

The FUNNIEST HR Story Winners

Congratulations to our First Place Winner!

Karen Drummond - SPHR!

I was working for a company who interviewed walk-ins. One day I had a young man walk-in for an interview. As I was reviewing his application I noticed that he marked no to the question "Have you ever engage in any unlawful conduct". When I started the interview one of the first things I went over was that question. When I went over the question with this individual I also told him that we did a background check and if something came up he would be terminated for falsification of his application.

At this point I noticed that he became a little nervous. In a squeaky voice he asked, "Does stabbing my mother count"? All I wanted to do was end the interview, but I had to patiently go through the whole interview process with him. People never cease to amaze me!

And, Congratulations To our Second Place Winner!

Don Manly, SPHR

Early in my HR career, as a staffing specialist I was required to staff some security guard positions. In reviewing the applications it was not unusual to find misspelled words. For example, some would apply to be a security "gard" or "gurd". However, one person applied to be "GOD". I told him that I was confident that the position was filled but if it came open I would get in contact with him.

Continued on Page 2

July 21st Breakfast Meeting

Bio

Presenter

M. Kristen Allman



Kristen Allman will explore "The Revised FLSA Regulations on Minimum Wage and Overtime: Clarification, At Last, to the FLSA's White Collar Exemptions" Ms. Allman practices in all aspects of labor and employment law, representing

management exclusively. She represents a variety of employers in employment litigation. Additionally, she represents employers in both administrative and litigation matters involving the U.S. Department of Labor's Wage and Hour Division and in both class-action and individual suits brought by employees under the FLSA, the Equal Pay Act, and various state wage payment statutes. Ms. Allman also counsels employers on how to avoid litigation by implementing proactive employee relations programs and policies.

Continued on Page 8

Bio

Presenter

William D. Mitchell

Benefits Toolkit



Bill Mitchell will focus on topics that HR managers need to know. He will describe how employers can reduce their exposure to lawsuits by taking a few basic actions. He will show how to correct costly errors that too often occur. He will discuss arbitration provisions and how they apply to ERISA plans.

Bill has over twenty years experience in employment law. He is board certified in labor and employment law in Florida and a member of the certification committee for the employment law section of the Florida Bar. He is the co-author of Employee Fringe and Welfare Benefits Plans and the author of the Estate and Retirement Planning Answer Book. He is the legislative chair for HR Tampa

The FUNNIEST HR Story Winners

Continued from Page 1

Congratulations to the Following Honorable Mentions!

Kathy Meloy - SPHR

I once hired an employee who was quite the personable, sociable guy. Shortly after starting work, he told his co-workers his father had died in New York but he did not have the money to attend his funeral.

Everyone felt so sorry for him they took up a collection and purchased him an airline ticket. Off he went.

Imagine the manager's surprise when she received a call from the airport ticket counter and the agent told her, the employee was trying to turn the ticket in for cash! The manager was appalled and told the agent not to allow the cash in.

In short, there was no deceased father and the employee was merely suffering from a cash flow problem. However once he was 'caught' he did not know what to do so he got on the plane to New York anyway; got off there and immediately took the next plane back to Florida.

P.S.—He also abandoned his job!

Sue McCammon

While I was in the middle of an interview, a supervisor and a vice president came to my office, both frantic, and said they were sorry to interrupt me, but they needed me urgently. I asked them if the situation could wait until I finished the interview, and they said no, it was extremely urgent.

I excused myself from the interview, and went with them to see what this incident was. They led me to an employee who was slumped over in his chair, telling me on the way they were not sure what the problem was; they could not determine if he was passed out from drinking at lunch or if he was dead, and they were afraid to touch him.

I went to the employee, checked that he was breathing, and nudged him on the arm. It took several nudges, and me saying his name directly into his ear before he came to himself and began mumbling incoherently. I then told the employee that he needed to leave the workplace immediately, and I

would arrange for him to be taken home. He kept mumbling he could work, etc. and I kept taking his hand off of his mouse, so he could not ruin the file he was working on.

I then arranged for a friend of this employee to leave the workplace and drive the inebriated employee home.

Then, I calmly went back and finished the interview. Oh yes, the employee was terminated.

Jim Seek - SPHR

When I worked at a former employer's, three of our senior HR staff members decided to accept an early retirement offer. We received dozens of bids within the company and interviewed everyone. I created the questions for the interview and asked all the candidates the exact same questions. One candidate had worked as a clerk for a couple of years in St. Petersburg and had no HR experience but she got the job. When I told her, she started to cry and I asked "Why"? She told me she never thought she would get the job because I did not smile during the interview. This turned out to be the best HR person and accepted the position and I made sure I smiled when I interviewed candidates.

Temporary housing never felt so permanent.



Ideal for temporary assignments, business travelers, employee training and relocations.

Spacious accommodations with room for family, friends and pets.

All-inclusive rates on fully furnished apartment homes with kitchens, housewares, utilities, housekeeping and more.

More space and amenities than a hotel.

Convenient locations throughout Tampa, the United States, Asia Pacific, U.K. and select European cities.



1.800.725.2323
1.813.890.0182
www.oakwood.com

 The Most Versatile Homes in Corporate Housing Worldwide

New Certified Professionals

By Lori S. Barndollar, SPHR

The agonizing wait for test results is a thing of the past. With the computerized test, the results are instant. We will announce our newly certified professionals as they come in. Congratulations to:

5/1/04	Ellen-Rachell Caldwell	PHR
5/4/04	Rebecca Lukban	PHR
6/4/04	Beverly King (HRTampa Director of Hospitality)	PHR
6/7/04	Karen Drummond	SPHR
6/11/04	STUDENTS Amy Carthew	PHR

Congratulations to our HRTampa President, Sherry Moore, who now holds a dual certification SHPR/ GPHR!!!

The next study group for the PHR/ SPHR study group for the Winter Testing Window: November 15, 2004-January 15, 2005 begins August 25, 2004.

Day: Wednesday
Date: August 25 – November 10, 2004
Time: 6 P.M. – 8:00 P.M.
Location: National Louis University
 4950 W Kennedy Blvd, Suite 300
Contact: Lori S. Barndollar, SPHR
Lsbarndollar@tomlinstaffing.com
 813-626-4895

Registration form is required.

PHR's, SPHR's & GPHR's Recertification Is Not As Hard As You Think

By Lori S. Barndollar, SPHR

Recertification: Important Changes

All recertifications beginning with 2006 will be granted according to the *revised* requirements. For recertification between 2003-2005 you will be able to follow the existing or revised requirements.

Key Changes:

ON THE JOB EXPERIENCE for a first time work activity that leads to a greater understanding of the HR Body of knowledge. PHR/ SPHR's will be awarded up to 20 credit hours towards recertification. The current maximum in this category is 10 hours.

PROFESSIONAL MEMBERSHIP HOURS

Candidates will no longer be required to be members of SHRM in order to accrue credit for membership in other HR-affiliated orga-



nizations. A maximum of 10 credit hours will be granted in the professional membership category. Three credit hours will continue to be granted for SHRM membership. Two credit hours will be granted for membership in other national, HR-related professional organizations.



FOR SPHR's ONLY: Strategic Management Hours:

SPHR candidates will be required to accrue a minimum of 15 credit hours in the area of Strategic Management. Strategic Management Hours includes:

- Workplace Trends
- Finance for Non-Financial Managers
- First Time Participation in Strategic Management Planning
- Learning About Organizational Culture Affects on HR Policies and Practices
- Participation in Leadership Training
- Development of Ethical Practices

FOR GPHR's ONLY: Follow the HRCI content outline

AUDITS: Supporting documentation does not need to be included with your application. Retain supporting documentation for six months after your certification period ends in case you are audited.

12 Months Left – Don't Panic

There are lots of options for earning the required 60 credit contact hours. A one-semester course can bring you 45 credits. A convenient, cost effective way to earn recertification hours on-line: <http://www.credencia.com>

Continuing Education	No Max
Research and/or publishing	20 Max
Instruction	20 Max
New on-the-job experience	20 Max
Leadership (HR Tampa Board)	10 Max
Professional Membership	10 Max
HRTampa Committee Member	5 Max

For more information and recertification application, log on to www.hrci.org.

LATE SUBMISSIONS

SHRM recognizes how busy we can all be with managing work/ life. Recertification applications submitted:

- ☐ 1-6 months after the recertification period will be processed for an additional \$25.00 processing fee.
- ☐ 6-12 months after the recertification period will be processed for an additional \$50.00 process
- ☐ Over 12 months – retesting is the only option.

For more information and recertification application log on to www.hrci.org

May Meeting



*Sponsor-Hearthstone Assisted
Living at Carrollwood*



Susan Dupper, AdvanTech Solutions



*Anne Marie Campbell,
Hillsborough County HR*

The Future of the Profession Formerly Known as HR

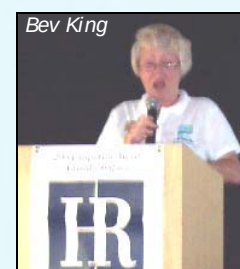


Starship Dinner Cruise

June 2004.



From L-R, Scott Goldbach, Sherry Moore, Carol McDaniel and Todd Work



Karen Drummond, Winner
Funniest HR Story



LEGISLATIVE UPDATE

By William D. Mitchell

Recent Supreme Court Decisions on Sexual Harassment

The Supreme Court has explained the circumstances under which the Ellerth/ Farragher affirmative defense is available in constructive discharge cases. That defense relies on the existence of an effective grievance procedure to resolve sexual harassment claims.

In the case at hand, the Supreme Court concluded that the Ellerth/ Farragher affirmative defense is available if the complaining employee

fails to show that an official act was part of the harassment. In reaching that decision the Court rejected the argument the Ellerth/ Farragher affirmative defense did not apply in constructive discharge.

The Court noted that constructive discharge occurs in harassment cases when harassment makes working conditions so intolerable that a reasonable person would resign. *Pennsylvania State Police v. Suders*



HR Florida Conference & Expo

"Destination: Fort Lauderdale"

Join us in Fort Lauderdale for the 26th Annual HR Florida Conference & Expo. The conference will be held October 6-8, 2004 at the Broward County Convention Center.

What is there to do in Fort Lauderdale (you ask)? Well to start, we have **23 miles of beautiful beaches**. And, our city's main drag is a river (the New River, to be exact), so you can hop in a water taxi and take in the sights. Whatever your style, we are sure that you will have a wonderful time in Fort Lauderdale.

The conference committee is *artfully* gearing up for some awesome programs for the event. We have three 'must see' keynote speakers.

- Nationally syndicated, Pulitzer Prize winning columnist, Dave Barry
- Clyde Fessler, former vice president of business development for Harley Davidson
- Liz Murray, subject of the Lifetime special "Homeless to Harvard"

Don't miss award winning speakers such as:

- Lawrence Hamilton, Senior Vice President of Human Resources for Tech Data Corporation

- Chef David Pantone, Dean of Culinary Education at the Florida Culinary Institute
- Lance Richards, Senior Director of International Human Resources for Kelly Services
- And many more!

Make your reservations now to join us at the Conference!

Host Hotel

Hyatt Regency Pier Sixty-Six, (954) 525-6666

Secondary Hotel

Fort Lauderdale Marina Marriott
(954) 464-4000

Reference the 2004 HR Florida Conference to receive the conference rate. Transportation to and from the Greater Fort Lauderdale/ Broward County Convention Center will be provided from both hotels. The general sessions, exhibit hall, most meetings and events will take place at the convention center.

We look forward to seeing all of you in October as we celebrate "The Art of Human Resources."

For more information about the HR Florida Conference, please contact Conference Chair, Sharlyn Lauby SPHR, at 954.217.2165 or slauby@itmgrouppinc.com. You can also visit the conference website at www.hrflorida.org.



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

New Members

First Name	Last Name	Company Name	Title
Natalie	McKenney	Results Performance Consulting, Inc.	President & CEO
Marcella	Schuyler	Executrack	Managing Director
Daniel	Heuser		
Stacey	White	Lakeland Regional Medical Center	HR Specialist

“Changing Seasons, Changing Times”

HR Tampa's Fall Expo 2004, September 15th
At the A La Carte Pavilion in Tampa



Simon T. Bailey, Keynote Speaker

Smon T. Bailey is 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.

Bailey has impacted the lives of over 100,000 people from around the world through his keynote addresses, workshops/ programs and Internet presence. His mission is to help people find their passion, take action, and make their lives, their organizations, and ultimately their societies, better and more productive. Smon consistently receives high marks for his candid and practical approach to communicating key principles with a human touch. It is his unique ability to transform people's lives in a short period of time that has made Smon a highly sought after speaker and facilitator.

Smon's clients range from Fortune 500 companies and national associations to government agencies and educational institutions both in the U.S and abroad. Notables include organizations such as McDonald's, Washington Mutual, Wyndham Hotels, and Walt Disney Swan & Dolphin Resort and national associations such as Meeting Professionals International, Professional Convention Management Association, Society for Human Resource Management, and the American Institute of Certified Public Accountants. He was also the youngest speaker to ever deliver a commencement address at Florida A&M University, where he inspired more than 10,000 people.



Jon Gordon, Afternoon Speaker, How to Become a Chief Energy Officer

Jon Gordon, is the author of *Become an Energy Addict* (Longstreet Press, Sept. 2003). He's been called "America's Premiere Energy Coach" by various

media and organizations throughout the country. His mission is to help you fuel your life, energize your career and get addicted to positive energy.

Jon's personal coaching has increased the mental and physical energy of people from all walks of life.

Jon's simple, practical tips have produced life changing results. As a professional speaker, Jon has infused energy into organizations such as The PGA Tour, The Jacksonville Jaguars, New York Life, State Farm Insurance, The United Way, The Children's Home Society, Cingular Wireless and The Ponte Vedra Inn and Club.

Jon is also the founder of PEP (Positive Energy Program) a non-profit 501C3 initiative whose mission is to fund programs that:

- Teach children how to build mental, physical and emotional muscle.
- Teach children how to overcome negative emotions such as anger, fear, hate and jealousy so they can become positive adults who share positive energy instead of negative energy, love instead of hate, kindness instead of apathy and compassion instead of violence.

Energize Your Meetings

When office meetings put your employees to sleep faster than sleeping pills an energy infusion from the Energy Addict is required. Office meetings are not the problem so don't cancel your meetings anytime soon. The problem with meetings is the way they are conducted. Unfortunately they create and promote conditions that lead to decreased productivity, decreased energy, decreased involvement and ultimately; failure. Thankfully there is another way. Jon Gordon, has a program backed by the latest scientific research to infuse energy into your meetings, your people and your organization.

During this presentation Jon will discuss the following:

- Why meetings fail and what you can do about it.
- Strategies backed by the latest research in neuro-science that will ensure peak performance.
- Techniques to eliminate the after meeting hangover which leads to decreased productivity, burn out and fatigue.
- The best foods and drinks, that increase energy and brain function, to serve at your meetings.
- Mental exercises to stimulate and enhance creativity, energy, and meeting flow.
- How to tap your creative genius
- Maximize focus, time and energy.

For more information on Jon Gordon, The Energy Addict, please visit www.energyaddict.com.

M. Kristen Allman, Esq.

Continued from page 1

Ms. Allman serves clients as follows:

- Litigates such matters as breach of employment contracts, defamation, negligent hiring/negligent retention, fraudulent misrepresentation, whistleblowing, intentional infliction of emotional distress, workers' compensation, and wrongful death.
- Handles discrimination and retaliation matters arising under Title VII, the ADA, the FMLA, and the ADA as well as claims brought for health and disability benefits pursuant to ERISA and claims for failure to comply with COBRA.
- Defends employers in such wage-and-hour matters as minimum wage, overtime compensation, applicability of FLSA exemptions, compressible time, and child labor issues.
- Counsels on how to reduce workers' compensation liability.
- Conducts labor and employment audits with companies to identify and correct problem areas.
- Provides day-to-day preventive advice on how to remain union-free.

BOARD of Directors

Officers

President

Sherry Moore, SPHR/GPHR
(727)953-4037
sherry_m1@verifone.com

President-Elect

Todd York, SPHR
(813)282-8888
toddyork@msn.com

Treasurer

Dannie Perry, PHR
(813)908-0404 ext. 311
Dannie.perry@fly4less.com

Secretary

Kristin, Gwinner, SPHR
(813)348-2475
kgwinner@earthlink.net

Immediate Past President

Jeremy Dixon, PHR
(813)623-5777
j.dixon@a1-staffing.com

DIRECTORS

Membership

Charlie Chadbourne, SPHR
(813)307-8015 ext.3101
cchadbou@tampabay.rr.com

Programs

Carol McDaniel
(813)961-9255
cmdaniels@ta.hodes.com

Hospitality/Registration

Beverly King, PHR
(813)882-6579
bakingone@msn.com

Communications

Barb Turnage
(813)887-1518
barbara.turnage@cae.com

Non-Dues Director

Ashley Serge, PHR
(813)864-8283 - 258
aserge@peplans.com

Legislative

Bill Mitchell
(813)223-1959
mitchlaw@askmitch.net

Education/Certification

Lori Barndollar, SPHR
(813)626-4895
lsbarndollar@tomlinstaffing.com

Diversity

Greg Aarons
(813)259-8234
gaarons@tampatrib.com

College Relations

Dana Chatelain, SPHR
(813)258-0293
dchatelain@scicompanies.com