

The Official Newsletter of HR Tampa

2009 HR Tampa Expo YOU CAN MAKE THE DIFFERENCE

HR TAMPA EXPO
September 16, 2009



**Joint Diversity Meeting
with SHRMA**
October 14, 2009, 7:30am
Marriott Hotel
St. Petersburg

Every HR professional can make a major difference in their workplace and within their circle of influence. By building and encouraging entrepreneurial and optimistic attitudes, sharpening your own knowledge and skills, supporting others in their efforts to grow, and playing an active role as a strategic partner in your company's accomplishments, you can help transform negativity into a positive environment ripe for success.



Opening Session: • **Change Reactions: The Art of Taking Ownership in HR**
Kathy Potts, Owner, Oncore Performance Group, LLC

Morning and Afternoon Breakout Sessions:

- **Wage and Hour Issues in the Current Economy** - Ignacio Garcia, Esq., Ogletree Deakins
- **Cutting Through the Noise – Simplifying and Socializing**
Alison Engelsman, Shaker Recruitment Advertising & Communications
- **Stormy Weather or Calm Seas? Legislative Forecast for Human Resource Professionals**
David Steffen, Esq., Constangy, Brooks & Smith, LLC
- **Global HR Best Practices** - Gina Potito and Tony Gains, DBM

Closing Session: • **Making The Difference by Helping Employees Unleash the Ultimate Entrepreneurial Attitude**
Loren O. Murfield, Ph.D., CEO and President, Murfield International, Inc.

**This program is approved for 2.5 strategic, 1.0 global and 1.0 general credit hours toward PHR/SPHR/GPHR recertification through the Human Resource Certification Institute (HRCI).

Location: ALA CARTE EVENT PAVILION, 4050 Dana Shores Drive, Tampa, FL 33634
Date: September 16, 2009
Time: 8:30am – 4:15pm

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



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David P. Steffen, Esq.
Constangy, Brooks & Smith, LLP
HR Tampa Member

The Flu and You – Information on Handling H1N1 at Work

While most companies are used to dealing with employees who get the flu, this year it looks like the H1N1 virus will add a new wrinkle to cold and flu season.

With the way it has already started to move through the local schools (within days of my

oldest daughter starting the first grade, we received an e-mail from the school stating that there had already been at least one confirmed case of the H1N1 flu at school), it may only be a matter of time before it starts going through our businesses. As a result, I have already been receiving calls from clients with questions about what they can and cannot do when an employee may have been exposed to the virus.

The biggest issue that appears to have arisen is whether or not an employer can require an employee to stay home from work if the employee has simply been exposed to the virus or if someone in the employee's immediate family has it. While the simple answer is yes, an employer may be able to require an employee to stay home from work if the employee has been exposed to the virus, there is a series of issues that will come into play. An employer will have to determine if an employee's leave is covered under the FMLA and, if so, does the employee qualify for the protected leave?

It is unlikely that an employee with the H1N1 virus would actually qualify for protection under the Americans with Disabilities Act ("ADA") because the flu generally does not qualify as a disability. It does not meet the disability standard because it is not a permanent or long-term condition. Nonetheless, the ADA could still apply if it results in other complicating factors; however, in most cases, even an employee who has a confirmed case of the H1N1 virus is not going to be disabled under the law.

One thing that I believe will be overlooked is employee compensation under the Fair Labor Standards Act ("FLSA"). If

a company is going to order its employees to remain away from work, it may be obligated to actually pay some individuals to stay home even if they do not have any paid leave. For instance, exempt employees who are ready, willing and able to work, but have been ordered to stay home because a family member has H1N1, would be entitled to their compensation if they have exhausted all of their paid leave; however, if the exempt employees have paid leave, an employer may require them to use the leave. In contrast, non-exempt employees are not so fortunate. While an employer can order a non-exempt employee to remain away from work because a family member has the flu, the employee may not be entitled to any compensation when at home. If the employee has exhausted all of his or her leave and is instructed to stay home, the employee is not entitled to compensation under the FLSA. (Nonetheless, an employer may want to consider "advancing" paid leave time to a non-exempt employee or may even voluntarily pay the employee's wages if it so desires.)

The ideas discussed above are just a few of the issues that can arise when dealing with H1N1 in the workplace. Before making any decisions regarding individual employees, an employer must weigh all of the facts and consider a wide spectrum of issues on a case-by-case basis. Nonetheless, it is wise to begin preparing for the potential problems before you have to react because the virus has invaded your company. In an effort to assist with the issues employers will likely face, the federal government has created a website that addresses ways to prepare for a potential outbreak. The information can be found at www.flu.gov.

As always, if you have any questions about this column or any other employment issues, please do not hesitate to ask me at the next chapter meeting.

Mr. Steffen is a labor and employment lawyer who represents businesses only. Mr. Steffen is a partner in the Tampa office of Constangy, Brooks & Smith, LLC, which has represented employers exclusively since 1946. Mr. Steffen is an active member of HR Tampa. For more information on the firm, please visit www.constangy.com. HR Tampa members can also contact Mr. Steffen at his office direct dial line at (813) 222-1353.

Congratulations to our Newly Certified Professionals



Sharon Marsh, MA, SPHR, Director of Education/Certification
Cindy Longworth, SPHR • Leslie Query, PHR
Ana Swiger, SPHR • Daniel Bloom, SPHR

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PHR/SPHR Crash Course

Date: Saturday, November 21, 2009

Time: 9AM - 1PM

**New Location: DeVry University -
Tampa East Campus
6700 Lakeview Center Drive, Suite 150
Tampa, FL 33619**

**Registration Deadline:
Wednesday, November 18, 2009**

HR TAMPA 2009 Membership Dues

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Since 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.

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2009 HR Tampa Diversity Award

HR Tampa will name its third annual Diversity Award winner at the December Holiday meeting. The award will be given to the HR Tampa member company that has best shown how it values diversity and inclusion in its workplace.

HR Tampa members are asked to complete a questionnaire informing the HR Tampa Board of Directors why their company should be awarded the **HR Tampa Diversity Award for 2009**. This questionnaire must be returned by the November 2009 monthly meeting in order for the entry to be considered for the award. All submitted applications shall be reviewed by the HR Tampa Board of Directors and a winner shall be chosen. This is your company's opportunity to display its diversity efforts!

If you believe your company qualifies, please complete the questionnaire and submit it to Deborah Dube at ddube@lazydays.com. We will also be collecting the applications at the start of HR Tampa's monthly meetings at the registration table.

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It is such an honor and a privilege for HR Tampa to be recognized by HR Florida with an ATP/STP Award for our Diversity initiatives. Special thanks to our Diversity Committee members: Bill Reinhardt, Raven Woodard, Janet Foster, Maureen Stanton, Inass Riyad, and Megan Dean for all of their efforts and hard work. Thanks also to our chapter members for embracing and supporting diversity initiatives in their workplaces. We have lots of great things happening throughout Tampa Bay and I can't wait to read more about them on the Diversity Award applications. Don't forget to submit your application today for our 2009 Diversity Award which will be presented at the December meeting. The application is available on our HRTampa.org website.

Debbie Dube
Director of Diversity, HR Tampa



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Workforce Readiness

Mayor's Alliance for Persons with Disabilities 22nd Annual Job Fair

October 8, 2009 – from 9 a.m. - Noon (FREE)

ALL PARTICIPANTS MUST REGISTER IN ADVANCE FOR BOTH THE SEPTEMBER 29TH PREP WORKSHOP AND THE OCTOBER 8TH JOB FAIR!



FREE Training/Coaching September 29th Workshop:

- Conducting an Effective Job Search
- Identify & Marketing Your Strengths
- Creating a Winning Resume & Graphical Cover Letter
- Mastering Interviewing Techniques

October 8th: Can You Volunteer to Help During the Job Fair?

Free Resume Reviews and MORE!

Tampa Bay WorkForce Alliance
9215 N. Florida Avenue, Suite 101, Tampa
(813) 274-8359

If you can volunteer to help, please call - Tampa Bay WorkForce Alliance.

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Rolling Into Social Networking... Blogs, Tweets and Apps.

Toni Mayros, Director of College Relations

One of the subjects this year's College Relations Committee will focus on is "professional social networking." When we think of social networking, we automatically think of applications such as Facebook, MySpace and Twitter. What many may not think about are the implications of using these tools and the electronic paper trail you are creating with each post, picture or tweet. Each of these electronic mediums are out there for all to see and, while we may not always think the picture of Friday night happy hour is a bad thing, it can damage your professional brand name if you are not careful.

As our culture moves further into social networking, many organizations are hiring brand professionals to use social networking applications such as Twitter and Facebook to create a positive brand image. We as professionals can do the same, but it is important to know how we can create our own individual and professional brand image. On **Wednesday, September 23rd**, student chapter members and guests will have the opportunity to learn how to create their social networking brand. Hosted by Bernard Hodes Group, we will take a look at social media projects Bernard Hodes is currently working on and how it creates a brand image. We will also hear from social networker and blogger, Michael Van Devort, of [The Human Race Horses](#), as he shares his journey of blogging and social networking.

For more on social networking, take a look at the College Relations page of the HR Tampa website and follow the links that direct you to a few of my favorite HR bloggers. The Red Recruiter has also granted us permission to post a Twitter tutorial he created on our page. This is the perfect tool for anyone wishing to become a Tweeter! And if you join (or already Tweet), make sure you follow me using the Tweet name: tmayros.



Congratulations to members of the College Relations Committee and HR Tampa members on being awarded an ATP/STP award for College Relations from HR Florida! As the Director of College Relations, I am honored to work with such a tremendous group of professionals! Without the involvement of each CRC member, our student chapter would not be what it is today. Although it seems so simple, THANK YOU for all the hard work and dedication you each have contributed to help make the future of HR a success!

2008-2009 College Relations Committee Members

Sue Styx, PHR, Mentor and Internship Program Coordinator

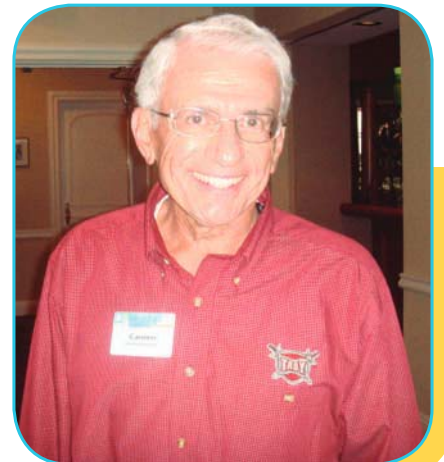
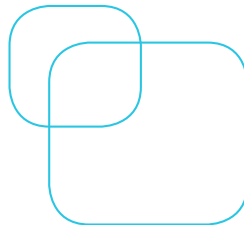
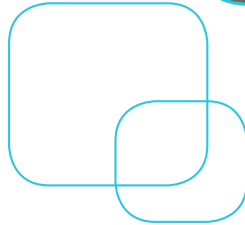
Stephanie Hippensteel, Student Chapter President, Keller University

Dr. Brad Moser, Ph.D., Academic Sponsor

Terri Burns, President Elect, Keller University

Sandra Scott, Treasurer, Penn State University

Ellie Klein, Secretary, Keller University



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THANK YOU, HR TAMPA!

I want to start by thanking HR Tampa for sponsoring my attendance at the 2009 HR Florida Conference. When I think back to my experience, one word comes to mind...AMAZING. The speakers, vendors, food, entertainment, and networking opportunities were all amazing. As a first time attendee, I have to admit I was a bit nervous, especially not knowing what to expect. I was immediately put at ease by all the warm and welcoming individuals and there was always someone available to answer any questions or concerns.

The HR Tampa cocktail party on Sunday was the jump start to what would be an unforgettable week. This provided a casual environment to meet local chapter members and spend some time getting to know each other. I was able to listen and learn from local professionals about some of the trials and triumphs they have experienced in their careers. It was also nice throughout the conference to have the opportunity to re-connect with these individuals and continue to build relationships.

All of the general and concurrent sessions I attended provided endless knowledge and generated some great discussions throughout the conference. There were so many interesting topics, it was extremely difficult to decide which sessions to attend. Some of the knowledge I gained includes the top reasons employers are sued, how to create a respectful culture in the workplace, the differences in leadership styles from members of different generations, and I am a Circle/Box when it comes to my communication style. All of the speakers provided a wealth of information and discussed relevant topics.

The food and entertainment exceeded my expectations. One night specifically stands out...VEGAS NIGHT. During this event, I realized that HR professionals really do know how to have a good time. The individuals who were hypnotized (you know who you are) were both hilarious and entertaining, the desserts were delectable, and the DJ made sure everyone was on their feet dancing.

This conference provided information and tools that will assist me as a student and HR professional. I didn't realize the number of people who truly have the same passion as I have for human resources and the drive to make a positive impact and difference in the lives of others. Once again, I want to thank HR Tampa for affording me this incredible opportunity that I will never forget.

Sincerely,

Sandra L. Scott



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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
Andrea Washburn		The CSI Companies	Senior Recruiter
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Cheryl Lautzenheiser		Tampa Metropolitan Area YMCA	HR Generalist
Janet McEnery		Macfarlane, Ferguson & McMullen	Attorney
Karen Greene	MBA, SPHR	PriceWaterhouseCoopers	Director
Keri Higgins-Bigelow	SPHR	Living HR, Inc.	President
Melissa Charlton	PHR	S&S Electric Company	
Michael Longo	CCP	The Depository Trust & Clearing Corporation	Director, HR
Terri Furr		Hess Corporation	Director, Learning & Organizational Development
Theresa Holzberger		Direct General Insurance	HR Manager
Traci Romkey			
William Weiland	MBA	Essential Directions	Managing Executive

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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.

We are dedicated to facilitating smooth and effective change processes so that the business objectives of our corporate clients and the career objectives of their employees are realized. Right has been recognized as “One of the 200 Best Small Companies in America” for four consecutive years by Forbes and Business Week.

Thomas H. Shea, Managing Principal of the Florida/Caribbean region, founded Florida’s first career transition firm in 1979. His firm joined Right Management in 1982. 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 Portals

Schedule of Webinars:

September 15th	10:30 am - 12:00 pm	Self Marketing
September 15th	1:00 pm - 2:30 pm	Networking
September 16th	10:00 am - 11:30 am	Resume Development
September 16th	1:00 pm - 3:00 pm	LinkedIn for Beginners
September 17th	10:00 am - 11:30 am	Interviewing Strategies
September 17th	1:00 pm - 2:30 pm	Negotiation Strategies
September 18th	9:00 am - 12:00 pm	Entrepreneurship Through Franchising
September 21st	9:30 am - 11:30 am	LinkedIn for Advanced Users
September 22nd	2:00 pm - 3:30 pm	Net Search for Job Search
September 23rd	9:30 am - 11:30 am	LinkedIn for Beginners
September 24th	10:30 am - 12:00 pm	Consultant’s Corner
September 29th	10:30 am - 12:00 pm	Self Marketing
September 29th	1:00 pm - 2:30 pm	Networking
September 30th	10:00 am - 11:30 am	Resume Development
September 30th	1:00 pm - 3:00 pm	LinkedIn for Beginners

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Right Management - Special HR Networking Event

Whether you are currently in transition, considering a job change, or simply interested in finding out what’s happening in today’s job market, join HR Connections for one of their HR Professional networking sessions being offered in Tampa. Take this opportunity to meet other HR Professionals and discuss current challenges.

When: Tampa: September 18th, 8:00 a.m. - 9:30 a.m.

Where: 5201 W Kennedy Blvd, Suite 525, Tampa.

You must register for this event. Call 813.287.2855 and press 0.

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THE HR TAMPA Newsletter...

Facebook – There are many reasons to sign up...

- Connect with fellow co-workers & potential employers.
- Networking
- Present articles from your local media

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