



FPHRA E-News

June 2015, Issue 9

Public Employees in Mandatory Testing or Special Risk Positions

On May 14, 2015, Florida Governor Rick Scott signed legislation (H.B. 897) amending state law regarding certain public employees in drug-free workplace programs. Pursuant to the bill, an employee who is employed by a public employer in a special-risk position may be discharged or disciplined by a public employer for the first positive confirmed test result if the drug confirmed is an illicit drug under Fla. Stat. § 893.03. A special-risk employee who is participating in an employee assistance program or drug rehabilitation program may not be allowed to continue to work in any special-risk or mandatory-testing position of the public employer, but may be assigned to a position other than a mandatory-testing position or placed on leave while the employee is participating in the program. However, the employee will be permitted to use any accumulated annual leave credits before leave may be ordered without pay.

The law went into effect upon signing.

Updated FMLA Forms

[WH-380-E - Certification of Health Care Provider for Employee's Serious Health Condition.pdf](#)

[WH-380-F - Certification of Health Care Provider for Family Member's Serious Health Condition.pdf](#)

[WH-381 - Notice of Eligibility and Rights Responsibilities.pdf](#)

[WH-382 - Designation Notice.pdf](#)

[WH-384 - Certification of Qualifying Exigency for Military Family Leave.pdf](#)

[WH-385 - Certification for Serious Injury or Illness of Covered Service Member.pdf](#)

[WH-385-V - Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave.pdf](#)





DON'T MISS OUT - HURRY UP AND REGISTER!!!

The 2015 FPHRA annual conference is at the Ft. Lauderdale Hilton Marina Hotel. Don't wait to book your room and register for the conference. Rooms are almost sold out.

[2015 Pre-Conference Schedule.pdf](#)

[2015 Conference Schedule.pdf](#)

Colette Carlson, our Keynote, is offering great speaking opportunities to FPHRA members.



**Want to lower stress, increase productivity and
reduce conflict in your office...while having fun?**

Then don't miss this once-in-a-lifetime opportunity...

Bring communication expert and FPHRA's Keynote Speaker Colette Carlson into your place of business this August!

Not only is this hilarious, content-rich speaker joining us all the way from coastal San Diego, but Colette is excited to provide additional training for you and your teams at her piggy-back rates. Learn why companies like Microsoft, Costco, Procter & Gamble and the United States Government have her delivering in-house programs on everything from leadership to communication and from stress to sales. Yes, Colette is laugh-out-loud funny, but she is equally driven to insure attendees change behavior and take action as a result of your investment. For nine years her monthly column, Tactfully Speaking, has been featured in Business Management Daily, as well as, articles in Success and Working Mother Magazines. In addition, she is a Certified Speaking Professional, a designation held by just 10 percent of speakers worldwide. See Colette in action at www.ColetteCarlson.com.

**Call 760-230-1212 to learn how Colette can bring laughter,
learning and value to you today!**

SNAP! CLAP! WOOHOO! Candy's back!



Hey my FPHRA folks!

I am coming back to be the closing keynoter for your 2015 Conference...super excited! Wanted to throw out another great offer like I did last year...if any of you are in need of training for your offices, teams or whole darn organization I would love to be your go-to-person! Remember...my topics are [Generational Differences](#), [Personality Difference and Emotional Intelligence](#). I will be speaking for your FPHRA on August 5th, but I am willing to fly in before or stay later to help you out with training. Here is the exciting part I will give you my **"Candy will already be in town discount"** like I did last October for : Village of Royal Palm Beach, St. Lucie County Clerks, FCCC Conference and Flagler County Commissioners

Give me a shout soon... so we can get you on my calendar! Candy Whirley, MM
SBG Services, LLC

Author "It Takes 4 To Tango", Co-Author "Magnetic Leadership", Co-Author "Ordinary Women...Extraordinary Success", Author "My Secret Island Oasis - A Guided Meditation"

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OTHER USEFUL LINKS:

[2015 W-4 Form.pdf](#)

[Florida Minimum Wage 2015 Announcement.pdf](#)

- Other Public Sector HR News Tid Bits -

Certification through FPHRA



PPP Certification is one more way to distinguish yourself from other HR Professionals. Certification requirements are listed on the website. Full pre-conference Foundations attendance is mandatory along with 3 of the 5 most recent main conferences. An additional 24 hours of other approved training is required, which can consist of Webinars, Regionals, or full attendance to the Masters or In Depth pre-conference seminars. If you are already certified, please be sure to track when you are due for your recertification. See recertification requirements on the website.

Remember to check your membership profile page for accuracy of information including your email address, name spelling, title, and attendance dates.

FPHRA Webinars



FPHRA continues to provide to all paid members Webinars on various topics. All participants logged into the webinar will get credit towards their certification/recertification hours for participating in the webinar session.

Be on the lookout for announcements and sign up for upcoming programs.