown a bone I couldn't solve."

EDUCATION:

"Failed bar exam with relatively high grades."
"Finished eighth in my class ? of ten."
College BS Degree 1969 – 1976 (major changes)

SPECIAL SKILLS:

"I have lurnt Word Perfect 6.0 computer and spreadsheet progroms."
"I know Lotus 1,2 and 3"
"Am a perfectionist and rarely if ever forget details."

REASONS FOR LEAVING THE LAST JOB:

"Reason for leaving last job: maturity leave."
"Responsibility makes me nervous."
"They insisted that all employees get to work by 8:45 every morning. I couldn't work under those demanding conditions."
"Was met with a string of broken promises and lies, as well as cockroaches."
"I was working for my mom until she decided to move."
"They made me a scapegoat - just like my three previous jobs."
"I have become completely paranoid, trusting completely no one and absolutely nothing."
"I Was placed in hot seat that was a most uncomfortable chair."
"They told me that I needed to be promoted out of the company"
"They were just unfriendly at the Post Office, so I kept to myself and finally walked off"
"Former boss made me work in the freezer most of the day" – Johnson Wholesale Frozen Meats
"However, I was never indicted on those charges following a thorough investigation, the money just disappeared."

JOB RESPONSIBILITIES:

"While I am open to the initial nature of an assignment, I am disposed that it be so oriented as to

partially incorporate the experience enjoyed heretofore and that it be configured to lead to the application of more rarefied facets of financial management as the major sphere of responsibility."

"I was proud to win the Gregg Typing Awad."

"I worked twenty five years for the state, but got out early"

SPECIAL REQUESTS & JOB OBJECTIVES:

"Please call me after 5:30. I am self-employed and my employer does not know I am looking for another job."
"My goal is to be a meteorologist. Since I have no training in meteorology, I suppose I should try stock brokerage."
"I procrastinate - especially when the task is unpleasant."
"It's best for employers that I not work with people."
"You will want me to be Head Honcho in no time."

PHYSICAL DISABILITIES:

"Minor allergies to house cats and Mongolian sheep."
"I am too short to reach high file drawers"
"My head doesn't bother me anymore, except for the dizzy spells"

PERSONAL INTERESTS:

"Donating blood. 14 gallons so far."
"Marital status: often. Children: various."
"Marital status: single. Unmarried. Unengaged. Uninvolved. No commitments."
"I am a team player" (in cover letter, then ?) "My interests include; reading, chess, crossword puzzles and jogging."

SMALL TYPOS THAT CAN CHANGE THE MEANING:

"As indicted, I have over five years of analyzing investments."
"I demand a salary commiserate with my extensive experience."
"Received a plague for Salesperson of the Year."
"Education: College, August 1880-May 1984."
"Experience: Dealing with customers' conflicts that arouse."
"Develop and recommend an annual operating expense fudget."
"I'm a rabid typist."
"Instrumental in ruining an entire Midwest chain operation."

REFERENCES:

"References: None. I've left a path of destruction behind me."
"Many have suggested that I should go as far as possible"
"Reference available if absolutely required"
"Please call me before checking with any of my references, this is important"
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