

JUST SAY YES!

5 Reasons Why You Can't Miss the 26th Annual HR Florida State Conference



26th Annual HR Florida Conference & Expo
October 6-8, 2004 - Ft Lauderdale, FL

Q: My boss won't give me the time off. He says I will skip the sessions and spend the day at the beach.

A: You won't want to miss a single session! Tell your boss that you will have the opportunity to see senior HR professionals from companies like GE and Kelly Services. You will also see labor attorneys and top consultants from around the nation. You will gain an incredible amount of new knowledge that you can put to use right away!

Q: My boss is cheap. I didn't budget for the conference and he never lets me go anywhere.

A: If you register prior to July 1, you can attend this jam-packed conference for only \$375! Offer to trade attending those one-day seminars you budgeted for that you don't really get anything out of. Point out that you can fly into Fort Lauderdale from anywhere in the state and the hotel is offering great rates. Many of your meals are also included in your registration fee!

Q: I never know anyone at these conferences and feel like an outsider.

A: We have many opportunities for you to network and meet other HR professionals. In fact, you can even attend one of the pre-conference sessions on Wednesday and make new contacts prior to the start of the conference! You will create a whole new network of HR professionals that you can access for help. Better yet, ask an HR friend to come with you and split the cost of the hotel room (see question #2)!

Q: I'm afraid I will be bored at night. I don't like eating dinner by myself and don't want to sit in the hotel room every night.

A: We have activities planned for every night! Wednesday night we have a welcome reception in the expo hall and Thursday night is our "One Step Beyond" party. We promise to keep you busy. These events are included in your registration fee.

Q: No one does my work for me while I am gone. It is too hard to miss work for three days.

A: Even though you aren't at work, you will be increasing your HR knowledge by leaps and bounds. You will learn things that will make you more efficient in your daily duties as well as tips on the more complex areas of your job. A three day investment into your career will pay off huge dividends!

Starship Dining Cruise



Come and enjoy a wonderful evening with your HR Tampa colleagues on a Starship Dinner Cruise.

When: June 16, 2004

6:00 PM to 9:00 PM

Sponsor: Eastern Financial Florida Credit Union

Located in downtown Tampa, Florida, **Star-Ship Dining Yacht is docked at 603 Channelside Drive** between the Ice Palace Arena and the Florida Aquarium next to Channelside's shopping and entertainment complex.

See page 5 for driving directions.



Our thanks to Hearthstone Assisted Living at Carrollwood, sponsors of May's meeting, and to M Susan Dupper, SPHR for her presentation, "The Future of the Profession Formerly Known as HR."

Special thanks to Eastern Financial, sponsors of June's Starship Dinner Cruise.



President's Corner



It's hard to believe that I'm nearing the half-way mark for my year as President of HR Tampa. I guess there's some truth to the saying "time flies when you're having fun."

Of course along with the fun comes a lot of hard work for all of the volunteer leaders of HR Tampa. There's a lot of action taking place behind the scenes to make our chapter profitable, keep the website updated, get our newsletters out on a timely basis, get membership applications processed, get jobs posted on our website, keep the certification classes going, arrange for speakers and sponsors for our monthly meetings (multiply this about 10 times for the September event), keep up on legislative issues and report to our members on a timely basis, attend state conference meetings and board meetings (that includes keeping minutes), match interns to companies, coordinate monthly meeting registrations, respond to emails and phone calls that come in through website feedback or directly to various board members.....it's a long, long list. Oh, and this is in addition to our regular jobs where we get paid. I just can't say thanks enough to our volunteer leaders for the time they contribute to make our chapter successful.

A big thank you also goes out as well to all of our members that continue to support the chapter. We encourage your feedback and suggestions. You can send us your thoughts by clicking on "send us your comments" on the HR Tampa page. If you want to contact a board member directly you can click on the word "Leadership" on the left side of the home page, or on "who to call" on the right side, and you will be directed to the list of board members. All of our phone numbers are listed on the Leadership page--if you click on the name it will take you into email.

For those of you not at the May meeting, we were pleased to announce that HR Tampa was awarded 2nd place honors for mid-size chapter nationwide for the 2003 donation to the SHRM foundation. And as announced last month, we received the Superior Merit Award for 2003. I received our new banner over the weekend so we'll have that on display at our meeting in June.

We also announced at the May meeting a reminder that SHRM offers a free year of membership to anyone who has been downsized and is a *current* member. Members will need to call SHRM's customer service department at 800-283-7476 when they renew to ask for this special program.

We're all looking forward to our June meeting sponsored by Eastern Financial Florida Credit Union and held on the Starship



Dinner Cruise. In response to member feedback from the previous two years, we will not have a formal speaker for the meeting, but are planning a fun night that will allow for plenty of time to enjoy the cruise on the upper decks. Be sure to reserve your space early as space is limited.

And don't forget about Fall Festival 2004 which will be our all-day educational event on September 15 at A La Carte Pavilion in Tampa.



Our Keynote Speaker this year is Simon Bailey, an internationally known speaker, author and consultant and a leading authority in helping individuals and organizations release their brilliance. He is the founder of the Imagination Institute, Inc., an organization dedicated to building the world's most valuable resource - its people. I received excellent testimonials about his presentations at the HR Florida state council meeting on May 14, so you should get your reservation in early as space will be limited for this event as well. Registration information for this event will be up on the website shortly.

Hope to see you again in June!

Sherry Moore

PROFESSIONAL HR CERTIFICATION: IT'S MORE THAN GOOD PEOPLE SKILLS

By Alisa Goldschmidt

It wasn't too long ago when we were riding high on the technology wave. Let's face it—it was a job seeker's paradise—too many jobs and not enough workers. Today, workers are struggling to keep their jobs, job seekers are finding new jobs scarce, and employers are trying their best to keep up with the changing economy without sacrificing the quality of their products and services.

During these challenging times, an effective HR staff must be able to demonstrate more than "good people skills." "Good people skills" won't help overhaul an organization's compensation structure, won't develop and assess an organization's training program, won't help an organization be proactive in developing a culture free of sexual harassment, and won't develop an OSHA-compliant health safety program.

One way to assess the effectiveness of an HR professional is by certification. An HR department whose staff is professionally certified can—and should—make a significant contribution to the management and strategic direction of an organization. They can ensure that the organization's people strategy is correctly aligned with its business strategy.

How do you determine which professional certification to look for when staffing your HR department? The most respected certifications for HR professionals are the Professional in Human

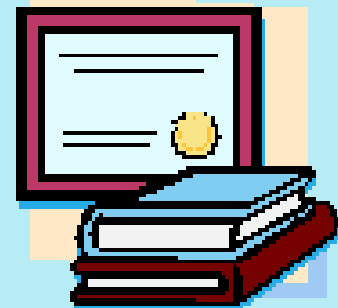
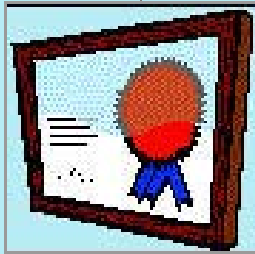
Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR) from the Human Resource Certification Institute (HRCI). Earning one or more of these designations validates that a professional possesses significant knowledge and experience in all areas of HR, including strategic management; workforce planning; human resource development; compensation and benefits; employee and labor relations, and occupational health, safety and security. Today there are more than 70,000 HR professionals certified by HRCI.

Most HR professionals who take on the challenge of the PHR, SPHR, and GPHR exams demonstrate more than knowledge. They display a true dedication to the HR management profession. They show it when they agree to study in excess of 40 hours and when they arrive at the testing center to take the four-hour multiple-choice examination. Certificants continue to demonstrate their dedication to the profession when they maintain their designation by re-certifying every three years through professional development or by retaking the examination. They are leaders in the HR profession.

Recruiters should take note of the designations as well. Although there may not be an abundance of jobs available today, the lack of jobs has not eased the skills shortage. The lack of a skilled labor pool is still a serious long-term issue. Recruiters should routinely include "PHR, SPHR or GPHR preferred" in advertisements for professional-level HR jobs. Recruiters need not worry that adding this preference may decrease the applicant pool. In fact, stating this preference may likely increase the pool of *qualified* candidates for the position and help separate the wheat from the chaff.

Many certified professionals are members of local chapters of the Society for Human Resource Management (SHRM). This organization is an excellent source for certified HR talent and resources. To learn more about how professional certification for HR professionals can benefit your organization, please visit the HRCI web site at www.hrci.org.

Alisa Goldschmidt is the Marketing Manager for HRCI.



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LEGISLATIVE UPDATE

By William D. Mitchell



WAGE-HOUR REGULATIONS

Senate votes to block implementation of new wage/hour regulations. Shortly after the new wage hour regulations were finalized the Senate voted to block their implementation. The action does not invalidate the regulations, the regulations will become effective within 60 days of issuance unless the House and President Bush concur with the Senate's action.

ARBITRATION

A provision in an arbitration agreement stating that an employee was entitled to attorney fees only if he or she completely won at arbitration did not invalidate the agreement. Although Title VII provides that an employee may get attorney fees

if partially victorious; the employee was unable to show that the fee provision would effectively preclude her from enforcing her rights. It was unclear whether she would win, and any fee award would be subject to judicial review. *Summers v. Dillards*.

JUDICIAL ESTOPPEL

An employee's failure to disclose a pending Family Medical Leave Act lawsuit to a bankruptcy court precluded her from asserting her claims for damages in that lawsuit but she was allowed to assert her claims for injunctive relief. In barring a portion of her claim the court applied the doctrine of judicial estoppel, which precludes a party from asserting a claim in one legal proceeding that is inconsistent with a claim asserted under oath in a prior proceeding. Because only her claim for damages was relevant to the bankruptcy proceeding (which was interested in adding monetary value to the bankruptcy estate) she was only barred from asserting that claim. *Barger v. City of Cartersville*.

Welcome New Members

First Name	Last Name	Certification/Designation	Company Name	Title
Lourdes (Lou)	Cortes	PHR	U S Navy, (Ret)	
Elizabeth	Walters		SendTec, Inc.I	Director of Human Resources
Stephanie	Koch	PHR	Tampa Armature Works.	HR Manager
Charles	Pascual	CCP		
Debra	Sutton	SPHR	Tampa Bay Water	HR Generalist
Beverly	Evans	SPHR	AdvanTech Solutions	Human Resource Generalist
John	Lowe		Hilltop Global Associates	President
Lisa	Valenti		Compass Rose Foundation, Inc.	Human Resource Specialist
Crystal	Duckworth		Student	

For Member information, please log onto our website at www.hrtampa.org.

Directions to the Starship Cruise

From I - 275 North/ South:

Take Downtown Exit 44 (Ashley Drive). Continue on

From Crosstown Expressway Eastbound:

Take Downtown East Exit 7 (Channelside Drive). Continue on Channelside to parking garage.

From Crosstown Expressway Westbound:

Take Downtown West Exit 9. Merge into far left lane of Brorein Street. Continue on Brorein to Franklin Street. Continue on Franklin to Channelside Drive. Turn left on Channelside and continue to parking garage.

From I - 4:

Take Ybor City Exit 1 (21st Street) to S.R. 60 (Adamo Drive). Turn right on S.R. 60 to Channel-

Ashley to Whiting Street. Turn left on Whiting. Continue on Whiting to Franklin Street. Turn right on Franklin. Continue on Franklin to Channelside Drive. Turn left on Channelside and continue to parking garage.

side Drive. Turn left on Channelside to parking garage.



From S.R. 60 (Adamo) Westbound:

Continue west on Adamo to Channelside Drive. Turn left on Channelside to parking garage.

From S.R. 60 (Kennedy/ Jackson) Eastbound:

Continue east on Kennedy into downtown. Turn right on Ashley. Continue on Ashley to Whiting Street. Turn left on Whiting. Continue on Whiting to Franklin Street. Turn right on Franklin. Continue on Franklin to Channelside Drive. Turn left on Channelside and continue to parking garage.

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