

# ASHHRA NEWSLETTER

## REGION TWO

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*Jim Papp*

### *Update from Your Region Two Consultant*

I hope we have survived the winter weather and now are looking to the rebirth that spring brings. This year begins my second term as your Region Two Consultant. This year will be packed with many opportunities for all us of to learn, grow, achieve, network, participate and give back. ASHHRA provides such opportunities. The following award programs foster those opportunities: the HR Leader, the National Mentorship, the Communication, Outstanding Chapter Officer, Outstanding Chapter Achievement, and Chapter Management Awards. There is still time for submission on these awards with a May 6<sup>th</sup> deadline. All forms are now posted on the ASHHRA website for your convenience.

Throughout the year, you will have opportunities provided by state, regional and national ASHHRA Conferences. Here in Pennsylvania, our state conference will be held October 6 and 7, 2011 at Bedford Springs Resort. The ASHHRA Annual Conference will be held from September 10 through 13, 2011 in Phoenix, Arizona and feature Henry (Fonzie) Winkler, Chip Madera and Ian Morrison as Keynote speakers.

There are also opportunities to get involved with ASHHRA Committee activities. For example, our Advocacy Committee will meet with congressional representatives during May to discuss and lobby our position on the legislation impacting healthcare potentially being addressed by Congress. You can support this endeavor by providing the name of any Congressional representative that you or your institution has close relationships with to our Region Two Advocacy Committee Representative, Marcia Telthorster, Vice-President of Human Resources, Princeton (NJ) Healthcare System.

The ASHHRA e-Learning Network and webinars provide consistent opportunities to advance your career and earn recertification credits in some cases. Overall the ASHHRA website provides a wealth of information, knowledge and opportunities. It contains information on ASHHRA, education, resources, products and services, publications, the Annual Conference and even potential jobs. To those veterans who haven't checked the site recently, please access it.

Also remember to give back to your profession. One of the best methods to give back is through informal and formal mentorship programs. Informally you can help grow and guide a new HR practitioner at your institution or in your Region. Formally, you might consider the ASHHRA mentorship program. Again, our website can provide you with background information and details or speak with Jamie Macander at 312-422-3729 or [jmacander@aha.org](mailto:jmacander@aha.org).

As you can tell, you have many opportunities to learn, grow, achieve, network, participate and give back as the direct result of your ASHHRA membership. Please take advantage of them. If I can aide you in any way, don't hesitate to contact me! Hope to see you in Phoenix in September.

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### *WELCOME NEW MEMBERS*

Please join me in welcoming the following new ASHHRA Region Two members who joined during the period of December 2010 through January 31, 2011.

- \* Amanda Cassell, Human Resources Generalist (LutherCare Lititz, PA)
- \* Grace Centruion, Administrator (Dermatology Associates of Central NJ Old Bridge, NJ)
- \* Gail Cohen, Vice-President Human Resources (St. Clar's Health System, Denville, NJ)
- \* Keith Emery, Director of HR & Operations (Family Medicine Associates, Ithaca, NY)
- \* Nancy Long, Senior Professional HR (Huntingdon Valley, PA)
- \* Lou-Ann McNally, Employee Relations Manager (Claxton-Hepburn Medical Center, Ogdensburg, NY)
- \* Nancy Seier, HR Director, LVCMHC (Allentown, PA)
- \* Paulette Wright, Director of Benefits & HR Operations (Hackensack University Medical Center, Hackensack, NJ)
- \* Debra Zambito, Chief Administrative Officer (Kohl Asset Management, Newburg, NY)
- \* Trisha Zappala, Office Manager (Victory Sports Medicine & Orthopedic Skaneateles, NY)

Welcome !

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### *ANNUAL CHAPTER LEADERSHIP CONFERENCE-*

This year the Annual Chapter Leadership Conference is scheduled for September 10, 2011 and will be held in conjunction with the ASHHRA Annual Conference in Phoenix. By design, the President-Elect of each affiliated chapter should attend. Often affiliated chapters send their current President as well. ASHHRA supports the attendance of one leader, whether current President or President-Elect, by paying for one night's stay and registration to the Chapter Leadership Workshop. If you are on the Chapter leadership tract, please consider joining us!

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### *Pennsylvania / SHHRPP Update*

The 2010 SHHRPP Annual Conference was held on October 7-8, 2011, at the beautiful Omni Bedford Springs Resort in Bedford Springs, PA.

The conference began Thursday morning with a presentation by G. Terry Madonna, Director of the Center for Politics and Public Affairs and Professor of Public Affairs at Franklin and Marshall College, on politics, health policy and the 2010 elections. That was followed by AHA and ASHHRA updates provided by Christy Fox and Jim Papp. In the afternoon, Sherry Bender of Indiana Regional Medical Center led a discussion on maintaining a "best places to work" culture. The afternoon session ended with a lively

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presentation by Thomas Cummins of Olney/HRadvantage on current compensation issues and trends. Friday featured an in-depth presentation by Mark Goldner of the law firm Jackson Lewis. His presentation focused on current employment and labor law topics.

In addition to the outstanding presentations, conference attendees enjoyed the Omni's award winning hospitality and food and beverage service. There were opportunities on both days to mingle with sponsors and exhibitors, whose generous support made for an affordable conference.

St. Vincent Health System was recognized with the 2010 Outstanding HR Practice Award for their "Living Core Values" program and Sue Reinke was recognized for her outstanding leadership as 2010 SHHRPP President.

Congratulations and a gigantic "thank you" to Pat Farraele and Peggy Maxwell of Hospital Council of Western Pennsylvania for coordinating all aspects of the conference and for their dedication and commitment to SHHRPP. The 2011 Annual Conference is scheduled for October 6 & 7, 2011, and will again be held at the Omni Bedford Springs Resort & Spa, Bedford, PA.

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## *ASHHRA Advocacy Committee Update 2011*

### **Hearing on Emerging Trends at the National Labor Relations Board**

Roger King, our very own ASHHRA member, testified before the Hearing on Emerging Trends at the National Labor Relations Board House Education and the Workforce Committee's subcommittee on Health, Employment, Labor and Pension. Below is, in part, the conclusion of his testimony. You can view his entire remarks at <http://www.ashhra.org/advocacy/index.shtml>.

"In conclusion, I have not meant to overstate the concerns of employers regarding the above matters. Perhaps when the Roundy's, Specialty Healthcare, and other pending important decisions before the Board are decided, concerns of dramatic reversals of precedent and inappropriate rule making will be proven to be unfounded. I hope that this is the outcome regarding such matters. The Board, however, has put these issues in play particularly by proceeding with only two confirmed Board Members and over the strong dissent of the lone Republican Board member. Further, the exceptionally accelerated manner in which the Board is proceeding, and in certain instances bypassing the procedural safeguards of the APA, raise serious questions. Hopefully, the Board will properly utilize its resources, including being totally transparent regarding its intentions with respect to off-site electronic voting. Finally, hopefully the Board also will embrace the objectives and desired outcomes of President Obama's January 18, 2011 Executive Order and not only curtail certain of its initiatives but also reexamine all of its rules and regulations."

*APA – Administrative Procedures Act*

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### ASHHRA Labor Activity – Reference IRI Report on ASHHRA Website

- Unions won 71% of all NLRB elections in the health care industry
  - Among nurses and other professional and technical health care employees, 15% are represented by unions.
  - Among health care support occupations, 9.2% are represented by unions
  - The number of RC health care elections have increased over 2009, RC petitions filed have decreased.
  - Trends in healthcare (71%) and on-health care (67%) union elections have remained flat over 2009.
  - SEIU filed 44% of health care petitions
  - Respondents said bargaining units targeted: RNs (75%), Service/Non-Professional (45%), Technical (40%), Skilled (35%).
  - Vulnerabilities encouraging union representation: Wages (24%), Leadership (19%), Benefits/Local Activity (9%), Financial Challenges/Organizational Change (7%)
  - NNU Update: 74 days on strike in 2010, 34,070 workers affected, over 115,000 workdays lost; trend is toward shorter strikes involving more employees
  - SEIU Elections at CHP in Ohio: 44 units of professional and non-professional employees, with nearly 6,600 eligible voters; SEIU wins four and loses 39 units, with one unit still to be determined; CHP and SEIU agreed not to campaign against each other
  - Union Strategies: Leveraging regulatory agencies, NLRB decisions, Increasing frequency and intensity of corporate campaigns, neutrality and fair election agreements, Legislation, pushing for staffing ratios
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### ASHHRA e-Learning Update – Online Course

#### Title: The New Labor Relations Board: What the New Appointment will Mean for Your Organization

Understand how the recent changes to the NLRB may impact your health care institution. Be aware of these changes not only as a health care HR professional but also as an employer. While knowledgeable observers generally agree the Employers Free Choice Act (EFCA) has little chance of enactment in the near future, employers should not become complacent. Labor law reform is moving forward, with or without EFCA. The appointment of pro-labor attorneys Craig Becker and Mark Pearce to the National Labor Relations Board to cement a solid three-member pro-labor board majority will result in rule making and decisional changes that undoubtedly will energize the labor movement.

**Learning Objectives:** Review the recent and expected changes to federal labor law, understand the impact of those changes and how this could affect your organization, develop pro-active strategies to respond to the changes.

**Faculty:** Howard M. Bloom, Partner, Jackson Lewis LLP and Michael J. Lotito, Member of Jackson Lewis' Management Committee and Partner, Jackson Lewis LLP.

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### *Scholarships*

MetLife and ASHHRA are once again providing scholarships for the 2011 Annual Conference. One attendee from each Region will be selected to receive a scholarship up to \$1500. If interested to the ashhra website, click on Annual Conference, then Tools for all the details including the purpose, guidelines, criteria and submission process. Note applications must be received by May 6, 2011

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### *Philadelphia and Suburban Healthcare Human Resource Society Celebrated 50 Years of Service*

The Philadelphia and Suburban Healthcare Human Resource Society celebrated 50 years of service to the Philadelphia area Healthcare Community at their December Holiday celebration. During its history, it boasted two national Presidents of ASHHRA William Schwabe in 1970 (Bill was also a charter member of ASHHRA) and Ed Dunn in 1997. Pictured above are former Presidents of PASHHRA (left to Right) Eugene Zegar (2009), Lucille Mason (1992), Brian Costello (1983), Tony DiBartolo (2005, 1999), Joe Micucci (2002, 1990), Christiane Schmidt (1997), Thom Rossi (2010, 2000, 1985), Anita Weiss (2001), Rita Guzewski (2004) and Marcia Telthorster (1998).



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

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