

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

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*Update from Your Region Two Consultant*

*Jim Papp*

It is with mixed emotions that I share my thoughts with you in this second to last newsletter. As the calendar year closes, I prepare to leave my role as your Region Two Consultant reflecting on what has been done and still remains. I must say that I regret that some issues could not be addressed to more constructive conclusions.

Our region faces barriers other than geography. Although we all have good intentions, time and our everyday work and personal lives become barriers. There is good interaction with the State of Pennsylvania and Western New York State; however, our relations with New Jersey and the remainder of New York State could be improved. We have heard that an affiliated chapter should be established covering Northern and Central New Jersey, unfortunately such a movement must come from within the region. It must be initiated by an adequate number of members in that region demonstrating their commitment by their actions. If you are such an individual, please let me know. I would love to be able to leave my position knowing that the number of affiliated chapters continues to grow.

As for Southern New Jersey and the remainder of New York State, I would urge the membership of all unaffiliated regional healthcare human resource groups to consider chapter affiliation with ASHHRA. I realize that each of our professional groups have localized issues; however, many of our goals and objectives are similar. Understanding the limitations faced by professional organizations after participating for over twenty five years, I long ago realized that much can be gained through mutual cooperation. Such sharing is most evident if you attend the Chapter Leadership Conferences just prior to the start of each Annual Conference. Just being able to reach out to contacts made through mutual cooperation makes our roles easier and more productive. Obviously most of what we have to do has been done before! Why shouldn't we tap into that vast pool of experience!

I also would have preferred that our Region would have done more with respect to education in collaboration with ASHHRA. I was contacted throughout my tenure and asked about our regional conference sponsorship by numerous vendors. Although considering our economy and even the current competition for conference attendance, I was persuaded not to travel down that path the numerous times I attempted to surface that possibility. However, I do believe that future webinars or alternative methods to communicate knowledge using more advanced technology will become the desired norm in the coming years.

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To those of you who attended the annual conference, I trust that your experience has allowed you to grow and learn. Much was available in Denver. Unfortunately due to an impending surgery, I was not able to participate in this year's conference. Since that was the case, the Regional Breakfast on Sunday morning was hosted by Joe Micucci, our ASHHRA Treasurer, who has been a leader with ASHHRA and an advocate for our profession for many years. At that time, our in-coming Region Two Consultant was introduced.

As always, please feel free to provide feedback on what is good and what can be improved upon. The only way a consultant can truly be your advocate is by knowing what you need, want and how you feel! Consider being more active within your profession. We can all do more! Much can be achieved if each of us would do a little more!

Enjoy the up-coming fall months,

*Jim*

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## *REGIONAL UPDATES*

### *Rochester Regional Healthcare Human Resource Committee*

#### NLRB Compliant Social Media Policy Template

The Rochester Regional Healthcare Human Resource Committee spearheaded the idea to create NLRB compliant Social Media Policy template for its membership. The NLRB compliant Social Media Policy template was prepared by Stephanie Caffera, Esq. partner at Nixon Peabody in July 2012. Due to an overwhelming interest expressed by others outside of our region, the template has been shared with other allied associations across the state as well as HANYS. The policy template is meant to conform to the General Counsel's guidance to date (July 2012). The disclaimer at the beginning of the policy notes since the NLRB has not yet ruled on any social media issue, the policy may not comply with an eventual ruling by the Board. Ms. Caffera plans to update the policy template if additional guidance is issued. The template has been well received by our membership.

#### New York Labor Law Amendment Expands Permissible Wage Deductions

Many members of the RRHA Human Resource Committee have been struggling with the lack of flexibility on Labor Law Section 193. Up until recently hospital employees were not allowed to payroll deduct for expenses incurred at their facility's cafeteria or

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gift shop. After several years of grass roots lobbying efforts, this will finally change. On September 7, 2012 NYS Governor Cuomo signed a bill into law that expands the types of deductions that may lawfully be made from employee wages. The amendment to Labor Law Section 193, which governs all private sector employees, is slated to take effect November 6th. With employee consent, the Labor Law now provides for the use of wage deductions to cover specified goods and services such as cafeteria and gift shop expenses, as well as to recapture inadvertent overpayments and pay advances. Special thanks to the lobbying efforts of HANYS, the allied associations, and members of the RRHA Human Resource Committee in getting this bill passed!

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

#### *Update Fall 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.

### *HHRACPA (Healthcare Human Resource Association of Central PA)*

The group held an all day educational conference on Friday, September 7th at the Home Health Agency Corporate Offices in Altoona. The speakers and topics included: Beckie Beck, Vice President of L.R. Webber and Associates, Inc. of Duncanville who spoke on "The Affordable Care Act Mandates Now"; Attorney Patrick Fanelli of the Law firm of Andrews and Beard of Altoona who provided a "Labor Law Update"; Susan M. Grady HR Consultant whose presentation was entitled "The HR Professional: A Partner in Today's and Tomorrow's Healthcare Organizations" and Jim Papp, the group's President and ASHHRA Region Two Consultant who provided both a state of Pennsylvania and ASHHRA update.

The group's meeting schedule includes two formal all day educational conferences twice a year with the next conference to be held in the late spring of 2013.

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### *WELCOME NEW MEMBERS*

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

- \* *Amanda Brailsford, New York, NY*
- \* *Richard Lustig, VP/Human Resources – The Center for Discovery, Harris, NY*
- \* *Eliezer Martin, Spring Valley, NY*
- \* *Stacey Pfeffer, VP/Human Resources – Winthrop University Hospital, Mineola, NY*
- \* *Christopher Rosen, Chester, PA*
- \* *Jennifer Whetsell, New York NY*
- \* *Colleen Allen, Business Operations Mgr – Costello Sr. Alen Optometrists, PLLC, Oneida NY*
- \* *John Asencio, New York, NY*
- \* *Lorraine Bixler, Human Resources Mgr – Access Nursing Services, Chappaqua, NY*
- \* *Lisa Deal – Geisinger Wyoming Valley Medical Center, Madison Township, PA*
- \* *Judith Gayle, Human Resource Generalist – Hospice of NY, Long Island City, NY*
- \* *Gerry Geckle, VP – Universal Health Services, Inc., King of Prussia, PA*
- \* *Tom Hendrixson, Admin/Director of HR / OP – Shore Medical Center, Somers Point, NJ*
- \* *James Hodge, VP/Human Resources – Redstone Presbyterian Senior Care, Greensburg, PA*
- \* *Alice Hopkins, Dunmore, PA*
- \* *Andrew Rosen, Berwyn, PA*
- \* *Jennifer Spike, St. James Mercy Health System, Hornell, NY*
- \* *Barbara Werner, Bernstein Medical, PC, New York NY*
- \* *Lana Wydra, VP/Human Resources – Nathan Littauer Hospital & Nursing Home, Gloversville, NY*
- \* *Rhonda Zaleski, Corp Dir Nurse Recruitment, University of PA Health, Philadelphia, PA*

Welcome !

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### *Advocacy Committee Update:*

For the best update on ASHHRA and the Committee's activity, please refer to the Fall Issue of the HR Pulse. The article by Stephanie Drake, our Executive Director, comprehensively highlights activities from the late Spring to present focusing on both workforce and employee relations issues. Among topics that are covered is the Affordable Care Act and rulemaking initiatives from the Department of Labor and National Labor Relations Board. By the way, this current issue is particularly thought provoking discussing issues to be addressed now and into the future. Please consider investing the time to read it!

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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 ASHHRA*  
Jim Papp, Director, Organizational Development  
DuBois Regional Medical Center  
PO Box 447 DuBois PA 15801  
Phone: 814-375-3227  
E-mail: [jmpapp@drmc.org](mailto:jmpapp@drmc.org)

*Region Two Advocacy Committee Representative*  
Marcia Miller Telthorster, Vice-President Human Resources  
Princeton Healthcare System  
235 Witherspoon Street Princeton, NJ 08540  
Phone: 609-497-4164  
E-mail: [mtelthorster@princetonhcs.org](mailto:mtelthorster@princetonhcs.org)

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### Useful Tools for Year-end Planning

#### 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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