



A Night of Peer Networking to Benefit the SHRM Foundation

Please join HR Tampa for a fun filled evening of networking activities, food and drinks!!

Prizes will be given to the winners of our net-working activities.

Also, buy raffle tickets to benefit the SHRM Foundation and win one of the following exciting prizes:

Nintendo Wii



8GB iPod Nano



37" LCD TV

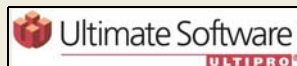


Quorum Hotel Tampa
700 N West Shore Blvd
Tampa, FL 33609

Registration Starts at 5:30 p.m.



December 10th



January 2009
Happy New Year!

Enjoy a Night of Comedy with HR Tampa

Dinner

The Quorum Hotel

Breakfast

The Centre Club

November 16th

HR Tampa's Breakfast Meeting

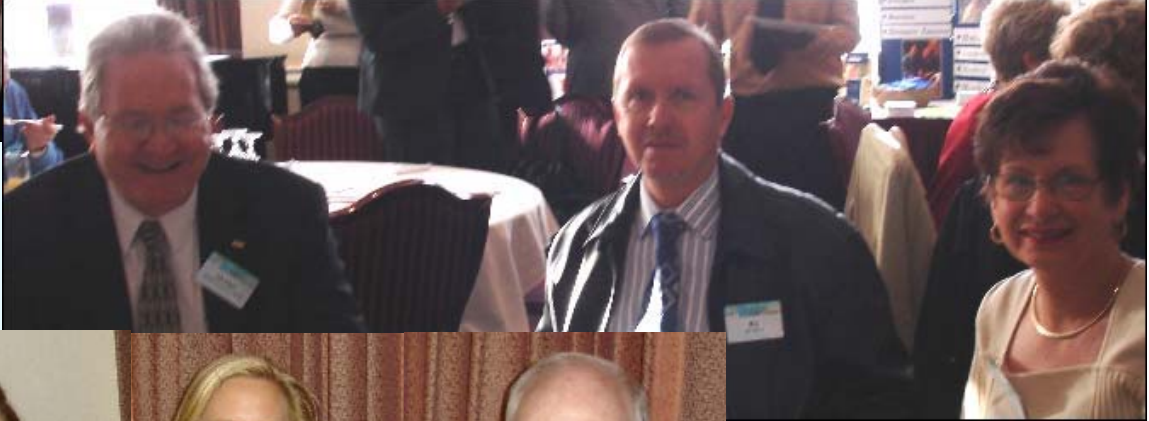
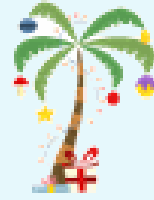


Happy Holidays



November 16th

HR Tampa's Breakfast Meeting



Happy Holidays

November 16th

HR Tampa's Breakfast Meeting



President's Corner

As 2008 draws to an end, it is with great pleasure that I address the membership of HR Tampa as your President for the final time. I have truly been honored to serve in this role and serve the membership of one of the best chapters in the state of Florida and within SHRM!

This year would not have been possible without our phenomenal Board of Directors and definitely not without you, the members of HR Tampa – Thank you.

This past year has definitely been one for the history books, from a changing economy, to new and changing federal and state legislation, and of course a historic election! These changes have not only had an impact on us professionally but personally as well. While there are a myriad of opinions about what is in store for 2009 from the economy to our profession, and while we know there will be many changes and challenges ahead, I have come to realize that we can always rely on our friends and colleagues at HR Tampa. I encourage each of you to continue to stay involved and immerse yourselves in the exciting months ahead!

I am very thankful for each and every one of you for your-



support of HR Tampa, the Board of Directors and me; you are truly special and I am honored to be among such great friends.

I also want to send a big THANK YOU to the 2008 Board of Directors; they are the reason for HR Tampa's success. This group, as a whole, has certainly seen its fair share of triumphs and challenges this year and their support for each other and for me personally, is beyond words.

HR Tampa has constructed another phenomenal board for 2009 and I am certain you will enjoy a successful year as a member - HR Tampa is in good hands! Please be sure to seek them out and introduce yourself.

I look forward to catching-up with all of you at the monthly meetings in 2009 and I will continue to support HR Tampa as the Immediate Past President and as the Tampa Bay District Director for the State of Florida.

Happy Holidays!

Dana Chatelain
HR Tampa
President



New Members

First Name	Last Name	Cerification	Company	Title
Joe	Stagliano		Superior Benefits	CEO
Jennifer	Locklear	PHR	Healthsystems	Director of Human Resources.
John	Bornman	SPHR		
Diana	Moksiewicz	PHR	Bausch & Lomb	Sr. Human Resources Representative

LEGISLATIVE UPDATE

By David Steffen

A Few Final Tidbits for 2008

As 2008 comes to a close, it is not clear what lies ahead for HR Departments. While rumors and speculation swirl regarding the potential new employment laws that await us, there is nothing concrete that we can report at this time. Nonetheless, we already know that there are several changes that will take effect beginning January 1, 2009, based upon the existing laws. Because we have discussed two of the most publicized changes, the ADA Amendments Act and the new FMLA regulations, in previous columns and at the chapter meetings, I will spare you the details in this column and instead focus on two other changes. They include an increase in Florida's minimum wage and federal contractors' e-verify obligations.

Florida's Minimum Wage

As most Florida employers already know, Florida's voters approved a state minimum wage that exceeded the federal minimum wage in 2004. The rate increases every January 1st. Starting January 1, 2009, Florida's minimum wage will be \$7.21 per hour. According to the Florida Department of Workforce Innovation, this is a 6.2 percent increase from the 2008 minimum wage (\$6.79 per hour). Under the law, all Florida employees who are covered by the Fair Labor Standards Act ("FLSA") are entitled to earn the state's minimum wage. Based upon existing laws, Florida employees are entitled to earn the higher wage provided by either the FLSA or state law. Therefore, the Florida minimum wage prevails over the federal rate until the federal minimum wage exceeds the Florida state rate. Consequently, on July 24, 2009, when the federal minimum wage increases to \$7.25, the Florida rate of \$7.21 an hour applies; however, on July 24, 2009, Florida's employers must adjust their minimum wage payments



to reflect the higher federal rate.

Employers of "tipped employees" who qualify for the FLSA's tip credit, may include any tips the employees actually receive as wages under the Florida minimum wage law. Nonetheless, tipped employees are still entitled to a direct wage. The Florida law calcu-

lates the tipped employee's direct wage by subtracting the 2003 tip credit (\$3.02) from the current minimum wage. Consequently, the 2009 direct wage will be \$4.19 an hour.

As part of the state minimum wage statute, employers who must pay their employees the Florida minimum wage must post a minimum wage notice (i.e. poster) in a conspicuous and accessible place in every establishment where these employees work. This requirement does not eliminate an employer's obligation to post the federal minimum wage under the Fair Labor Standards Act. Florida's minimum wage poster is available for downloading in English and Spanish from the Agency for Workforce Innovation's website at: <http://www.floridajobs.org/workforce/posters.html>.

E-verify and Federal Contractors

In June of this year, President Bush amended Executive Order 12989, directing federal contractors to use the E-Verify system to ensure that all new hires and employees working on government projects are eligible to work in the United States. On November 14, 2008, the federal government issued the Final Rules implementing the E-Verify requirement.

The regulations apply to federal contracts awarded and solicitations issued after January 15, 2009, worth at least \$100,000 with a period of performance longer than 120 days. In addition, subcontracts valued at \$3,000 or more



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Student Chapter Reaches Out to Community

*by Stephanie Hippensteel, Student Chapter President &
Toni Mayros, Director of College Relations*

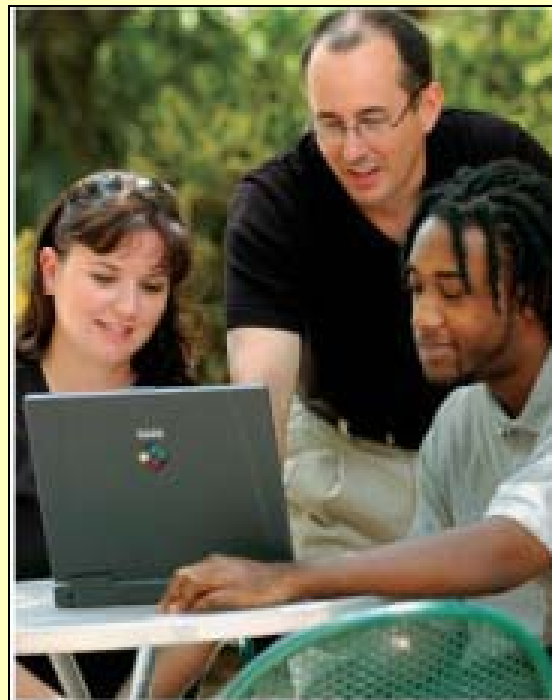
On November 6, 2008, HR Tampa Member and College Relations Internship/ Mentor Program Coordinator - Sue Styx, PHR, and Student Chapter President Stephanie Hippensteel partnered with the University of Tampa (UT) for their fall internship fair. UT, like many universities, requires their students to complete an internship prior to graduation. For the College Relations Committee, we hope this is the start to a long lasting professional relationship. At the event we had the opportunity to speak with students and other Bay Area employers on benefits of being a student chapter member, the value of an internship and the importance of HR in any chosen career path.

As part of the programs offered to student chapter members, the Tampa Bay HR Student Chapter offers junior and senior year students the opportunity to participate in a chapter sponsored paid internship program in which students enter a substantive learning environment with real world application. Application they can use after graduation upon entering the workforce.

Extending beyond compensation and benefits, entering HR practitioners are finding several disciplines within the field such as training, recruiting and employee relations that spark their interest. Meeting with students from majors such as marketing, management, and psychology, each expressed an interest in learning about the chapter and how HR can be incorporated into their skill set. A learned skill set that will make them more valuable employees and managers within their future professions. During the fair, Sue received several inquiries into the internship program and is working with two new members to assist them with placement.

Additionally, this event led to offers to speak with two UT campus organizations and at an informational session in 2009. Additional events are also being planned for 2009 and beyond. As we move into 2009, this year's Student Chapter Board is focusing on increasing membership and outreach opportunities at local colleges and universities.

Beyond community outreach and the internship program, HR Tampa's College Relations committee has been hard at work looking for meeting host, mentors and volunteers/ booth sponsors for our annual Career Workshop held in April of 2009. For more information on how to become involved, please contact Toni Mayros, College Relations Director at tmayros@gmail.com or (727) 534-4955 or Stephanie Hippensteel at shippensteel@devry.edu.



Opportunity to Participate!!!

We are in the early development stages of the conference and are seeking the following:

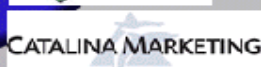
- Speakers
Executives and Diversity Experts
- Sponsors
- Volunteers
- Planning committee members

Interested parties please contact
Dennis Kennedy

Please Join us to help make this
conference a huge success!



at&t



Inaugural Florida Diversity & Leadership Conference Job Fair and Expo

February 11-13, 2009 Orlando, Florida

Conference Highlights

- | | |
|---------------------------|--|
| Job Fair | Nationally recognized Keynote Speakers |
| Mentoring Summit | A Variety of Concurrent Sessions |
| Sponsorship Opportunities | Exhibitor Opportunities |
| Exhibit Hall | Grand Prize Give Away |

For more information on how to participate, please contact
Dennis Kennedy at dennis.kennedy@nationaldiversitycouncil.org

WWW.FLORIDADIVERSITYCONFERENCE.COM



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CAREER ADVICE

PREPARE, PRACTICE, AND PERSISTENCE

By Michael S. Levy, CPRW, CAPM, PHR
The Career Academy, LLC

As a career expert, many of my clients often ask, “What does it take to be the one job seeker selected for employment?” Of course there is not one answer, but I can offer a simple answer; all you’ll need to remember are the 3 “P’s.” Preparation, Practice, and Persistence! There is never a guarantee that you will be the one selected, but you manage more of the hiring process than you think.

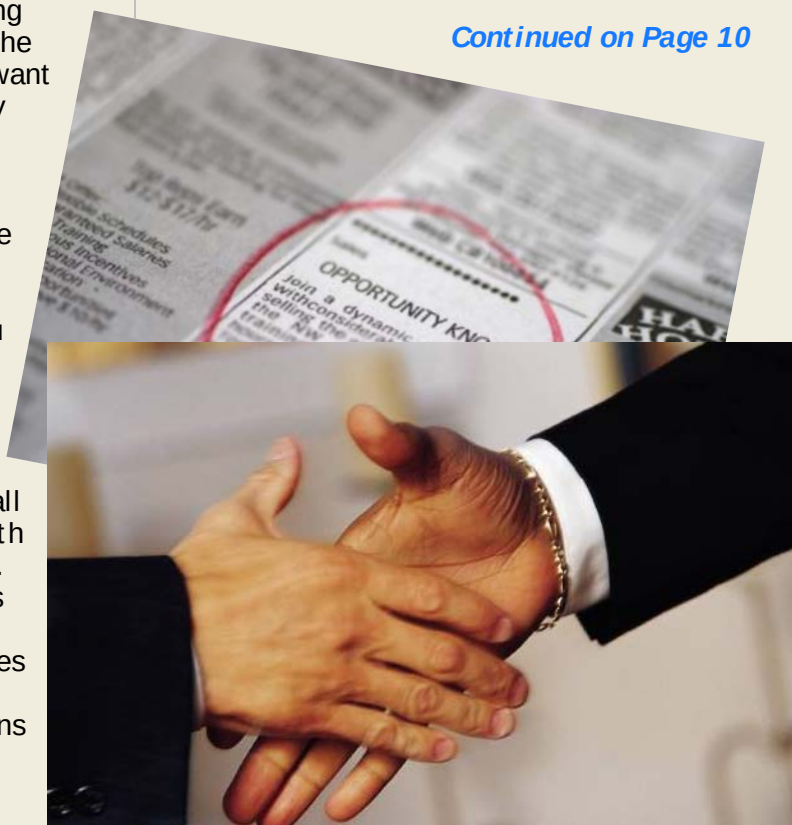
Preparation starts with a well thought-out and consistent résumé. The résumé should provide a clear picture of what you want to do, what qualifies you to do it, what achievements/accomplishments relate to what you want to do, and where you got your experience. But that’s only the beginning. Many resumes circulating in the job market are missing the essence of a strong opening. Tell the reader what you want in your Objective, and give it to them straight. Trite words or phrases, such as “challenging and rewarding” or “responsible position” don’t offer the reader much in the way of uniqueness and don’t provide much information regarding what you are prepared to talk about in the interview. Quite honestly, who doesn’t want these types of positions? As the first key element of your résumé, your Objective should be a statement of purpose. Consider this to be your attention getter, to invite the reader to continue through the rest of your résumé with excitement rather than boredom. An Objective that tells what you want to do, what skills you have to do it and what you can contribute to the organization would be much more enticing to read.

Preparation and practice are essential to effective interviewing. Practice all different types of interview questions with your spouse, family member, or a friend. Almost any regular bookstore sells books with practice interview questions. Stay focused on your skills, talents and abilities as they relate to the position for which you are applying. Ask intelligent questions to uncover the employer’s needs and to find a suitable fit. The typical opening question is the first in a set of stumbers,

“Tell me about yourself.” Just like your résumé Objective, this is the attention getter. This question is not delving into learning more about your 17-year marriage, your teenage son, or your family trip to Walley World as in Chevy Chase’s hilarious movie “Vacation.” Instead this is a time to share your skills, talents and experience and how they relate to the position. Share a few of your best achievements and accomplishments, the ones that contributed most to your past performance. As an interviewer, I look for an opportunity to create a dialogue with the potential new hire. Remember, my interview questions are designed to facilitate our interview discussion and uncover who you are. Your interview responses must show that you are listening carefully and sharing information that will hopefully help me to decide that you are the best fit for the position.

Persistence and pestering can certainly draw a fine line. It’s the job seeker’s responsibility to “close the sale” or at least make a good

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Legislative

Continued from Page 6

flowing from prime contracts are also covered. Nonetheless, contracts for commercially available off-the-shelf items and for work performed outside the United States are not covered by these requirements. The new rule requires companies with covered contracts to use E-Verify not only for all new hires, but also to verify the employment eligibility of existing employees who work directly on federal contracts. The latter employees are those individuals hired after November 6, 1986, who are directly performing work in the United States under a contract that includes the clause committing the contractor to use E-Verify. It does not include employees normally performing support work, such as indirect or overhead functions, and who do not perform any substantial duties under the contract.

Companies awarded covered contracts will be required to enroll in E-Verify within 30 days of the contract award date. They will then have 90 days to begin using E-Verify for existing employees who are assigned to work on the federal contracts. Following the 90 day period, employers must subsequently verify all new hires within three business days of the individual's employment. While employers may verify new hires after an offer of employment has been accepted, even if the individual employee has not actually started working; however, the system cannot be used to verify applicants' employment eligibility.

Contractors have the option of verifying their entire workforce (new hires and all employees, even if not assigned to a federal contract), but they must notify the Department of Homeland Security through the "Maintain Company" page on the E-Verify system, and must initiate a query for each employee in the workforce within 180 days of notification. (If a contractor is already using E-Verify, it is required to update its company information on the "Maintain Company" page to reflect that it is now a government contractor user.)

As always, if you have any questions about these laws or any other HR matters, please feel free to ask me a question at the next chapter meeting.



Career Advice

Continued from Page 9

attempt. Ask the interviewer when they plan on making a selection. How many others are being interviewed for the position? Are any of the candidates internal? The importance of company-centered questions cannot be over emphasized. If you haven't heard from the employer on the agreed upon date, call the following day to see how the interview process is progressing. If you are unable to reach the interviewer, leave a voice mail letting them know you are inquiring about the interview. Following up could possibly make the difference in getting the offer or not. Even if you are not in the running, it can provide closure and most importantly peace of mind. If you incorporate these three simple P's, there is no doubt that your job search skills will increase by leaps and bounds.



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Identification - Time & Attendance - Door Access

MEMBERSHIP UPDATE

Get Ready for 2009!

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! 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.

2009 DUES

Options (Dues run Jan- Dec)!

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

PREMIUM \$225

One fee covers annual dues prorated and all meal/ event costs for monthly meetings and annual Legal Update and Expo. One fee covers annual dues and meal costs. This is a great option. The more meetings you attend, the more you save! Membership ends December 31st.

BASIC \$100

Covers cost of annual dues; pay as you go for our monthly meetings (\$30) and other events such as the Legal Update and Expo. Membership ends December 31st.

Payment Methods:

1. **Pay on-line** using a major Credit Card via Pay Pal system.
2. **Pay by Check:** send in payment to HR Tampa PO Box 26554, Tampa, FL 33623-6554. If your company is paying, please

ensure the Accounting Department includes your name on the check or bring payment to regular meeting.

Bring payment to regular meeting. Please bring a copy of your Bill for Payment Due you will print when renewing online.

STUDENTS

If you qualify under the SHRM national student program then we encourage you to visit our College Relations webpage for information on joining the HR Tampa Student Chapter which is supported by HR Tampa!

Students run on a school year and new pricing is:

PREMIUM \$50 for all chapter meetings and events;

ATTENDING MEMBER \$35 for all chapter meetings. You can visit the SHRM student site to see if you qualify for student rates. *Note: You will only qualify for our student 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 2009. 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.

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

HR Tampa Nominations Committee

The following is the proposed slate of officers and directors for 2009 submitted by Dana Chatelain, Immediate Past President and the Nominations Committee:

Officers	
President	Ignacio Garcia, Esq.
President-Elect	Lisa Murfield MBA, SPHR
Treasurer	Inass Riyad PHR
Secretary	Ann Ladd, CPC, PHR
Immediate Past President/Foundation Director	Dana Chatelain, SPHR
Directors	
Programs Director	Patricia Gaudin
Programs Director, Special Events	Carol McDaniel Non-Dues
Non Dues Revenue	Chris Greene
Membership Director	Jill Conklin PHR
Hospitality Director	Donna Cacciatore
Certifications Director	Sharon Marsh SPHR
Legislative	David Steffan, Esq.
Diversity Director	Debbie Dube
College Relations Director	Toni Mayros
Communications Director	Rebecca Lukban, PHR
Technology Director	Michele Pryor
Workforce Readiness Director	Cheryl Brown, PHR

Officers

President

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

President-Elect

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oves.com

Treasurer

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Secretary

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Immediate Past President/ Foundation Director

Greg Aarons
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DIRECTORS

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Non-Dues Director

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Technology Director

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Workforce Readiness

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BOARD
of Directors