

The Official Newsletter of HR Tampa

Joint SHRMA & HR Tampa October Meeting

The Business of Faith Religious Diversity from an HR Perspective

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



November Sponsor



As Human Resources professionals, it is our responsibility and obligation to ensure that all of our employees are treated with dignity and respect. The 2009 joint SHRMA / HR TAMPA Diversity program will assist us in becoming more aware of the belief and values held by our employees, and how to handle (or possibly prevent) problems that arise from misunderstandings.

PANEL DISCUSSION PARTICIPANTS:

Dr. Charles (Chuck) Jones

Respected Humanities professor at St. Petersburg College and Expert on World Religions will give an overview and perspective and provide the educational component

Phillip B. Russell, Esq.

Partner with Tampa law firm Costangy, Brooks and Smith, LLP will present the legal perspective and discuss recent cases and answer your “how to handle situations” questions...

Ahmed Bedier

President of Tampa Human Rights Council; human rights advocate and radio show host.

Expert on Islam, media relations, human rights, hate crimes and the Mideast.

His focus will be religious accommodation and discrimination and answer questions relating to expectations and misunderstandings.

Location: Marriott Hotel, 12600 Roosevelt Blvd., St. Petersburg, FL 33716

Date: Wednesday, October 14, 2009

Time: 7:30 am – 10:00am

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

Linked in



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Iggy Garcia

Welcome all to another issue of our HR Tampa Newsletter!

It seems like the year is almost over and what a great year it has been. Despite the economic troubles this year, HR Tampa has continued to grow its membership. Clearly, you have all experienced the value of information provided to our members through our excellent speakers, as well as the networking opportunities we offer. We currently have over 700 members and continue to grow! HR Tampa has not forgotten our transitional members through opportunities to get their resumes out to other members who are hiring and put them in touch with companies looking for employees with HR skills and experience.

Our monthly seminars continue to be a hit as shown by continually selling out of seats. The topics have been fantastic and have given great insight to our members on how they can Make The Difference in their workplace! Our yearly expo was a huge success with 221 people in attendance! The speakers were great and all the reviews were outstanding. Coming up will be our diversity meeting with SHRMA on October 14, followed by our November and Christmas meetings. We also have our community service event on November 7 at Metropolitan Ministries as HR Tampa continues to give back to the community. More information on that event will be coming. Please go to www.Hrtampa.org for information on all our upcoming events as well as contact information for our Board. As always, if there is anything you would like to see HR Tampa do or anything we can do for you individually, our members, please let us know. Have a great day and continue to Make The Difference!

Your President,
Ignacio "Iggy" Garcia



Beltway Issues – What SHRM Finds as the Most Pressing Issues Before Congress

Earlier this month, HR Tampa made its annual trip to Washington, D.C. to meet with our representatives regarding the most pressing issues that impact human resources departments. As part of our meeting, we spoke about two pieces of federal legislation that require our attention: health care legislation and mandatory paid leave.

SHRM has taken a proactive approach with these issues in an effort to educate individual members of Congress regarding the practical effects the legislation could have on both employees and employers if the bills become law. Therefore, I have summarized SHRM's position on these two issues below.

After analyzing the multitude of proposed health care bills moving through both the House of Representatives and Senate, SHRM has identified five principal issues that it would like to either include or exclude from the final piece of legislation because of their potential impact on employers.

The five points include:

1. Strengthening and improving the employee-based health care system;
2. Encouraging greater use of health prevention, promotion, and wellness programs;
3. Strengthening the Employee Retirement Income Security Act to ensure a national, uniform framework for health care benefits;
4. Improving the quality and transparency of care and
5. Ensuring that tax policies contribute to cover costs and greater access.



As part of its position, SHRM opposes any plan that increases health care costs, mandates specific benefits, increases employer liability, or implements unnecessary administrative or legal burdens on employer health plans. While supporting comprehensive health care reform that will lower costs and increase access to basic coverage, SHRM continues to endorse an employer-based system, but opposes any requirements that try to resolve the problems pertaining to the uninsured by placing the burden on employers and payees.

In an attempt to be out in front of what will likely become an election year issue in 2010, we also addressed the impact a mandatory paid leave program would have on employers. Currently, mandatory paid leave is included in the Health Families Act that has been co-sponsored by Representative Kathy Castor of Florida. We addressed this issue with Representative Castor and Representative Gus Bilirakis, as well as our two senators, and notified them that SHRM believes that any bill should allow employees to tailor their leave programs to fit their specific needs and capabilities. Conversely, SHRM opposes any

federal initiative that removes or restricts an employer's flexibility in shaping its voluntary leave program because such programs tend to negatively impact both employees and employers by limiting what an employer can offer individuals.

Through its efforts, SHRM has tried to promote the idea that any paid leave law should encourage voluntary employer participation through tax credits or the creation of savings plans that may be used for employer-approved leave.

While it is too early to know if HR Tampa's efforts or SHRM's attempt to influence either piece of legislation will have any effect on the bill's final language, it was important for us to make our position known. Therefore, I thank you for allowing us to make the trip to Washington, D.C. and encourage you to keep writing letters to our elected officials. According to SHRM officials, SHRM members have already written almost 100,000 letters this year and they asked that we continue to do our part by making sure our representatives are kept up-to-date regarding SHRM's position.

As always, please feel free to ask me any questions about these two potential laws or how you can get involved with SHRM's efforts to make our position known.

The HR Tampa Board of Directors would like to thank you for your role in making our 2009 HR TAMPA EXPO ... “YOU CAN MAKE THE DIFFERENCE”, the best ever! It’s our goal to make this event better every year and everyone involved really did make the difference!

Speakers



Members at Expo



Reminder – Speakers’ Presentations from our recent HR Tampa Expo can be found at the HR Tampa website under conferences & events.

Vendors



Vendor & HR Tampa Give Aways!





PHR/SPHR Crash Course

Date: Saturday, November 21, 2009
Time: 9AM - 1PM
Location: DeVry University - Tampa East Campus
 6700 Lakeview Center Drive, Suite 150
 Tampa, FL 33619
Registration Deadline: Wednesday, November 18, 2009
Cost: Members \$50.00 & Non-Members \$75.00

Pre-Registration is required.

Email or fax completed registration form to sharonmarsh@myfastmail.com

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HR TAMPA 2009 Membership

Way To Go! ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

2009 Chapter Members 06/31/2009	2009 Chapter Members 09/30/2009	Variance Since June	Percentage Since June	2008 Chapter Members 12/2008	Chapter Variance Since 12/2008	Chapter Percentage Since 12/2008
716	750	34	4.7%	631	119	19%

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Diversity Updates



Our Diversity Committee participates by assisting at 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, or at 813-246-4999 x4387.

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HR Tampa Members: There are many ways to get involved!

Host a student chapter meeting: Host a monthly meeting and your organization will be recognized in the monthly e-news, your organization's name and logo will appear on the HR Tampa website and in all communication to Tampa Bay higher education institutions, current student members and potential student chapter members.

Become a mentor: Mentor, coach and guide an incoming HR Professional as they start a rewarding career in the field. By definition, a mentor is a "trusted counselor or guide". The mentor relationship will last at least six months. The mentor program benefits students by allowing them to explore the HR world of work, gain an experienced HR practitioner's perspective on applying text-book concepts to real life situations, and develop meaningful professional relationships. The mentor program also benefits HR professionals by allowing them to foster leadership skills, contribute to the professional development of the future HR workforce, and identify possible interns and new hires for their organization. Additionally, a mentor is eligible for PHR/SPHR re-certification credits for their time.

For more information, contact Toni Mayros, Director of College Relations, tmayros@gmail.com.

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HR News

You Can Make the Difference Through HR Tampa!

We are currently looking for HR Tampa members who are interested in making a difference through HR Tampa. Opportunities are available for:

- Director of Certification
- Director of Diversity
- Director of Communications

Qualifications to serve on the Board of Directors are as follows:

- Must be both an HR Tampa Professional or Associate member and a SHRM member in good standing.
- Must be willing and able to devote at least 8 hours each month to the performance of their volunteer Director position and attend 60% of the monthly Board and Chapter meetings/events.

If you are interested in being part of the 2010 HR Tampa Board of Directors or would like more information, please contact Lisa Murfield at 813-227-8473 or murfieldld@yahoo.com by Friday, October 16.

If you are not interested in a Director position, but would like to participate on one of our committees in 2010, please also contact Lisa Murfield.

We encourage you to get involved and make the difference!

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New Members

Name	Certification	Company	Title
Christy Foster	PHR	Feld Entertainment	
Emily Giorgi	PHR	HCA West Florida	
Jeremy Keller		Carlisle Fields & Company Insurance	Advisor
Josephine Rivera			
Joyce Nelson	CHRP, CPBA	Advex - Advancing Excellence, Inc.	Executive Director
Larry McCafferty			
Letitia Washington			
Linda Chambers	SPHR	BrightHouse Networks	
Lisa Martinez	PHR	Ultramatics	Director of Human Capital
Priscilla Valdes			
Susan Frijouf		Jefferson Bank	
Terri Gower	SPHR		

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 Connections

This year, **Right Management's** goal is to host and support their website with services that benefit all Human Resources Professionals, from entry level to the experienced business partner, who are involved in a career transition.

Please visit the HR Careers Section on www.hrflorida.org to gain access to the following valuable tools in HR Connections offered through **Right Management** such as attending one of the upcoming webinars listed below:

Upcoming Webinar Schedule:

October 12th	9:30 am - 11:30 am	LinkedIn for Advanced Users
October 13th	10:30 am - 12:00 pm	Self Marketing
October 13th	1:00 pm - 2:30 pm	Networking
October 14th	10:00 am - 11:30 am	Resume Development
October 15th	10:00 am - 11:30 am	Interviewing Strategies
October 15th	1:00 pm - 2:30 pm	Negotiation Strategies
October 16th	9:30 am - 11:30 am	LinkedIn for Beginners
October 20th	2:00 pm - 3:30 pm	Net Search for Job Search
October 21th	9:30 am - 11:30 am	LinkedIn for Beginners
October 22th	10:30 am - 12:00 pm	Consultant's Corner
October 23th	9:00 am - 12:00 pm	Entrepreneurship through Franchising
October 27th	9:30 am - 11:30 am	Self Marketing
October 27th	2:00 pm - 3:30 pm	Networking
October 27th	9:30 am - 11:30 am	LinkedIn for Beginners
October 28th	10:30 am - 12:00 pm	Resume Development
October 29th	10:30 am - 12:00 pm	Interviewing Strategies
October 30th	1:00 pm - 2:30 pm	LinkedIn for Advanced Users
October 30th	10:00 am - 11:30 am	Negotiation Strategies

To register for one of the upcoming webinars go to: <http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=103332>

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HR Careers on www.hrtampa.org!

Have you checked the HR Career Section lately? Do you have an open HR position? If so, why not post your human resources job on HR Tampa's website - and tap into some great local talent?

If you wish to post a job for your company you, must be:

- An active, dues-paying member of HR Tampa to post an employment ad for a HR position within your own company at any time FREE of charge.
- 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.

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OFFICERS

President

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

President-Elect

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

Secretary

Lynette Holsinger, SPHR
352-249-4712
lynnetteh@naturecoastems.org

Treasurer

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

Immediate Past President/Foundation Director

Dana Chatelain, SPHR
813.258.0293
dchatelain@scicompanies.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
813.699.5920
slmarsh@prince-sdc.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 Directors

Alina Diaz
813.259.7188
adiaz@tampatrib.com

John Alexander
813-221-3274
jalexan@verizon.net

Workforce Readiness

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

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