



NORTH TAMPA BAR ASSOCIATION

NTBA MONTHLY UPDATE

February 2020



Message from the President

Dear Members,

We have several exciting events coming up for March! It all starts at our Spring Social on March 5. Join us from 5:30 to 7:30 at the firm of Bleakley, Bovol, Denman and Grace, who are kindly hosting us in their beautiful facility. Hors d'oeuvres and light refreshments will be served. Please feel free to bring a colleague or friend with you, no charge and a good time for all. Don't miss it!

Other events this month:

- March 12 - At our monthly luncheon, Mike Hancock and Gabby Piloto of Hancock Injury Attorneys will present on issues in small law firm marketing, including ethical and technological considerations.
- March 19 - Round Table discussion for attorney members proceeds as usual, with appetizers on us, lunch available, and helpful and interesting discussion guaranteed.

Meanwhile, two of our major community initiatives are in full swing.

- Walk MS--The NTBA's Walk MS team, "The People v. M.S.," is just over halfway to its goal of raising \$10,000 for the event scheduled for April 4, 2020. We'd still love to have you join our team, or consider donating in support of your colleagues and towards this worthy cause. Find out more at the link below. We're also looking for volunteers to host our NTBA table at the event and meet with other attendees--the more the merrier! Please contact Gus Centrone at gcentrone@kmf-law.com for details.
- Judicial Candidates Forum -- Plans are well on their way for the NTBA to host and moderate a judicial candidates forum with the Northdale Civic Association, the Northdale OWLS (Older, Wider, Lively Seniors), and the Northdale Recreation Center in July. This will be a great chance for NTBA members to meet with our community, and for all to learn more about the many candidates running for judicial office this year. We hope you'll consider attending. More details to come.

One brief note of business. The Board voted to increase the cost of monthly CLE luncheons from \$25 to \$30, effective in March. This modest increase, the first in some time, will allow us to continue the outstanding CLE, socials, events, and services you enjoy, without interruption. Thanks again to the many volunteer members within the NTBA who work tirelessly to provide us these benefits and keep them affordable and accessible for all. And thanks to you for your continued support!

I look forward to seeing everyone at our social on Thursday, March 5!

Jared Krukar
President
North Tampa Bar Association

MARCH EVENTS



RSVP for the Social

Spring Social

Thursday, March 5, 2020

5:30 - 7:30 PM

Join us for complimentary hors d'oeuvres and drinks!

15316 N Florida Ave
Tampa FL 33613

sponsored by:



Effective & Ethical Marketing for Attorneys: Tips & Tools to Grow Your Firm

March 12, 2020
11:45 am - 1:00 pm
Carrollwood Country Club

Attorney Mike Hancock and Marketing Director, Gabby Piloto of Hancock Injury Attorneys will present an overview of the ethical considerations for advertising, including an overview of the Florida Bar guidelines. The presentation will also cover messaging, branding, social media engagement, community, transparency and tools. Sponsored by Seibert Insurance. 1 hour of general and ethics CLE credit provided.



sponsored by:



Register for March 12th Luncheon



Attorney Round Table Discussion

March 19, 2020
12:00 pm - 1:00 pm
Carrollwood Country Club

Our monthly roundtable discussions for our attorney members continue. Appetizers and soda on us, as usual, with lunch available to order.

Thanks to February's Speaker Katherine Yanes & Sponsor, Bank of Tampa

We enjoyed a fascinating and interactive presentation regarding our clients' potential criminal acts and what to do and how to advise them. Thank you for the presentation and thanks to the Bank of Tampa for sponsoring!



Join NTBA's Team - "The People v. MS"

Saturday, April 4th at Al Lopez Park

Opens at 8:00 AM, Walk starts at 9:00 AM

[Click here to join the team or donate!](#)



Fair Credit Reporting Act and Employee Background/Credit Reports

by Janelle Weber
The Law Office of Janelle Weber
<https://janelleweberlaw.com/>

Your corporate client got burned by an untrustworthy employee. Vowing not to make the same mistake twice, the CEO tells you she's going to run a background check before making her next hire. Should you give her the green light?

Not so fast. Employers who wish to obtain a credit or background report prior to hiring must closely follow the Fair Credit Reporting Act ("FCRA"). Violations can be costly. In 2018 and 2019, [7-Eleven, Delta Air Lines, and Frito-Lay all paid between \\$1.9 million](#) and \$2.4 million to settle class action lawsuits over alleged violations of the FCRA. Even if your client is a mom and pop shop, compliance is critical.

Tell your client to inform the applicant that it might use background check information for its employment decisions and to get written permission for a background check. The notice must be in writing and separate from the employment application.

If the background check turns up negative information that gives your client heartburn, your client must give the applicant a notice that includes the consumer report and "A Summary of Your Rights Under the Fair Credit Reporting Act" prepared by the Consumer Financial Protection Bureau.

The applicant can then review the report and explain or object to any information. An applicant who is not provided with a report or summary of rights may be deemed to suffer a concrete injury even if the information in the report is accurate because he lost the opportunity to plead his case.

If your client decides to take an adverse employment action based on a report, it must tell the applicant she was rejected because of information in the report. Your client must also identify the company that sold the report and advise the applicant of the right to dispute the report.

An applicant harmed under the FCRA through willful noncompliance can sue for statutory damages up to \$1,000, actual damages, attorneys' fees, and costs. For negligent noncompliance, actual damages are recoverable.

NTBA Thanks Our Annual Sponsors:



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Save These Long-Term Dates!

Monthly Luncheons

- **April 9** - Jared Krukar - *The Art of Persuasion: Using Classical Rhetoric to Make Your Contemporary Case*
- **May 14** - Judge Bauman
- **June 11** - Judicial Forum
- **July 9**
- **August 13**
- **September 10**
- **October 8**
- **November 12**

Attorney Roundtable Meetings

- **April 16**
- **May 21**
- **June 18**
- **July 16**
- **August 20**
- **September 17**
- **October 15**
- **November 19**

Other Helpful Info

Sponsorships:

NTBA offers a variety of sponsorship opportunities. Anyone interested in sponsoring the NTBA should contact our President-Elect, Angie Rosello at angelica@corteshodzlaw.com and she will assist you in determining the appropriate level of sponsorship to meet your goals and fit your budget.

Submissions and Social Media:

Hey North Tampa Bar members! Are you doing good things in our community? Do you have a charitable or professional event coming up? Were you a speaker at a recent legal education event? We want to know, and to share!

Tag @NorthTampaBar in your Facebook post or send us a message with some info and a photo so we can get the word out! We love to hear from you!

Profile updates:

To update your membership info, email northtampabarassociation@gmail.com.

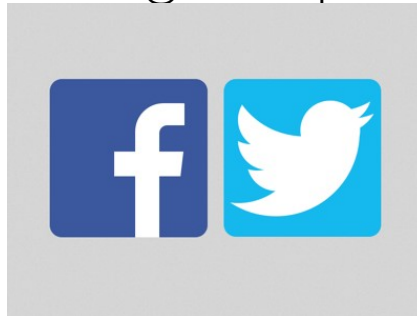
Listserve:

Attorneys - do you have a question or a notice for your fellow attorneys and cannot wait for roundtable? Email NTBA's attorneys at listserve@ntba.topicbox.com.

Follow Us on Social Media

Facebook: @NorthTampaBar

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Jared Krukar, President
North Tampa Bar Association
jkrugar@kmf-law.com

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