

HR Jeopardy and the 2008 Roadmap

Avoiding the Mistakes Many Employers are Still Making

Participation in this session, will provide you more information on the biggest mistakes employers are still making in regards to FMLA, common misconceptions and the facts.

April 16, 2008
The Centre Club

Presented by
Wendy J. Smith
FISHER & PHILLIPS LLP

Registration starts at 5:30pm - Dinner starts at 6:00pm

Bio

Wendy J. Smith



Wendy Smith is one of the Firm's true generalists, and spends much of her time advising and counseling employers on day-to-day labor and employment matters. She focuses on providing practical advice to help businesses avoid litigation

and maintain sound, legally compliant employee relations practices. Prior to attending law school, Ms. Smith spent 11 years in management in the food and beverage industry supervising both unionized and non-union workforces, which she feels has been invaluable to her practice of employment law.

Ms. Smith has special expertise in the Fair Labor Standards Act, the Americans With Disabilities Act, and the Family and Medical Leave Act. She conducts wage and hour and employment practices audits for a wide variety of employers, and drafts and reviews policies, employment agreements, and employee manuals.

Ms. Smith frequently conducts preventive training for managers on a variety of workplace law matters such as harassment prevention, smart hiring and firing, and effective employee relations practices. She is a frequent speaker to industry groups, including human resources professionals. Ms. Smith also taught Employment Discrimination Law as an adjunct professor at Stetson College of Law in St. Petersburg, and she has written a book on legal handling of complicated employee issues.



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April 16th

HR Jeopardy and the 2008 Roadmap

Dinner

The Centre Club



May 21st

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The Centre Club



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A' La Carte – Pavilion, Tampa, FL

September 17, 2008

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Deadlines

Early Bird Rates Expire after 5/30/08

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March 19th

The Strategic H R Coach



Barbara & Ivonne



Speaker, Anne Doster



Breakfast is a hit



Dana and Anne Doster



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March 19th

Networking at Breakfast



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September 17th



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The New Employee Verification Act

H.R. 5515

by Lenore Balden

As the tides of Tampa Bay rise and fall with the movement of the moon, it is the time for us to rise and support some of the ideas behind bills introduced in the legislative process. At this time of year both the state and federal legislative processes are underway. The Government Affairs section at the Society for Human Resources Management is very busy keeping up with all of the new ideas being drafted and following the issues already proposed.

If you log on to the [SHRM Government Affairs](#) webpage you will be given the ability to make your voice heard by your representatives on issues that are currently under discussion. HR Voice is an easy way to join with other HR professionals across the state of Florida and show support for (or register disapproval of) issues that could reduce administrative burdens or lessen employer liabilities.

One of the issues we encourage you to support is an initiative led by SHRM entitled the 'New Employment Verification Act', also known as NEVA. As HR Professionals we work with the current I-9 system, often on a daily basis. We are able to see first-hand how this existing system falls short of the liability we take on as employers. We can only attest that the documents provided to us 'appear' to be original. According to SHRM, NEVA would replace the federal government's current employer verification process with an electronic verification system they call "Electronic Employment Verification System" (EEVS). This system would allow employers to confirm the work eligibility of U.S. citizens through the Social Security Administration database and non-citizens through the Department of Homeland Security database.

Other key provisions of HR 5515 include:

- Allows the entire attestation requirements to be done electronically and eliminates the current I-9 Form.

- Applies only to employer's newly hired employees and would not require employers to reverify all existing employees.
- Creates a voluntary biometrics option that employers could choose to use in the verification process, which would include a standard background check and the collection of a "biometric" characteristic - such as a thumbprint.
- Requires employers to be responsible only for the hiring decisions of their own employees and not those of their subcontractors.

SHRM believes it is very important that we support replacing the current system with a new system that can be trusted, one that addresses the issue of identity theft and is built on an electr

To show your support for this proposal, log on to the [SHRM.org](#) HR Voice webpage and with a few simple clicks you can email our Tampa representative to let them know that you support this new system and the SHRM initiative.

The tide is in...let's show our support!



What's Happening in our Senior Professional's Corner ...

Several seasoned HR professionals participated in a round table presentation given by Libby Anderson M.S., SPHR from E.D. A. Human Resources hosted by both HR Tampa and SHRMA. Libby focused on the changing trends and issues that are arising in the workplace today such as changing demographics, global challenges; skills gap issues, healthcare, and HR Identity. All of the attendees had the opportunity to contribute ideas and pose questions about their own industries to Libby and peers for discussion. It was wonderful to see just how this group really worked as a team brainstorming some very interesting solutions, as well as addressing other

items such as what issues are important to a corporations "C" levels, how to begin quantifying the HR concerns into real business dollars, as well as begin to speaking their language.

Attending a meeting like this shows that most of us are doing more with significantly less. By striving forward and emerging as HR leaders we are beginning to making a difference in business which has many challenges to overcome; however, reaching out and tapping into others who have dealt with similar concerns makes attending these meetings extremely worthwhile.

**Carol McDaniel (l) &
Libby Anderson (r).**



**Several SHRMA members
attended.**

College Relations Update

by Toni Mayros, Director of College Relations



3rd Annual College Relations Career Workshop

April 19, 2008

DeVry University, Keller Graduate School of Management

April finds College Relations gearing up for our third annual Career Workshop. During this event, attendees will have the opportunity to attend break out sessions, have their resume reviewed, obtain tips on interviewing and much more. This half day event is a great opportunity for our members to reach out to our upcoming professionals.



host. Each month, members of our student chapter meet at local business organizations and are presented with a short presentation on the field of HR, Leadership or Management. Members and guest also have the opportunity to network, go on a company tour and learn more about our field.

If you are interested in becoming more involved, please contact

Along with the workshop, College Relations is also seeking monthly meeting

Toni Mayros, Director of College Relations at: tmayros@gmail.com.

New Members

First Name	Last Name	Cerification	Title	Company
Jim	Carey	PHR	Human Resources Manager	IBM
Karen	Suris			OSI Restaurant Partners, LLC
Kutina	Grant	PHR		
Jennifer	Hodos			
Tana	Russell			
Craig	Kestran			
Ruth	Ramberac	PHR	Human Resources Officer	HomeWise Management. Grp
Patricia	Dunagan	PHR	HR Specialist III	Advanced C4 Solutions
Rhyan	Thomas		HR Coordinator	Beaumann, Raymondo & Co.
Cathy	Beveridge		Shareholder	Fowler White Boggs Banker
John	DeJong			
Jehovanna	Torres-Pollard			
Kareen	Muros			



The Book Corner

April Book Suggestions

By Daniel T. Bloom



April has arrived and with it supposedly warmer weather. In return what better than to curl up in the backyard swing and take in the new ideas that come from these 199 new releases in the business field. If you need any further information on these HR related titles feel free to contact me at (813) 340-1126 or at dbloom@bordersgroupinc.com



The Art of Engagement: Bridging the Gap Between People, Process, and Possibilities by Jim Haudan

A tested-in-the-trenches approach to inspiring employees and driving strategic execution. In business, a strategy is only as good as its execution. Without the full engagement of the entire workforce, a business leader is like a general without an army. In "The Art of Engagement," Jim Haudan, president and CEO of boutique consultancy Root Learning, delivers an innovative approach to engaging employees in strategy. He arms you with an arsenal of visual learning tools, including "learning maps," illustrations, sketches, and story boards, which allow your workers to see what they never could before: their place in the organization and their unique contribution to the company's success.

Excellence Every Day: Make the Daily Choice to inspire Your Employees and Amaze Your Customers by Lior Arussy

If mediocre performance or results are acceptable at any level within your organization, this may be the most important book you will read this year. Lior Arussy explores and offers a solution to the root problem that keeps firms from delighting customers and inspiring superior performance and job satisfaction among employees. The Excellence Myth is a subtle yet pervasive mindset that undermines individual performance, erodes customer loyalty, and erases any competitive advantage a firm may enjoy or hope to gain. Arussy's inspired

(and inspiring) remedy is The Daily Choice, a strategy that empowers employees to reach new heights of excellence creating delightful customer experiences and achieving superior results from the bottom up.

Essentials of Strategic Management, the Quest for Competitive Advantage by John Gamble

"Essentials of Strategic Management" responds head-on to the growing requests by business faculty for a concise, theory-driven strategic management concepts and cases text. This first edition text was written with four objectives in mind: 1) Although relatively brief in length, the text would provide students with an up-to-date and thorough understanding of essential strategic management concepts and analytic tools; 2) The text would simplify the task of demonstrating student learning through course embedded assessment; 3) Like our works preceding this text, it would include especially well-written cases involving headline strategic issues; and lastly, 4) The text could serve as the theoretical foundation of a teaching approach incorporating a business strategy simulation.

Relevance: Hitting Your Goals by Knowing What Matters by David Apgar

In this groundbreaking book, business guru David Apgar helps leaders pinpoint which information matters most for successful goal setting, strategy, and bottom-line performance. Based on simple and easy-to-implement practices, "Relevance" outlines a new discipline focused on the relevance of performance measures for assessing key strategy issues and accelerating learning. David Apgar's practices are grounded in solid business research and clearly illustrated with real-life examples from top-performing companies such as Toyota, Alcoa, Nestl , Capital One, Cisco, Microsoft, and GE.



Continued on Page 11

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2008

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February



March



April



May



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September

HR Tampa Annual Expo

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Book Corner

Continued from Page 9

Talent: Making People Your Competitive Advantage

by Edward E Lawler III

"Talent offers a blueprint that succinctly maps out the best approach to organizing and leading a talent-focused organization. The organizational features needed to create a talent-focused organization are identified and their operation explained. Special attention is paid to: "Leadership", "Corporate boards", "Talent management", "Performance management", and "Information and decision making"

Managing Organizational Change: A Multiple Perspectives Approach

by Ian Palmer

Managing Organizational Change, by Palmer/ Dunford/ Akin, provides managers with an awareness of the issues involved in managing

change, moving them beyond "one-best way" approaches and providing them with access to multiple perspectives that they can draw upon in order to enhance their success in producing organizational change. Changing organizations is as messy as it is exhilarating, as frustrating as it is satisfying, as muddling-through and creative a process as it is a rational one. This book recognizes these tensions for those involved in managing organizational change. Rather than pretend that they do not exist it confronts them head on, identifying why they are there, how they can be managed and the limits they create for what the manager of organizational change can achieve.

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Happy Birthday

Air Animal, recently celebrated its 31st birthday. Founded in March 1977, by Dr Walter Woolf, and the late Millie Woolf, the pet moving service had humble beginnings as a "pet travel agency". Now firmly established in the relocation marketplace as a pet moving service for relocating families and their four-legged and occasionally feathered "children", Air Animal provides both nationwide/ USA and global/ international pet moving services from its offices at 4120 W.Cypress St, in the Tampa West Shore business district.

Walter M Woolf, V.M.D. / Principal Owner & Managing Director ■ Air Animal Pet Movers - the relocating pets best friend ■ the IATA air cargo agency for the relocating family pet ■ 4120 West Cypress Street, Tampa, Florida 33607-2358

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Enlightened Human Capital Management . It's What Separates the Best Organizations From the Rest .

Nominations for Third Annual SHRM Human Capital Leadership Awards Now Open!

It helped transform a global beverage icon's company culture from "flat" to "fizz." It inspired a retail giant to create a virtual corporate university, resulting in improved employee performance and retention. And it broke down company-wide silos of skepticism ...turning HR into a true strategic business partner and catalyst for growth.

SHRM is saluting the HR visionaries who inspire success. Now in its third year, the SHRM Human Capital Leadership Awards recognize and honor the best examples of HR that drive the performance and reputation of their organizations, develop winning business strategies, and meet the challenges of a changing world.

SHRM encourages you and your colleagues to participate in the Human Capital Leadership Awards competition. It's an important way for HR professionals to gain the recognition they deserve.

The four categories — Strategic HR Leadership, Innovative Business Solution, Competitive Workforce, and the Human Capital Business Leader of the Year —honor human resource leaders who have developed and launched innovative programs that contribute to their organizations' success.

Winners and two finalists in each category will be announced at SHRM's Strategic HR Conference in September 2008. Other benefits of winning include: recognition by peers, business leaders and more than 235,000 SHRM members for excellence in HR strategies; detailed coverage in HR Magazine; media interviews and outreach with key HR and business journalists; VIP status and complimentary registration at the SHRM Strategic HR Conference; an announcement in a major national news publication listing the winners post-announcement; and much more.

Winners and finalists have leveraged the Human Capital Leadership Award to recruit and/ or retain talented employees, as well as to gain positive public exposure among business partners, customers and the community.

Nominations are now open and we will be accepting them through May 30 at the HCLA web site:

www.shrm.org/leadershipawards.

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