

Proven Strategies for Retention to Become an Employer of Choice

Speaker: Russ Moen



Registration starts at 7:30am - Breakfast starts at 8:00am

The Centre Club
123 S West Shore Blvd
Tampa, FL 33609



Bio

Speaker
Russ Moen

For more than 25 years, Russ Moen has devoted his working life to managing the various functions of human resources. Russ supports over 600 Express offices, serving clients across the United States and Canada. He provides clients with preventive measures that minimize the threat of allegations emanating from workplace problems and employee relations issues.



As vice president of human resources at Express Employment Professionals' International Headquarters, Russ supports a team of skilled human resource professionals. They provide daily problem-solving, training and consulting on a vast array of complex issues including:

- Wage and Hour Compliance
- Performance Management
- Co-Employment
- All Forms of Harassment
- Effective Supervision and Communications
- Federal/State Equal Opportunity Mandates
- Substance Abuse Detection
- Organization Development and Leadership
- Employment and Termination Processes

January 21st



Become an Employer of Choice

Breakfast

The Centre Club



February 18th



Dinner

The Centre Club

President's Corner

Welcome back everyone to what is sure to be an exciting 2009!

I wanted to say a few words to the membership first of all thanking them for a wonderful 2008. It was truly an honor working with such an incredible Board of Directors in 2008 under Dana's leadership. Fortunately, the majority of this Board is returning in 2009! I am very excited about the possibilities for 2009.

Our goals for this year are to provide value to our membership and remain one of the premier SHRM chapters in the United States. Specifically, we are increasing our outreach to the community through a more extensive use of our website to keep our membership informed of all events and activities. We have also decided to increase our presence on the web through LinkedIn to provide a forum where our members can communicate and share ideas. Additionally, we plan to continue our expo, as well as grow our outreach to high school and college students, which we



see as the future of the HR profession.

We understand that many expect 2009 to be a challenging year with many of our members in transition from one employer to another. HR Tampa is considering ways where we can continue to help our members going through these transitions.

Allowing you the channel to net-

work and continue to educate yourself at our monthly meetings becomes ever more important in challenging economic times.

Therefore, we look forward to seeing you all at our monthly meetings and please feel free to bring any questions or concerns you may have to either myself or any of our board members, we look forward to serving you.

Yours truly,

President

Ignacio "Iggy" Garcia

New Members

First Name	Last Name	Cerification	Company	Title
Mary	Dobson	PHR		
Charity	McDowell	PHR	Amscot	Financial Director of HR
Christine	Brown		New York Times Regional Media Group	HR Generalist
Jane	Rawson	SPHR	Resource Innovations	Senior Director Business Development
Monica	Del Re	PHR	Jacobs Technology, Inc.	HR Generalist
Denisse	Vargas	SPHR	HYP Network	Human Resources Manager
Carmen	Federico		Troy University	

HR TAMPA'S December Meeting



December 10th
A Night of Peer Networking





December Raffle Winners

Leslie Heycock - TV
Bev Sparkman - Wii
Jeannie McCall - IPOD



Second Annual HR Tampa Diversity Award

By, Debbie Dube



We were extremely pleased to receive some amazing programs and activities that many of the challenging companies currently have in place. Every one of the nominees showed a sincere dedication to diversity. We want to thank all of our applicants for the time they put into their applications, as well as all the

impressive work they do with diversity on a daily basis.

On December 10, 2008, the American Cancer Society, Florida Division received HR Tampa's Second Annual Diversity Award. Chelsea Hall, Director of Diversity Initiatives, and Ralph Devito, Chief Operating Officer, accepted the award on behalf of the American Cancer Society, Florida Division.

HR Tampa received many applications from of our HR Tampa member companies. We were looking for Tampa Bay businesses that best demonstrated how they value diversity & inclusion in the workplace. Our winner was chosen not only for the wonderful workplace programs they have, but for their commitment to diversity through their community outreach programs.

The American Cancer Society is the nationwide community-based voluntary health organi-

zation dedicated to eliminating cancer as a major health problem by preventing cancer, saving lives and diminishing suffering from cancer through research, education, advocacy, and service.

One of their top priorities is workplace diversity & inclusion. Their plan integrates diversity into the Florida Division's business practices by creating strategies and incorporating those into their work programs.

Many of their recruitment and training programs are related to diversity. From a community outreach perspective, the American Cancer Society focuses a lot of their community outreach programs on the African-American and Hispanic communities because these two communities are uniquely affected by cancer. In addition, the American Cancer Society has developed numerous local and national partnerships, so that they can continue to integrate their diversity efforts into their overall mission.

Lastly, they stated that "Promoting diversity and inclusion at the American Cancer Society isn't just the right thing to do; it's the best thing to do. They passionately believe that their diversity efforts enhance their productivity, performance and service, and help them save more lives and prevent suffering.

Congratulations to HR Tampa's Second Annual Diversity Award winner, the American Cancer Society Florida Division.



LEGISLATIVE UPDATE

By David Steffen

Are Your Managers Exempt Under FLSA?

While we can expect some significant legislative changes in 2009, many of the issues that existed in past years will continue to confront employers as we enter the new year. (Including my regularly writing about companies facing significant exposure for Fair Labor Standards Act violations.) In fact, the U.S. Court of Appeals for the Eleventh Circuit (Alabama, Florida, Georgia) has likely created new opportunities for suits challenging the exempt status of managerial employees. Specifically, the court recently agreed with a lower court and affirmed finding that Family Dollar Stores' store managers were not exempt under the Fair Labor Standards Act ("FLSA"). In doing so, the Eleventh Circuit upheld a \$35 million dollar judgment against the company.

Although assistant and other lower-level managers in retail establishments are sometimes found to be non-exempt, store managers generally are exempt. The top manager in a retail establishment usually qualifies for the executive exemption under the FLSA; however, in this case, the appellate court agreed with the jury's decision that the store managers were non-exempt because they spent approximately 80 to 90 percent of their time performing manual tasks such as stocking shelves, running cash registers, unloading trucks, and cleaning the stores. In addition to the amount of time managers spent performing manual tasks, the jury was apparently influenced by the detailed and specific instructions governing how the stores should be run that were published in the company's operations manuals. The court also noted that district managers closely supervised each store manager. In doing so, the store managers had very limited supervisory



authority. For instance, the store managers not only lacked the authority to hire or fire store personnel, but their hiring and firing recommendations were not given any particular weight by the district managers. Moreover, the insignificant pay differential between the store managers and the other non-exempt employees pay was considered evidence of the fact that the store managers were not paid a premium to exercise managerial responsibility.

The amount of back wages was influenced by several factors including the fact that it was a collective action that resulted in more than 1,400 current and former store managers seeking damages. In addition, the second jury to hear the case (the first time the case was tried the jury was deadlocked and unable to reach a verdict) found that the store managers routinely worked 60-70 hours a week and that Family Dollar willfully violated the FLSA. As a result, the employees were entitled to three years of back wages instead of two years. Based upon these findings, the store managers received almost \$18 million in back pay with the same amount awarded again as liquidated damages. (This award did not include the attorneys' fees that the Plaintiff's attorneys will likely be awarded for successfully prosecuting the case.)

Even though most companies will not be subject to wage and hour lawsuits that reach the levels faced by Family Dollar, the case should serve as an important reminder as to the necessity of reviewing the employee classifications and pay practices as company's continue to operate during difficult economic times. As always, please feel free to ask me about this column or any other issues at the next chapter meeting.



2008

HR Tampa - "Looking back at 2008"



A Day Inside
The Beltway
With SHRM



Opportunity to Participate!!!

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

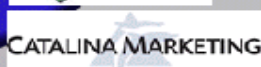
- Speakers
Executives and Diversity Experts
- Sponsors
- Volunteers
- Planning committee members

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



Drowning in an ocean of HR paperwork?

Policy Updates

Employee Acknowledgments

Compliance Changes

Distribution Challenges

Printing Pile-Ups

Language Barriers



Compliance Mark Can Help

See our demo at <http://www.OnlineEmploymentSystems.com>

Or call us at (813) 333-9651

NEWLY CERTIFIED HUMAN RESOURCE PROFESSIONALS

HRTampa proudly congratulates the following individuals who have recently earned the prestigious PHR (Professional in Human Resources) and SPHR (Senior Professional in Human Resources) certification:

Inass Riyad, SPHR
Lynette Holsinger, SPHR
Pamela Sprigg, PHR
Gladys Brewer, PHR
Michele Pryor, PHR

The PHR/ SPHR certification, awarded by the Human Resource Certification Institute (HRCI), signifies that these HR professionals are committed to personal excellence and possess the theoretical knowledge and practical experience in human resource management necessary to pass a rigorous examination demonstrating a mastery of the body of knowledge in the field.



Starting January 1, 2009,
Florida's minimum wage will be
\$7.21 per hour.



*HR Tampa Wishes
Everyone*

*A Healthy
&
Happy 2008*

INTRODUCING **Pre-paid Badging**
3 Day Guarantee!

No Software
No Printers
No Supplies
Minimal Training

1 take photo
2 send e-mail
3 receive badges

Pre-paid Badging

From Your
In House Badging Specialist

Software & Printers
Installation & Training
Supplies & Accessories
ID Innovator Since 1993

1 enter data
2 take photo
3 print badges

In House Badging

eXpress badging
800.909.8602 www.expressbadging.com
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 \$275

One fee covers annual dues prorated and all meal/ event costs for monthly meetings and annual Legal Update and Expo. 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.

2009 HR Tampa Board of Directors



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