

The Social Security Administration and HR



**February 16th, Registration at 5:30 p.m.
Dinner at 7:00 p.m.**

The Centre Club on 123 S. Westshore Blvd., Eighth Fl.
Driving directions on page

Bio

Presenter

Kay Torano



Kay Torano is the voice and face of Social Security in the Tampa Florida Area. As the Public Affairs Specialist for the Social Security Administration in Tampa, Florida she is always ready willing and able to inform and educate the public about their Social

Security benefits.

Mrs. Torano has almost 30 years Social Security experience. She has held increasingly responsible positions in the agency, thus gaining experience in all facets of the agency and the programs it offers to the American Public. Mrs. Torano has a Bachelors of Arts degree from Florida State University with a major in Span-

ish. She has also improved and enhanced her communications skills with public affairs training at the University of South Carolina's College of Journalism and Mass Communications.

For more than a decade Mrs. Torano has been speaking at seminars and training sessions about Social Security programs. Her innovative and creative approach to informing and educating the public have led her to create various speaking, training and teaching opportunities in the local community. Some examples include; guest instructor at the University of South Florida, the University of Tampa and conducting the Social Security Benefits portion of the Legal Guardian certification class.

Kay Torano has a bi-monthly radio program on WQBN Spanish radio station where she provides sound advice and guidance on Social Security matters since 1986. Her many speaking credits include regular seminars and training events to various audiences throughout the Tampa Bay Area such as ; MacDill Air Force Base's monthly retirement briefing, staff development sessions at places such as Time Warner, Hillsborough County Government, City of Tampa, University of South Florida, Tampa Electric Company, Southwest Florida Water Management District, and Hillsborough Community College and in service training for social workers at area hospitals, vocational rehabilitation counselors, support coaches for developmentally disabled, refugee assistance counselors, and foreign student advisors.

Kay Torano is originally from Pensacola, Florida, but has lived in the Tampa area since 1976.



*Special thanks to JBHanauer & Co,
Wealth Management Services for
sponsoring our February meeting.*

JBHanauer & Co.



HR Tampa's donation to the American Red Cross for the Florida Hurricane Victims Fund.



Dorothy Hill, Director of the Southeast Region and presenter of "Workplace Trends: Why Preparing for the Future is Key to HR" at January's meeting.

Workplace Trends, January Meeting



Board member Lori Barndollar.



Board members Charlie Chadbourne, Kristin Gwinner and Sharan Backus.

LEGISLATIVE UPDATE

By William D. Mitchell



LESSONS FROM THE ELEVENTH CIRCUIT

Beware of the heat of battle when evaluating your case. I was recently reminded of this when I watched a panel of Eleventh Circuit judges pick apart my opponent's case.

But my concentration shot up when I realized that under different circumstances the same could be happening to me. It's easy to become overly enthused about your case. After all, how can you win if you don't believe in your cause. But that enthusiasm must be tempered with realism.

In the half hour oral argument I was reminded that you can easily lose if

- Your position is inconsistent with the words of the applicable statute.
- Your position does not make sense.
- You are trying to change existing law.



At oral argument Judge Pryor, the newest appointee to the court, debunked an argument that sought to sidestep clear statutory language. I suspect his views are shared by many other judges. Judges are frequently criticized by politicians for making law. Although my experience is that this occurs very infrequently, this is sometimes an issue in the nominating process.

If the result you are asking for places an unreasonable burden on either the employee or the employer you face tough sledding. The decision in your case becomes a guideline for perhaps millions of people. It is sometimes easy in

the middle of a fight to overlook the effect your position may have on cases other than yours. Don't expect the judges to.

Finally you face a tough job if you are trying to overturn existing law. It can be done, but you might ask yourself whether overturning one law will result in related laws being overturned. That issue came up in my recent argument. The court had no interest in rewriting a body of law that had been developed over twenty years.

The life lesson is this: before spending thousands of dollars on your case, give it a hard look. Most likely the judges will.

STARBUCKS' MANAGERS CAN PURSUE COLLECTIVE ACTIONS FOR FLSA CLAIMS

A Florida court has decided that Starbucks' managers nationwide can bring an overtime claim against Starbucks. The managers claim

they are owed overtime because their primary duties were waiting on customers and making drinks. They alleged that only about 10% of their time was spent on management tasks and that their primary tasks involved waiting on tables, making drinks, and ringing up sales.

FAILURE TO CHECK RETALIATION BOX NOT FATAL TO CLAIM

A physician's failure to check the retaliation box in an EEOC charge did not prevent her from bringing a race claim. The physician claimed on the form that she was fired on the basis of race and sex, but did not allege retaliation. Nonetheless the court concluded that an EEOC investigation of her race and sex claims would have uncovered retaliation. More generally the court expressed a reluctance to allow technicalities to bar these kinds of claims.

Coming Soon to a Computer Near You

Online HRCI Recertification

By Lori S. Barndollar, SPHR



In 2004, PHR/SPHR test takers were able to throw away their pencils. In just a few months, we will be able to toss our recertification folders away.

HRCI has announced that there will be fully operational online recertification file by the end of the first quarter. Certified professionals will be able to keep track of their professional education activities as they are earned and submit their recertification applications online.

Using the iMy Recert File link on the HRCI.org home page, you will be able to set up a personal HRCI account and enter information about recertification activities as they are achieved. After achieving 60 recertification credit hours, simply submit the application online.

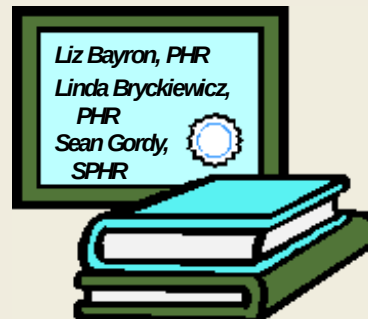
Make sure your contact information is current with HRCI. Certified professionals will be invited by email to obtain their unique HRCI ID number. If you certified in 2004, you already have a number.

Best wishes for continued success in our ever-changing HR profession.

Newly Certified Professionals

By Lori S. Barndollar, SPHR

Congratulations to our newly certified professionals:



Best wishes for continued success in our ever-changing HR profession.

2004 New Members

First Name	Last Name	Certification	Title	Company Name
Roger	Alford			Ash Engineering, Inc.
Angela	Rosario	PHR		
Joyce	Bair			
Luisa	Hollingworth	PHR		Eckerd Corporation
Cheryl	New		Director, Human Resources	Johnnie B. Byrd, Sr. Alzheimer's Center & Research Institute
John	Mullen			Holland & Knight LLP
Katherine	Favata	PHR	Vice President/ Human Resources	Crisis Center of Tampa Bay, Inc.
Joy	Watkins	PHR	Human Resources Manager	
Michelle	Schmid	PHR	National HR Programs Manager	Franklin Templeton Investments
Mark	Monkarsh	CFP	Financial Representative	Northwestern Mutual Financial Network
Robyn	Cooper	PHR	HR Manager	ARAMARK
Pamela	Mecham	PHR	HR Manager	Alcoa
Rachel	LaPresti			
Robin	Valdez		HR Administrator	Prudential Tropical Realty
Michelle	McCormick		Office Manager	Bayforce Technology Solutions
Leticia	Billings	PHR	HR Manager	PriceWaterhouseCoopers
Mary	Dobson	PHR	Assi. Vice President	Washington Mutual Bank
JoAnn	Snider			Coldwell Banker
Lori	Liburdi		Director of Human Resources	Florida Lift Systems
Amanda	Osmera		HR Sales Operations Manager	
Debra	Williams		Recruiter	TeleTech
Mary	Persky	SPHR	Executive Dir RO HR Ops	USAA
Teri	Thompson	PHR	HR Generalist	East Pasco Medical Center
Teri	Morrow	GBA, RHU, REBC	Global Worldwide Partner	Marsh Inc.
Teri	Thompson	PHR	HR Generalist	East Pasco Medical Center
Rhonda	McIntyre		Regiona HR Manager	Lanier Worldwide, Inc.
Rebecca	Lukban	PHR	HR Manager	Professional Employer Plans
Kisha	Dickerson		Human Resources Assistant	JJ TAYLOR DISTRIBUTING
Jane	Till		Director of Human Resources	Volunteers of America of Florida
Kathy	Wright	PHR	Senior HR Generalist	HealthPlan Services, Inc.
Heather	Rainey			Valet Waste
Susan	LeDuc	PHR	Human Resouces Manager	GMS Florida West Coast, Inc.
Gail	Elliott		Human Resources Manager	The Food Group
William	Williams	PHR		

MEMBERSHIP UPDATE

by Charlie Chadbourne, SPHR
Volunteer Membership Director

Let's Get Ready for 2005!

HRTampa is looking forward to another great year and we hope you will continue with us as we strive to make this the best chapter in Florida! Thanks to your support we are ending 2004 with over 350 members. Hopefully, you were able to attend the majority of meetings. We had a lot of fun, but also had the opportunity to learn more about our profession. We understand you are very busy so we will continue to offer both breakfast and dinner meetings along with some ½ day and full day special events.

Now is the time to join or renew! Our dues will remain the same and we again have several options for you to select from. Once you choose the option that best fits your needs, you can renew on-line. We have links on the Home and Join Our Chapter pages.

2004 Dues Options (Dues run Jan- Dec):

No change from 2004!

Please remember that we are a 100% chapter and you must be a current member of SHRM to join or renew with HRTampa.



PREMIUM (Formerly Dues Plus)

\$250 - One fee covers annual dues and meal costs (\$30) for 12 regular meetings. This is a great option. The more meetings you attend, the more you save! The cost of paying for all 12 meals separately is \$360.

BASIC (Formerly Dues Only)

\$100 - This covers cost of



annual dues and you pay as you go (\$30) for our 12 regular meetings.

Payment Methods

1. Pay on-line using Pay Pal
2. Send in payment with copy of your Bill for Payment Due you will print when renewing online. Mail to: HR Tampa, PO Box 26544, Tampa, FL 33623-6554

3. Bring payment to regular meeting. Please bring a copy of your Bill for

Payment Due you will print when renewing online.

NOTE To Students Who Wish To Renew

If you continue qualify for SHRM national student rates, your HRTampa dues are free! You then pay only \$10 for each meeting you attend. You will only qualify for our free rates if you are a valid national SHRM student member.

Please take the time to update your personal and professional information on your member profile at the membership directory area. It is extremely important we have your current contact information so you will receive updates as they are sent out.

If you are interested in assisting one of our HRTampa Volunteer Leaders and serving on one of our committees, please contact the appropriate board member listed on the Leadership page. Get involved and have some fun!

We hope to see you at our first meeting in 2005. You can register for this event on-line at our Events and Meetings page. Please take the time to renew your membership before registering for this event.

If you have any questions, please email Charlie Chadbourne, HRTampa Membership Director at cchadbou@ampabay.rr.com

Visit our website at www.hrtampa.org for more information.

HR SEEKERS FLORIDA

Sponsored by: DBM, Inc. & HR Florida State Council
A forum for HR professionals in transition

If you are an HR professional in transition seeking a new position, you are invited to join our HR Seekers Forum. Our purpose is to provide networking opportunities, career transition training and a central source for HR professionals to connect to opportunities in Florida. The format will be a program on job search strategies, a networking session and sharing job leads. These are offered at your local DBM office and also web-based. You will also be sent job leads as received by DBM, Inc. for HR Seekers. To sign up for this complimentary program go to <http://www.hrflorida.org>.

UPCOMING PROGRAMS

2502 Rocky Point Dr., Suite 890
Tampa, Florida 33607
813.281.0225

"Job Search Communications – Written & Oral"
What image do you project in your communication? Be sure you are giving a positive image

Wednesday, February 16 2005 1:00 PM – 3:00 PM

"Seven Strategies for Finding a Job"

Do you know the seven strategies for finding a job?
Learn the strategies and how to open doors.

Friday, April 1, 2005 1:00 PM – 3:00 PM

Can't make the scheduled sessions? Join our virtual sessions the 3rd Wednesday of the month from 12:00PM – 1:30PM. At the time of the meeting, click on <http://www.placeware.com/cc/dbm/join?id=Pedro+Garcia&role=attend&pw=627043>.

Audio Information: 1-877-214-5637 passcode: 739834

Tampa Bays' Best Kept Secret

The Tampa Bay Area Relocation Council invites you to Connect with Tampa Bays' Best Kept Secret"

Corporate relocations are expensive propositions. Not only does a company need to deal with all the details surrounding the



actual business site selection, Human Resource Directors must manage the details of relocating employees as well. Both activities are stressful, but moving employees and their families takes the most toll.

The Tampa Bay Area Relocation Council (TBARC) was formally established in 1995 and incorporated as a non-profit organization to benefit the relocation industry impacting the Tampa Bay area. TBARC is comprised of active, involved members of the Tampa Bay area's corporate relocation community... human resource professionals responsible for employee transfers as well as businesses, which serve the industry.

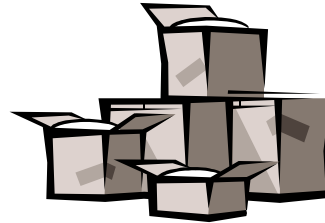
TBARC was created as a forum for discussion, problem solving, information exchange and education for Tampa Bay area corporation relocation managers/administrators. The goal is to enhance the programs offered by relocation service companies for corporate transfers and to foster training and idea sharing opportunities. TBARC is a recognized regional leader for the Tampa Bay Area by ERC "Employee Relocation Council".

According to Sharan Backus, 2005 incoming President, "Our primary focus in the coming year will be on different facets of the relocation industry, since corporations today are searching for economical ways to provide their transferees the benefits and best practices needed for successful moves. Our organization will continue to seek to foster educational opportunities, training and sharing of ideas and information." Topics planned for 2005:

- Relocation Tax Payroll and Gross-up & other relocation issues
- Updating your Relocation Policy
- The Household Goods RFP and a tour of a facility
- Best practices of Recruiting to the Tampa Bay Area

- Relocation Industry Employee Relocation Council (ERC) update

TBARC meetings are held 6 times a year and programs are usually no more than 90 minutes, depending on the topic. Meetings are alternated between Hillsborough and Pinellas counties to accommodate members traveling throughout the Tampa Bay Region.



For information about involvement in TBARC in 2005, visit our website at www.tbarc.org or contact Sharan Backus, President of TBARC or Eddie Santiago, Membership Director. Sharan can be reached at 813/ 289-6600 or via e-mail: sharan.backus@nrtinc.com. Eddie can be reached at 727-578-5437 or via e-mail: esantiago@club.net.

World at Work

Certification

Preparation Courses and Exams

Coming to Safety Harbor

March 23-25, 2005

(T1) Total Rewards Management

(T4) Strategic Communications in Total Rewards

September 21-23, 2005

(T2) Accounting and Finance for the Human Resources Professional

(C2) Job Analysis, Documentation and Evaluation

See www.worldatworksociety.org for more information or call, 877.951-9191.

Coming in March...

Breakfast Meeting

"The President's Perspective of HR"

Presented by G. Scott Goyer

President/CEO, YMCA of the Suncoast

Directions to the Centre Club

FROM THE AIRPORT:

Exiting the Airport take the Spruce Street exit ramp. Move into the right lane. You are now heading east; come to Westshore Boulevard and turn right. Continue South on Westshore ACROSS Kennedy Boulevard and take an

FROM THE NORTH/NORTHEAST:

I-275 South; take the Westshore Boulevard Exit, turn left onto Westshore. Continue South on Westshore ACROSS Kennedy Boulevard and take an IMMEDIATE right into the parking garage for Urban Centre One/Wyndham Hotel/Cen-

FROM THE SOUTH: (Sarasota/ Bradenton/ St. Petersburg area)

I-275 North; take the Kennedy Boulevard Exit. Turn right at the SECOND traffic light continuing East on Route 60/ Kennedy Blvd. Turn right again at the SECOND traffic light - OCCIDENT STREET. Follow Occident as it curves to the

FROM THE WEST/NORTHWEST: (Clearwater/ Courtney Campbell Causeway/ New Port Richey, etc.)

Take U.S. 19 South or McMullen Booth Road to Route 60 East (Courtney Campbell Causeway). Come across the Bay continuing East on Route 60 -past the Airport and past the entrance to I-275 - to Kennedy Boulevard (Route 60). Turn left onto Kennedy, come to the second light - OCCIDENT STREET. Take a right and follow Occident as it curves to the left around behind the building to the parking garage for

FROM THE EAST: (Lakeland/ Orlando, etc.)

I-4 to I-275 South. Take the Westshore Boulevard Exit, turn left onto Westshore. Continue South on Westshore ACROSS Kennedy Boulevard and take an IMMEDIATE right into the parking garage for Urban Centre One/ Wyndham Hotel/Centre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor). Club telephone number: 813/ 286-4040

IMMEDIATE right into the parking garage for Urban Centre One/Wyndham Hotel/Centre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).

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left around behind the building to the parking garage for Urban Centre above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).

Urban Centre One/Wyndham Hotel/Centre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).NOTE: If coming from Carrollwood area, take the Veterans' Highway South to Memorial; go past the Airport and the entrance to I-275 and follow the above directions.

Centre Club Tampa
123 S. Westshore Blvd.
8th Floor



BOARD of Directors

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