



Volusia/Flagler SHRM

Volume 3, Issue 2

July 2012



MEETINGS

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



INSIDE THIS ISSUE

Certification	2
HR Florida State Conference	2
Community Relations	3
Diversity	4
Board of Directors	4
New Members	5
Chapter Sponsors	5
Upcoming Events	6
President's Note	6
HR Funny	7



Legal Update

-Employers Should Assess Impact of Supreme Court Health Care Ruling on Their Business

By Al Truesdell



Employers should conduct a thorough assessment of how the new health care laws will affect their business in order to adequately prepare for the mandates that will take effect under the Patient Protection and Affordable Care Act that was held to be constitutional by the U.S. Supreme Court.

Legal and insurance experts advise employers to conduct a "health care check up" to ensure compliance and brace for the financial impact of the 2,700 page law that is the signature accomplishment of the Obama administration.

The Supreme Court in a 5-4 decision, upheld the individual mandate and other portions of the act, despite attacks from Republicans that the mandate was unconstitutional. The Court found the mandate that requires individuals to purchase a minimum level of health insurance or pay a penalty was unconstitutional under the commerce clause of the U.S. Constitution, but was lawful as part of Congress's power to tax. The Court considered the penalty for not buying insurance a tax even though at the time the law was passed in March of 2010 supporters said it contained no new taxes.

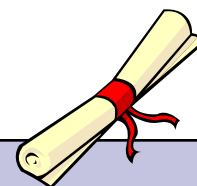
The PPACA requires businesses with at least 50 employees by 2014 to provide complete health care coverage or face expensive fines. Employers can expect to receive guidance from federal agencies, including the Department of Labor, the Internal Revenue Service and the Department of Health and Human Services, which can be expected to promulgate additional rules interpreting the health care mandates.

The Act is expected to increase the cost of future health care and encourage employers to seek ways to reduce the cost of health care coverage, including the use of health care exchanges. By 2014, health insurance exchanges are expected to be active in every state to provide lower cost alternative insurance plans for small businesses and individuals. The alternatives will include tax credits to help subsidize coverage.

Employers who have been waiting for the Supreme Court to sort out the dispute over health care now should focus on communicating the provisions of the law to their employees. It is important to ensure that employees understand the changes that are coming or have already taken effect. The changes include limiting health care flexible savings accounts to \$2,500, reporting the value of health insurance coverage on IRS W-2 forms, and offering plans that provide coverage for children up to age 26 and for pre-existing conditions.

Al Truesdell is the Volusia/Flagler Legislative Chair and an attorney at the law firm of Jill S. Schwartz and Associates, P.A.. He can be contacted at (407) 647-8911 or atruesdell@schwartzlawfirm.net.

Certification



Get Certified with the help of your local chapter!!

While it may only be mid-year, it's time to start preparing for certification. I have information on certification from the Volusia/Flagler SHRM Chapter, the HR Certification Institute, and national SHRM. Please note the different components which make up the whole certification process.

LOCAL CHAPTER: I am pleased to announce the schedule for the 2012 Preparation Course to help those interested in becoming a certified PHR or SPHR and prepare for the exam. The Preparation Course will be held on Tuesday nights from 6-8:30pm at Daytona State College Main Campus, 1200 W. International Speedway Blvd., Daytona Beach, in Building 110, Room 249. Each module will be taught by a certified HR Professional. The classes start September 18th and run through November 6th. The next testing window for the exam is December 1, 2012 through January 31, 2013. The cost for the Volusia/Flagler SHRM Chapter course only is \$149.99 for members and 199.99 for non-members. For more information on the local chapter classes you may contact Jeffrey Bissell at jbissell@vision-hr.com.

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. Exam Fees:

PHR \$300.00 SHRM Member \$250.00

SPHR \$425.00 SHRM Member \$375.00

PHR Eligibility:

1 year of demonstrated professional HR Experience with a Master's degree or higher.

2 years of demonstrated professional HR experience with a Bachelor's degree.

4 years of demonstrated professional HR experience with less than a Bachelor's degree

SPHR Eligibility:

4 years of demonstrated professional HR experience with a Master's degree or higher

5 years of demonstrated professional HR experience with a Bachelor's degree

7 years of demonstrated professional HR experience with less than a Bachelor's degree

NATIONAL SHRM: Exam preparation

materials may be purchased at www.shrm.org/education. Self-study must accompany the courses. I highly recommend these materials. The courses the local chapter offers should be viewed more as a review session than the entire preparation for the exam. The national pass rate is at about 60-65%. Going to the classes alone may not be enough for a passing score. The classes are also a great time to ask questions to further clarification on a subject. Please note that the Volusia/Flagler Prep class fees, exam fees, study materials, and other items are separate costs.

*A US\$75.00 nonrefundable late fee is applied to all applications submitted during this time.

All prices include a US\$75 nonrefundable application fee.

A \$75 nonrefundable late fee will be applied on applications received after the regular deadline.

Contact Information:

Jeffrey Bissell, CPP, PHR

Certification Chair

Volusia/Flagler SHRM

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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...



Elvira and Linda

Our first ever beach clean-up event was a success! A few troopers showed up and we managed to collect about 50 pounds of garbage from the Sun Splash Park area. Most of this trash consisted of cigarette butts, bottle caps, straws and other small items. After our hard work we all enjoyed some delicious fresh fruit parfaits! Thank you to everyone who took the time out of their Saturday to participate in this worthwhile event.



The kids helped too!



VF SHRM Pride!

We also had fun at last month's CBE Business Summit. Our booth was a popular one and we told many about our great organization and the certification opportunities that we offer. The breakout sessions were very informative and we can't wait to participate again next year!



Fun on the radio!



Raising money for SHRM Foundation!

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 2 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. Get the Right Materials for Your Audience: Different people and workplaces require different types of training and materials. Avoid trying to adapt training materials created for a purpose different than yours. Take advantage of the wide range of materials available today.**
- 2. Leverage New Technologies: Be sure to try new training technologies such as streamed and e-Learning. Both are cost-effective, efficient, and provide useful evaluation tools.**
- 3. Sustained Effort: Make sure that training is more than an isolated or occasional event. It needs to be part of an on-going program supported by a variety of non-training efforts. Options include affinity groups, mentoring programs, talent development plans, and recruitment and retention.**
- 4. Post-Assessment: Be sure to build in a follow-up evaluation after the training in order to enjoy continuous training improvement. Keep your options open and flexible to adapt to results from the on-going training experience.**
- 5. Be Patient: Effective change takes time, but it provides a high return on your investment.**


New Members

We've had another amazing quarter for new members! Please **join us in welcoming the following:**

- Lori Byrd - Daytona State College
- Maureen Del Monico, Seminole Precast Manufacturing, Inc.
- Sean Donovan – Grassroots Reform Organization
- Kathy Evans – Florida Health Care Plans
- Deloris Green – Florida Health Care Plans
- James Jiloty – Halifax Health
- Marsanna Kinkel – Florida Health Care Plans
- Suzanne Kozarewicz – Florida Health Care Plans
- Joy Mahon – NASCAR
- Shannon Osland – Florida Health Care Plans
- Dena Santiago – Florida Health Care Plans
- Steven Schrunk – Countryside Lakes
- Tamara Sharp – Putnam State Bank
- Kate Shockey – Volusia County Clerk of Courts
- Leslie Veiga – Randstad Staffing



Thank you all for your continued support!



Volusia/Flagler SHRM

**PO Box 10366
Daytona Beach, FL 32120
DaytonaSHRM@gmail.com**

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.

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.

2012 Monthly Meeting Topics

- **July:** Kevin Snyder, Discover the Secrets to Employee Peak Performance and Organizational Success
- **August:** Heather Vogel, Florida SHRM President
- **September:** Sean Donovan, Redefining Corporate Culture & Workplace Wellness
- **October:** Current Trends in Workers Compensation Risk Management



We hope to see you at the next meeting! Bring a guest and enjoy an hour of great information and networking!

Note from the President



Our chapter brought in the official first day of summer on June 20th by celebrating at Tia Cori's on Beach Street. The atmosphere and food was great as well as all the guests that stopped by to join us.

I hope all of you are enjoying the beautiful weather here in sunny Volusia/Flagler.

Have a great summer!

Suzy Suring, PHR
2012 Chapter President





Cracking the Human Resource Code

"COMPETITIVE SALARY"

Most of our competitors don't pay much either.

"JOIN OUR FAST-PACED COMPANY"

We have no time to train you.

"CASUAL WORK ATMOSPHERE"

You'll be here very late, very often -- might as well be comfortable.

"MUST BE DEADLINE-ORIENTED"

Your first four projects are already way overdue.

"SOME OVERTIME REQUIRED"

Did we mention that you'll be here very late, very often? And most weekends.

"DUTIES WILL VARY"

Anyone in the office can boss you around.

"MUST HAVE AN EYE FOR DETAIL"

We have no quality control.

"CAREER-MINDED"

Female applicants must be childless.

"APPLY IN PERSON"

If you're old, fat or ugly, that position has already been filled.

"NO PHONE CALLS PLEASE"

This job listing is just a legal formality. The position was filled by some executive's nephew.

"SEEKING CANDIDATES WITH A WIDE VARIETY OF EXPERIENCE"

Due to consolidation, you'll be replacing three people.

"PROBLEM-SOLVING SKILLS A MUST"

This company is a total mess.

"REQUIRES TEAM LEADERSHIP SKILLS"

You'll have all the responsibilities of upper management, without the pay, title or respect.