

The Official Newsletter of HR Tampa

Immigration Strategies for HR Management

June 17, 2009
Meeting Sponsor

THE UNIVERSITY
OF TAMPA



July 15th, 2009
Meeting Sponsor



Richard Maney
Maney & Gordon, PA



Richard Maney will talk about the following areas of Immigration:

- I. **Immigration Law Update** - Recent changes and pending legislation.
- II. **The Immigration Corporate Asset** - Power of diversity, loyalty to the employer, complimentary training and education, plus how to maintain the highest work ethic.
- III. **The Need for an Immigration Hiring Policy** - Give details of why a policy is so important to employers.
- IV. **HR Managers Immigration Arsenal** - H-1b Visa, L-1 Intra-company Transferee Visa, H-2b Temporary Worker Visa, J-1 Trainee Visa, TN Treaty NAFTA Visa, and E-2/E-1 Treaty Visa.
- V. **Strategic Planning** - Survey of HR needs, formulation of a strategic plan, budgeting, and information management.
- VI. **Immigration Outlook** - Current phase, our immediate future, and long range trends.

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

Date: June 17, 2009

Time: 5:30pm – 8:00pm

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

facebook

LinkedIn



SHRM Chapter #0074

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Richard Maney is the founder and managing attorney of Maney & Gordon, P.A. He has practiced in the areas of U.S. Immigration and Naturalization law for the last thirty-two years.

Mr. Maney received his Bachelor of Science degree in Business Administration from the University of Florida in 1972. In 1974, he received his Juris Doctor from the University of Florida College Of Law. Mr. Maney is a member of the Florida Bar Association and is Board Certified in the area of Immigration and Nationality Law. He also serves as a mentor for other attorneys through the American Immigration Lawyers Association.

Richard Maney is admitted to practice before the Florida Supreme Court, United States District Court, Middle District of Florida, and the United States Court of Appeals, Fifth and Eleventh Circuits, and the Supreme Court of the United States of America.

He has previously served as vice chairman and chairman of the Tampa Bay International Trade Council and is a former member of Leadership Tampa. Mr. Maney served as President of the Tampa Downtowners Toastmasters' Club in 2001.

In 1983, Richard Maney authored the U.S. Immigration Law Investor and Business Visa Guide, which has been distributed worldwide through the commercial section of the U. S. Consulates abroad. He has also published the Amnesty Guide (1987), the Treaty Investor Visa Guide (1989), the Student Visa Guide (1992), and the Visa Guide (1995) (2000 2nd Edition). He is also a contributing author to the Florida Bar CLE, Immigration Law and Practice in Florida (1987).

Richard Maney has served as an adjunct instructor for Hillsborough Community College and has acted as host to the local legal television show "Cross Exam." He is founder and president of Community Action Project, Incorporated-Reading is Fundamental (RIF) of Hillsborough County. This program has furnished more than 1.3 million free books to elementary school children in the Tampa Bay area.

Rick is married to Kongkarnjana Shribudharntr, an immigrant from Thailand, and has three children. He sponsors an additional twelve children through Children International.

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HR Tampa May Meeting - Photos



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Will Healthy Families Be a Headache for Employers?

While many employee “rights” issues have received a significant amount of attention, some proposed legislation has been quietly introduced before the Congress. Recently, members of the United States Senate and House of Representatives introduced the Health Families Act in an effort to expand employee leave entitlements. Senator Ted Kennedy (D-Mass), one of the Act’s sponsors, has promoted the legislation as an opportunity for American workers to earn paid sick leave to care for family members and themselves.

The Act would require employers with fifteen or more employees to provide up to seven days of paid sick leave. Employees would earn accrued leave by being entitled to one hour of leave for every thirty hours worked. It would create an optional leave cap at fifty-six hours (seven days) per year, but allow individual employers to offer additional leave.

Unlike the Family and Medical Leave Act, there would be very few hurdles that would prevent employees from earning the paid leave. Employees would begin accruing leave on the first day and could be eligible to start using the paid leave after sixty days. Any unused leave would carry over to the following year; nonetheless, employers still would not be required to allow an employee to take more than seven paid days of leave a year.

Leave under the Healthy Families Act would be permitted for a variety of situations that would not qualify under the FMLA. For example, employees could use their leave for a personal illness, provide care for sick children or parents, or even keep appointments with a health care provider for a specific problem or basic preventive treatment. The Act also includes specific language allowing an employee to use accrued leave for “an absence resulting from domestic violence, sexual assault, or stalking.” Leave taken due to domestic violence issues would be permitted for obtaining medical treatment, “services from a victim services organization,” or related legal proceedings.

Certification for an absence under the Act would be required from a health care provider if the employee takes more than three consecutive days of leave.

While similar legislation was unsuccessfully presented during the 2007 legislative session, the current Congressional makeup will likely improve the bill’s chances for passage. To bolster its potential passage, its supporters have taken the position that paid sick leave is essentially a moral issue. In fact, as part of a statement released by Representative Rosa DeLauro (D-Conn.), she declared that “[e]very worker should have paid sick days—it is a matter of right and wrong ...” She also cited the recent H1N1 flu virus outbreak as another reason to support the paid leave. She stated that while public health officials advised people to stay home from work or school if they felt sick, such “sound advice [was] impossible,” because they lacked paid sick leave.

As the summer progresses, I will keep you posted on the status of the Healthy Families Act and any additional legislation that might impact the human resources community.

ALPHA HOUSE of Tampa

A Mother's Place.



PHR/SPHR Study Group

Date: August 27, 2009 - November 19, 2009

Time: 6PM - 8PM

Location: Alpha House, 201 S Tampania Ave, Tampa 33609

Special thanks to Alpha House for accommodating our study groups.

HR Tampa, a 100% SHRM chapter, sponsors a study group as a benefit for all interested members who wish to explore the advantages of certification through the Human Resource Certification Institute.

The study group provides an informal setting to review and discuss study material and practice test taking. The study group meets 2 hours weekly for twelve weeks.

The study group is open to HR Tampa and student members at no charge. Non-members will be charged \$300.00. This fee is non-refundable and must be paid in advance.

We will be utilizing the "Human Resource Certification Program". The program may be ordered through HR Tampa at a discount for \$270.00. Payable by check or money order only. We are not able to accept credit cards at this time.



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SHRM Foundation



SHRM Foundation News: Scholarships for HR Professionals

Are you a SHRM member pursuing a college degree (HR, business, psychology, MBA, etc.) or professional certification?

If so, the SHRM Foundation Scholarship Program can help! Forty academic scholarships (\$1,375 each) will be awarded. Both part-time and full-time students are eligible. Sixty certification scholarships (\$750 each) will be awarded to members pursuing PHR, SPHR, GPHR or CA certification. With generous underwriting from the J.J. Keller Foundation, Inc., the program will award \$100,000 in scholarships in 2009. The scholarships are allocated equally among the five SHRM geographic regions, which means you are competing only with applicants in your own part of the country.

Application deadline: July 15, 2009.

For more information, choose "Scholarships and Awards" on the SHRM Foundation website (www.shrm.org/foundation).

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Workforce Readiness is continually reaching out into the community for great partnerships for both citizens and employers. Donna Harak from Tampa Bay Chamber of Commerce & Juan Gomez from Tampa Bay Workforce Alliance to The Committee of One Hundred will be at our June meeting.

The **Committee of One Hundred** is in the private sector and a partner to our public entities (the county and three municipalities such as the City of Tampa, City of Plant City and City of Temple Terrace) work with to assist companies with various business programs. We are able to work under a confidentiality umbrella that is not available to our public sector partners under the state of Florida's sunshine laws.

A number of services are provided at NO CHARGE to new and existing businesses that are contemplating an expansion and/or are considering adding new jobs in our region. We help with all aspects of finding not only employees, but grants for suitable training programs for employers to use to offset the cost of bringing new hires up to speed within an organization.

Through our network of business partners who includes, but is not limited to: Tampa Bay Workforce Alliance (TBWA), Workforce Florida, the Hillsborough County Public School District, and Mac Dill Air Force Base transition office (Mac Dill Air Force Base offers programs for the placement of retiring military personnel, family members and trailing spouses as well as significant others associated with a military person).

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Diversity Updates



The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

Meetings are held on a quarterly basis at a time that is convenient for all of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Deborah Dube at ddube@lazydays.com.

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College Relations



The College Relations Committee concentrates on the future of the HR profession, overseeing Tampa Bay HR Student Chapter, career workshop, mentoring and internship programs.

Volunteer Opportunities Include:

- ☐ College Relations- General Volunteer: Assist with monthly meetings and student chapter events
- ☐ Monthly Meeting Host
- ☐ Career Workshop: resume review, mock interview, speaker, vendor or sponsor
- ☐ Become a mentor
- ☐ Host an intern

For more information, please contact Toni Mayros at tmayros@gmail.com

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HR FLORIDA 2009 CONFERENCE & EXPO

August 16 - August 19, 2009

Rosen Shingle Creek Resort, Orlando, FL

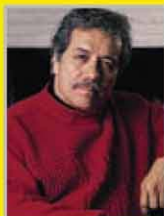
www.hrflorida.org



★ 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



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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

Platinum Sponsor - SOLD



Silver Sponsors - SOLD

LEE HECHT
HARRISON



(2) Gold Sponsor - \$2500 –(Early Bird 6/12/09 \$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 7 Bronze Sponsors left!

(20) Bronze Sponsor - \$900 (Early Bird 6/12/09 \$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 6/12/09

- 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

HR Tampa Members in Transition

What is a transitioning membership in HR Tampa?

- HR Tampa will provide active members with a one-time opportunity to waive their membership dues through the end of the calendar year.

Who qualifies for transitioning membership in HR Tampa?

- An active member of HR Tampa who is currently unemployed AND is an active or transitioning member of SHRM. Student members do not qualify for transitioning membership. If unemployed members have already paid their membership dues for 2009, those dues will not be refunded.

What benefits are included with a transitioning membership to HR Tampa?

- HR Tampa will waive the cost of a Basic Membership (\$100). Members are still responsible for the \$30.00 monthly meeting cost. In addition, they will be responsible for the cost of the 2009 HR Tampa Expo should they choose to attend.

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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 (has designated HR Tampa #0074 as their primary chapter with SHRM and provides 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.

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HR Connections

Right Management and the HR Florida State Council are pleased to be partners in sponsoring HR Connections. Right Management is the largest international career management and human resource consulting firm in the world.

To read further about Right Management, please visit www.right.com.

HR Connections is the Right Management Career Transition Portal offering the following services to the HR Professional (you will be given a unique ID and Password to access the site when you request access):

- Monthly Schedule of Webinars
- Daily Workshops in each of our Florida offices
- Exclusive Right Management Job and Resume Bank
- Research Databases including: OneSource, Dun & Bradstreet, and Career Search
- Ongoing Networking Meetings
- Online Career Transition Portal including:
 - Career Links, a directory of career transition websites
 - eLearning Modules
 - Networking Board
 - Job/Resume Bank
 - Cybrary, an online library of career transition material
 - Entrepreneurship Module
 - Online Organizer for personal contacts and appointment tracking

Upcoming Webinar Schedule:

June 11th	10:00 am - 11:30 am	Interviewing Strategies
June 12th	10:30 am - 12:00 pm	Consultant's Corner
June 12th	1:30 pm - 3:30 pm	LinkedIn for Advanced Users
June 16th	9:30 am - 11:30 am	LinkedIn for Beginners
June 18th	10:00 am - 11:30 am	Interviewing Strategies
June 18th	1:00 pm - 2:30 pm	Negotiation Strategies
June 19th	9:00 am - 12:00 pm	Franchising
June 19th	1:30 pm - 3:30 pm	LinkedIn for Advanced Users
June 23rd	10:30 am - 12:00 pm	Self Marketing
June 23rd	1:00 pm - 2:30 pm	Networking
June 24th	10:00 am - 11:30 am	Resume Development
June 24th	1:00 pm - 3:00 pm	LinkedIn for Beginners
June 25th	10:00 am - 11:30 am	Interviewing Strategies
June 26th	10:00 am - 12:00 pm	LinkedIn for Advanced Users
June 30th	2:00 pm - 3:30 pm	Net Search for Job Search

Check back each month for the new schedule of webinars!!

Tampa, 5201 West Kennedy Boulevard, Suite 525, (813) 287-2855

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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

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SHRM to Hold Regional Webinars

Mark your calendars! SHRM's Southeast Regional Team will be holding special webinars to showcase new additions to the website, enhanced member benefits, ways to earn recertification credits, and more! Plan to join in on the webinars as listed below.

SHRM will also be giving away a FREE membership to someone who is a chapter member, but NOT a current SHRM member on the August 5th call. Angella Clark from Louisville, KY was the lucky winner of a free membership in April. Upon winning, Clark said, "I'm excited to win! I now have access to a variety of reliable and current HR information." **YOU could be the next winner!**

- Wednesday, **July 22**, at noon ET/11:00 CT
- Wednesday, **August 5**, at noon ET/11:00 CT (giving away a membership for non-SHRM members)
- Wednesday, **August 26**, at noon ET/11:00 CT (special content for small businesses with <100 employees)

To participate in these webinars, watch your email inbox. Details for each one will be sent via email, so make sure your spam filter allows emails from @shrm.org.

Each webinar is limited to the first 100 participants. If you can't get into the webinar, it is likely full, so be sure to log in early.

Here's what your fellow HR professionals have said about these webinars:

- I was unaware of all the benefits in the membership and will invest in the association.
- I'm new to HR - thank you very much for the presentation. I appreciate the roadmap you provided for accessing the knowledge I need!
- This was a great webcast to the insight of what SHRM provides to its members and those who may be interested in joining SHRM. Job well done. It was interesting to know about the MANAGING SMART PUBLICATION that I am very much interested in. Also the E-MENTORING Program is also another interesting program along with the E-LEARNING. Thanks for sharing!

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Volunteers Needed

Josie Ballard, Coordinator of Employment Services
2301 North Tampa Street, Tampa, FL 33602
(813) 209-1092

Metropolitan Ministries has several volunteer opportunities available at the Employment Lab. They need volunteers to provide classes, be guest speakers, host job fairs, conduct One on One interviews, and write resumes with clients. Services are open to clients who live in the residence, as well as those that reside in the community.

In these ever changing economic times for many in our community a job is the difference between stability and homelessness. At Metropolitan Ministries we are committed to assisting our families to achieve and maintain self sufficiency. This cannot be done without employment.

We are seeking volunteer partners to provide employment training and guidance for our clients. Employment is a vital resource, it allows for our families to reach their full potential. In volunteering with Metropolitan Ministries you make a difference in the lives of families in our community.

Below is a schedule of various opportunities you may be interested in participating in; please review and let me know what days you are available. If you are able to serve, but do not see a time that works for your schedule please do not let that stop you from calling to discuss other available times.

Monday - Resume Writing -
 9am – 10am; 10am – 11am; and 11am – 12pm

Tuesday – Mock Interviews -
 12pm – 1pm; 1pm – 2pm; 2pm – 3pm; and 3pm – 4pm

Wednesday – Interview Skills Class - 9am -10am

Thursday – One on One Session -
 9am –10am; 10am-11am; and 11am -12pm

Make a Difference Today!

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jalexan@verizon.net

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813.830.5520
ccbrown-1@msn.com

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New Members



Name	Certification	Company	Title
Angie Nieves		WRH Realty	Director of Human Resources
Curt Neth		Nortrax, Inc.	Corporate Human Resource Manager
Janet Foster		Lee Hacht Harrison	VP Senior Career Coach
Millie Reed		Everest University	Director Career Services
Nancy Diaz Thurber	SPHR	DTCC	Senior HR Generalist
Sara Kraebel		Acumen Information Systems	Consultant
Scott Halliday		Acumen Information Systems	Partner
Terrence Williams		New York Times Company	VP Human Resources & Organizational Development

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The HR TAMPA NEWSLETTER...

Do you have a human resources question?
Would you like to learn more about a specific employee relations issue or find out how a new law could impact your organization? Why not submit your question to "Ask HR Tampa?"
The board of directors for HR Tampa will review all questions and each month selects a couple to go into the newsletter for all to review the responses.

To submit your questions, just go to askhrtampa@yahoo.com, and please include contact information.