

*ASHHRA NEWSLETTER*  
*REGION TWO – Fourth Quarter 2012*

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*Jim Papp*

*Update from Your Region Two Consultant*

By the time you read this, we will have made it through another holiday season and be in the new year of 2013. For those of us in the central or western Pennsylvania or New York State, I hope that you wanted a white Christmas season. Fortunately I decided to leave my family home in New Jersey about 8:00 pm on Christmas day and was spared the poor driving conditions encountered on the day after.

As I sit at my computer and attempt to come up with some words of wisdom to share with you, the best I can muster is that I wish you the strength and courage to deal with all that you experience in the coming year both professionally, as well as, personally. If your life is anything like mine, be prepared for the unexpected. Hopefully the good you experience far exceeds any of the less desirable that may come your way. Apparently, we will all remain cliff dwellers as the political process can be wrangled through on the expense side. I cringe with the possibilities of new laws, regulations and requirements in the coming year, not only those of the federal government, but, those that are self imposed within our own systems/organizations. I guess on the bright side, those laws, regulations and requirements will provide a continued need for professionals such as us. Well that's enough of the nation's need to harness government spending especially in regard to entitlements and dealing with regulations!

More appropriately let me speak of the real meaning of Christmas, our ability to give to those who are needy and less fortunate than ourselves. If we all look around, we can readily find individuals who are sick, lonely and/or forgotten. I hope that each of us can find it within our hearts to reach out and help one or more other human beings who may be less fortunate. The concept of paying it forward was many years ago introduced to me by my father who called it "The Law of Nature". In his simple words, he stated that for all that we receive from nature, we owe back just as much, if not more. He spoke about the need to have a positive balance with nature, in other words, of providing more that we have received in the event that circumstances occur in our lives when we could not meet the pay-as-you-go requirement. Amidst the horrific news stories that have come across the media daily, many heartwarming stories have emerged about my Dad's concept of nature/paying it forward. I encourage you consider performing random acts of kindness if you have not already done so. After all I am reminded of the quote, "all that is necessary for the forces of evil to take hold of the world is that enough good men/women to do nothing". I suspect all of you want to leave a legacy of doing the right things for the right reasons no matter who may be watching. Please make giving part of this holiday season!

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P.S. Thank you for the opportunity to be your Region 2 Consultant for the last four years and to hopefully pay forward some of what I have received! May you be blessed with the strength and courage to lead in the coming year! My congratulations to Allen McMillen, the Director of Human Resources for Taylor & Springfield Hospitals in Philadelphia area of PA who replaces me as your new regional consultant !

*Jim*

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### *REGIONAL UPDATES*

Please note that many of the Regional 2 affiliated chapters do not meet regularly during the winter months. However, their new chapter officers will be announced in our next issue, along with highlights of any seasonal celebrations.

### *SHHRPP (Society of Healthcare Human Resource Professionals of PA) Update Winter 2012*

SHHRPP recently unveiled a new website at [www.shhrpp.org](http://www.shhrpp.org). The homepage includes a welcome letter from the President and tabs that contain useful information about the Society, Membership, Member Services, the Annual Conference and Local Chapters. SHHRPP, in conjunction, with the Hospital Council of Western PA, maintains an active listserv which facilitates the exchange of information and ideas among members. Value-added features include links to current and prior years' archived listserv messages for members only; a monthly human resources newsletter produced by Hospital Council; and to local chapter websites and other human resources related websites.

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### *WELCOME NEW MEMBERS*

Please join me in welcoming the following new ASHHRA Region Two members who joined recently:

- \* *Alexis Charnee, Cammack Larhette, New York, NY*
- \* *David Gantshar, Merraine Group, Inc., Montebello, NY*
- \* *Sandra Isaksen, Meridian LeadershipInstitute, Neptune, NJ*
- \* *Mike Sanders, Cammack Larhette, New York, NY*
- \* *Annette Bucci, Burke Rehabilitation Hospital, White Plains, NY*
- \* *David Burrack, Lehigh Valley Health Network, Allentown, PA*

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- \* *Ann-Marie Nevill, Orange Regional Medical Center, Campbell Hall, NY*
- \* *Kheesha Walls, Plainfield, NJ*
- \* *Deangela Webb, Bronx, NY*

Welcome !

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### *Advocacy Update*

With the election and Christmas recess over, the Fiscal Cliff issue continue to be the first and foremost issue to be addressed by the President, the House and the Senate. Obviously, we hope that many of the financial issues that our country must face will be dealt with in a comprehensive manner rather than the piecemeal fashion usually required because of the political process. Not only the budget deficit and reforming the current tax system must be dealt with, but, the Social Security and Medicare systems have to be considered.

On other fronts, the pro labor rulings of the NLRB and the continuing on-slaught of union activity in the healthcare industry must continue to be monitored. Keep your eyes and ears open for 2013 may prove to be challenging in many regards.

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### *Contact Information*

Please note my contact information, as well as, contact information for our Region Two Advocacy Committee Representative:

*Region Two Consultant ASHRA  
Allen McMillen  
Director of Human Resources  
Taylor & Springfield Hospitals  
Philadelphia Area of PA*

*Region Two Advocacy Committee Representative  
Marcia Miller Telthorster, Vice-President Human Resources  
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### *Useful Tools for New Year Planning Available for ASHHRA*

#### *Year-end Reporting Resources*

- HR Metrics Tool Report
- Staff and Leadership Compensation Report
- Labor Activity in Health Care Report
- Retirement Trends Report

#### *Helpful Toolkits*

- Chapter Management Toolkit
- Health Care Reform Toolkit
- Job Description Toolkit
- Performance Management Toolkit
- Recruitment and Selection Toolkit
- Wellness Toolkit

#### *Learning and Education*

- eLearning Network
  - HR Concierge
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### *What's New on the ASHHRA Web-site*

#### Latest Health Care Labor Report Available

The fourth quarter issue of the Health Care Labor Report examines the latest development in the Florida Hospital case with OFCCP and how to prepare for short-term strikes.

#### ASHHRA Legislative and Regulatory Priorities 2013

ASHHRA and the AHA tackle legislative and regulatory matters critical to the health care industry each year. Topics generally fall under the following: Employee Relations, Jobs, Labor Activity, and Workforce Development.

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### OCR Issues Guidance on Methods for De-identification of PHI

As mandated by the American Recovery and Reinvestment Act of 2009, on November 26, 2012, the U.S. Department of Health and Human Services, Office for Civil Rights (OCR) issued guidance on the de-identification of protected health information (PHI) in accordance with the HIPAA Privacy Rule (Privacy Rule). This tool, which is set forth in a navigable Q&A format, is the result of stakeholders with practical, technical, and policy experience contributing to a Washington, D.C., workshop in March 2010. The resulting guidance does not change the Privacy Rule, but rather clarifies the existing regulation as it pertains to de-identification of PHI.

### Deadline Approaching Under Section 409A

In order to avoid penalties under Section 409A, employers should amend their deferred compensation plans and arrangements on or before December 31, 2012 to correct any release timing failures in accordance with Internal Revenue Service Requirements.

### HR Pulse Winter 2012 Issue Available

Print copies of the Winter 2002 issue of HR Pulse magazine have been mailed, and ASHHRA members may access the electronic version by logging in. This issue features the ASHHRA Culture of Health Survey Results, HR and Volunteer Services, and more articles focusing on People Strategies.

### Buyers Guide

Check out the most recent ASHHRA Health Care HR Buyers Guide, electronic listing of key suppliers that offer products and services designed to meet your needs.

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## *Mark your Calendars !*

2013 ASHHRA Conference to be held in Washington, D.C. on September 28th through October 1st. Access our website for additional information.

## *Happy New Year !*