



Volusia/Flagler SHRM

Volume 3, Issue 1

March 2012



MEETINGS

Meetings are held on the 3rd Wednesday of every month. See page 6 for more information on upcoming meetings.

Join us at our monthly meeting on 3/21 for a Mutt Strutt fundraising event. We'll be selling logoed merchandise with 100% of the proceeds going to Halifax Humane Society!



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Legal Update



The federal government's 2012 budget includes millions of dollars to investigate employers who misclassify employees as independent contractors, incorrectly identify employees as exempt from overtime and minimum wage requirements, or fail to provide appropriate medical leave. The crackdown on independent contractors is designed to recover large amounts of unpaid taxes. The stepped up enforcement of the wage-and-hour and medical leave requirements are aimed at ensuring that employers comply with the Fair Labor Standards Act ("FLSA") and the Family and Medical Leave Act ("FMLA").

The employment law outlook for 2012 was provided recently at HR Florida by Bob Carragher, from the Washington, D.C. office of the Society for Human Resource Management ("SHRM"). Carragher offered the group comprised of SHRM Chapters from all over Florida a glimpse of what employers should expect from the federal government this year.

One of the first developments of 2012 was the extension of unemployment benefits and the two percent reduction in the payroll tax for the rest of the year. The payroll tax was temporarily reduced from 6.2 percent to 4.2 percent last year. A law encouraging the hiring of military veterans also takes effect this year, while a bill governing the use of the E-Verify system to identify eligible employees is pending in Congress.

The Obama Administration has been increasing the number of audits and fines for employers who fail to comply with I-9 reporting requirements. President Obama recently appointed three new members to the National Labor Relations Board ("NLRB") without Senate confirmation. The President claimed he made the appointments because Congress was in recess. However, the Senate was not actually in recess at the time. It was in a "pro forma" session, a period where the Senate remains officially in session, even though its members are not physically present.

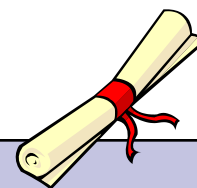
The NLRB has issued new rules shortening the time employers have to defend attempts to unionize a workplace. The rules take effect on April 30, 2012. A bill has been introduced in Congress to counter the effects of the "quick election" rule.

Finally, the Office of Federal Contract Compliance is proposing a new affirmative action rule to prevent disability discrimination. For more detailed information about these important developments and their impact on employers, come to the monthly meeting of the Volusia/Flagler SHRM Chapter on Wednesday, March 21, 2012, at the Daytona Beach Airport.

- Al Truesdell is the Legislative Chair of the Volusia/Flagler SHRM and practices in the area of labor and employment law. For questions about compliance or other work place issues, call Al at (407) 920-7392 or e-mail him at altruesdell@aol.com -



Certification



2012 Certification Exam Deadlines & Fees...

Many of you have asked about PHR/SPHR exam dates and fees. The Spring testing dates are May 1st through June 30th.

For this testing window, applications will be accepted through March 9th. Late applications will be accepted through April 13th; however, there will be an additional \$75.00 fee. The SHRM member cost of the exam for the PHR is \$250.00 and for the SPHR it's \$375.00.

The Volusia/Flagler chapter of SHRM offers classes in the Fall. Those dates will come in the third-quarter newsletter. The Fall can be hectic around holidays, wrapping up year-end, etc.

I would suggest you start preparing yourself early and use the classes as more of a "review". Outside study, on-line tests, and other aides are available if you purchase the modules. Those will run you around \$700.00 and may be purchased from the HR Certification Institute website. I highly recommend you make this financial investment as well as prepare yourself for a time investment.

The Winter testing dates are December 1st through January 31st, 2013. For this testing window, applications will be accepted from July 9th through October 5th. Late applications will be accepted October 6th through November 9th.

The tests are computer-based and administered at testing centers around the world. The nearest one for our chapter is in Orlando.

The testing centers do fill up quickly so apply and schedule your exam as soon as you can. The HR Certification Institute encourages you to do this prior to the testing window because there is a possibility that you might not get a seat.

There are some other fees and non-refundable costs associated with the application and exam. For more information, please visit www.hrci.org.



to Frank Molinaro, PHR!

Frank took his exam last month and achieved his Professional in Human Resources designation. Great job, Frank!



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HR Florida State Conference

The **2012 HR Florida State Conference & Expo** will be held from August 27 - 29, 2012 at the Rosen Shingle Creek Resort in Orlando, FL.

Programs presented at the annual conference cover all aspects of the SHRM Body of Knowledge. 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. We hope to see many of you at this event. If you have any questions about the Expo, Erin Goldesberry is our Ambassador this year and she would be happy to assist.

**2012 HR FLORIDA
CONFERENCE & EXPO**

August 27 - 29, 2012
Rosen Shingle Creek, Orlando, Florida

HR
FLORIDA
STATE COUNCIL

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Community Relations

We're working together for a better community...



Please join us in our fundraising efforts for Halifax Humane Society! How can you help?

- Join our team and raise funds!
- Donate!
- Walk/run the 5k on the beach; March 31st, 8am!

[Click here](#) to join our team or to donate online now!

Junior Achievement is looking for several more volunteers to teach for a day in a local elementary and middle school. As business professionals, we have so many experiences to draw from when teaching JA programs. This is invaluable to the students! Contact [Tammy Hayward](#) if you are willing to spend a day making a difference in the lives of children in our public schools.



No One Dies Alone (NODA) is a volunteer program which strives to ensure that each person, in the last stage of their life, has someone by their side to comfort them. The program was started in 2001 by Sandra Clarke, a nurse in Oregon. It is gaining momentum in our area with support from Halifax Hospital and Hospice. If you'd like to volunteer for this worthwhile cause, [click here](#) for more details.



We will provide many opportunities for each of our members to help our community throughout the year. Your participation in these important events is crucial to the success of the programs. If you have questions or want to know how you can help, contact [Andrea Hooper](#), *Community Relations Chairperson*.

Step Up For Students is a nonprofit organization that administers the Florida Tax Credit Scholarship for low-income students (K-12). The scholarship program was created by the Florida Legislature in 2001 and is funded by corporations that receive a dollar-for-dollar tax credit for their contributions. Many families still don't know the option exists, but Florida has the nation's largest scholarship program giving low-income families the ability to choose the school that best meets their children's needs.

Families who qualify for the free or reduced-price lunch program may qualify for the scholarship program, too. The student must either be entering kindergarten or first grade or have attended a Florida public school the previous year. The income requirements vary by the size of the household.

Once a student's eligibility is verified, the parent has the freedom to choose any one of more than 1,350 participating private schools across the state.

For additional information please visit www.StepUpForStudents.org or call 877-735-7837. New families will be invited to start applying in March. In the meantime, they are invited to visit the website to enter their contact information to be notified when they can begin applying.

Diversity

2012 Board of Directors

President - Suzy Suring, PHR

Past President - Brandon Young, PHR

President Elect - John Kirkman, PHR

Secretary - Elvira Wolford

VP Finance - Eveline Kraljic, PHR

VP Programs - Todd Phillips

VP Membership - Erin Goldesberry

VP Marketing - Kristin Drollinger

VP Communications - Kenny Corbin,
PHR

Foundation - Brian Pinkalla, SPHR

Legislative - Al Truesdell

Certification - Jeffrey Bissell, PHR &
Cynthia Hawkins

Hospitality - Linda Caracushansky, PHR
& Connie Vance, PHR

Communications - Christy Henderson,
PHR

Community Relations - Andrea
Hooper, PHR

Website - Cheryl Perreault, PHR



The Board of Directors is always looking for individuals interested in serving on Committees. Please contact the Chapter President for more information at...

ssuring@key-source.com

Diversity Training

- 10 Tips Essential For Success (Part 1 of 2) -

Richard T. Alpert, Ph.D.,
President, Diversity Resources Inc.
www.diversityresources.com

With your organization's workforce becoming more diverse every day, effective diversity training is essential. From basic diversity awareness, to developing valuable diversity cultural skills, your company's success depends on providing the right tools and support to maximize every employees' development and performance, as well as to minimize legal risks.

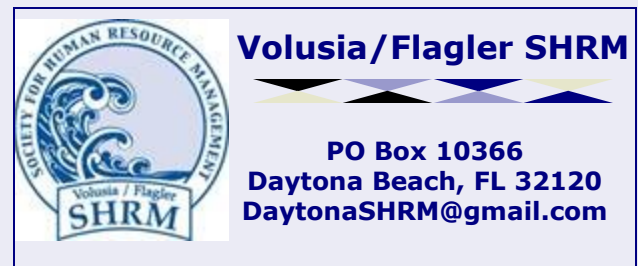
To benefit from diversity, here are the first 5 tips for success:

- 1. Be Clear About Training Goals: Training materials are often selected without a good fit with the goals they are meant to promote. Make your goals as clear as possible. Think about what you want the audience to take away from training. If possible, choose training materials that have a pre-and post-test to measure progress.**
- 2. Diversity: More Than Just Cultural Facts: Different customs, proper greetings, and modes of observance are important for raising diversity awareness. However, diversity training is more than just recognizing holidays and facts about diverse people and religious, ethnic, and cultural groups.**
- 3. Get Support From Above: Get top management support before you begin any serious diversity training effort. You'll need buy-in from above to get the support and resources you need.**
- 4. Get Support From Below: Just like virtue, diversity is rarely its own reward. Diversity training and development - like all organizational change - has a political dimension. You'll need to promote diversity training to your constituents. and convince people that diversity training is in their best interest.**
- 5. Aim For Respectful, Tolerant Behavior: The goal is effective, productive team-work. Diversity training helps in crucial ways to diminish and/or eliminate many of the barriers to such team work.**

New Members

We are off to a great start in 2012 with growing our membership. As of January, we have had thirteen new members. Please join us in welcoming the following:

- **Taryn Dyck** – Bright House Networks
- **David Chappel** – Thompson Pump & Manufacturing Company
- **Kathy Halter** – Randstad USA
- **Laura Jackson** – International Speedway Corp.
- **Jaime Lewis** – International Speedway Corp.
- **Bonnie Marsh** – UCF
- **Daneen Read** – Bert Fish Medical Center
- **Christopher Redman** – Foundation for Financial Wellness
- **Debbie Reep** – International Speedway Corp.
- **Patricia Rodriguez** – Palm Coast Data
- **Cindy Tucker** – Bright House Networks
- **Barry Ward** – Deb Cheslow Consulting
- **Nathaniel Ingram**



MEMBERSHIP DRIVE CONTEST

The contest is open to all Volusia/Flagler SHRM members with the exception of board members. **To enter, simply refer a new member* to join our chapter and when they do, you'll be entered into the contest.** Here's what you can win:

- The general member who refers the most "new members" by April 2012 will win a **2012 HR Florida Conference registration worth over \$500!**
- The runner-up will also win a prize of a **\$100.00 Visa Gift Card!**

*A "new member" is considered anyone who was not an active member in 2010/2011. The new member must indicate who referred them when completing the enrollment process online or the enrollment form that is available at the membership table during monthly meetings.

Winners will be announced at the May 2012 monthly meeting.

Upcoming Events

Please check out our website at <http://volusiaflagler.shrm.org> for information on upcoming meetings and events. Chapter meetings are held the 3rd Wednesday of every month at the Daytona Beach International Airport.

Our April meeting will be held on...

Wednesday, April 25th

From 10am-1pm at Bethune-Cookman University

J. Lenora Bressler will be our speaker

Cost is \$50.00 for members and \$75.00 for guests

(Lunch will be served)



Saturday, May 5th at 7pm...

Volusia/Flagler SHRM night at the Daytona Cubs.



More information on our next Chapter Meeting and the Cubs Event coming soon!

Note from the President



Time flies when you're having fun! I can't believe the first quarter of 2012 is almost over!

We have so much to look forward to. On March 31st, our chapter will be participating in the 2nd Annual Mutt Strutt 5K to benefit the Halifax Humane Society. We had a great team and lots of fun last year, so I hope many of you join us this time around.

It is great to see many of our members wanting to get involved with projects going forward this year. Please see a board member if you have ideas want to volunteer in a particular area.

Suzy Suring, PHR
2012 Chapter President





HR Funny

Appraisal Comments Deciphered

Gets along extremely well with superiors and subordinates alike: *A coward*

Happy: *Paid too much*

Hard worker: *Usually does it the hard way*

Identifies major management problems: *Complains a lot*

Indifferent to instruction: *Knows more than superiors*

Internationally known: *Likes to go to conferences and trade shows in Las Vegas*

Is well informed: *Knows all office gossip and where all the skeletons are kept*

Inspires the cooperation of others: *Gets everyone else to do the work*

Is unusually loyal: *Wanted by no-one else*

Keen sense of humor: *Knows lots of dirty jokes*

Keeps informed on business issues: *Subscribes to Playboy and National Enquirer*

Listens well: *Has no ideas of his own*

Maintains a high degree of participation: *Comes to work on time*

Maintains professional attitude: *A snob*

Meticulous in attention to detail: *A nitpicker*

Mover and shaker: *Favors steamroller tactics without regard for other opinions*

Not a desk person: *Did not go to college*

THANK YOU to our Diamond Chapter Sponsors...



Did you know your company can sponsor our chapter?!

If you are interested in learning more about our sponsorship program, please contact [Kristen Drollinger](#), VP of Marketing.