

The Official Newsletter of HR Tampa

HR Tampa Expo

Location: A La Carte Pavilion • 4050 Dana Shores Drive • Tampa, FL 33634
Date: Wednesday, September 22, 2010 • Time: Registration begins at 7:30am

EXPO - Platinum Sponsor



October Sponsors



No matter how big or small, employees contact the human resources department when they have problems. While some are routine questions that can be handled without any difficulty, other situations require a human resources representative to resolve a company's everyday employment emergencies. By understanding the employment laws that impact our decisions and implementing ways to enhance our employees' interactions with each other, human resources personnel can effectively improve a company's operations and become true Superheroes to the people we support on a daily basis.

Opening Speaker • Linda DiBona Keane, President, MAPEX, Inc., “Change Reactions: Relationship Building: Align rather than bridge the Generations”

Morning Breakout Sessions

- **Employee Benefits - Health Care and the Other Developments That Affect You** - David Pearson, Attorney, Constangy, Brooks & Smith, LLP
- **Social Media Tools for HR** - Michael VanDervort, Labor Relations Strategist, Human Race Horses

Afternoon Breakout Sessions

- **Accommodations Galore** - Ignacio Garcia, Attorney, Ogletree, Deakins, LLP
- **Making Retention a Long-Term Objective...Not a Short-Term Reaction** - Mike Temkin, VP, Strategic Planning & Development, Shaker Recruitment Advertising & Communications

Closing Speaker • **How Do You Ruin Everything by Being You?** - John R. Stoker, President, Light Storm Consulting



This program is approved for 4.5 Credits (1.5 Strategic and 3 General Credit) hours towards PHR/SPHR/GPHR recertification through the HR Certification Institute (HRCI)



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

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Lisa Murfield,
MBA, SPHR, GPHR
President, HR Tampa

HR Can Make THE Difference!

You Can Make THE Difference through Education and Outreach!

I can't believe it is September already! The end of the year will be here before we know it. However, HR Tampa is hardly winding down. In fact, we are gearing up with several tremendous opportunities for human resource professionals this month and in October!

Wednesday, September 22 - HR Tampa Expo

HR Tampa has sponsored this event for several years and each year it gets bigger and better! David Steffen and our 2010 Expo Committee are planning a great event with exciting speakers. The Expo will also offer 4.5 recertification credits! Make sure you register now to guarantee your spot on September 22!

Wednesday, October 6 – Mock Interviews – Hillsborough County School District

Want to make the difference in the lives of our high school students? You can help them make that great first impression by assisting them in developing their interviewing skills. For more information contact our Director of Workforce Readiness, Cheryl Brown.

Saturday, October 9 – SHRM Foundation Bowl-A-Thon

This is the inaugural year for this event and we would love to have you join us for some fun, networking and raising money for the SHRM Foundation. The Foundation uses this money to conduct pertinent and ground-breaking research along with offering scholarships for certification and education. Contact our Immediate Past President, Iggy Garcia, for more information.

Friday, October 15 – New Member Orientation

Are you a new member and want to know more about HR Tampa? This is a great opportunity to meet our Board of Directors, network and receive answers to questions you may have about the chapter. Best of all, breakfast is on us!

Day in the Beltway – October 19 and 20

Do you want to make the difference by speaking to our Florida representatives about policies that will affect human resources? HR Tampa will be sending members to D.C. for this great opportunity. The Day in the Beltway is coordinated through SHRM and all those who have attended have found it an informative and valuable experience. If you are interested in attending, please contact our Director of Legislation, Debbie Dube.

Wednesday, October 20 – Diversity Month – HR Tampa Monthly Meeting

Each year we pair with our sister chapter across the bay, Suncoast Human Resource Management Association (SHRMA), to celebrate diversity. This year, both Diversity committees have planned a fabulous panel who will discuss aspects of diversity. Please plan to join us for this breakfast meeting at The Centre Club.

Stay tuned for other great events scheduled for November and December! Don't forget to check the Calendar of Events section on our website for more information or to register.

See you at the Expo!

Have you made the difference in your organization?

If so, I want to hear from you. Please email me at murfieldld@yahoo.com to share how HR Made THE Difference!

HR Tampa Receives Recognition at HR Florida Conference!!

Congratulations!

Each year the HR Florida State Council recognizes chapters who have demonstrated excellence in their execution of one of the following core leadership areas: Certification, College Relations, Diversity, SHRM Foundation, Legislation, Membership and Workforce Readiness. These chapters serve as role models for other chapters setting the standard to follow and applying their expertise to enhance chapter effectiveness.

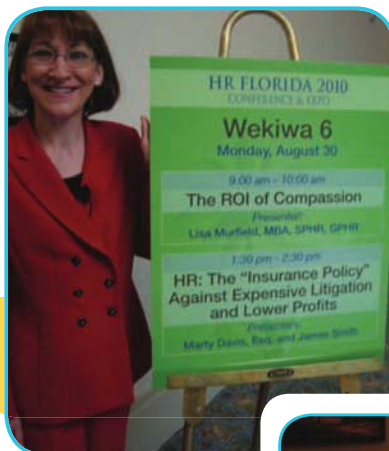
The 2010 awards are presented to chapters for their activities during the period of June 2009 through June 2010. Out of 28 chapters, HR Tampa received 3 of the 7 awards for the following core leadership areas:

Certification

Diversity

Legislative Affairs

Congratulations to the Directors and their committees on this recognition! Thank you for all your hard work and dedication to Make THE Difference through HR Tampa!





THANK YOU!

Thank you to the 2010 HR Florida Conference Team! Once again they planned a fantastic conference and over 1400 HR professionals were in attendance. Special thanks go to the HR Tampa members who served in leadership: Carol McDaniel, Dana Chatelain, Lori Goldsmith, Carolyn Moore, Lynnette Holsinger and Toni Mayros. Thank you for representing HR Tampa so well. We are proud of you!! Congratulations to Dana Chatelain who will be heading up the planning of the HR Florida Conference in 2011!



WAY TO GO HR TAMPA!

We met our goal of 117 HR Tampa members attending the HR Florida Conference! Thank you to everyone who attended and special thanks go to our HR Tampa Chapter Ambassador, Shaun Androff. Thank you, Shaun, for all your hard work!



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Debbie Dube,
MS, SPHR,
Legislation Director

FLORIDA NEWS:

New Screening Requirements for Care Providers in Florida

Tougher screening requirements for Florida workers who care for vulnerable populations went into effect on Aug. 1. House Bill 7069, signed by Gov. Charlie Crist earlier this year, requires employees to pass both a state and federal fingerprint screening equivalent to a level 2 background check before beginning work with children, the elderly, or people with disabilities in certain care settings. Health care employees working in residential or home care settings must have a level 2 screening before having contact with clients or having access to client property, funds, or living areas.

Under the law, all background screening requests must be submitted electronically through a vendor approved by the Florida Department of Law Enforcement. The legislation also requires that fingerprints be submitted in an electronic format to the Florida Department of Law Enforcement by July 1, 2012. For providers licensed by the Agency for Health Care Administration (AHCA) and the Department of Children and Families (DCF), electronic fingerprint requirements took effect Aug. 1, 2010.

“We are focused on helping providers hire the right staff quickly and efficiently to ensure they can provide necessary care to their clients,” said AHCA Secretary Thomas Arnold. “The electronic processing of fingerprints will expedite this process while providing important protection for those who need their services.”

The law also makes it harder for workers with criminal offenses to receive exemptions to work with vulnerable populations, including requiring some former felons to wait three years before applying for an exemption; giving authorities greater power to revoke or deny exemptions; and prohibiting exemptions for anyone designated as a sexual predator or offender.

To help care providers navigate the changes, DCF recently launched a website at www.dcfbackgroundscreening.com. AHCA also maintains a Web page detailing the changes at <http://tiny.cc/ahca-screening>.

WHAT'S HAPPENING OUTSIDE OF FLORIDA?

Remember to visit the State and Local Resources page at SHRM.org for legislative updates.

Massachusetts Becomes the Second State to ‘Ban the Box’ on All Employment Applications

On Aug. 6, 2010, Massachusetts Gov. Deval Patrick signed legislation overhauling the Commonwealth’s Criminal Offender Record Information (CORI) system. The long-sought CORI reform is aimed, in part, at increasing employment opportunities for reformed offenders. The legislation includes a so-called “ban-the-box” provision, which bars employers from requiring applicants to check a box if they have a criminal history. This provision becomes effective on Nov. 4, 2010. The provisions that govern the access to and use of CORI records are not effective until Feb. 6, 2012.

For more information on the Ban-the-Box Legislation, visit the SHRM website at:
<http://www.shrm.org/LegalIssues/StateandLocalResources/Pages/MassachusettsBantheBox.aspx>

FEDERAL NEWS: EEO-1 Deadline Approaches

As the Sept. 30, 2010, deadline for completing the EEO-1 Report form nears, employers that must file the report should make sure they have complete data on race, ethnicity and gender and that they classify employees correctly. To receive resources on this topic, visit [SHRM’s Express Request page](#) and select key term **EEO-1 REPORTING PERIOD** (in the Staffing Management section).



Key Provisions of the HEALTH CARE REFORM ACT

What the Patient Protection
And Affordable Care Act
Means For Your Business

Webinar: Wednesday, November 17, 2010

Date:

Wednesday,
November 17, 2010

Time:

9:00 am – 11:00 am EST

Registration Fee:

HR Tampa Members:
\$75 per phone line
Non-Members:
\$85 per phone line

**REGISTRATION
DEADLINE**

Sunday, 11/14/10
(No refunds after 11/14/10)

Please Note:

**Log-in information will
be sent via email on
Monday, November 15, 2010**

**Join HR Tampa Members for a 2 hour, comprehensive webinar discussing
the key provisions of the new Health Care Reform Act.**

Online registration is available at
<http://www.hrtampa.affiniscap.com/calendar.cfm>

For more information about this webinar, contact
Deborah Dube at 813-626-3544 or ddube@lazydays.com

Webinar presented by:

David A. Pearson, Constangy Brooks & Smith LLP.

David Pearson is a partner at Constangy Brooks and Smith. He is a graduate of Harvard Law School and received his Master of Law degree from New York University.

Dave represents employers with respect to their employee benefits and tax issues. He counsels clients on all types of retirement plans, including pension, profit sharing, 401(k), employee stock ownership plans (ESOPs), age-weighted and cross-tested plans. He helps employers implement non-qualified deferred compensation plans, stock options and bonus plans. In the area of non-retirement benefits, Dave advises in the design of cafeteria plans, health plans, as well as life insurance and disability plans.

*For Dave Pearson's complete bio, please visit:
<http://www.constangy.com/people-72.html>*

HR Tampa and SHRMA Diversity Joint Meeting October 20th, 2010 Breakfast



It's that time of the year again: time for our October HR Tampa/SHRMA joint HR diversity meeting! At this year's breakfast meeting, our guest speakers will be introducing to you their robust corporate diversity programs and initiatives, as well as sharing solutions to complex situations they have faced in the past several years, and what to expect moving forward to 2011! In this meeting, you will learn how these leaders continue to grow their diversity programs, take them global, and sustain momentum while they connect and partner with managers and leaders at all levels!

In a time of uncertainty, change, and slow growth; how does Corporate America, small, medium, large, and non-profit, continue to implement, grow, and maintain their diversity initiatives and inclusion programs, when most programs are scaling back? Questions and take a ways at this meeting: How is the Tampa Bay Workforce going to meet the demands of engagement, recruiting & hiring top talent, and provide leadership training and development, if we don't have a contingency plan to prepare for market needs and workforce in 2011 and beyond!

Join the HR Tampa & SHRMA Diversity Teams for a high impact session of learning and applications you can use as soon as you walk out the door! Don't miss this opportunity to learn how you can build, improve, and sustain your corporate diversity program today!

"Business Integration and Sustainability for Diversity Initiatives"

Presenters: William Rolack,

Adecco & Douglas Freeman, Virtcom Consulting

Diversity initiatives have made tremendous strides over the past few years, engaging senior management to lead diversity efforts through communications and actions. However, key stakeholders in the organization are critical to the effective long-term integration of diversity into core organizational processes. Our presenters will share their expertise on how diversity initiatives have become effective at attracting and engaging senior leadership, few initiatives have managed to overcome the "HR-Diversity Divide" nor have many initiatives engaged middle management around the diversity initiatives. The "frozen middle" is viewed by many diversity executives as a critical but virtually impossible group of stakeholders to attract and advocate for the diversity cause. As the recessionary environment has shown, the removal of either key senior leadership or key diversity executives can result in the disintegration of a diversity initiative and years of solid work. Learn the 4 stakeholders' engagement model and how to use key empirical data to baseline a new form of engagement: diversity initiative engagement. Hear a live case study from Adecco in North America to see how the model works. Also learn about cutting-edge interventions that create empirically proven improvement in diversity engagement and results in business integration and sustainability.

WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Rachel Salley	SPHR	Valet Waste	Senior HR Manager
Anna Peters			HR Manager
Shay Carver		Red Robin International, Inc.	Human Resources Director
Julie Clement	PHR	Ceridian	VP, Program Management
Johnathan Juchnevics	PHR	Hunter Warfield	Director of Human Resources
Susan Guillet		Hillsborough Community College	HR Analyst
Monica Gillispie	PHR	H. Lee Moffitt Cancer Center	Lead Compensation Analyst
Lisa Sefranka	PHR	Hapag-Lloyd (America) inc.	Manager, Human Resources
Kelly Hooker	SPHR	Republic National Distributing Co	HR Manager, Central Florida
Crystal Monaco	MBA, MSM	Sunera LLC	Human Resources Associate
Barbara Falkenrath	MHR, SPHR, GPHR		
Donna Duba		Sheraton Sand Key Resort	Director of Human Resources



2011 Board Of Directors Opportunity

Would you like to make the difference with HR Tampa by being a member of the Board of Directors for 2011?
Please contact Lisa Murfield at murfieldld@yahoo.com or 813-227-8473 for more information.

SAVE THE DATE!

HR Tampa New Member Orientation

Friday, October 15, 2010

The Centre Club

8:00 am to 9:00 am

(Registration begins at 7:30 am with breakfast at 8:00 am)

If you are a new, first-time paid member who joined in 2009 or 2010, breakfast is on us!
Come and learn more about HR Tampa, member benefits and meet our 2010 Board of Directors.
We hope that you will be able to join us on Friday, October 15!

To register for this event, go to <http://www.hrtampa.affiniscap.com/cde.cfm?event=319353>.
The last day to register is Friday, October 8, 2010



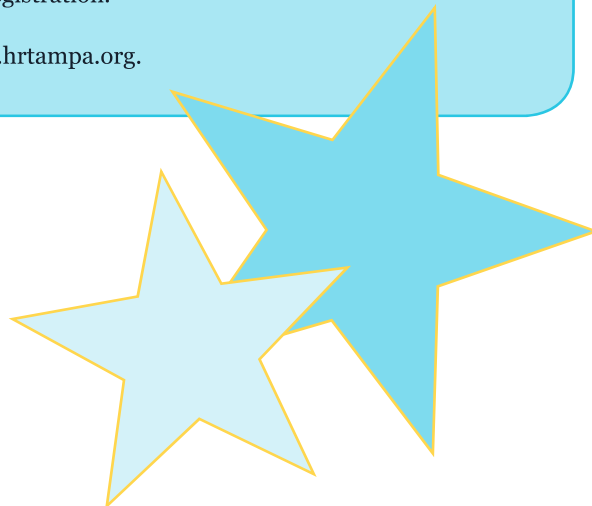
HR TAMPA MEMBERSHIP DUES CHANGE

Beginning on July 1, the Premium Membership rates changed as follows:

Premium Membership - \$175 – includes your monthly meeting costs through December 2010 and registration for the HR Tampa Expo to be held on Wednesday, September 22. A great value!

Basic Membership - \$100 – includes your HR Tampa membership through December 2010. Does not include monthly meeting cost or HR Tampa Expo registration.

To join, go to www.hrtampa.org.



Jill Conklin, PHR,
Membership Director

Reminder from the Membership Director:

Please keep your profile current at all times including your SHRM information. I am presently looking for Ambassadors to greet guests and new members at the monthly meetings. If interested, please contact Jill Conklin, PHR at hrtampamembership@yahoo.com

1ST ANNUAL HR TAMPA BOWL-A-THON FOR THE SHRM FOUNDATION

HR Tampa is very excited to announce something new this year.
We are hosting our first Bowl-A-Thon to raise funds
for the SHRM Foundation!

The event will be held on Saturday, October 9, 2010

3:00–5:00 pm

at the Brandon Crossroads Bowl

609 Crater Lane

Tampa, FL 33619

SPONSORSHIPS AVAILABLE!

Lane sponsorships are available for \$250 - which includes company lane signage, 5 entrance fees and shoe rental, newsletter mention and website advertising.
It's a great way to promote your company!

INDIVIDUALS OR TEAMS!

The cost is \$25 per person for all HR Tampa members regardless of membership level. Organize a team of 5 bowlers and pay only \$100.

These prices include shoe rental.

Prizes will be given to the top bowling team
and top individual bowler.

To join us on Saturday, October 9, please register at the
HR Tampa Calendar of Events page
(www.hrtampa.org)

Contact Iggy Garcia, Immediate Past President
and SHRM Foundation Director, at
Ignacio.garcia@ogletreedeakins.com
for more information



SHRM
Foundation
Investing in the Future of HR

Special Discount Rates

Join SHRM at a Special Discounted Rate! New, first-time members to SHRM can join online using the promotional code CHSED for a reduced rate of \$145. That's only about 39 cents a day! Go to <http://www.shrm.org/join> and enter the code CHSED into the promotional code space on the application. You can also access the link on the HR Tampa website www.hrtampa.org. Just a reminder, to be a member of HR Tampa, you must be a member of SHRM.



OCTOBER Breast Cancer Awareness Month GIVE THE GIFT of early detection with the *Liv*

Did you know that 1 in 7 women will be diagnosed with breast cancer in their lifetime?

Introducing the Liv

Endorsed and co-developed by Olivia Newton-John to assist women and increase the effectiveness of breast self-exams.

GIVE A LIV!

There is no greater gift than the gift of early detection!



Ask me how to add the Liv to your Wellness Programs, Company Events, and more!

Michelle Fleming

Certified Liv® Specialist

mfleming@geiger.com

Phone: 813-657-2048 • Cell: 813-295-3369

<http://mfleming.geigermall.com>

Being a HR Superhero!

No matter how big or small, employees contact the human resources department when they have problems. While some are routine questions that can be handled without any difficulty, other situations require a human resources representative to resolve a company's everyday employment emergencies. By understanding the employment laws that impact our decisions and implementing ways to enhance our employees' interactions with each other, human resources personnel can effectively improve a company's operations and become true Superheroes to the people we support on a daily basis.

HR TAMPA EXPO 2010

Wednesday, September 22, 2010

7:30am - 4:15pm

On-site registration begins at 7:30am

A LA CARTE EVENT PAVILION

4050 Dana Shores Drive, Tampa

Registration is NOW OPEN! www.hrtampa.org

- ☐ Premium Membership - all inclusive - no charge
- ☐ Member Basic: \$75
- ☐ Non-Members: \$125
- ☐ Non-Members who wish to join HR Tampa: \$135 (cost includes Basic membership for remaining 2010 meetings and Conference registration - a \$200 value)
- ☐ Natl SHRM member who is not a member of HR Tampa: \$100

You do not have to be a member of HR Tampa to attend the Expo. Anyone responsible for HR policy and procedures or who needs to receive HRCI Recertification Credits is welcome to attend!

Opening Speaker

- ☐ Linda DiBona Keane, President, MAPEX, Inc., ☐ Change Reactions: Relationship Building: Align Rather Than Bridge the Generations ☐

Morning Breakout Sessions

- ☐ David Pearson, Attorney, Constangy, Brooks & Smith, LLP,
- ☐ Employee Benefits - Health Care and the Other Developments That Affect You ☐
- ☐ Michael VanDervort, Labor Relations Strategist, Human Race Horses
- ☐ Social Media Tools for HR ☐

Afternoon Breakout Sessions

- ☐ Ignacio Garcia, Attorney, Ogletree, Deakins, LLP, ☐ Accommodations Galore ☐
- ☐ Mike Temkin, VP, Strategic Planning & Development, Shaker Recruitment Advertising & Communications, ☐ Making Retention a Long-Term Objective ☐ Not a Short-Term Reaction ☐

Closing Speaker

- ☐ John R. Stoker, President, Light Storm Consulting, ☐ How Do You Ruin Everything by Being You? ☐

Special Thanks to our
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HARRISON



www.hrtampa.org

**This program is approved for 4.5 credit hours
(1.5 strategic and 3 general credits) towards PHR/SPHR/GPHR
recertification through the HR Certification Institute (HRCI)



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

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 Interim Director Ana Swiger at aswiger@travelers.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.

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 Human 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 Human 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

Dress for Success

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 women thrive in work and in life.

Dress for Success Tampa Bay is a not-for-profit organization that offers services to help women enter the workforce, stay employed, advance in their careers and improve their lives.

If you are interested in getting involved, please contact Katie McGill, Executive Director for Dress for Success, at tampabay@dressforsuccess.org or www.dressforsuccess.org/tampabay

Cystic Fibrosis



GREAT STRIDES is the CF Foundation's largest fund-raising event. It provides opportunities for all people within a local community to get involved forming teams through their workplace, through clubs and organizations or with friends and family. Walk Day is a fun, family-oriented celebration that includes a healthy 10 kilometer (6.2 miles) walk, Kids' Corner activities, food, and festivities that participants look forward to year after year.

If you are interested in getting involved, please contact Mary Irene Calvert, Director of Special Events at mcalvert@cff.org or tampa-fl@cff.org

GREAT STRIDES – A WALK TO CURE CYSTIC FIBROSIS

November 13th

Carrollwood Great Strides – Lake Park

The Calendar of Events is packed with opportunities to get involved from volunteer work to sponsorship.

College Relations



Toni Mayros, PHR
College Relations Director

Look for the
student chapters
re-launch information
coming soon.

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OSHA AND WORKERS COMPENSATION CONFERENCE

HR'S NOT RESPONSIBLE FOR CREATING A SAFE WORKPLACE ... RIGHT?

**FRIDAY, OCTOBER 15, 2010
7:30AM—2PM**

**USF—Sarasota Manatee Campus
8530 Tamiami Trail, Sarasota FL**

**HRCI
CEUs—4
Pending**



REGISTER ON LINE:

WWW.MYSHRA.ORG

>Events Calendar

COST:

\$35.00 Members

\$40.00 Non-Members

INCLUDES: CONTINENTAL BREAKFAST BUFFET AND BOX LUNCH

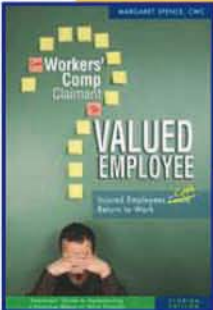
THE PROGRAM:

The recession has forced companies to make tough decisions. Budgets have been cut, employees have been laid off and programs have been canceled. In the midst of economic chaos is anyone discussing employee safety? Well if you're not – the Occupational Safety and Health Administration (OSHA) is making new waves that may find your company drowning in a sea of non-compliance.

Record setting fines, new attempts to regulate injuries and new initiatives to bring standards up to date, OSHA is on a mission to fine your organization into compliance.

- Is HR strategically positioned to offer safety guidance to their organization?
- Should HR have a voice in the compliance process?
- Can HR effectively advocate for employee safety?
- Will or can HR be held liable if the company is out of compliance?
- If OSHA knocks at the door tomorrow morning, is HR prepared to offer constructive guidance to the organization?
- Is HR responsible for creating a safe work environment or are we asleep at the safety switch?

THE PRESENTER: Margaret Spence, CWC, RMPE - President/CEO of Douglas Claims & Risk Consultants, Inc. and the author of - *From Workers' Comp Claimant to Valued Employee*. Ms Spence is a Board Certified Workers' Compensation and Risk Management Consultant, Speaker and Trainer who ranks among the experts in the field of Employee Safety and Injury Management. Ms Spence is an expert at showing companies how to slash their Workers' Compensation cost by implementing strategies that drastically reduce injury rates, increase productivity and energize employees to work safely. Ms Spence is a member of the Society for Human Resource Management (SHRM) Special Expertise Panel on Employee Health, Safety and Security.



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USF UNIVERSITY OF
SOUTH FLORIDA

The Sarasota-Manatee Human Resources Association began in 1963 with a small group of dedicated personnel professionals. Today, SHRA has more than 200 professional and student members from Sarasota & Manatee Counties.



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



Jenni Stone, PHR,
Certification Co-Director

I was having dinner with a colleague recently and we were discussing our road to certification and the various trials and tribulations associated with achieving this prestigious designation. We also discussed the challenge of finding affordable recertification credits. During the course of this discussion I mentioned briefly going to hrci.org and creating and maintaining my recertification file, and, of course, processing the recertification application. Suddenly, my friend looked confused and asked me again about the recertification process. I told her about the requirement of entering the 60 continuing education credits required every three years into your online profile and how you submit them to the HR Certification Institute for approval. Once approved, the HR Certification Institute sends you a new certificate reflecting your new certification period.

My friend suddenly looked shell-shocked. She indicated that for the last five years she had been diligently earning her credits, keeping them in neatly labeled files, and continuing to use the initials PHR after her name. What she wasn't doing was submitting to the HR Certification Institute, so her designation had lapsed and she didn't even know it.

Don't let this happen to you! Remember to collect and document every continuing education activity, and submit to the HR Certification Institute early enough to allow enough time for review. This is essential to keeping your designation! It is very difficult at the end of a three-year period to recall every continuing education activity you may have completed. Create your online profile at www.hrci.org and diligently track your activities on a regular basis. This will make it easier when it comes time to submit for approval.

The HR Certification Institute has many resources on their website that can assist you in finding pre-approved programs, recertification presentations, a handbook on recertification and online chats with recertification counselors.

**You worked hard
to achieve your
designation as
PHR, SPHR
and GPHR.**

**Work
harder
to keep it!**

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