



TRANSMITTAL
 TO HRD NETWORK MEMBERS
 Visit us on the web at www.hrdnetwork.org
 Information Exchange Service... a benefit for our members

July 7, 2008



SAVE THE DATE... 2008

HRD Network's
 Semi-Annual Conference
 September 17-18, 2008
 The Doubletree Hotel
 San Diego ~ Mission Valley

2008 HRD Network Board of Directors

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 Sr. Training Consultant & Professional Networks Manager
 California & Nevada Credit Union Leagues
 Rancho Cucamonga, CA



*"Management is doing things right;
 Leadership is doing the right things."*
 ~ Peter Drucker



BROWNBAG UPDATES

Upcoming HRD Network Brownbags:

Central California Area

Contact Shonna Shearson at Kern Schools FCU (661) 833-7944 or shonna.shearson@skfcu.org for information on the next scheduled meeting.

Inland Empire Area

Contact Emily Pearl at Service Plus CU (909) 680-1998 x104 or epearl@servicepluscu.org for information on the next scheduled meeting.

Long Beach/South Bay Area

Contact Diane Jarecki at LBSFCU (714) 893-5111 x5205 or djarecki@lbsfcu.org for information on the next scheduled meeting.

Los Angeles Area

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If you would like information on how to place an ad with the HRD Network,
 Call Nanette Dalo (562) 933-0378 * FAX (562) 933-0921 * email: ndalo@ahfcu.org
 ** PLEASE SEND REQUESTS OF 200 WORDS OR LESS BY FRIDAY AT NOON **
 All members of our Job Placement Service are Equal Opportunity Employers M/F/D/V.



**TRANSMITTAL
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When: **Friday, July 25, 2008**

Time: TBA

Where: TBA

Topic: TBA

Contact Janet Gaspard at LA Police FCU (818) 779-3316 or jgaspard@lapfcu.org for information on the next scheduled meeting.

Orange County Area

Contact Courtney Lynch at Wescom CU (888) 493-7266 x4653 or clynch@wescom.org for information on the next scheduled meeting.

Sacramento Area

Contact Jenee Rawlings at Yolo FCU (530) 669-6321 or jrawlings@yolofcu.org for information on the next scheduled meeting.

San Diego Area

Contact Jose Ng at USA FCU (858) 831-8100 x511 or jng@usafed.org for information on the next scheduled meeting.

San Francisco Bay Area

Contact Dawn Smith at San Mateo CU at (650) 562-1276 or dsmith@smcu.org for information on the next scheduled meeting.

Southern Nevada Area

Contact Ann Johnson at Silver State Schools CU (702) 697-8025 or amj@silverstatecu.com for information on the next scheduled meeting.

Trainers Network (Southern California)

Contact Kate McPike at the California Nevada Credit Union League (909) 581-3434 or katem@ccul.org for information on the next scheduled meeting.

Mark your calendar and plan to join your colleagues at these **FREE** brownbag meetings!

HRD NETWORK INFORMATION EXCHANGE

The next Info Exchange will be sent out on **Monday, July 7, 2008**. Any information or job posting needs to be submitted by the Friday before. Thank you and please send your information to Nanette Dalo of Allied Healthcare FCU at ndalo@ahfcu.org.



JOB LISTINGS



The Employees of Tyco Federal Credit Union are committed to fostering an honest enjoyable and professional work environment that promotes team work, self fulfillment, opportunities to share and broaden knowledge, and pride in our accomplishments. We encourage initiative and are dedicated to supporting each other to strengthen our pledge resulting in a family atmosphere that provides for exemplary member service and living the credit union philosophy of people helping people.

Tyco Federal Credit Union is a successful, growing financial institution located in California's Silicon Valley and North Carolina's Research Triangle area. The credit union offers a very competitive benefit package, including:

- **Competitive Compensation**
- **Employee Stock Purchase Plan**
- **Employee Loan Discount**
- **Medical Dental and Life Insurance**
- **Tuition Reimbursement Program**
- **401k with Company Match**
- **CAL-Train Shuttle**
- **And Much, Much More...**

Positions Available:

Learn the Ropes – Accounting Assistant

We need a talented accountant who is looking to start learning from the ground level. Within the first few months you learn how many of our daily processes work as well as how to prepare reconciliations for many of our key general ledger accounts. Additionally, you will be responsible for our accounts payable, and will look for ways to make the process more efficient. The position will grow from here and take on more responsibilities as your learning curve dictates.

The ideal candidate will have an accounting background with good attention to detail. Your background will help you master the day to day responsibilities, which in turn will allow you to continue to grow and take on additional tasks. Your future opportunity for growth will be enhanced by your interaction with our seasoned accountants, as well as your ability to process the responsibilities you have been given in a timely fashion.

If you would like to find out more about this opportunity, send us a copy of your resume along with a cover letter which explains why you think this is the right opportunity for you. Send to creditunion@TycoElectronics.com and reference "Learn the Ropes" in the subject line.

Wealth Advisor - Financial Service Representative



Tyco Federal Credit Union, a growing financial services cooperative with an unique point of distinction and an even more unique strategic vision, is looking for a Financial Service Representative who enjoys the challenges of helping others in a fast pace and an ever-changing environment. The primary responsibilities of this position are to help members build wealth, while establishing long term relationships with them, through education and coaching and providing exemplary service at EVERY point of contact.

You'll help member-owners achieve financial success by opening new accounts, processing transactions and loan requests, and assisting with the overall financial literacy of the members. The ideal candidate will have a desire to become a financial planner or advisor, embrace technology and have a successful background of helping others, a history of showing initiative, and a track record of achieving results.

If you would like to find out more about this opportunity, send us a copy of your resume along with a cover letter which explains why you think you are the best person to help our members get ahead financially. Send to Mike.Kamienski@TycoElectronics.com reference "Helping Members" in the subject line.

Vice President – Information Systems

Create the world's first virtual credit union!

Tyco Federal Credit Union is embarking on an ambitious, unheard of strategy of becoming essentially a virtual financial services cooperative. We need the most creative yet business minded programming talent available for our newly created position of Vice President – Information Systems.

Fast forward two years from today. You'll have made our online delivery channels even more robust that our branch offices and our member-owners receive the value of a financial cooperative that helps them get ahead financially. By doing so, you'll have positioned our credit union and yourself for future success and growth. You'll have done this in part by redefining our delivery methods, our interaction with the members and freed up other Credit Union employees' time so they have been able to devote more time to educating our members.

The ideal candidate will have a strong track record of creative programming accomplishments, effective team building and superior project management and administration skills. These skills and experience will allow the VP-IS to run the small department efficiently, develop our dedicated IS Specialist and spend most of his or her time on creative solutions to address staff and member information needs.

We will experience unprecedented levels of success because of your unique impact. You'll be recognized as the hero who

helped propel us to a new level of interaction. Your professional learning curve and opportunities will be almost vertical. If you would like this story to be yours, send us a copy of your resume along with a half-page write-up of your most creative software related solution to meet a need. We think your accomplishments are much more important than your resume and we'll read them first.

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HR INFO

Terminating Employees on Family Leave: It Can Be Done

The federal FMLA and the California Family Rights Act (CFRA) don't forbid you to fire employees after they return from leave – or even while they're on leave. You're simply prohibited from firing them *because* they took FMLA or CFRA leave. But such timing is sure to raise questions with a terminated employee ... and a jury.

Advice: Be able to show and document the reason for the firing (e.g., insubordination, RIF) that occurred *before* the employee requested leave.

Before you terminate on-leave employees, ask yourself three questions:

1. Would the employee be discharged if he or she weren't on FMLA leave?
2. Have other employees been discharged for similar conduct?
3. Does the conduct indicate the employee is a danger to himself or herself and others? (If so, it's unlikely a court will second-guess your decision.)

The more "yes" answers, the more likely the firing won't be seen as retaliation for taking leave.

Recent case: A clerk who suffered from bipolar disorder met with her boss to discuss performance problems. It didn't go well. She cried, screamed obscenities, tossed her improvement plan at the boss and slammed the door. She then threatened suicide. She was hospitalized briefly and took FMLA leave.

The company investigated the incident and fired her. She sued, alleging that firing her while on FMLA leave was illegal. Not so, concluded the 9th Circuit Court of Appeals, which includes California. The firing was related to her behavior, not to the FMLA leave. (*Gambini v. Total Renal Care, No. 05-35209, 9th Cir.*)

~ Resource: June 2008 Special Issue HR Specialist California Employment Law www.theHRSpecialist.com/CA

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STIMULATING GROWTH • PROMOTING EDUCATION • SHARING IDEAS • CREATING VALUE