

Meeting: February 17, 2010 – 5:30pm

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The Official Newsletter of HR Tampa

HR Public Policy Outlook For The 111th Congress And Obama Administration (#54612)

February Sponsor



March Sponsor



More than eight months into the 111th Congress and Obama administration, employers are experiencing the most active HR public policy agenda in 30 years. Learn about continuing legislative initiatives of importance to HR professionals in the areas of health care reform, paid parental leave, comprehensive immigration reform, employment eligibility and job creation. The presentation will also provide an up-to-date discussion on current federal regulatory activity.

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

Date: Wednesday, February 17, 2010

Time: 5:30pm



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.



SHRM Chapter #0074

www.hrtampa.org

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Last month I wrote about the Tuohy family and how they made the difference in Michael Oher's life. This month I want to focus on a few of our own HR Tampa members who are making the difference at the state level.

Each state and designated territory within the United States is governed by a state council. The HR Florida State Council is comprised of an Executive Committee, District Directors, State Directors and Chapter Presidents and represents over 14,000 human resource professionals! The purpose of the HR Florida State Council is to support the mission and initiatives of SHRM and promote activities that serve the professional and advance the profession.

Just like HR Tampa, the HR Florida State Council is a 100% volunteer organization. These volunteers spend countless hours to ensure that the State Council's activities and goals are successfully completed. That hard work has paid off. Since 2001, the HR Florida State Council has been recognized as a Superior Honor State Council by SHRM and is considered one of the premier state councils in the United States.

Obviously, we are very proud of our HR Tampa members who have stepped up to make the difference at the state level! Dana Chatelain, SPHR, was the 2008 HR Tampa President and is currently the District Seven Director. Lori Goldsmith, SPHR, GPHR, was the HR Tampa Director of Certification for several years. Lori is now the State Certification Director and last year was voted the 2009 HR Florida Volunteer of the Year. Sherry Moore, SPHR, GPHR, was the 2004 HR Tampa President and is the State Director of Global Affairs. Thank you, Dana, Lori and Sherry, for making the difference and representing HR Tampa so well!

Of course, probably the most well-known function coordinated by the State Council is the HR Florida Conference & Expo. This conference hosts over 1500 human resource professionals from around the nation, providing professional development, networking, sharing best practices and, of course, fun. At the helm of this ship for the second year, is Carol McDaniel, Professional Development Director and 2006 HR Tampa President. Carol has an extremely hard-working Conference Committee who assists her in coordinating a fabulous conference. This year, Carol is being assisted by HR Tampa members Dana Chatelain, Lori Goldsmith, Toni Mayros and Lynnette Holsinger. Three cheers to Carol, Dana, Lori, Toni and Lynnette for making the difference!

You can make the difference as well at the local and state level. We have many committee opportunities through HR Tampa where you can be involved. Check out this issue of the newsletter for more information. In addition, you can volunteer to help at the HR Florida 2010 Conference by emailing volchair@hrflorida.org.

Go out and make the difference.



Lisa Murfield,
MBA, SPHR

"We all have ability.
The difference is how we use it."
– Stevie Wonder

YOU WON'T WANT TO MISS THE FEBRUARY MEETING!



Lisa K. Horn
Manager, Health Care
Society for Human Resource Management

Lisa Horn serves as the Manager of Health Care in the Governmental Affairs Department of the Society for Human Resource Management (SHRM). Lisa is actively involved in all health care public policy issues on Capitol Hill that impact the Human Resource profession.

A native Nebraskan, Lisa began her career as a senatorial aide in the Nebraska Unicameral while pursuing a Bachelor of Arts degree in Political Science from the University of Nebraska-Lincoln. From Lincoln, Lisa moved to Washington, DC, where she worked for former Representative Bill Barrett (R-NE). Prior to joining SHRM in 2004, Lisa served as a Legislative Assistant to Representative Tom Osborne (R-NE) where she focused on health care policy.

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The 2010 HR Florida State Conference & Expo will be held from August 30, 2010 to September 1, 2010 at the Rosen Shingle Creek Resort in Orlando, Florida. This is the annual conference of the HR Florida State Council, a state affiliate of the **Society for Human Resource Management** (SHRM). Each year the event attracts over 1,000 human resource professionals and vendors throughout the state of Florida and across the nation. These individuals represent virtually every industry and companies ranging from small businesses to large industrial centers.

Programs presented at the annual conference cover all aspects of the **SHRM Body of Knowledge**: Strategic Management, Workforce Planning, Human Resource Development, Total Rewards, Employee / Labor Relations, Compliance, Risk Management and Personal Development. In addition to multiple educational opportunities, attendees will also be able to network with fellow human resource professionals, check out the latest and greatest services offered by an expo hall full of the top human resource vendors and have some fun at our social event.

If you are interested please go to the HRFlorida.org website and complete a registration form.

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DOT Announces Federal Ban on Texting for Commercial Truck Drivers



Debbie Dube, MS-HR, SPHR,
Legislation Director

U.S. Department of Transportation (DOT) Secretary Ray LaHood announced federal guidance on Jan. 26, 2010, to expressly prohibit texting by drivers of commercial vehicles such as large trucks, buses and vans. The prohibition is effective immediately and applies to interstate truck drivers and commercial bus and van drivers who carry

more than eight passengers. Truck and bus drivers who text while driving commercial vehicles may be subject to civil or criminal penalties of up to \$2,750.

"Today we're sending a strong message: We don't merely expect you to share the road responsibly with other travelers—we require you to do so," said LaHood. "This is an important safety step, and we will be taking more to eliminate the threat of distracted driving."

"We want to make it crystal clear to operators and their employers that texting while driving is the type of unsafe activity that these regulations are intended to prohibit," stated Anne Ferro, administrator for the Federal Motor Carrier Safety Administration (FMCSA).

Gregory Hare, an attorney with Ogletree Deakins in Atlanta, observed in a Jan. 26, 2010 interview that distracted driving is a much bigger problem in the workplace than just with truckers and bus and van drivers.

"Distracted driving is a problem that persists in any business where employees travel in a vehicle as part of their daily tasks," he cautioned. "Whether the employee is a territory manager, account representative, home health care nurse or any of the dozens of occupations that involve traveling among multiple locations during the workday, their supervisors expect them to remain in constant communication. This certainly enhances efficiency and productivity among the team members, but obviously creates the attendant dangers of pressuring employees to constantly communicate via handheld devices, even when driving—which, of course, is highly undesirable."

The DOT directive has been "a long time in the making. We needed it," added Margaret Spence, president of Douglas Claims & Risk Consultants, Inc. in West Palm Beach, Fla., and a member of the SHRM Employee Health, Safety and Security Special Expertise Panel. She noted that a few years ago in her own neighborhood, the

driver of a school bus was involved in an accident while either reaching for a cell phone in her purse, talking on the phone or texting, and a child on the bus was killed. Before the DOT directive, Spence said, "Everyone was waiting for someone else to do something about it."

Safety Risks Highlighted

FMCSA research shows that drivers who send and receive text messages take their eyes off the road for an average of 4.6 seconds out of every 6 seconds while texting. At 55 miles per hour, this means that the driver is traveling the length of a football field, including the end zones, without looking at the road.

"Researchers at Virginia Tech found that truck drivers who send text messages on a cell phone are about 23 times more likely to get into some type of crash or near miss than drivers who keep their eyes on the road," LaHood remarked.

During a September, 2009, Distracted Driving Summit, the secretary announced the department's plan to pursue this regulatory action as well as rulemakings to reduce the risks posed by distracted driving.

President Barack Obama signed an executive order directing federal employees not to engage in text messaging while driving government-owned vehicles or with government-owned equipment. Federal employees were required to comply with the ban starting on Dec. 30, 2009.

The regulatory guidance on the latest announcement is in the Jan. 27, 2010, Federal Register.

LaHood promised that "In the months ahead, we'll propose additional legal remedies and develop new tools that will help us work alongside the law enforcement community, safety advocates, researchers and others to find new ways to raise awareness and bring an end to the terrible dangers posed by distracted driving."

Workers' Compensation Exposure

It isn't just the DOT prohibition and guidance that employers should be concerned about, Hare cautioned. In addition to the safety risks to employees and the public, employers already have heightened exposure to workers' compensation and tort claims when employees cause car accidents because of distracted driving on the job. In addition, some state laws prohibit texting while driving.

Such claims could arise even late at night or on the weekend, even though these are typically nonworking hours for many employees, he added, "If evidence showed

that the employee was participating in a work-related phone call, or was pecking away on a work-related text message when the traffic accident occurred, the employee quite plausibly could claim that his injuries arose out of and in the course of employment, such that the injuries should be covered by workers' compensation," Hare said.

Educate Employees

He noted that an employer should take steps to anticipate and prevent any harmful situation. Whether a drug-free workplace policy, anti-harassment policy or use of personal technology policy is involved, Hare said a company will be well-served to show that it:

1. Implemented a policy.
2. Trained and educated employees on the policy's application.
3. Distributed the written policy to each employee.
4. Required each employee to sign an acknowledgment of the policy, stating that he or she received, read and promised to comply with the policy.

If there is a vehicle accident caused by a texting employee, an employer "can defend against any tort-based claims by asserting that it warned the employee to refrain from texting behind the wheel, yet the employee knowingly disregarded the employer's written rule," he noted.

"Of course, the rule primarily is designed to prevent accidents from happening," Hare added. And the risk for accidents due to distracted driving is great. A January 2010 report from ZoomSafer highlights National Highway Traffic Safety Administration's (NHTSA) and Virginia Tech Transportation Institute's (VTTI) finding that 25 percent of car crashes are due to drivers distracted by mobile phone usage. The report also notes that the New England Journal of Medicine has determined that the risk of accident because of cell phone use is equal to the risk because of legal intoxication.

Policies and training won't keep some employees from texting while they drive. "But even if 100 percent prevention is not possible, perhaps the employer at least can successfully shield itself from tort liability by proving that the employee should have known better, and the employer did everything in its power to prevent reckless conduct by its workers," Hare said.

Don't just pigeonhole your safety training on policy for commercial drivers, Spence cautioned. Most commercial drivers already have gotten safety training and get it because "it's been hammered into their brains," she added.

But other employees, like administrative assistants who run errands for their bosses at lunch or members of the field sales force, typically are overlooked for safety training, even though it often is every bit as relevant to them as it is for commercial drivers.

If a company has internal safety professionals on staff, HR should work with the safety staff to create a comprehensive program that addresses the DOT directive, Spence said. She noted that one of her client's dispatchers were creating problems for drivers by calling them during deliveries and giving them new instructions or directions while employees continued to drive.

Dispatchers and drivers were trained they could not give new information to drivers while they were driving, but instead would have to call the drivers and instruct them to pull off at the next exit and find a safe place to stop. Then, only after the drivers had stopped, were they provided with directions.

Another common feature of a policy is to require that employees not use cell phones while driving unless they are using headsets and to keep headset use to a minimum since studies have shown that drivers using headsets also are more distracted, she observed. This type of policy should apply regardless of whether the cell phone is the employee's or employer's, although if the cell phone is an employer's and it tracks an employee with a global positioning system, it can monitor whether the employee is violating the cell phone policy with a company phone.

Employers that do not have internal safety employees on staff should go to the DOT web site or Occupational Safety and Health Administration web site and pull down information already there on distracted driving and create a policy and training program, Spence recommended. Don't just hand out a policy, she cautioned. Really coach employees on how this is for their own safety, Spence noted, saying the employer should explain that it's not overreaching, but instead "wants to send you home safely."

Allen Smith, J.D., is SHRM's manager of workplace law content.

Taking Charge: Proactively Meeting EEOC and OFCCP Rules Related to People with Disabilities



Kristen Drago,
Diversity Director

The Obama Administration is stepping up enforcement of Equal Employment Opportunity Commission (EEOC) anti-discrimination laws and U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) affirmative action rules. Staffing is being increased and OFCCP has announced that 1 out of 50 federal contractor reviews will be full compliance evaluations.

On March 24, 2010, from 8:00-9:30 AM, the Tampa Bay Metro Business Leadership Network will feature John W. Robinson, IV, an Employment Law Practice Group Leader at Fowler White Boggs and listed in The Best Lawyers in America. Mr. Robinson will provide useful tips to area companies on proactively meeting EEOC and OFCCP rules related to people with disabilities and discuss proposed rule changes.

There will also be a presentation on the Business Leadership Network's new Disability Friendly Business Certification Program, developed by a statewide business advisory committee to recognize businesses for their outstanding efforts to include and meet the needs of employees and customers with disabilities.

The Tampa Bay Metro Business Leadership Network, www.tampabaymetrobln.org, is a group of area employers who voluntarily promote the employment of people with disabilities. Companies represented on the BLN's Leadership Team include PVX Delivery, AmeriGroup, Doosan Hydro Technology, SunTrust Banks, Busch Gardens, The Bank of Tampa, and MacDonald Training Center. Staff support is provided by Wilson Resources, Inc.

Registration is required, but there is no charge to attend. The BLN has applied for 1.5 hours of HR Certification Institute (HRCI) credits for this educational program.

To register or for more information, please contact Debbie Courtney by email: debbiec@wilres.com or by phone: 850-386-2022.

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Job Posting

Remember if your company has an open human resources position to fill post it on the HR Tampa website. To post a job for your company the following applies:

- Must be an ACTIVE dues paid members of HR Tampa to 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.



Hand us your To Do List and we'll hand you back your time!

Our Services

- Errands and Personal Shopping
- Home Management
- Event Planning

Our Programs

- Individual
- Corporate and Employee
- Residential and Commercial Properties
- Hospital
- On-Site and Virtual
- Membership or A la Carte

Capital Concierge, Inc.
(813) 448.3836
(888) 315.7699

www.capital-concierge.com



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Donations collected at the January 20th meeting for the American Red Cross were a great success. We were able to raise \$300 for the Haiti Relief Fund.

Thank you to everyone who contributed!

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Members in Transition

Upcoming Webinar Schedule:

February 10th	10:00 am - 11:30 am	Resume Development
February 10th	1:00 pm - 2:30 pm	LinkedIn for Beginners
February 12th	9:30 am - 11:30 am	LinkedIn for Advanced Users
February 16th	10:30 am - 12:00 pm	Self Marketing
February 16th	1:00 pm - 2:30 pm	Networking
February 17th	9:30 am - 11:30 am	LinkedIn for Beginners
February 18th	10:00 am - 11:30 am	Interviewing Strategies
February 18th	1:00 pm - 2:30 pm	Negotiation Strategies
February 19th	9:00 am - 12:00 pm	Entrepreneurship through Franchising
February 23rd	9:30 am - 11:30 am	LinkedIn for Advanced Users
February 23rd	2:00 pm - 3:30 pm	Net Search for Job Search
February 24th	10:00 am - 11:30 am	Resume Development
February 24th	1:00 pm - 3:00 pm	LinkedIn for Beginners
February 25th	10:30 am - 12:00 pm	Consultant's Corner

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

Right Management's Tampa Location:
 5201 W. Kennedy Blvd., Suite 525 – 813-287-2855

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.

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WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Lisa Slater		Capital Concierge, Inc	President
Sharon Shirley	SPHR	Health Integrated, Inc	SVP Corporate Resources

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Membership Update



Jill Conklin, PHR,
Membership Director

From the Membership Director:

First it was December and we were planning for the upcoming year and now the first month is gone and we are in February. Welcome to all of the new members to HR Tampa and we are very happy to have the renewing members continue this year. I am doing more statistical reporting to SHRM this year so it is more important than ever that we have all of the profile information accurate. While you are perusing the site for the great things happening this year, please take a moment to update your profile, including your SHRM information. Remember that we are a 100% chapter and your SHRM membership may possibly have a different expiration date.

I am attempting to put together a committee of ambassadors for membership. The team will greet our new members and guests before the meetings start and be available to answer questions regarding HR Tampa membership. If you would like more information or are interested, please contact Jill Conklin, Membership Director, at 813-207-8574, or you can email at hrtampamembership@yahoo.com.

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VOLUNTEER OF THE YEAR



From Left: Lisa Murfield, Donna Cacciatore, Allane Taormina

Allane Taormina **Recruitment Sales Manager** **The Tampa Tribune**

Allane has been volunteering with HR Tampa since 2005. She works very diligently each month to ensure our registration process runs as smoothly as possible. At our Expo, she was indispensable and stayed late until she was sure the money was balanced and registration cleaned up. She has been instrumental in streamlining registration and she always greets our members with a big hello and smile.

Hospitality Directors have come and gone the past few years, but Allane has continued to diligently volunteer at registration and has been the cheerful face that greets our members each and every month. She has shown her commitment to HR Tampa and our members.

HR Tampa 2009 Volunteers



College Relations Terri Burns Stephanie Hippensteel Sandra Scott Sue Styx, PHR



Hospitality John Bornman Pamela Sprigg Maureen Stanton Jenni Stone Brad Tamulski Allane Taormina



SHRM Foundation Shaun Androff Lynnette Holsinger Jan Soran



Diversity Brandi Ancrum Megan Dean Janet Foster Bill Reinhardt Inass Riyad Maureen Stanton Raven Woodard



Workforce Readiness

Kim Boulahanis
Sandra Christie
Jenny Desquitado
Pat Dunagan
Debbie Erdahl
Bill Fries
Melanie Gibb
Lynnette Holsinger

Mike Levy
DeClaro McKenzie
Sandra McZier
Rebecca Sosa
Shawnee Smith
Rhonda Snead
Michele Worthy

MAKE THE DIFFERENCE!

Would you like to become more involved with HR Tampa?

Check out the exciting volunteer opportunities below and make the difference today!

Certification Committee

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Jenni Stone at (727) 242-1966 or email to certificationhrtampa@yahoo.com. The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

College Relations Committee

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

Volunteer Opportunities Include:

- College Relations - general volunteer assisting 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

Diversity Committee

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.

We meet 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 Kristen Drago at kristen@lsuncoaststaffing.com.

Hospitality Committee

Volunteers are needed for our Hospitality Committee! Hospitality Committee Volunteers assist at the registration desk before our monthly meetings. Duties include greeting members as they enter the meeting, checking names against the registration list, collecting meeting fees, and issuing badges to attendees. Hospitality Committee volunteers stay busy, but also have fun and have the opportunity to meet many HR Tampa members. After the registration process has finished, volunteers are free to enjoy the HR Tampa program and enjoy their meal.

Volunteers are needed for both our morning and evening meetings. We ask morning volunteers to arrive at the meeting by 7 am and evening volunteers to arrive by 5 pm.

For more information, please contact Donna Cacciatore at dcacciat@tampabay.rr.com

Membership Committee

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! Please contact Jill Conklin, Membership Director, to find out more at hrtampamembership@yahoo.com or 813-207-8574.

Non-Dues Committee

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! Email: chris.greene@shaker.com

SHRM Foundation Committee

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.

SHRM Foundation Committee cont.

As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worth-while cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact Iggy Garcia at ignacio.garcia@ogletreedeakins.com

Workforce Readiness Committee

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Humana Resources professional by partnering with local schools, technical colleges, and two and four year colleges.

We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands on training. We also encourage students' interest in the field of Humana Resources profession through education and on-the-job-training.

For more information, please contact Cheryl Brown at ccbrown-1@msn.com or 813-830-5520

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Workforce Readiness

Dress for Success Tampa Bay



Save The Dates:

Thursday, February 18th 11:00 am to 2:00 pm

Friday, February 19th 3:00 pm to 6:00 pm

Saturday, February 20th 9:00 am to 12:00 pm

The mission of Dress for Success Tampa Bay is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help woman thrive in work and in life. Dress for Success Tampa Bay is a not-for-profit organization that offers services to help woman enter the workforce, stay employed, advance in their careers and improve their lives. Come and join us.

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MY DACCO INTERNSHIP

My internship at DACCO was my first experience with Human Resources. I knew what HR was in terms of the definitions I had read in my college textbooks, but the opportunity allowed me to work in this dynamic field and gain a first-hand perspective. The second I walked out of the elevator and onto the facility's third floor, I was no longer treated as a senior at the University of South Florida. Instead, I was stepping in as an HR Generalist, performing the tasks and taking on the responsibilities that are expected of any professional in Human Resources. At first, I was concerned that my ten weeks as an intern would be either too little or too much; I'd either spend time mindlessly in a filing room or I imagined I'd be stressing out over projects that would be impossible for a college student like myself to complete. Needless to say, my experience as an HR Intern was nothing of either sort.

With the help of the Human Resources team at DACCO, I became familiar with what it takes to bring in new hires while continuing to serve an organization of about 200 employees. DACCO (which stands for Drug Abuse Comprehensive Coordinating Offices) is a non-profit organization that treats alcohol and drug addictions for youth and adults while providing other services to their clients such as HIV/AIDS prevention, counseling, job placement, and more. At first my position as an HR Intern seemed to be inconsequential to DACCO's overall success in helping people with addictions and mental health issues. But I quickly understood that my position allowed me to act as a major contributor to the company. At DACCO I learned how to conduct phone interviews, background checks, and credential verifications. These processes helped determine the best candidates for important positions such as counselors and case managers, and by conducting these procedures, I was having a direct affect on DACCO and the clients they care for.

In addition to recruiting and selecting, I helped in planning and hosting events such as DACCO's Thanksgiving Dinner and the company's Holiday Luncheon. I realized that by putting so much time and effort into these events, the Human Resources Department did more than offer prizes and free food for DACCO employees. Through these events, HR made 200 employees feel appreciated for their hard work and dedication to the organization. It was extremely rewarding to watch employees smile and enjoy themselves at work, knowing that I had a hand in making their day better. DACCO truly takes care of their employees, and, by being a part of their Human Resources team, I was able to witness this everyday.

I would like to thank Susan Styx of HR Tampa for finding this opportunity for me. I would also like to thank everyone at DACCO who helped to make my experience rewarding, especially Jerry Pena, Walesca Alvarez, Laurie Perkerson, Jennifer Icton, and Lisa Carrier. Your guidance and patience helped to make my first experience in HR a positive one that I'll never forget!

-Kim Conner



Kim Conner (Pictured at Left)

An Employer's Perspective.....

Over the fall semester, the student chapter had two interns placed with HR Tampa Employer organizations. Both employers were excited and pleased by the work their student interns. One of our host organization supervisors, Walesca Alvarez, had the following words to say of her experience:

"Our student intern, Kimberly Conner did an awesome job as an Intern. She came in as we were kicking off the United Way Campaign and was a great help during the process. Her duties for this project included meeting assistance, computing contributions, following up with staff regarding questions that came up, etc. Kimberly was consistently professional and a go-getter. She also learned about the recruiting process and assisted with phone interviews, setting up interviews, running background checks and credentials checks. She also helped me a bit with an ongoing project to update current job descriptions. Last, but not least, she assisted us with the planning of our Holiday Lunch. She co-hosted the event with Jerry, one of our team members (and HR Tampa member), and we got so many compliments about her since her presence and personality are great! I'm glad we took advantage of the internship program HR Tampa has available!"

In addition to the internship program, HR Tampa's College Relations Program offers a mentor program and monthly meetings geared towards our student chapter members and guests. The next student chapter meeting will be held on February 25th at Hiregy.

WANTED – COMPANIES TO HOST MEETINGS

In 2010, College Relations is looking for meeting hosts, internship sponsors and mentors. To become involved, please contact Toni Mayros, Director of College Relations.

Certification News and Articles:

Why Recertify?

Recertification demonstrates your continued dedication to stay up to date with the rapidly changing HR profession. To retain the PHR, SPHR or GPHR designations, the HR Certification Institute requires all certificants to re-certify every three years. There are two ways to recertify. Accumulate 60 educational hours through continuing education, instruction, on-the-job experience, research and publishing, leadership activities, or membership in a national or international professional organization such as the Society for Human Resource Management (SHRM), or retake the certification exam ("recertification by examination").

Don't let these tough economic times stop you from earning recertification credit for your HR certification. Hundreds of FREE or low-cost activities count towards recertification credit. The HR Certification Institute has created a list of these activities that provide you with the opportunity to earn your recertification credit hours at little to no expense.

To learn more about recertification activities that are affordable and accessible to you, download the HR Certification Institute flier on **"Low-Cost Tips for Earning Credit Hours."**

Also, don't miss out on the recertification credits available to you through local SHRM chapter programs and the Florida State SHRM Conference.

Each person holding an HR Certification Institute certification has his or her own online recertification file in which to record continuing education activities. This Online Profile allows you to record your activities as they accumulate. When you have obtained the necessary 60 hours, you may pay for and submit your application online. It is highly recommended that you retain all backup documentation until you receive confirmation of recertified status. More information about the Online Profile and the application process is available in the 2009 Recertification Handbook, page 23, located at www.hrci.org under "Recertification."

It is important to remember that if you do not recertify or your recertification application does not meet the established recertification criteria, your certification is considered expired and, therefore, you are no longer certified. You must cease using the PHR, SPHR or GPHR designation(s). Once your certification expires, the only way to become certified again is to retake the certification exam.



Patricia Sullivan, MSBA, SPHR,
CEC, Certification Co-Director



Jenni Stone, PHR,
Certification Co-Director

Recertification Extensions

Occasionally, extenuating circumstances—such as prolonged unemployment or the serious illness of a close family member—may prevent certificants from meeting the required 60 hours of continuing education experience over a three-year period. One-year extensions of recertification expiration dates can be requested in such circumstances. The extension can be taken only once during a certificant's recertification career and must be approved at least three months before the recertification expiration date. The fee to request an extension is U.S. \$100. Certificants may also choose to recertify by examination on or before their recertification expiration date.

Examples of those who may be eligible for an extension include:

- Certificants who have been out of work for at least one year of the three-year recertification cycle due to lay-off or child birth/childcare.
- Certificants who have spent a significant amount of time caring for a seriously ill family member or who have suffered serious illness themselves.
- Certificants deployed to active duty in one of the armed forces for at least a one-year assignment.
- Certificants who have not accrued the required 60 recertification credits by their expiration date and who have not experienced extenuating circumstances or have simply not submitted a recertification application on or before their expiration date are not eligible for an extension.

If the extension is approved, the recertification expiration date will be extended for one year, allowing enough time to accumulate the necessary continuing education credits. At the end of that period, certificants will be required to submit a completed recertification application form demonstrating that they have successfully met the continuing education requirements. The full recertification application fee is also due at that time. Upon successful recertification, the new three-year recertification cycle will begin at the end of the extension period.

When requesting an extension, submit the following materials at least three months before the expiration date:

- A written request for extension providing a description of the extenuating circumstances;
- Documentation of the extenuating circumstances (this may include a letter from a physician, notice of termination or receipt of unemployment benefits).
- The \$100 extension request fee (U.S. dollars); and
- A completed recertification application demonstrating the efforts made to meet recertification requirements.
- Certificants not approved for an extension must submit a completed recertification application by the original expiration date or their certifications will lapse.

Please contact Patti Sullivan, SPHR, or Jenni Stone, PHR, Co-Directors of Certification/Education @ certificationhrtampa@yahoo.com with questions or go to www.hrci.org for additional information on recertification.

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