

The Official Newsletter of HR Tampa

Workplace Flexibility: The Next Imperative for Business Success and HR Leadership

February Sponsor



March Sponsor



Workplace flexibility has become a key business strategy to leverage the talents and skills of today's increasingly diverse, aging, and multi-generational workforce. In this session, you will learn how flexible work arrangements such as job sharing, flexible scheduling, phased retirement, and telecommuting can drive employee engagement, productivity, retention, and benefit your organization's bottom line. You will also examine key HR strategies for implementing flexibility as well as legal issues to consider. And you will hear about new resources and opportunities as a result of SHRM's partnership with the Families and Work Institute, including the "When Work Works" initiative.

- **Location:** Centre Club
123 S. Westshore Blvd
Tampa, FL 33609
- **Date:** Wednesday, March 21, 2012
- **Time:** 7:30 am



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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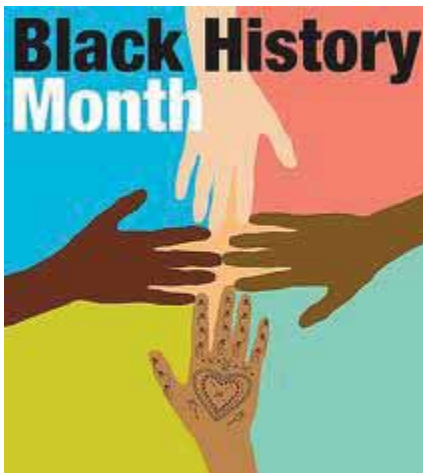
Lisa Horn
Co-Leader, SHRM's Workplace
Flexibility Initiative Senior
Government Relations Advisor

Lisa Horn serves as the Co-Leader for SHRM's Workplace Flexibility Initiative and partnership with the Families and Work Institute (FWI). She is responsible for the overall direction and execution of the Society's partnership with FWI, including outreach efforts to SHRM affiliates, development of products and services for the membership, and coordination with SHRM's public relations campaign, We Know Next.

As a respected source for research and trend data on flexible work environments, Lisa is one of SHRM's primary spokespeople on workplace flexibility, regularly interviewed by the media and sought out as a speaker for human resource audiences. Lisa also oversees the organization's workplace flexibility public policy efforts and advises on the Society's workplace flexibility educational offerings.

Prior to joining SHRM in 2004, Lisa worked for the U.S. House of Representatives under former Representatives Bill Barrett (R-NE) and Tom Osborne (R-NE). A native Nebraskan, Lisa began her career as a senatorial aide in the Nebraska Legislature while completing a Bachelor of Arts degree in Political Science from the University of Nebraska-Lincoln.

Diversity



Black History Month is an annual celebration of achievements by black Americans and a time for recognizing the central role of African Americans in U.S. history. Black History Month began in 1926 by Carter G. Woodson and was originally celebrated as a weeklong event. Since 1976, we have expanded this observance and have officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

*Information provided by www.history.com and www.nea.org

Diversity Spotlight

The Diversity Committee is looking for companies or organizations that have a focus and passion for Diversity to highlight in our monthly Newsletter. If you would like to nominate your company, or know of a worthy organization that should be featured, please contact the Diversity Director, Ashlie Banks, for details at Diversity@hrtampa.org



Ashlie Melillo-Banks, PHR
Diversity Director

Do Your Arbitration Agreements Violate the NLRA?

In January, a two-member panel of the National Labor Relations Board, in **D.R. Horton, Inc.**, concluded that mandatory arbitration agreements which required employees individually to waive the right to pursue claims on a class basis interfered with employees' rights to engage in concerted activity under Section 7 of the National Labor Relations Act. The decision is significant for a number of reasons, not the least of which is the fact that the employer was non-union.

According to the Board panel consisting of Chairman Mark Gaston Pearce (D) and Member Craig Becker (D), who was in his last day of a recess appointment (the decision was not actually issued until after Becker was gone), an employee's right to join in the concerted activity of filing a class lawsuit or claim was a substantive right within the Act's protection. The Board panel found that nothing in the Federal Arbitration Act insulated arbitration agreements from established principles under the NLRA. The Board's sole Republican member on the date of the decision, Brian Hayes, was recused and did not participate.

Background

Section 7 of the NLRA provides that "Employees shall have the right to self-organization... and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities ..." This "protected concerted activity" provision of the NLRA applies to non-union as well as union employees. Most recently, it has been the basis for the **high-profile "social media" cases** involving action taken against employees for anti-employer "rants" on platforms such as Facebook and Twitter.

Like many employers, D.R. Horton, Inc., a non-union homebuilder based in Florida, required its employees to sign arbitration agreements. The agreements provided that employees were not permitted to present class actions or collective actions in arbitration.

The agreement was challenged when a company superintendent tried to arbitrate class claims under the Fair Labor Standards Act, and the employer blocked the effort based on the prohibition in the arbitration agreement. In response, the superintendent filed an unfair labor practice charge asserting, among other things, that the agreement interfered with his Section 7 right to file the claim. Initially, an administrative law judge found that the class action prohibition did not violate the NLRA, although he found that the agreement unlawfully led employees to believe that they could not file charges with the Board. The Board's Acting General Counsel, Lafe Solomon, filed exceptions to the class claim finding, and Pearce and Becker found that the class claim prohibition violated the NLRA.

The Decision

In straightforward fashion, the Board panel noted that the Supreme Court had determined that the Section 7 right to engage in protected activity included the right to file proceedings in court or in an administrative forum. It said the same applied to arbitration. According to the panel, class or collective actions "are at the core of what Congress intended to protect by adopting the broad language of Section 7." The panel noted that the Board had held in the past that employers could not secure agreements to waive Section 7 rights on an "individualized" basis but could do so only through collective bargaining. The panel also noted that, where an employee was required to execute a waiver as a condition of employment, there was an implicit threat that the employee would be fired or not hired if he or she refused to sign.

Applying those principles to this case, the panel found that the arbitration agreement waived the employees' right to bring class or collective actions in any forum. Because the employer was non-union, the agreements were not entered into through collective bargaining. The agreements were also required as a condition of employment. Accordingly the panel, reversing the ALJ's decision, found that the agreements were unlawful and that the employer, in mandating the agreements, violated Section 8(a)(1) of the NLRA because the agreements restricted Section 7 activity by prohibiting a class or collective action in any forum. The panel made no mention of the Section 7 right of employees "to refrain" from collective activity, a right potentially affected by a class or collective action. (Although it should be noted that an employee has the right to "opt out" of a class action, and must affirmatively "opt in" to be part of a collective action.)



Conflict with FAA and Supreme Court?

In contrast to the NLRB's holding, the United States Supreme Court has taken an expansive view of the Federal Arbitration Act in two strongly pro-arbitration recent cases, **14 Penn Plaza v. Pyett** and **AT&T Mobility v. Concepcion**. Although the NLRB decision seems to conflict with the broad policy underlying the FAA and these Supreme Court decisions, Pearce and Becker found that there was no conflict. They said that the NLRA applied to arbitration agreements, just as it did to other contracts, and noted that no individual contract required as a condition of employment for an employee covered by the Act could waive the Section 7 right to pursue claims on a class or collective basis. On the other hand, the panel noted that a collectively-bargained waiver could be valid because the involvement of the union in that situation stemmed from an exercise of Section 7 rights (that is, the collective-bargaining process).

Pearce and Becker said that their ruling was limited:

...we hold only that employers may not compel employees to waive their NLRA right to collectively pursue litigation of employment claims in all forums, arbitral and judicial. So long as the employer leaves open a judicial forum for class and collective claims, employees' NLRA rights are preserved without the availability of class wide arbitration. Employers remain free to insist that arbitral proceedings be conducted on an individual basis.

The Impact

In recent years many non-union employers have turned to mandatory arbitration agreements with employees as a way to stem litigation and lessen the cost of resolving disputes. Although state laws often restricted arbitration, the recent Supreme Court decisions to a large extent have cleared those out of the way. In particular, many non-union employers added express waivers of class or collective actions to their arbitration agreements while also barring employees from bringing those actions in court. These agreements now are at odds with the NLRB's recent decision.

Can They Even Do This?

There are questions about the timing of the decision, made on Becker's last business day after his recess appointment expired and not issued until January 6, three days after the Board had lost the three-member quorum required for Board action under the Supreme Court's recent decision in **New Process Steel**. A newly-constituted Board would be free to change course and create a new rule, but political observers see no chance of that as long as President Obama controls the nominations and appointments to the five seats on the Board. **As previously reported**, the President's authority to make his latest "recess" appointments is in question. In a related development, the U.S. Department of Justice released its **internal memorandum** taking the position that the President did have such authority because all Congress did was convene "pro forma sessions in which no business was conducted." The DOJ concluded that this was not enough to keep Congress technically "in session," and therefore the President was entitled to make the recess appointments. Notwithstanding the DOJ's position, we expect these recess appointments to be challenged in court, and if they succeed, the Board will have been without a quorum since Becker's term expired.

Conclusion

In short, the employer in D. R. Horton will have ample grounds to appeal. The next step would be to take the case to a federal court of appeals, and then (possibly) to the Supreme Court. However, the process could take years, and in the meantime, employers are left with uncertainty. Until further clarity can be obtained, employers will need to balance the benefits of arbitration agreements containing class and collective action waivers against the risks associated with a potential NLRA violation.



David Steffen,
Esq. Director of
Legislative Affairs

CALLING ALL STUDENTS! 2012 HR TAMPA STUDENT EXECUTIVE BOARD



Looking for a way to use your education and experience to advance the profession?

Do you want to be a part of a dynamic team and organization?

Would you like to be more involved in HR Tampa Student Chapter?

Are you looking for great networking opportunities?

Then look no further...

We are currently accepting applications for our 2012 HR Tampa Student Executive Board. We have two positions available and encourage you to take that first step forward.

EXECUTIVE POSITIONS:

- **Student Secretary** - student must be a member of HR Tampa Student Chapter and a member of SHRM in good standing.
- **Student Treasurer** - student must be a member of HR Tampa Student Chapter and a member of SHRM in good standing.

To be considered for a position on the Student Executive Board you must:

- Be willing and able to devote at least 2 to 4 hours each month to your volunteer position.
- Attend one teleconference a month
- Attend one Chapter meeting every other month
- Be both an HR Tampa Student member and a SHRM member in good standing.

If you are interested in any of the positions above, please contact Susan Styx, Director College Relations, at sstyx@hinshawlaw.com.



You Are Important to Our Future!

Host companies are needed for Tampa Bay HR Student Chapter monthly meetings.

The purpose of SHRM student chapters is to educate and mentor our future HR professionals. Meetings can be held the third or fourth week of the month from 5:30 to 7:30 and the host company can choose the day of the week that is most convenient for them.

As the host, you will have the opportunity to facilitate a presentation or discussion relevant to HR issues affecting your company or industry. To learn more about available dates, contact Diane Berry, Tampa Bay HR Student Chapter Director of Corporate Relations, at diane.berry@phoenix.edu or 813-342-5641. The difference between try and triumph is a little umph. ...



42 Fun and Interesting Statistics for College Students

by Patrick Ritter

Looking for someone?

1. Average Number of College Graduates per year – 1,750,000
2. Average Number of College Students Enrolling per year – 2,350,000
3. Average Number of Male College Students Enrolling per year – 775,000
4. Average Number of Female College Students Enrolling per year – 1,575,000
5. Co-ed College with the highest percentage ratio of Women to Men – Randolph College: 99.58% (Lynchburg, VA)
6. Co-ed College with the lowest percentage ratio of Women to Men – Southern University and A & M College, 62.5% (Baton Rouge, LA)

How many are there?

7. Average number of college dropouts per year – 1,125,000
8. Average number of college transfers per year – 1,250,000
9. Average number of delinquent college student loans – 7.4% of all outstanding loans (\$18 million total)
10. Average amount of delinquent college student loans – \$16,700
11. Number of college student loans written off each year – 18,345 (Private & Public loans)
12. Number of college student marriages each year – 42,500
13. Number of college student divorces each year – 2,750
14. Number of college student bankruptcies each year – 9,300

What's it all worth?

15. Average wage of student's first job out of college – \$20/hr
16. Average wage of student job in college – \$11/hr
17. Average income of two college-graduate families – \$89,000/yr
18. Average income of Associate's degree graduate – \$37,000/yr
19. Average income of Bachelor's degree graduate – \$47,000/yr
20. Average income of Master's degree graduate – \$49,000/yr
21. Average income of PhD. degree graduate – \$51,250/yr

Popular Jobs and their Value.

22. Average income of a Psychologist - \$82,386/yr
23. Average income of a Social Worker – \$49,573/yr
24. Average income of a Business Administrator – \$43,022/yr
25. Average income of a Computer Network Administrator – \$52,525/yr
26. Average income of an Artist – \$47,596/yr
27. Average income of a Writer – \$29,000/yr
28. Average income of a Refuse Transportation Specialist (Garbage Man) – \$35,575/yr
29. Average income of a Soil Relocation Engineer (Ditch Digger) – \$24,000/yr

Paying and paying.

30. Average college student's debt after college – \$23,700
31. Average college student's debt payment per month – \$432/month

Where are students going?

32. Average number of college students attending Spring Break – 1,125,000
33. Average number of college students arrested at Spring Break – 88,750
34. Average number of miles traveled to get to Spring Break – 934 miles
35. Average number of college parties attended per year – 62



Oops!

36. Average number of parking tickets per college student each year – 2
37. Average number of missed classes per college student each year – 26
38. Average number of dropped classes per college student each year – 2
39. Average food budget for college students each year – \$2,800 (incl. beverages)

Whatcha' got?

40. Most common car driven by college students – Toyota Yaris
41. Most common scooter driven by college students – GS Motor Works CY50-B – \$769
42. Most common item stolen from college students – iPod

What does it all mean?

Whether you are a student in one of the categories listed above or just becoming a student, these numbers reflect what can be expected in and out of college for most students.

One Day, Many Solutions Employment Law Coast to Coast - April 2012

A one day seminar for anyone with responsibility for managing people and policies impacting the workplace

The labor and employment attorneys from Fisher & Phillips LLP are going coast to coast with practical solutions for workplace problems. In one day, you will be better prepared for the employment law changes and challenges all employers face in 2012.

Join us for this one day employment law seminar:

**April 12, 2012
Maggiano's
203 Westshore Plaza
Tampa, FL 33609**

The cost of the seminar is \$165 per person and includes continental breakfast and lunch. If a company sends multiple attendees, the discounted per person price is \$125. **Special price of \$125 for HR Tampa members. Use priority code HRT12.**

Registration and breakfast begin at 8:00 a.m. The event ends at 4:45 p.m.

Fisher & Phillips attorneys will address topics such as:

- Sick and Tired: Managing Employee Attendance
- This is Going in Your "Permanent Record"
- Not So "Free Speech" In the Workplace
- Controlling the Uncontrollable: Workers' Compensation Costs
- What About Me? Local Issues in Labor and Employment
- How Would This Look in Court?

For more information or registration questions, contact Gail Rice by phone at (404) 240-4261 or by e-mail at seminars@laborlawyers.com.

**For a full agenda and to register please visit,
www.laborlawyers.com/2012seminars**

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Louisville Memphis New England New Jersey New Orleans Orlando Philadelphia Phoenix Portland San Diego San Francisco Tampa Washington, DC

Congratulations, Newly Certified Professionals!

As many of you know, December – January is one of the exam testing windows. And the HR Tampa fall Study Group had many dedicated people who were determined to pass. We want to congratulate:

Melissa Brannon, PHR
Barbara Gisondi, PHR
Acquelyn Kindred, PHR
Terry Kluender, SPHR
Lori Kriek, SPHR

Staci Laird, PHR
Rhonda Snead, PHR
Susan Wiegner, SPHR
William Moore, PHR

From HRCI.org: Breaking News: Exam Length Changes in May 2012

With the spring testing window opening in two months, HR professionals studying for the **Professional in Human Resources (PHR®)** and the **Senior Professional in Human Resources (SPHR®)** certifications should know that those exams now will consist of 150 scored items, rather than 200 scored items. The tests will still contain an additional 25 pretest questions.

Candidates will benefit from this reduction in examination length, as the duration of the examination will drop to 3 hours, making the test-taking experience less taxing while still producing valid and reliable results.

The Institute follows certification-industry best practices, and decided to make this change following a careful investigation of the impact that this reduction in length would have on reliability and validity. The reliability and validity of an examination are indicators of its ability to produce consistent and accurate results. It was found that the shorter exams would retain high levels of reliability and validity.

The content of the examinations will not be altered and the percentage of test items across the six functional areas will remain the same. In addition, the number of exam items in each functional area will remain ample and will allow for the inclusion of a sufficiently wide mix of questions to ensure that breadth and depth of candidate knowledge is effectively sampled.

In summary, the reduction in length of the PHR and SPHR certification examinations is consistent with certification industry best-practices as the shorter examinations place less of a burden on candidates while preserving high levels of reliability and validity.

From HRCI.org: Breaking News: Recertification Policy Change Affect GPHR Certificants

Attention, all Global Professional in Human Resources (GPHR®) certificants! We have a recertification update for you. Effective **January 1**, you will no longer be required to earn at least 30 international recertification credit hours as a part of the 60 needed to recertify.

You will now only need to earn at least **15 international credit hours** out of the 60 needed to recertify.

The change has come about as a result of the eligibility change we implemented for all of our certifications in 2011. Of those changes, the most significant was for those seeking to take the GPHR exam. They now must demonstrate their global HR experience. In previous years, we did not require GPHR candidates to have global HR experience so we required those with the credentials to gain a greater amount of experience through recertification. Now, with demonstrated proof of global experience, the need to gain that experience through recertification is lessened.

If you are a current GPHR certificant, your international credits will be prorated depending upon your recertification cycle. Take time to visit your Online Profile to view how many international credit hours you need for your current cycle.

WELCOME TO HR TAMPA!

We are excited to welcome the following new members to the chapter:

- Alison Raab is a Staffing Manager with Accounting Principals
- Amy Jeffries
- Andrew Ross is an HR Generalist with Tampa General Hospital
- Brianna Rose is an Operations Coordinator at MISource Inc.
- Bruce Rusnak is a Regional HR Manager with American Blue Ribbon Holdings, LLC
- Colleen Caldwell, PHR is a Corporate Human Resources Manager with Ovations Food Services, LP
- Dan Best, PHR is the Director of Human Resources with OSI Restaurant Partners, LLC
- Dana Maranzana, PHR is a Corporate HR Manager with G4S Youth Services
- Danielle Oliva, PHR is an HR Generalist with Network Synergy Group
- Darlene Hester is a Vice President with M.E. Wilson
- David Wykes is a Regional HR Director at United Technologies Corporation
- Dionne Holt, PHR is an HRBP with DSE, Inc.
- Ginny Messer, SPHR is with Coca-Cola Refreshments
- James Barge is the CEO with Intellect
- Jennifer DeLong is a HR Specialist/Company Recruiter with Transitions Rehabilitations
- Jill Carr, PHR is a Human Resource Consultant with WorkLife HR
- Kathy Murillo is a Human Resources Generalist with ResCare
- Kelly Caporice is an HR Generalist with USF Physicians Group
- Kenneth Quidgley, SPHR is a Human Resources Director at the Human Development Center
- Kisha Dickerson, PHR is an HR Specialist with Valet Waste, LLC
- Lori LeDuc, SPHR is a Sr. Consultant, HR Business Partner at Cardinal Health
- Paige Koegler is an HR Coordinator/Recruiter with eMASON, Inc.
- Patricia Edwards is a Senior Human Resources Manager with Progressive Insurance
- Paula Hawk is a Human Resources Manager at ConnectWise
- Raj Mangra
- Sharon Gough, PHR is the Director of Human Resources with NRD Holdings, LLC
- Shondell Jackson is a Human Resources Director with Lakeshore Villas Retirement Community
- Theresa Spencer, PHR is in transition
- Vicki Costello, SPHR is a Compensation Analyst with USF Physicians Group
- Zachary Sullivan is a Compensation Analyst at Tampa General Hospital



ROCKSTAR REFERRALS!

Thank you to the following HR Tampa members for referring new members to the chapter!

Kevin Goyer
Lynette Goldrich
Nicole Morjado
Rosanna Matucan-Carson
Tom Grimm
Wendy Harness



Ana Swiger,
MBA, SPHR
Membership, Co-Director



Melissa Robinson,
MBA, SPHR
Membership, CoDirector

HR Tampa's WorkForce Readiness Committee has made a commitment to the Society for Human Resource Management's (SHRM) vision to advance the profession by creating a Human Resources (HR) Internship Program for 11th grade high school students who are interested in learning more about the HR discipline. The initial schools to participate in the program were Hillsborough, Middleton, Chamberlain, and Robinson High Schools. All students wishing to enter the program completed an application, submitted an essay, letter of recommendation, and transcripts to be recommended for the program. Eight students were inducted into the first class. Each student was provided with a mentor to guide them throughout the 12 month program. At the start of the program, the students worked together to create a name for the program as well as a logo. They are known as the "HR Prodigy Group".

The 2011 program has ended with great success. All eight students completed the program and three received scholarships in the amounts of \$500, \$1000, and \$1500. We held a combined event at Busch Gardens on Saturday, February 11th, where we conducted an orientation and welcome for the eight new students entering the program, as well as a graduation for the students completing the program. The entering students received a welcome presentation, including an interactive PowerPoint of what they will learn about from the program highlighting the six core areas of HR. We encouraged the current students to take the opportunity to share with the group what they learned from the program and why they thought others should enter and also had the incoming students share why they chose to participate in the program. We invited the three scholarship winners to read their essays that they submitted as a final requirement for the program. It was truly inspiring how much the program impacted the students and the knowledge of the HR profession that they will now carry with them. We presented all the graduating students with certificates of completion to end the ceremony and they spent the remainder of the day enjoying the park, compliments of Busch Gardens.

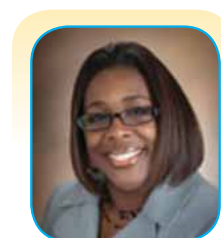
It took a great deal of perseverance by our committee, as well as the school system, to bring this program to fruition, but those involved know it was well worth it! We are definitely "Advancing Our Profession."



2011 Interns and Mentors



2012 Interns and Mentors



Cheryl Brown,
MBA, PHR
Workforce Readiness
Director

HR SUPER HERO VOLUNTEER OPPORTUNITIES

Would you like to become more involved with HR Tampa?

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

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 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 Shaun Androff or Barbara Matsumoto at Hospitality@hrtampa.org

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 Patricia Sullivan at 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!

For more information, please contact Patricia Sullivan or Jennifer Currence at Certification@hrtampa.org

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 Sue Styx at CollegeRelations@hrtampa.org

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 monthly basis at a time that is convenient for most 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 Ashlie Banks at Diversity@hrtampa.org

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! For more information, please contact Ana Swiger or Melissa Robinson at Membership@hrtampa.org



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! For more information, please contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org

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.

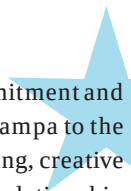


As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worthwhile 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 David Steffen at PastPresident@hrtampa.org



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 Human Resources profession through education and on-the-job-training.

For more information, please contact WorkforceReadiness@hrtampa.org.

IT'S A GREAT TIME TO JOIN HR TAMPA

Choose your level of membership

PREMIUM Membership \$275

Dues plus all regular monthly meeting costs inclusive - a value of over \$505 (\$100 is applied towards annual operating costs). This premium membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company and ALL Monthly Meetings and most Special Events included per year.

BASIC Membership \$100

Dues Only - Meeting Fees and Events Paid Separately. This standard membership status allows access to HR Tampa Website, Directory, Newsletter, Free Job Postings for your company, and ALL Monthly Meetings and Special Events on a pay-per-use basis.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Please designate HR Tampa as your local chapter (#074) when joining SHRM.

HR Tampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events etc. on our website
- Networking with over 400 local HR Tampa members
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification
- Monthly electronic newsletter featuring legislative updates, local HR news and events
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities
- Association with professional HR industry focused vendors
- Assistance in HR internship programs and finding candidates
- Professional Mentor programs for college students
- Access for your company to advertise open HR positions on our Job Board for Free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession
- Special Events, Conferences, and Expos to earn continuing education credits
- Reduced rates at the annual FL State Conference

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number. Please designate HR Tampa as your local chapter when joining SHRM.

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**Contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org
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