

# *ASHHRA NEWSLETTER*

## *REGION TWO*

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*Jim Papp*

### *Update from Your Region Two Consultant*

Mark another successful Annual Conference in the records. Those of us who attended the recent Annual Conference in Phoenix on September 10<sup>th</sup> through the 13<sup>th</sup> have many learning and personal experiences to share for years to come. Personally it was quite the adjustment going from the damp 60 degree temperature of north central Pennsylvania to the nearly 100 degree temperatures in Phoenix, seeing the rock/sand mounds and cactuses in the landscape rather the lush green treed mountainous region I call home. But the most memorable experience in Phoenix for me was the sand storm experience of Sunday evening walking back to the convention center to catch the bus for the thoroughly enjoyable evening sponsored by Met Life.

As promised, the conference provided attendees a rare opportunity to enhance our working knowledge of health care reform, labor relations, employee engagement, various potential health care initiatives and workforce/organizational development over a relative short period of time in the same place. An impressive variety of learning sessions led by industry experts offered best practices, tools and resources to allow us to address the most important issues to be faced for years to come.

Our keynote speakers Chip Madera, Henry Winkler and Ian Morrison provided inspirational messages of commitment, dedication and determination, as well as, a view of the future of health care and the business environment. We were all particularly moved by Chip's and Henry's presentations. Both presentations provided laughs, honest reflections on both life and professional careers, but, particularly motivation to change the world by changing our individual outlooks.

The Conference was formatted around the five core competencies for health care leaders as developed by ASHHRA and provided for the spectrum of career levels from the new to the profession to mid-level professionals to the senior leaders. A track was also available for non-hospital practitioners and a new Advisory Board Company track was identified helping us to choose the appropriate sessions to attend.

As expected the available networking with other HR professionals was worth more than we probably realize at that point in time. We had the unique opportunity to realize that hr issues are very similar throughout this country even though our locations and their accompanying environments may be substantially different.

To those of you who experienced Phoenix, I hope that you enjoyed the networking and learning, as well as, the Phoenix area. To those who were unable to attend, I hope that you may be able to join us next year in the mile high city, Denver.

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## *REGION TWO*

---

### *Proposed Legislation*

Did You Know About the Proposed Legislation Designed To Protect the Unemployed Against Hiring Biases

Part of President Obama's jobs bill would prohibit employers from discriminating against applicants because they are unemployed. Thereby unsuccessful job applicants could sue and recover damages for violations similar those when an employer discriminates on the basis of race, color, religion, sex or national origin.

The President's proposal would also prohibit recruiting agencies and web sites from carrying job ads that exclude people that are out of work. Generally, White House officials maintain that it is unjust for employers to discriminate against those without jobs and such a practice could create a class of workers who are left behind as the economy recovers. Under the Obama proposal, the Employment Commission would be given new power to enforce this proposed ban on discrimination against the jobless. With this potential avenue available, the unemployed claiming to be discriminated because of that status could bring an action directly under this provision without having to go through the entire "disparate impact" analysis. The source of this information is an article that appeared in printing on September 27, 2011 on Page A14 of the New York Edition of the New York Times with the headline "Obama Seeks to Prohibit –No Jobless Need Apply"

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### *Pennsylvania / SHHRPP Update*

The Society of Healthcare Human Resources Professionals of Pennsylvania (SHHRPP) holds its annual educational conference on October 6 and 7 at the Omni Bedford Springs Resort in Bedford, Pennsylvania. The conference program includes a diversity of topics addressing social media and HR policies, HR technology, employee wellness programs, compensation trends, the Toyota Production System in healthcare and an employment and labor law update. Ample time is provided for visiting with sponsors and vendors, socializing and enjoying the fall foliage. SHHRPP President Jerry Dittmann and his team, with the support of the staff of the Hospital Council of Western Pennsylvania, put together an outstanding program at a four star resort featuring excellent amenities.

Several SHHRPP Board members attended the ASHHRA Annual Conference and Exposition in Phoenix. All agreed that this year's conference provided the most informative educational content that they could recall. Particularly beneficial was the fact that many sessions provided new information on important aspects of human resources.

The SHHRPP listserv, sponsored in conjunction with the Hospital Council of Western Pennsylvania, continues to be a meaningful vehicle for members to exchange information on HR policies and practices. Members are able to post questions related to any topic excluding pay and benefits and to obtain realtime responses that benefit all listserv participants.

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### *Western New York/Rochester Update*

The Upstate New York Healthcare Human Resources Conference was held during the third week of September at the Ramada Geneva Lakefront. A total of 60 attended. There was attendance from the Western, Central and Rochester regions of New York, as well as, from the Southern Tier and Down State regional affiliates. The conference was a great success thanks to the generous vendors and a great speaker line up. The keynote speaker was Kevin Haeberle of Integrated Health Strategies who spoke on “Health Reform’s Impact on HR”. Other presentations outlined changes to the Joint Commission HR standards, defined benefits programs, staying union free, prescription drug plans, social media, compensation trends, building a healthy culture, recruitments impact on patient satisfaction, current workers’ comp issues, and empowering HR as a strategic partner.

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### *The HHRA of Central Pennsylvania (HHRACPA) Update*

HHRACPA will be holding a conference on Friday, October 21st at Marzoni’s in Duncansville. Speakers and their prospective topics include: Tara Arnold, from Bartell & Bartell, Ltd., to speak on “People Tools” to assess, develop and candidate leadership potential; Attorney Patrick Fanelli a partner with Andrews & Beard to provide an legal update based upon recent NLRB rulings & requirements; Nancy Smithbauer from the Altoona Office of Unemployment Benefits to address anticipated 2012 UC changes and Alex Seltzer President of Manpower of Altoona to outline Co-active Executive/Managerial coaching . Potential attendees are asked to contact: Larry Spisak at lspisak@conemaugh.org. The cost is \$12 which is just the cost of the meal.

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### *Welcome Our New Members*

Please join me in welcoming the following ASHHRA Region Two members who joined during the period of July 1 through September 30th:

- \* Joseph Angelosante, Administrator Recruitment Services Extended Care of NYC, NY
- \* Jamie Brock, Human Resources Directors, Windber Medical Center, Windber, PA
- \* Brenda Brown, Director of Employment at Holy Spirit Hospital of Camp Hill, PA
- \* Helen Figge, Senior Director Career Services at HIMSS of Slingerlands, NY
- \* Melissa Fleck, VP HR at the Health Care Association of New York State in Rensselaer, NY
- \* Jerry Gallo, Director at Emble Health of NYC, NY
- \* Kathleen Gallucci, Chief Human Resources Officer at Highland Hospital of Rochester, NY
- \* Amanda Harrell, Marketing, Cigna, Philadelphia, PA
- \* Michael Horton, Senior Consultant, Towers Watson, Parsippany, NJ
- \* Laura Kelly, HR Manager, Rothman, Philadelphia, PA
- \* Ross Krasnow, VP at the Lockton Companies of NYC, NY
- \* Sandra Lembck, VP at the Lockton Companies of NYC, NY
- \* Kayla Meyer, Manager Recruitment Retention, Crouse Hospital, Syracuse, NY
- \* Kristen McQuaid, Manager Talent at the Cancer Treatment Center of Philadelphia, PA
- \* Jennifer Peterson, Account Manager, Manning Fund Inc., Fairport, NY
- \* David Pikus, Large Group Manager at Emble Health of NYC, NY
- \* Lisa Chenofsky Singer, HR Operations Manager at Saint Claire’s Health System of Dover, NJ

# ASHHRA NEWSLETTER

## REGION TWO

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- \* Shaun Smith, VP & Chief HR Officer at CVPH Medical Center of Plattsburgh, NY
- \* Theresa Sola, Human Resources Manager, Virtue Health at Marlton, NJ
- \* Susan St. Peter, Manager Organization Development, Meridia Health, Wall Township, NJ
- \* Jenny Walker, Leader, Human Resources, Meridian Health, Neptune, NJ

Welcome!!

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### *Contact Information*

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

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*Region Two Advocacy Committee Representative*  
*Marcia Miller Telthorster, Vice-President Human Resources*  
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