



Vol. 56, Issue 11
www.hrtampa.org

NEWS

Dinner Meeting ■ 5:30 p.m.- 8:00 p.m. ■ November 15

November 2007



A Night With International Flair **HR TAMPA DINNER BENEFIT FOR THE SHRM FOUNDATION**

International labor and employment attorneys Grant Petersen and Ignacio Garcia, as well as immigration attorney Randy Sdlosca, will be discussing the evolving trends in international labor and employment law and immigration law and how it will affect all workplaces. Topics which will be discussed will range from how to properly send your employees to work overseas, to off-shore, to how to properly have overseas employees work in the United States. This is a new and growing area of employment law which affects all employers.

Thursday, November 15, 2007

**Quorum Hotel
700 N West Shore Blvd.
Tampa, FL
5:30pm - 8:00pm**



Randall L. Sdlosca represents corporate entities in all aspects of immigration and nationality law.



Grant D. Petersen represents and counsels employers in a broad range of United States and international labor and employment law issues.



Director of Diversit - HR Tampa.

Please note: this special November event is being held on a Thursday and is at the Quorum Hotel NOT the Centre Club.

For directions to the Quorum Hotel, see www.hrtampa.org.

November 15th

CoADVANTAGE®

A Night with International Flair

Dinner

The Quorum Hotel



December 10th



Enjoy a Night of Comedy with HR Tampa

Dinner

The Quorum Hotel

October 3rd **HR FLORIDA ANNUAL CONFERENCE
IN ORLANDO -- COCKTAIL RECEPTION**



October 3rd HR Florida Annual Conference
in Orlando -- COCKTAIL RECEPTION



Dannie, Ashley, Jill



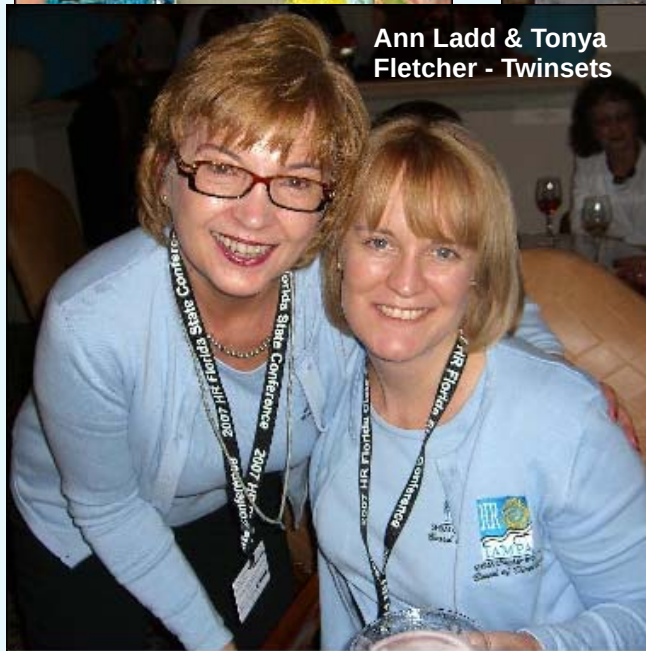
Lisa & Joren Murfield



Greg & Alina



Ann Ladd & Tonya
Fletcher - Twinsets



Cherie Johnson



October 10th Annual Diversity Joint Meeting with
SH R M A



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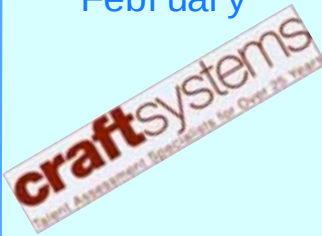
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2007

January



February



March



April



May



June



July



August



September

HR Tampa Annual Expo

Sponsorship Levels
Now Available

October



November



December



Relocation Corner

Did you know . . .

Home Inventory Levels



Along with the change in so many real estate markets around the country from sellers' to buyers' markets comes the unwelcome increase in home inventory levels. With so much to choose from, homebuyers have been able to be more selective about their choices.

These trends are evident in nationwide figures collected and reported by the National Association of Realtors® (NAR). In 2005, 7.1 million existing homes were sold and 2.9 million homes were in inventory with a 4.5 month supply. In 2006, there was a 9 percentage point decline in homesales and the inventory numbers increased to 3.45 million with a 6.5 month supply. These trends continued in the first quarter of 2007. April 2007 inventories were at an all-time high at 4.2 million with an 8.4 month supply. This is a 23 percent increase in inventory figures from April 2006. The June 2007 "U.S. Economic Outlook" released by NAR projected a continuing decline in homesales for the rest of 2007 but, fortunately, at a diminishing rate.

It is now taking longer for transferees to sell their properties and their agents have to be more creative with their marketing strategies. Regardless of best efforts, a greater number of homes today are going into companies' inventories and they are staying longer.

Approximately 60 percent of respondents with regular (appraised value) transactions reported not only taking a greater number of homes into inventory in 2006 versus 2005, but also that the homes were staying in inventory longer once they arrived.

More homes in inventory longer means increased homesale program costs. How much? According to the Worldwide ERC® "Guide to Managing the Mobile Workforce," "A relocation rule-of-thumb is that an inventoried home costs about 1.5 percent of its purchase price for every month it remains unsold in inventory."

However, companies are working to control these mounting costs. As indicated in the previous section on "Policy Changes," organizations are responding by modifying their programs to help keep homes from going into inventory in the first place by employing strategies such as increasing marketing time, limiting the list price to within a certain percentage of the BMAs (or appraisals or buy-out offer), enhancing homesale incentives, and requiring the use of selected agents to sell the home.

For more information, please contact:

Sharan.backus@floridamoves.com

College Relations Update

by Tanya Fletcher

The Tampa Bay HR Student Chapter held two meetings in September for students. The first was on the 12th at Webster University. Students heard from HR Tampa member Brad Simmons, SPHR, Regional HR Manager for Hertz Equipment Rental Corp. The second meeting was on the 25th at SCI Companies where attendees learned more about business process outsourcing.

October 30th finds the student chapter at The Tampa Tribune where students will hear the importance of learning the company business as well as the importance of learning HR.

Finally, I would like to recognize Ted Emer-

son, PHR, USF, and Stephanie Hippensteel, Keller Graduate School of Management of DeVry University, who have been elected our 2007-2008 President and Vice-President respectively. Congratulations to them and we look forward to an exciting year! A big thank you also to Toni Mayros, University of Phoenix, our outgoing President, who will still be involved with the student chapter and related programs.

If you would like to learn more or to get involved check out the College Relations section of hrtampa.org.

... Just for Laughs



"As Employee of the Month, I expect you to set an example for the rest of your work team... now go lay yourself off."



"Miss Whitney, cancel that memo requiring that personal appearance should reflect our corporate culture."

INTRODUCING

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Mortgage and Housing Corner

The Top Five Credit Mistakes

by Charlie Chadbourne, SPHR



It is definitely true that it is a buyer's market in the real estate arena. If you are buying, there is a large inventory of new and resale homes on the market. It gives you more opportunities to find exactly what you want and prices are dropping.

Many first-time home buyers make the mistake of waiting to improve their credit score until their apartment or house lease is expired. They end up signing another long term lease or pay a higher rent for a month to month agreement. The first step is to obtain a copy of your credit report. See the September issue for information on obtaining a copy of your free credit report.

We have all heard the rumors...from neighbors, relatives or friends. There are a wide variety of myths floating around about what you should and shouldn't do to improve your credit reports and credit scores. Some advice may be right, but a lot may be wrong. Below are five of the most common misconceptions about credit. Get to know the facts, and it'll be a lot easier to keep your credit happy and healthy.

Your score will drop if you check your credit - Fortunately, this one is definitely not true. Checking your own report and score is counted as a "soft inquiry" and doesn't harm your credit at all. Only "hard inquiries" from a lender or creditor, made when you apply for credit, can bring your credit score down a few points. Worried about damaging your credit while shopping around for a loan? Multiple inquiries for the same purpose within a short amount of time (a few weeks) are grouped together into a less damaging period of inquiry.

Closing old accounts will improve your credit score - To close or not to close, that is the question. Many people advocate closing old and inactive accounts as a way for improving your credit. In most cases, closing accounts will actually have the opposite effect. Canceling old credit accounts can lower your credit score by making your credit history appear shorter. Think twice before closing the oldest account on your credit report. If you want to reduce your levels of available credit, ask for your credit limits to be lowered or close newer accounts instead.

Once you pay off a negative record, it is removed from your credit report - Negative records such as collection accounts, bankruptcies and late payments will remain on your credit report for 7-10 years. Paying off the account before the end of the set term doesn't remove it from your credit report, but will cause the account to be marked as "paid." It is still a good idea to pay your debts, it can improve your credit score, but the major improvement will come when the record expires.

Being a co-signer doesn't make you responsible for the account - When you open a joint account or co-sign on a loan, you are taking on legal responsibility for the account. Any activity on these shared accounts, good or bad, will show up on both people's credit reports. If you co-sign for a friend's auto loan and they don't make the payments, your credit profile will be hurt by their actions and visa versa. The only way to stop this double reporting is to refinance the loan or to have the creditor officially remove you from the account.

Paying off a debt will add 50 points to your credit score - Your credit score is calculated using a complex algorithm that takes into account hundreds of factors and values. It is very hard to predict how many points you can gain by changing one factor. For a person with a high credit score, just one late payment can cause a significant drop. If a person has a low credit score, it may not cause a large drop at all. There is no magic way to improve your credit score, just keep paying your bills on time, reducing your debts and removing negative inaccuracies from your credit report. Good financial behavior and time are the two most important factors for your credit score.

For more information visit www.chadbournemortgage.com or contact me at charlie@chadbournemortgage.com or (813)335-4713.



LEGISLATIVE UPDATE

By David Steffen

OFCCP ISSUES FINAL RULE ON OBLIGATIONS UNDER JOBS FOR VETERANS ACT

The Office of Federal Contract Compliance Programs has issued its final rule governing implementation of the Jobs for Veterans Act of 2002. The Act amended the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of

- Raise the monetary threshold of covered federal contracts;
- Modify the definition of covered veterans; and
- Revise job posting requirements.

The final rule, issued on August 8 and effective September 7, contains only a few minor changes from the proposed rule issued for comment in January 20, 2006.

Contracts Subject to New Rules

Significantly, the Act and new regulations apply only to contracts entered on or after December 1, 2003. Contractors holding a contract entered into before that date will be governed by the original VEVRAA regulations. However, if pre-December 1, 2003 contracts are modified, they will be considered new contracts subject to the new regulations. It is possible, then, that a contractor will have some contracts governed by the old rules and some by the new ones. The regulations clarify that only one affirmative action plan is required in this situation, but it must contain all components applicable to each contract.

Increased Coverage Threshold

The Act raises the coverage threshold from \$25,000 to \$100,000. Therefore, contractors with a contract worth less than \$100,000 that was entered into or modified after December 1, 2003 are not covered by the new



regulations; however, an older contract worth \$25,000-\$99,999 will have to be in compliance with the old VEVRAA regulations.

Categories of Covered Veterans

The Act also changed the categories of veterans covered under VEVRAA. The final rule eliminates the category of "Vietnam era veterans" and defines a new category of "Armed Forces Service Medal Veter-

ans." These are "veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded." Note that, although the "Vietnam era veterans" as a formal category has been eliminated, many who served during the Vietnam era may still be covered.

The Act also expanded coverage for veterans with disabilities. Prior to the amendments, "Qualified Special Disabled Veterans" were defined as having a 10% to 20% "serious employment handicap" or a disability rating of 30% or more by the Department of Veteran Affairs. Under the new rules, coverage is extended to all veterans with service-related disabilities ("Qualified Disabled Veterans").

In addition, the "Recently Separated Veterans" category now includes veterans who were discharged or released from active duty within the past three years, instead of one year.

Job Posting Requirements

Finally, modifications have been made to the rules regarding posting of job openings. The original VEVRAA regulations, which require contractors to list all job openings, allowed contractors to satisfy this requirement by using the state employment service office where the job was located or by listing with America's Job Bank.





The Book Corner

November Book Suggestions

By Daniel T. Bloom



According to the calendar, we should be at that part of the year where we could cuddle up with a good book and enjoy the fall weather (I expect it will get here eventually). In that line, the publishing community have scheduled for release this month

164 new business related titles. Having the most interest to HR professionals are the following titles:

The Coach's Conversation: Lessons for Business, Managers and Leaders from Top Sports by Allan Turowetz

Championship advice on communicating with employees, from the best coaches in sports. Using the advice and contributions of top sports coaches and athletes, this book presents seven steps to effective manager-employee conversations, showing how businesses can take lessons of sports and adapt them to daily business best practices. Managers and team leaders in business will learn to get the most out of employees, improve communications, promote effective self-management, and bring about lasting and effective change in attitude, behavior, and performance.

Performance Management Revolution: Business Results Through Insight and Action by Howard Dresner

Useful insights into proactively managing business success, from the boardroom to the front lines. The Business Performance Management Revolution shows business managers and executives that in order to improve performance of their business, they need to commit to an enterprise-wide system where everybody has access to the information they need to do their jobs most effectively, or as the author puts it, an "information democracy." And as the surest way to a democracy is

a revolution, the author offers invaluable advice on how to make it happen and how to ensure lasting results by rebuilding confidence and closing the gap between stakeholder expectations and actual performance.

The Talent Powered Organization by Elizabeth Craig

Each day talent is becoming harder to find, harder to nurture, easier to lose, and easier to waste. Organizations that neglect to manage and grow their talent are certain to suffer a cumulative loss of performance. Some will not survive. The Talent Powered Organization shows how businesses and organizations must treat talent as a strategic issue so that all their operations are focused on growing the workforce talent on which they depend. It shows how to change their shapes and attitudes and methods to engage their workforces productively. It demonstrates the new power of technology to provide continuous learning and performance improvement

The Business Coaching Toolkit by Stephen Fairley

The Complete Business Coaching Toolkit is a unique guide for business coaches and consultants, providing the twelve best practices for implementing change with clients right away

Business Resumption Planning 2nd Edition by Carl Jackson

Offering hundreds of tips, templates, checklists, and pointers to information in the public domain, this resource assists in creating a rock-solid recovery plan for any size organization in order to meet any disaster scenario head on, whether involving computers, telecommunications or infrastructure.

Continued on Page 10



Book Corner

Continued from Page 9

From Difficult to Disturbed: Understanding and Managing Dysfunctional Employees **by Laurence Miller**

Every workplace is filled with a wide range of personalities. This book helps readers become better managers by providing insight into big and small people-problems that can seriously disrupt the workplace. The book gives managers the insight, understanding, and tools they need to get the best from those who present the toughest problems.

Training Manager's Desktop Guide **by Eddie Davies**

This practical guide helps managers develop a training program that is stimulating, motivational, and a return on investment for both the learner and company. Appropriate for both the full-time trainer and any manager with training duties.

Managing the Training Function for Bottom Line Results **by Jean Barbazette**

This book presents time saving strategies, tactics, and a host of job aids to get the best result from the corporate learning function. It will serve both as a must-have reference tool and as a practical survival guide for workplace learning professionals who face unique challenges in accomplishing their responsibilities. Several strategies and tactics are offered to organize the roles and responsibilities of the training function.

Best Practice in Performance Coaching **by Carol Wilson**

Performance Coaching helps individuals and organizations achieve their maximum potential, tackle challenges, and reach specific goals. It leads to personal and professional development and helps to create a work/life balance. Best Practice in Performance Coaching is both an introduction for anyone thinking of becoming or hiring a coach and a reference guide for experienced coaches.

E-Collaboration in Modern Organizations **by Ned Kock**

This book combines comprehensive research related to e-collaboration in modern organi-

zations, emphasizing topics relevant to those involved in initiating and managing distributed projects. The book specifically describes conceptual and theoretical issues that have implications for distributed projects and emerging issues and debate related directly and indirectly to e-collaboration support for distributed project management.

A Practical Guide to Assessment Centres and Selection Methods **by Ian Taylor**

This book provides advice and tools to effectively introduce, design, and deliver assessment or development centers in an organization. A how to manual, it runs through every aspect of running an assessment center, from pre-briefing an organization to the event, the feedback, and the evaluation. It includes a sample framework specifically designed for use at assessment centers.

Enduring Success **by Franz Bailom**

Why are some companies able to achieve success, even under difficult circumstances, whereas others struggle and face problems? The results of this large-scale study of over 1,000 top companies are clear. Success doesn't depend on the market situation, but on the management of the company. The book looks at the success factors of high-performing companies, and how they perform in areas such as innovation, market orientation, core competencies, and leadership.

Title Recommendation

We recently received some information and purchased a copy of James Citrin's ***The Dynamic Path***. The book looks at the characteristics that are demonstrated by some of the world's greatest athletes and how these traits can be utilized in the business world. Very intriguing read.
fect desktop reference tool.

Daniel T. Bloom
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HR Tampa Nominations Committee

The following is the proposed slate of officers and directors for 2008 submitted by Carol McDaniel, Immediate Past President and the Nominations Committee:

Officers	
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Diversity Director	Debbie Dube
College Relations Director	Toni Mayros
Communications Director	Rebecca Lukban, PHR
Technology Director	Alina Diaz
Workforce Readiness Director	Cheryl Brown, PHR



A Day Inside The Beltway With SHRM

LEFT TO RIGHT - Sharon Marsh,
Cherie Johnson, Dannie Perry,
Kristine Rizzardi, Cheryl Brown,
David Steffen.

HR Professionals Are Targets of Bogus EEOC E- Mails

By Rita Zeidner

Corporate human resource professionals are being sent bogus, potentially harmful e-mails purporting to come from the U.S. Equal Employment Opportunity Commission (EEOC), according to an agency spokesman.

The EEOC began receiving employer complaints about the e-mails Oct. 19, 2007, and discovered they contained a Trojan Horse virus that is likely to harm a recipient's computer if the user clicks on the referenced hyperlink and/ or downloads the attached file.

"The bogus e-mails appear to be targeting staff within company human resource departments," the spokesman said.

The source of the e-mails is still unknown, but the agency has referred the matter on to the U.S. Computer Emergency Readiness Team (US CERT) and "is continuing to monitor the situation," the spokesman said. US CERT coordinates response to computer-related attacks.

The bogus e-mail includes an EEOC logo under the subject line and contains purported language from the EEOC under the subject heading "Employer Liability for Harassment."

Excerpts of the phishing e-mail are highlighted below:

FROM: Equal Employment Opportunity Commission

SUBJECT: "Harassment Complaint Update For"

This is an automated email that confirms the registration of harassment complaint #number ... this harassment complaint can lead to law enforcement action. You can download and print a copy of this complaint to keep for your personal records here. ... Our staff will keep you updated regarding the status of our investigation. ... To check the status of your complaint access:

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