

ATTENTION All Members:

Our monthly OHRMA meetings will begin at 11:45 a.m. These are always held on the third Tuesday of every month unless otherwise stated.



Please remember to RSVP when you will be attending so that we have plenty of seating and food – the meetings are always held on the 3rd Tuesday of every month. We appreciate your help with this! See you at the next meeting!!!

Upcoming Sponsors

May – Raymond James Investments

June – AAA Autoclub South

WE NEED HELP WITH SPONSORSHIP!

The fee to be a sponsor is \$250.00 and a door prize. This allows the sponsor to talk with Ocala's HR professionals for five minutes regarding their product service.

Contact Information Sheet

Please remember, if you have any changes to report, please complete an OHRMA Member contact Information Update Sheet. This allows us to have complete, accurate and up-to-date information for our roster, meetings, newsletters, etc.

If you have questions or concerns, you are welcome to Contact any of your Board members, who are:

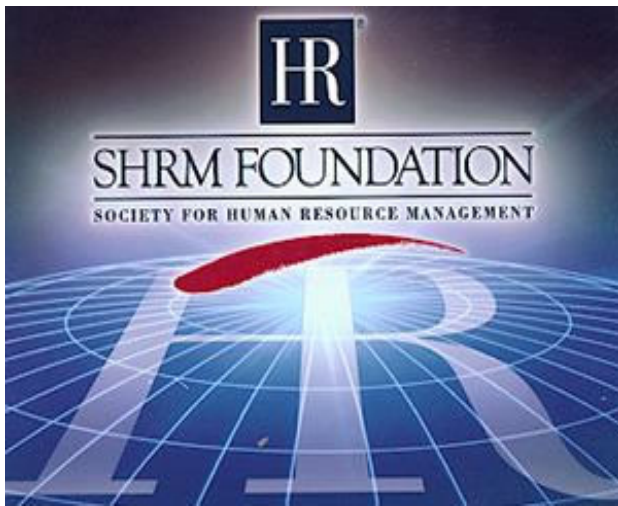
Trish Glennon (glennont@cf.edu), President
Donna Stapleton - (dstapleton@clmworkforce.com), President Elect
Julia Childers, (childerj@cf.edu), Treasurer
Renee Howerton - (renee_howerton@kellyservices.com), Secretary
Polly Gets, (pogets@gpi.com), Diversity Chair
Cathy Beal - (cathy.beal@closetmaidmail.com), Legislative Chair
Don Filligane – (donf@remedystaff.com), Program Chair
Robert Goldberg – (robertgoldberg@spherion.com), Seminar Chair
Margie Goldberg – (marjoriegoldberg@spherion.com), Seminar Chair
Carol Armbruster – (carmbruster@clmworkforce.com) - Professional Development
Gina Nativo - (ginan@conedist.com), Membership Chair

Sponsorships

Calling all membership! We have sponsors for our OHRMA luncheons through June....let's fill in the rest of the year! These sponsorships help us to be able to give away the SHRM memberships at each meeting and do other special stuff for YOU! And, it gives us all ideas of services for our employees we may not have looked into. If you have a vendor that would like to have an opportunity to speak to our group and provide information on their services, please have them

Don't forget to let a Board Member know when you are involved in a community outreach project like mock interviews at the local high schools etc., as we get credit towards this years Merit Award.

SHRM FOUNDATION – What is it?



- is a 501 (c)(3) charitable, not-for-profit organization that operates as the research and development arm of the HR profession.
- advances the profession and enhances the knowledge and competency of HR professionals through its funding of research, publications and educational programs.
- is governed by a volunteer Board of Directors from the HR profession. It includes academics, practitioners and representatives from the Society for Human Resource Management.
- is supported by tax deductible contributions from individuals, companies and organizations. The Foundation recognizes all contributors in its Annual Report and in a special insert in HR News, and in other materials.
- funds major research projects that have a direct and practical impact in advancing the profession. It no longer funds doctoral dissertations.
- funds practical publications on specific issues (such as Issues on Employee Leave). And supports scholarships, SHRM chapter educational matching grants and other educational initiatives.

We have some terrific and informative information coming your way this year for OHRMA's general meetings! Take a look in our next newsletter for more of the year's meeting topics.

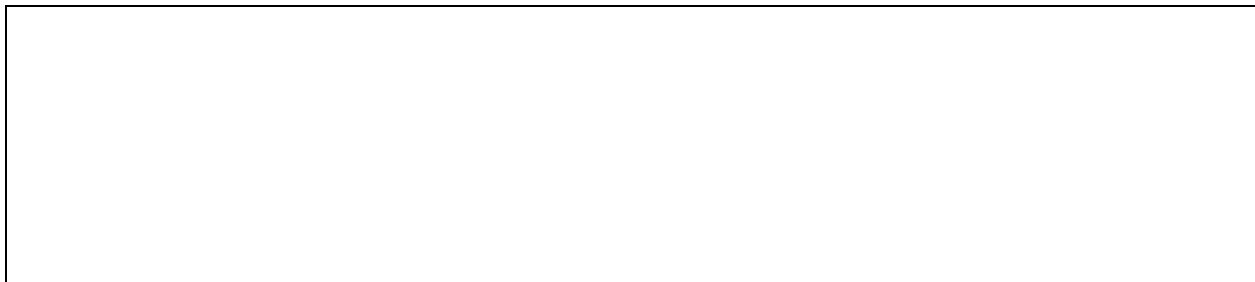
MONTH	SPEAKER	TOPIC
May	Libby Anderson, SPHR	Mentoring
June	Henry Benlolo from CFCC	Assessments
July	To Be Announced	HIPPA (Special 2 hour Workshop)
August	To Be Announced	Diversity

SPHR/PHR Re-Certification Information

New Re-Certification requirements are at the following questions/answer link on HRCI
<http://www.hrci.org/faq/recertification.html>

The link below to download the PHR/SPHR recertification application, which provides you with all the information necessary regarding recertification. You can also document your status to date and keep the application updated to ensure you have enough CEU's to recertify.
http://www.hrci.org/recertification/Recert_brochure.pdf

Recertification Credit Changes at a Glance		
Functional Area	PHR/SPHR (Expire 2003-2005)	PHR/SPHR ¹ (Expire 2003-2005) (Expire 2006 and beyond)
Continuing Education	All 60 hours can be achieved in this category	All 60 hours can be achieved in this category
Research/Publishing	20 hour maximum	20 hour maximum
Instruction	20 hour maximum	20 hour maximum
On-the-Job	10 hour maximum	20 hour maximum
Leadership	10 hour maximum	10 hour maximum
Professional Membership	Must be SHRM national member to receive credit for a kindred national or international organization.	No prerequisite of being an SHRM national member to receive credit for a kindred national or international organization.

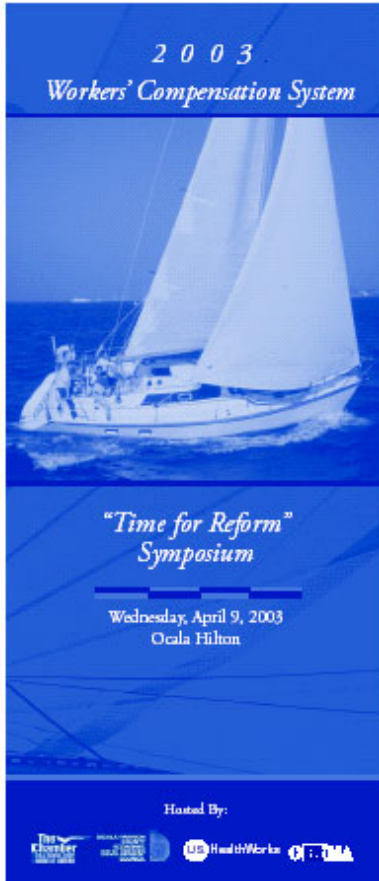


The Human Resource Certification Institute (HRCI) is announcing some very exciting changes beginning in 2004.

HRCI will be moving from administering its PHR and SPHR exams from a paper and pencil format to computer based testing (CBT) beginning in 2004. Please click on the following link to read the press release which is posted on our website: <http://www.hrci.org/about/0403press.html>

Professional Examination Service (PES) will still continue to process exam applications, issue score reports, provide test development and statistical analysis as well as manage the services provided by Prometric. The official rollout of CBT will be conducted at the SHRM Annual Conference. A section on the HRCI website (<http://www.hrci.org>) dedicated to information about CBT. If you have any questions feel free to contact HRCI staff at info@hrci.org.

2003 Workers' Compensation System Symposium



The Ocala Hilton was the stage for the Wednesday, April 9th 2003 Workers' Compensation System "Time for Reform" Symposium. OHRMA, The Chamber, Ocala/Marion County EDC and US Healthworks hosted this action packed event. Ocala's HR Professional of the Year, Cathy Beal welcomed attendees and began the morning topics including: Planning a Safe Work Environment for "Free", Managing Workplace Injuries, and Simplifying OSHA Record keeping. The Hilton provided an Italian buffet lunch for all. The afternoon session dealt with the Governor's commissioner, Claude Revels speaking with Jerry Fogel about Workers' Compensation Reform (Fair Care Proposal). The afternoon certainly was exciting, informative, and enjoyable. Great conference!

Thanks to all of those that were involved in planning this event!! A special thanks to all of our sponsors, including:

Verrandeaux Visual Communications
CLM Workforce Connection
Marsh USA, Inc.
Custom Window Systems, Inc.
Marion County Staffing Services
Strategic Business Forms
Signature Brands, LLC
Closet Maid
Emergency One, Inc.
Munroe Regional Medical Center
University of Florida Office of Executive Education
Florida Thoroughbred Breeders and Owners Association



SHRM proudly brings its 55th Annual Conference & Exposition. The conference is an unparalleled opportunity to acquire what you need to succeed in today's challenging work environment. SHRM provides comprehensive and relevant professional development programs that equip you as you contribute more significantly to your organization's business and its success.

Plan now to join other HR professional for what promises to be the best SHRM Annual Conference & Exposition. Internet linkwww.shrm.org/conferences/annual



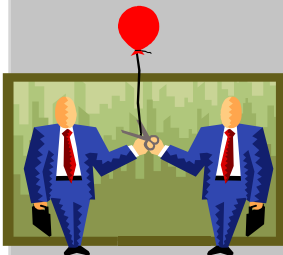
Welcome New Members!



Karen Reid – Holder Insurance
Lori Muller – Suntrust Bank
Wanda Roop – Mark IV
Vickie Rose – Southeast Milk
Terri Lofgren – Signature Brands
Karin Blaquier – Ocala Regional Hospital

If you happen to bump into a new member at the next meeting, introduce yourself and welcome them with a warm smile and a big hello. And if we have forgotten to mention anyone...Oops, our apologies, please let us know and we will announce it in our next newsletter. ☺

MEMBER GET A MEMBER?



What a great start! We have **14** new members so far this year!! Can we go over 20 before the end of the year??? Let's get out there and bring them in! If your guest is a potential member for the first time– the \$10.00 guest fee is waived. Just be sure to introduce them to either Gina Nativo or Don Fillingame at the meeting.

QUESTION SECTION:

Each month we will feature a Question section, if you have a question please submit it to me and we will publish it in the Newsletter for one of our Members to answer. If you have an answer, please e-mail it to the person listed at the end of the question.

This months question: What would be a website that I can access regarding workforce information and resources?

<http://www.workforceflorida.com/>

If you have an answer or suggestion please e-mail: ginan@conedist.com



Legislative updates from: <http://my.shrm.org/government/insiders/washington>

NOW IS THE TIME! MAKE YOUR VOTE COUNT! IT IS URGENT THAT YOU CONTACT YOUR STATE SENATOR AND REPRESENTATIVES. TELL THEM THAT "FAIR CARE" MUST BE PASSED TO INSURE AN ADEQUATE AND FAIR WORKER'S COMPENSATION PROGRAM FOR THE STATE OF FLORIDA, THE EMPLOYERS WHO PAY FOR IT, AND THE EMPLOYEES WHO ARE CARED FOR WITH THE FUNDS.

Go to <http://www.flsenate.gov/Legislators> to locate your senator and send him the attached letter.

For your representative, go to <http://www.myfloridahouse.com/Legislators.aspx>
And send the following letter to YOUR representative. Time is of the essence, please do it today.

Dear

Florida's Employers are facing a very real economic challenge in the area of Workers' Compensation. The establishment of the Commission on Workers' Compensation Reform was a clear sign to Florida's employers and employees of the Governor's commitment to address the crisis we as stakeholders face on a day-to-day basis. The ability to continue to provide prompt, quality healthcare, appropriate benefits and a return to work environment is in serious jeopardy of collapse. The National Council on Compensation Insurance reports costs for permanent total disability claims are almost three times the national average; medical costs for permanent partial claims are more than two times the national average; medical costs for temporary total disability claims are 60% higher than the national average; and medical and indemnity benefit cases with attorney involvement average more than 37% higher than the national average.

Florida's Employers are faced with increasing premiums, some of the highest in the nation; major writers of workers' compensation coverage not writing new business; the lowest reimbursement rates for medical providers which is making it increasingly difficult to keep quality providers in the system; and a dispute resolution system wherein Attorneys and Judges are making medical decisions.

We need major reform of Florida's Workers' Compensation System. We do NOT need another "band aid" approach some are advocating. We would urge you to support the Workers' Compensation Reform Commission' Report which endorses the components of the "Fair Care" proposal. "Fair Care" provides for a clearly defined medical delivery system; a dispute resolution system that takes medical decisions and medical disputes out of the hands of the attorneys and judges; increases the employee benefit components that encourage return to work rather than encouragement to remain out of work; and provides residual benefits based on an individual's ability to function in a work environment.

Again, we would respectfully request your support in taking the steps necessary this legislative session to secure "meaningful reform" of Florida's Workers' Compensation System. Florida's Employers need it, Florida's employees need it and Florida's economy needs it. On behalf of _____ and our _____ #of employers and # _____ employees it is imperative significant changes be made if we are to keep the Great State of Florida economically viable and a state where businesses will want to relocate and prosper.

Representative Joe Pickens
3841 Reid Street, Suite 5
Palatka, FL 32177-2059

Representative Larry Cretul
6333 SW State Road 200,
Suite 103
Ocala, FL 34476

Representative Ed Jennings, Jr
1220 NE 8th Avenue, Suite A
Gainesville, FL 32601-4597

Representative Dennis Baxley
111 SE 25th Avenue
Ocala, FL 34471

Representative Hugh Gibson
916 Avenida Central
The Villages, FL 32159

Senator Nancy Argenziano
1025 SW 1st Avenue
Ocala, FL 34474

Senator Evelyn Lynn
3330 SE Maricamp Road
Ocala, FL 34471

Senator Rod Smith
2727 NW 43rd Street
Suite 2A
Gainesville, FL 32606

Senator Anna Cowin
PO Box 490238
716 West Magnolia Street
Leesburg, FL 34749

See you all at the next meeting! And Again...Additional information for upcoming newsletters is always welcome. You can send it to:

Carol Armbruster at carmbruster@clmworkforce.com

Donna Stapleton at dstapleton@clmworkforce.com