

The Official Newsletter of HR Tampa

Health Care Trends and Strategies for Controlling Costs

May 20, 2009
Meeting Sponsor



April 15, 2009
Meeting Sponsor



With the increasing interest in “consumerism” in healthcare, support services like health advocacy services have become a valuable employee benefit. Employers recognize that professional support is needed to help employees and family members successfully navigate the complexities of healthcare and health insurance. Placed in the context of rising healthcare costs and compressed corporate benefit budgets, many employers find it cost effective to introduce services that relieve overburdened HR and benefits staff of the need to deal with these difficult issues.

Dr. Leibowitz will discuss the present state of health care spending, the drivers of medical cost increases, consumer-driven healthcare, the cost of employee healthcare concerns to employers, HIPAA, and how health advocacy programs fit into the suite of services employers may consider.

Location: Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609

Date: April 15, 2009

Time: 5:30pm – 8:00pm

HR Tampa can now be found on facebook
and Linked in. Just search for HR Tampa.
However, you must be a HR Tampa member to join.



SHRM Chapter #0074

New COBRA Results in New Notices and More Guidance

On March 19, 2009, the U.S. Department of Labor released model notices and additional guidance on employers' new COBRA obligations pursuant to American Recovery and Reinvestment Act of 2009 (also known as the "stimulus package"). Employers will need to ensure that they have incorporated the new notices and complying with the new regulations because they became effective February 17, 2009.

The ARRA quietly made some significant changes to COBRA with the most noticeable impacting premiums and coverage availability. These changes generally apply to employees who experience an involuntary termination from employment between September 1, 2008, and December 31, 2009, and any covered spouses and dependents.

In an effort to assist employers with their new obligations, the Employee Benefits Security Administration of the United States Department of Labor issued four model notices that incorporate the new requirements. (The notices are available on the Department of Labor's website.) They include a premium subsidy available to COBRA participants and the opportunity to elect COBRA coverage for qualified beneficiaries who previously declined coverage or discontinued it. While employers are not required to use the model notices, I would recommend following them very closely if a company elects to prepare its own forms because the Department of Labor has stated that they comply with the ARRA's requirements.

The four notices may be used immediately after the employer inserts certain employer-specific information. The notices cover four situations:

- A general notice to all COBRA-qualified beneficiaries (including spouses and dependents) who have experienced or will experience a qualifying event between September 1, 2008, and December 31, 2009. This notice applies to all qualifying events, not just involuntary terminations.
- An abbreviated version of the general notice, which may be used for active COBRA-qualified beneficiaries (who elected COBRA and are currently covered because of an involuntary termination occurring on or after September 1, 2008) to advise them of the reduced premium and related information.
- A notice regarding extended election periods, which may be used for former employees (and their spouses and dependents) who experienced an involuntary termination between September 1, 2008, and February 16, 2009, and (1) could have elected COBRA coverage

but declined to do so or (2) elected COBRA coverage and subsequently discontinued it.

- A notice that may be used by employers who are not covered by COBRA but are covered by similar state laws, often known as "mini-COBRA" laws. This notice will require some revision to make it consistent with the "mini-COBRA" law in the state in which the employer operates.

If there is any question as to whether or not an individual is entitled to additional COBRA rights under the ARRA, as it pertains to whether or not the employee was terminated involuntarily, the employer should still send the appropriate notice and have the individual state his or her position as to whether the termination was involuntary or not.

The Department of Labor has also issued several supporting documents that should accompany the new notices. These documents include a continuation coverage election form, a summary of the premium reduction rules, a form to request eligibility for the premium reduction (as an "Assistance Eligible Individual"), a form to allow qualified beneficiaries to switch coverage options (if the plan normally allows such changes), and a form that qualified beneficiaries can use to notify the plan if they become eligible for coverage under another group health plan or Medicare.

The Department of Labor has established April 18, 2009, as the date when employers must provide the appropriate notices and supporting documents to affected and potentially affected individuals. The individuals then have 60 days to return any election form(s) that may apply to them.

In order to address the anticipated flood of questions regarding the new COBRA requirements, the Department of Labor has prepared a series of frequently asked questions on its website to assist employers, employees, and qualified beneficiaries in determining their rights and obligations under the ARRA. Questions related to the premium reduction, notice requirements, and certain appeals by employees are addressed. There is an additional link to the Internal Revenue Service's webpage addressing the payroll tax credit available under ARRA.

Employers should familiarize themselves with this latest information from the Department of Labor so that they will continue to be in compliance with the COBRA changes imposed by the ARRA. The model notices and accompanying documents are very useful tools that can make compliance easier and less costly.

Seven Ways to Help Supervisors to “Get” Diversity

As it appeared in the “The Employment Law Post”

March 27, 2009 Edition

by: Celeste Blackburn

Sometimes, broad diversity training is not enough. In fact, we would venture to say that most times it is not enough. That is particularly the case when it comes to getting supervisors to take diversity seriously.

“We have found that simple ‘diversity training’ does not seem to do much to help managers ‘get it,’” says Joanne Cleaver, president of Wilson-Taylor Associates, an editorial and research services firm that manages a major annual project for Women in Cable Telecommunications (WICT).

Every year, the PAR Initiative measures the status of women in the cable industry and profiles best practices for advancing women and women of color. The research has revealed that most effective way to help supervisors “get it” is to link diversity to business growth.

In other words, in the case of WICT, that means “positioning women and women of color as key players because their life experiences give them insights into consumer behavior,” Cleaver says.

Over the six years that her firm has managed this project, they have seen women’s networking groups evolve into business resource groups that provide a channel for women and women of color to contribute to new product launches and to serve as a sounding board for marketing ideas.

“The key is for managers to understand that if they do not have female DNA in their workgroups, they are going to have to work a lot harder to understand women customers,” Cleaver advises.

Seven messages for Supervisors

The number one challenge in implementing a diversity program with a supervisor who does not “get it,” is making the business case, says Denise Spacinsky, who as founder of Equator Sourcing has spent more than a decade in diversity recruiting. “It is typically tough to answer the question ‘Why is diversity important for my business?’” she says.

We asked Spacinsky and Jessica Faye Carter, author of *Double Outsiders: How Women of Color Can Succeed in Corporate America*, to share their advice for helping supervisors get that answer. Here are the top seven messages they say HR pros should communicate to managers:

1. Your company wants the best talent, and talent comes in all shapes, sizes and ages these days. “Colleges and universities graduate a very diverse class, and your workforce should reflect that,” Spacinsky says.
2. Diversity must be concrete. “Managers must divide up diversity goals into concrete actions because diversity without practicality is abstract,” says Carter, also CEO of Nette Media. Diversity goals, she says, should cover recruitment, retention, advancement, procurement (supplier diversity) and performance (incorporating diversity factors into a 360-degree review) in which employees share how they perceive the manager’s stance on diversity.
3. Attrition is expensive. People — particularly the most talented people — will leave an organization if it is not a supportive or productive environment for them. “And, if you are in an organization where all the leaders and a majority of the team do not look or act like you, you will be inclined to seek out other more diverse and familiar environments,” Spacinsky argues.
4. Diversity professionals are your friends. “Managers for whom diversity is new should talk with their designated diversity professionals about strategies, best practices, and pitfalls,” Carter advises. “Having someone to run ideas by can be really useful for managers trying to gain their footing, and can help them avoid costly mistakes. That is what the diversity designates are there for.”
5. Diverse workforces are more successful. Spacinsky recommends sharing excerpts from University of Michigan Professor Scott Page’s book *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools and Societies*: There was an exhaustive study on the topic that provides what any smart organization needs “proof,” she says.
6. Face-to-face is better than a memo. “Show me the diversity,” suggests Carter. “That is, communicate the company’s diversity position in a meeting with your team. Sending a memo around sends a message that diversity is not really important.” In face-to-face meetings with their teams, supervisors should: discuss the corporate diversity agenda (what it is and isn’t), encourage feedback and questions from the team, and lay out an initial strategy for the group. This “will help everyone to get on board with diversity generally,” she says.
7. A corporate culture that emphasizes diversity sends a message that the people come first. “That is powerful for loyalty, morale and productivity,” Spacinsky says.

Origination: Diversity Insight and M. Lee Smith

Eligibility Changes in 2011

Based on recommendations from over 14,000 HR professionals, certificants, business leaders, students and academicians, the HR Certification Institute's exam eligibility requirements are changing to reflect the needs and requirements of the HR profession. The new eligibility requirements result in a better alignment with the candidate profile that possesses the level of practical experience and HR knowledge to perform successfully on the exam.

The following changes will become effective with the 2011 May-June testing window:

PHR Eligibility	SPHR Eligibility	GPHR Eligibility
• Four years of demonstrated exempt-level HR experience with less than a Bachelor's degree • Two years of demonstrated exempt-level HR experience with a Bachelor's degree • One year of demonstrated exempt-level HR experience with a Master's degree or higher	• Seven years of demonstrated exempt-level HR experience with less than a Bachelor's degree • Five years of demonstrated exempt-level HR experience with a Bachelor's degree • Four years of demonstrated exempt-level HR experience with a Master's degree or higher	• Four years of demonstrated exempt-level HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree • Three years of demonstrated exempt-level HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree • Two years of demonstrated global exempt-level HR experience with a Master's degree or higher

Students

Students with less than two years exempt HR experience who are twelve months on either side of graduation may still sit for the exam through 2010. Encourage them to sit for the exam now!!

GPHR Eligibility

Global HR experience is defined as having **direct** cross-border HR responsibility for two or more countries or regions. An applicant who works for a company that operates in two or more countries but who does not have hands-on HR responsibility for at least two of those countries would not be eligible to sit for the exam.

Recertification by Exam

To recertify by examination in 2011 or after, all certificants must qualify to sit for the exam under the new eligibility requirements. Certificants who do not meet the **new eligibility requirements** to sit for the exam can only recertify by earning the appropriate credits.

Demonstrated Experience

- Activities are at the exempt (professional) level, and
- At least 51% of his or her daily activities are with the HR function, OR
- An individual has direct supervision of those who deliver HR services

Definition of "Professional Level" Work

- Independence of actions
- Depth of work requirements
- Level of interaction
- Responsibility/accountability for work outcomes

For more information log on to www.hrci.org

Email: certification@hrflorida.org

Look HR Smart Certify-Stay HR Smart Recertify

Lori S. Goldsmith, SPHR
HR Florida Certification Director

ALPHA HOUSE
of Tampa
A Mother's Place



PHR/SPHR Crash Course

Date: Saturday, April 25, 2009

Time: 9am - 1pm

Location:

**Alpha House, 201 S Tampania Ave,
Tampa 33609**

Registration Deadline:

Wednesday, April 22, 2009

Contact:

**Sharon Marsh via email at:
smarsh@ss-electric.com**

PREMIUM MEMBERSHIP- \$275 - One fee covers annual dues prorated and all meal/event costs for monthly meetings and annual Legal Update and Expo. Membership ends December 31st.

BASIC MEMBERSHIP \$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.

Membership is non-transferable

Did You Know You Can Pay On-Line?

- **Pay On-Line** using a major Credit Card via Pay Pal system.
- **Paying 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.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter, this allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number.

Please designate HR Tampa as your local chapter when joining SHRM.



Tony Gain, General Manager – DBM



Robin Hill, Centre for Women



HR Tampa Members



Past HR Tampa Presidents & Guest



Sponsor - Aon Consulting



HR Tampa Members

STUDENT CHAPTER MEETING

Important Dates To Remember

If attending please remember to register online!

Student Chapter

Business Networking Night

April 28, 2008 - 5:45p.m. - 7:45 p.m.

HR Tampa Student Chapter will host an event that will allow student members and guests the opportunity to ask a panel of Bay Area business professionals questions they have may about business related issues. This roundtable discussion will help students learn more about Human Resources and best business practices as they seek employment. All attendees will receive a participation package.

Keller School of Management/Devry University

6700 Lakeview Center Drive, Suite 150

Tampa, FL 33619

Consider Being a Mentor

Mentors traditionally have been very important to the success of many businesses for years. HR Tampa will assist in matching qualified students and mentors, as well as provide assistance with mentor activities and expenses. For more information please contact Toni Mayros, Director of College Relations at tmayros@gmail.com.

Workforce Readiness

Metropolitan Ministries – Guest speaker at April HR Tampa Meeting

Josie Ballard is this month's Workforce Readiness guest who will provide us with some insight on the services that Metropolitan Ministries offers, and how we can get involved in our community. Metropolitan Ministries work specifically with two groups: the first are families who live on their campus for up to eighteen months; and the other are families who access their campus for services such as the homeless and/or nearly homeless.

Preparing For Your Destiny

May 2, 2009 from 10 a.m. – 3 p.m.

HR Tampa Workforce Readiness will prepare high school students for college and explain what is needed to get their first job in today's workforce. The Preparing for Your Destiny is a high school event that will reach out to 11th & 12th graders in the Tampa Bay area. It will be held on **May 2, 2009 from 10 a.m. – 3 p.m.**

In addition, we plan to share pertinent information about finances, which we believe is a critical factor in helping our younger generation to succeed in the future. They will receive literature and gain a better understanding on how to write a "winning" resume that gets recognized; and learning what questions to ask and how to conduct themselves in an interview.

Guest Appearances by: The Tampa Bay Buccaneers Team will be there to encourage our students to excel and make a positive difference in their communities. HR Professionals that are interested in volunteering for this event should contact Cheryl Brown at: ccbrown-1@msn.com or 813-965-5520.



HR FLORIDA 2009 CONFERENCE & EXPO

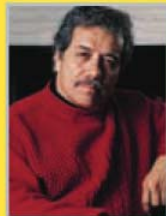
August 16 - August 19, 2009
Rosen Shingle Creek Resort, Orlando, FL
www.hrflorida.org



★ Discounted room rate \$130 per night ★

As a professional in today's ever-changing HR industry, you're encouraged to participate in the 2009 HR Florida State Council Annual Conference and Expo. Last year we had a record-breaking 1,500 HR Professionals attend. And this year is predicted to be even better.

KEYNOTE SPEAKERS



Edward James Olmos
Actor, Humanitarian
& Executive Director
of Lives In Hazard
Educational Project



Dr. Christine Dumas
Lifestyle, Consumer
Health/Fitness
Reporter & Author



**The Honorable
Alexis M. Herman**
America's 23rd
Secretary of Labor

To register, visit www.hrflorida.org

For sponsorship information, visit: www.vendor.hrflorida.org



eXpress badging

services : systems : supplies



Pre-Paid & In-House Badging Specialists

800.909.8602

www.expressbadging.com

Secure Authentication &
Identification Technologies



ANNUAL RAFFLE

...for The SHRM Foundation is a 501 (C) (3) nonprofit affiliate of the society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The mission of the SHRM Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

Prizes are:

- 37 inch flat screen television
- \$200 Visa Gift Card
- I-phone
- 1 ticket = \$1
- 5 tickets = \$3
- 8 tickets = \$6
- 12 tickets = \$10

This raffle is not limited to HR Tampa members. Raffle open to ALL individuals. (Need not be present to win)

2009 HR Tampa Expo You can Make the Difference

Save the Date!!

Wednesday, September 16, 2009 • (A LA CARTE EVENT PAVILION)

(1) Platinum Sponsor - \$3000 (Early Bird 5/30/09 \$2500)

- One (1) booth in expo hall – in location of choice with banners displayed if provided
- Five (5) minutes of microphone time from the podium at the Main Lunch General Session
- Sponsor of lunch with company table-top signage acknowledgement
- Four (4) full Conference Registrations including lunch
- Logo in Tampa Tribune Conference advertisement
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- Logo displayed on dual screen set-up at beginning of all general sessions
- Full page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for four staff members
- Ribbon identifying sponsorship level at booth

(2) Silver Sponsor - \$1500 (Early Bird 5/30/09 \$1200)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officers thanking company
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Post conference participant and vendor lists
- Sponsorship ribbons for two staff members
- Two conference lunches provided

(2) Gold Sponsor - \$2500 – (Early Bird 5/30/09 \$2200)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officers thanking company
- Two (2) full Conference Registrations including lunch
- Breakfast or afternoon break table-top signage acknowledgement
- Logo in Tampa Tribune Conference advertisement
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- 1/2 page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Ribbon identifying sponsorship level at booth

Only 14 Bronze Sponsors left!

(20) Bronze Sponsor - \$900 (Early Bird 5/30/09 \$750)

- One (1) booth in expo hall
- Business Card ad in on-site program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Post conference participant and vendor lists
- Sponsorship ribbons for two staff members
- Two conference lunches provided

Deadlines

Early Bird Rates Expire after 5/30/09

- All Sponsorship payments must be received by 7/15/09.
- Company - 40 words must be submitted by 7/15/09 and must be in a Word document.
- Company Logo must be in Web-ready JPG (15 K max) and received by 7/15/09.

Sponsorship Information, contact our Non- Revenue Director: Chris Greene • Shaker Recruitment Advertising & Communications • 813-289-7347 • chris.greene@shaker.com

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

We would like to give special recognition to our **2009 "Spotlight Meeting Sponsors..."**



...and invite **your** organization to become a **2010 "Spotlight Sponsor!"** But you must act promptly since these popular monthly meeting sponsorships go quickly.

Here are the benefits your organization will enjoy as a "Spotlight Sponsor:"

- *Exclusivity as a meeting sponsor.*
- *A display table in the registration area that can include use of a banner, brochures, tabletop presentations, business cards, give-aways, etc.*
- *Your name and contact information prominently displayed on the agenda.*
- *Two (2) free meals for you and a colleague.*
- *The opportunity to make a five-to-seven (5-7) minute presentation to the membership prior to the main speaker.*
- *Your name and logo, along with a link, on the HRTampa website for one (1) month.*
- *Your company information on our service provider directory for one (1) year.*

Call and reserve your "Spotlight Meeting Sponsorship" today!
Contact: Chris Greene, 813-289-7347 or email Chris at chris.greene@shaker.com

2009 Spotlight Meeting Sponsors

JANUARY		FEBRUARY		MARCH		APRIL	
MAY		JUNE		JULY		AUGUST	
SEPTEMBER	HR Tampa Annual Expo - Sponsorship Levels – Now Available	OCTOBER	Joint Diversity Meeting w/SHRMA	NOVEMBER		DECEMBER	



www.hrtampa.org

Name	Certification	Company	Title
Annette Saldana		ASG Training & Development, LLC	
Brian Bombei	MBA	Sunchoice Corporate Housing	Owner
Cori Gray		Pricewaterhouse Coopers	Recruiting Sr. Manager
Daniel Conneilly			
Gerald Baca	PHR JD LLM		
Jessica Santos	MA HRM	Aramark	
Laura Chirichigno		York Bridge Concepts, Inc.	Controller
Lisa Gomez		York Bridge Concepts, Inc.	HR Manager
Megan Hendricks		University of South Florida	Director, Employer Relations
Michael Canales		Malcolm Pirnie	Regional HR Manager
Peggy Foley		Pricewaterhouse Coopers	Recruiting Sr. Manager
Philomene Rapoport		Ceridian	HR Manager

Members in Transition

What Is New at HR Tampa?

Your HR Tampa Board of Directors are continually brainstorming ways to help our members during these difficult times. We are trying something new by offering “Ribbon Signs” to wear at the meetings, which are completely optional. We want to assist those members who are seeking employment, recruiting & looking to fill positions, or those who are new to HR Tampa.

The ribbons will be available for you to wear during the meeting to help break the ice with other members and assist with networking. There are three types of ribbons that will be available to you if you are interested. The “I’m looking”...if seeking employment; “I’m hiring”... if you have available positions; and “New Member”...If you are new or have not been to a meeting in a while.

The ribbons will be placed on a table near the registration area, to allow you to pick up whatever ribbon you may like to wear on a self-serve basis.

Spring SHRM Offerings

Program Offering	Location	Program Dates
HR Generalist SHRM's most popular seminar. An industry expert will provide you with an overview of the HR generalist's core competencies. Each competency presented will provide you with the definition, roles and responsibilities of the HR generalist, the latest trends, useful metrics, and relevant employment laws.	Atlanta, Ga. Washington, D.C.	May 7-8 May 21-22
PHR/SPHR Certification Preparation Course Gain a comprehensive overview of the entire body of HR knowledge using the SHRM Learning System. You can be confident of your breadth of knowledge in preparation for the PHR or SPHR certification exam.	Washington, D.C. Atlanta, Ga. Washington, D.C.	April 22-22 May 4-6 May 18-20
Base Compensation Course This program offers an overview of base compensation, with an emphasis on pay-for-performance, merit pay and examples of other practical compensation practices.	Washington, D.C.	April 23
Incentive Compensation Course In this program you'll learn about the various incentive compensation models and the advantages of this powerful compensation tool, a written guideline as to the components of a successful incentive compensation program.	Washington, D.C.	April 24
SHRM Business Education: Master the business knowledge to become a strategic HR leader. Courses available:		
Creating an HR Strategy	Washington, D.C.	April 20-21
Creating an HR Strategy	Atlanta, Ga.	May 4-5
Understanding the Basics of Finance	Atlanta, Ga.	May 4
Conflict Resolution Skills for HR Professionals	Atlanta, Ga.	May 5
HR Metrics: Driving HR Success through Analytics	Washington, D.C.	May 18-19
Executive Education: UNC Chapel Hill/SHRM Executive Program Program participants will develop knowledge and skills in business strategy, accounting, finance, operations, marketing and business innovation	Chapel Hill, N.C.	May 11-15

SHRM® 61st Annual Conference & Exposition

June 28 – July 1, 2009

Morial Convention Center

New Orleans, LA

Your attendance and participation at the SHRM Annual Conference is undoubtedly the most effective way to help revitalize your organization as the nation's economic crisis continues to change the way we work and live.

Strengthening your awareness of amendments in workplace law, building competencies to resolve challenges and improving strategies for aligning HR goals with your organization's business objectives are mission-critical during these turbulent times. The Annual Conference provides:

Three days of concurrent sessions categorized into several knowledge areas:

- Employment Law and Legislation
- International
- Skill Development
- Strategic Management
- Total Rewards

And a chance to earn up to 26 recertification credits.

Visit <http://www.shrm.org/Conferences/annual/Pages/default.aspx> for more information

UPCOMING WEBINAR – DEALING WITH BATTERERS IN THE WORKPLACE ON MAY 12, 2009

“Dealing with Batters in the Workplace” is an educational opportunity provided through the ongoing work of the national S2 - Safer, Smarter Workplace Conference.

WHEN: Tuesday, May 12, 2009
 2:00 - 3:30 p.m. ET
 1:00 - 2:30 p.m. CT
 11:00 - 12:30 p.m. PT

WHY: Enlightened employers and EAPs recognize the importance of addressing batterers in the workplace as part of their overall response to domestic violence. The webinar presenters will offer unique perspectives and expertise regarding the issue of addressing batterers in the workplace, and will provide attendees practical action steps, tools, and resources.

PRESENTERS:

- Tim Parker, Manager of Corporate Security, L.L. Bean (Employer Perspective)
- Dan Fallon, Health Promotion and Wellness Consultant, CIGNA (EAP Perspective)
- Juan Ramos, Senior Program Director, Domestic Violence Accountability Program, Safe Horizon (Batterer's Treatment Program Perspective)

REGISTRATION:

THE WEBINAR IS FREE, BUT REGISTRATION IS REQUIRED. REGISTRATION PREFERENCE WILL BE GIVEN TO S2 CONFERENCE ATTENDEES AND CAEPV MEMBERS.

The deadline for PRIORITY REGISTRATION is Friday, April 10, 2009. After this date, registrations will be taken on a first-come, first serve basis.

For more information, contact Jessica Poppe Henrichs at jpoppe@caepv.org.

The S2 - Safer, Smarter Workplace conference was presented by the Corporate Alliance to End Partner Violence. This conference was made possible by a grant from the Robert Wood Johnson Foundation, with additional support provided by The Allstate Foundation, the Blue Shield of California Foundation, CALCASA, Health Care Service Corporation, and Texas Health Resources. The Technology Sponsor for the conference was the Verizon Foundation. The conference planning workgroup includes representatives from the following organizations: Chestnut Global Partners; CIGNA; Gap Inc.; Johns Hopkins Bloomberg School of Public Health; Macy's West; Magellan Health Services; OptumHealth Behavioral Solutions.

HR Careers

HR Tampa – Information

REMINDER: Job Board

If you wish to post a job opening for your company the following applies:

- ACTIVE dues paid members of HR Tampa may post an employment ad for a HR position within their own company at any time **FREE** of charge as a benefit of being a member.
- HR Tampa Affiliate (have designated HR Tampa #0074 as their primary chapter with SHRM and provide proof to HR Tampa) members may post a job for \$75 per 30-day posting.
- There is a \$100 charge for each 30-day job posting for all other companies that do not employ an active dues paid member of HR Tampa or if you are recruiting for other companies besides your own (recruiters, advertising companies, vendors, and others). The \$100 will be applied to the membership fee of that company should the new hire decide to join HR Tampa within 90 days of the posting date.
- All jobs posted must be an HR related position.

HR Tampa is not an employment service and cannot verify information nor offer additional information regarding any listed position. All jobs will be posted for 30 days. If you are interested please send your job postings to sherry.moore@oceanoptics.com.

OFFICERS

President

Ignacio Garcia, Esq.
813.289.1247
Iggy.Garcia@ogletreedeakins.com

Immediate Past President/Foundation Director

Dana Chatelain, SPHR
813.258.0293
dchatelain@scicompanies.com

President-Elect

Lisa Murfield, MBA, SPHR
813.227.8473
lmurfield@hwhlaw.com

Treasurer

Inass Riyad, SPHR
727.464.6323
inass.riyad@att.net

Secretary

Ann Ladd, CPC, PHR
813.503.6798
ALadd@PeopleResourcesInc.com

DIRECTORS

College Relations

Toni Mayros
727.534.4955
tmayros@gmail.com

Communications

Rebecca Lukban, PHR
813.514.2222
RLukban@OasisAdvantage.com

Diversity

Debbie Dube
813.246.4999 ext. 4387
ddube@lazydays.com

Education/Certification

Sharon Marsh, SPHR
813.267.9488
smarsh@ss-electric.com

Hospitality/Registration

Donna Cacciatore, PHR
dcacciat@tampabay.rr.com

Legislative

David Steffen, JD
813.222.1353
DSteffen@constangy.com

Membership

Jill Conklin, PHR
813.207.8574
hrtampamembership@yahoo.com

Non-Dues Director

Chris Greene
813.289.7347
chris.greene@shaker.com

Programs

Bryan McGrath
941.377.7739
Bryan.mcgrath@octanner.com

Patricia Gaudin, SPHR

813.258.0293
pgaudin@scicompanies.com

Technology Director

Workforce Readiness

Cheryl Brown, PHR
813.830.5520
ccbrown-1@msn.com

The HR TAMPA NEWSLETTER...

We need your articles for submissions.

What new innovative things have you implemented to save your company money?

What are you doing about burnout for your employees? Yourself?

What is the culture like at your office after a layoff? Any suggestions or tips to improve?

How do you juggle a career and family? School and Job?

How do you make time to take care of personal items such as doctor's appointments or sick pets?