

Holiday Dinner, December 15th

5:30-8 p.m. at the A La Carte
Pavillion in Tampa

Ever wonder how the most profitable companies in the country got that way? Some of them did it by creating an irresistible place to work! Richard Hadden, our keynote speaker, and co-author of *Contented Cows Give Better Milk: The Plain Truth About Employee Relations and Your Bottom Line*, will tell us how companies that are known as employers of choice perform better financially, by developing a focused, fired up, and capably led workforce. Come and learn how employers can reduce turnover, build commitment, and grow their profits in this entertaining and content-packed presentation.

HR TAMPA IS PROUD TO PRESENT.....A RAFFLE

TO BENEFIT FLORIDA HURRICANE VICTIMS.



HR TAMPA IS CONDUCTING A RAFFLE FOR TWO TICKETS (30 YARD LINE, FIELD LEVEL) TO THE LAST GAME OF THE SEASON, DECEMBER 26TH, TO SEE THE CAROLINA PANTHERS VS. THE TAMPA BAY BUCCANEERS! THE LUCKY WINNER WILL BE ANNOUNCED AT OUR ANNUAL HOLIDAY EVENT ON DECEMBER 15TH, 2004. WINNER DOES NOT NEED TO BE PRESENT TO WIN!

DONATIONS ARE \$5 EACH, AND ALL PROCEEDS WILL BE DONATED TO THE FLORIDA HURRICANE VICTIMS FUND. PLEASE SEE A MEMBER OF THE HR TAMPA BOARD OF DIRECTORS FOR YOUR TICKETS, OR IF YOU ARE INTERESTED IN PROVIDING TICKETS TO YOUR ORGANIZATION, CONTACT BEV KING @ BAKINGONE@MSN.COM. TICKETS WILL BE ON SALE AT THE HR TAMPA FALL EXPO AND LEGAL CONFERENCE ON NOVEMBER 1ST.

Bio

Presenter

Richard Hadden

Richard Hadden is a *Certified Speaking Professional* with a focus on Employee Relations and Creating a Great Place to Work. He is the co-author of *Contented Cows Give Better Milk: The Plain Truth About Employee Relations and Your Bottom Line*.



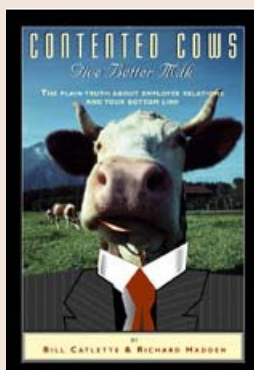
Richard has earned the *Certified Speaking Professional (CSP)* designation, the highest earned designation in the speaking industry, conferred by the National Speakers Association, and held by fewer than 7% of its members.

A manager for a large savings and loan association in the 1980's, he learned computer programming and worked as a programmer and systems analyst in the field of multi-user microcomputer software. Richard was Director of Product Development for a software house in North Florida before starting his own software consulting business in 1986.

While consulting, he taught software design, principles of management, and international economics at Jacksonville University. He began working as a trainer and consultant to corporations and left the university in 1991. Since 1990 he has delivered keynote presentations and training programs for more than 500 audiences throughout the US, Canada, Australia, the Caribbean, and Europe.

Personal

Richard is an 8th-generation Floridian, and a native and lifelong resident of Jacksonville, Florida. He and his wife Christine, have two children.



President's Corner

What a busy year this has been! With all of the hurricanes and moving the Expo to November, the holidays have really snuck up on me this year. But soon the food, fun and festivities will be over and we'll be starting a new year armed with our resolutions to lose the holiday weight, work smarter (not harder!) and still find time for more fun and relaxation. Or is that just me? But before you get too involved with your holiday preparations, be sure to mark on your calendars our holiday meeting on December 15. We will again be gathering at A La Carte Pavilion, this time in the Terrace room overlooking the water. It promises to be another great event with our featured speaker, Richard



Hatton. We'll also be doing the induction of new officers for 2005 -- so be on the lookout for an email asking for your approval of our new slate of officers.

I'd also like to thank our sponsors, HR Tampa volunteers and attendees for a great Expo in November. We've had great feedback from our sponsors and attendees alike and are already starting to work on next year's event.

Have a great Thanksgiving holiday. We hope to see you on December 15!

Sherry Moore

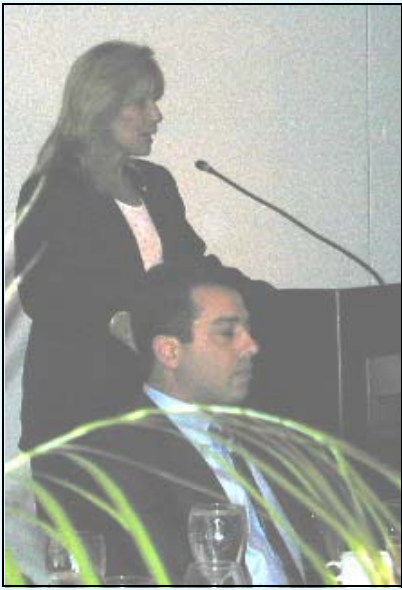


*HRTampa Board Members, from l to r
Charlie Chadbourne, Paulette Beaudoin
and Beverly King.*

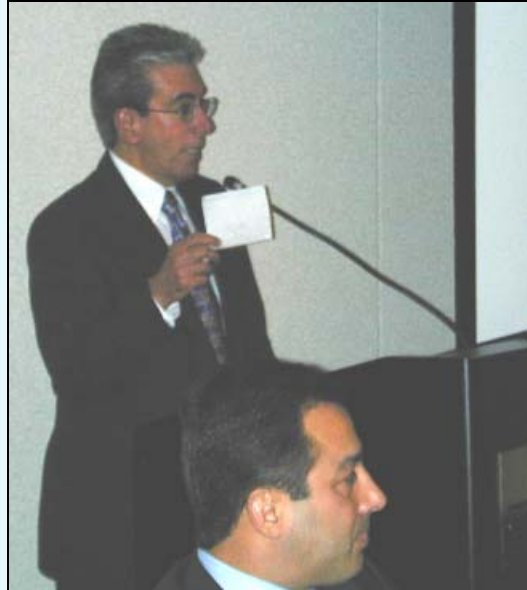
*HRTampa Board Members from l to r,
Sherry Moore, Carol McDaniel, Dannie Perry.*



Carol McDaniel



Phyllis Lyons from Nielsen Media Research and Luke Visconti from Diversity Inc.



Rick Serra from the Tampa Tribune.

October 20th Meeting



Luke Visconti



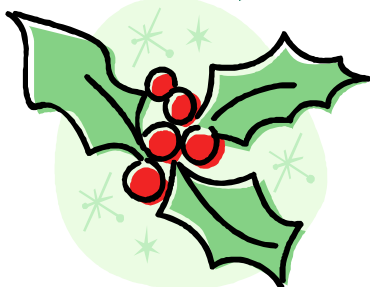
Fall Expo 2004



"Contented Cows Give Better Milk" - A Presentation on Leadership

**HRTampa's
Holiday Dinner Event
on**

December 15, 2004



**at the A La Carte Event Pavilion
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LEGISLATIVE UPDATE

By William D. Mitchell



Pledge to Reject any Union Proposal that would cost Employer Money was Unfair Labor Practice

A divided NLRB decided that an employer's pledge that it would reject any union proposal that would cost the company more money was an unfair labor practice. The pledge was made during a representation election that the union lost. Adhering to the general rule that a prospective refusal to agree to possible union proposals was a violation of an employer's duty to bargain in good faith,

the NLRB set aside the election. *Fisher Island Holdings*.

Nonsexual Conduct Can Support Sexual Harassment Claim

A Florida appeals court has affirmed that a sexual harassment case can be made by relying on harassing conduct that is not sexual in nature such as throwing things or hitting someone so long as the conduct results from gender based on hostility. The court also concluded that in determining whether a retaliation claim existed, a governmental filing alleging sexual harassment that was based on nonsexual conduct was proper so long as the harassing conduct occurred because of the victims sex. *Russell v. KSL Hotel Corp.*

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2004 Fall Expo





Fall Expo 2004



Jon Gordon (l.) afternoon speaker and Simon T. Bailey (r.) keynote speaker.



SHRM HR Measurements Forum

FORUM *SHRM's Online Community for Workplace Metrics*

"HR Metrics Resources on the SHRM Website"

There are two places on the SHRM website to find great information on HR Metrics!

- 1) The SHRM HR Metrics Toolkit provides a number of factors that can be measured to show how HR contributes to the business.

Measures such as absence rate, health cost per employee, and HR expense factor show that HR has a sense of the importance of human capital measurement in supporting business objectives.

Use the SHRM HR Metrics Toolkit to compare your metrics against other organization's metrics, survey data, etc., to evaluate your performance. Metrics can show the benefit of your HR practices and the contribution to your organization's profit.

Benchmark data and designate time frame (plan year, fiscal year, etc.). Compare data going forward using same time frame (year 1, year 2, year 3, etc.) to show improvement/decline.

Read more about HR Metrics at [http://](http://www.shrm.org/hrtools/hrmetrics)

www.shrm.org/hrtools/hrmetrics.

- 2) You will find a new resource on the new HR Metrics Forum on the SHRM website, www.shrm.org/forums.

If you are looking for the latest news, articles, research or member input on HR Metrics, this is the place! A quick glance at the homepage shows a highlight of the Human Capital Resource Guide. This comprehensive reference and research aid highlights resources focusing on the management and measurement of human capital. The Guide is available in HTML format, with extensive links to resources on SHRM Online and elsewhere, as well as for download in PDF format.

There are periodic web casts, studies and surveys highlighted at times, and related products from the SHRM store showcased. Members have a chance to chat with each other and to share articles or information they have found in other places (there is a peer review process in place to maintain quality)

All in all, the SHRM website can help you when it comes to HR Metrics.

Fall Festival 2004

www.gtefcu.org

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