

# Region 6

\* Iowa

\* Kansas

\* Minnesota

\* Missouri

\* Nebraska

\* North Dakota

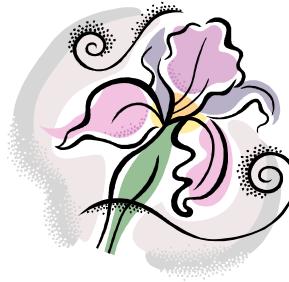
\* South Dakota



*MARCH 2011*

## Vision

By joining together, by raising our skills and by speaking with one voice, we, as ASHHRA members can enhance the well-being of our employees, our health care organizations, and the communities we serve.



Region 6 Consultant

## REGIONAL CONSULTANT MESSAGE

Happy spring to everyone! I am very pleased and excited to begin my role as your Region 6 Consultant. Let me begin by telling you a little about myself. I am the Director of Human Resources at Salina Regional Health Center in Salina, Kansas. I have a master's degree in Business Administration from Wichita State University and a Professional in Human Resources certification. Following 7 years in restaurant management, I came to the health center 26 years ago. I've spent 21 of those years in Human Resources. I held various positions within the department and have been the director for 11 years. I firmly believe life is too short to have a career that you do not have a passion for what you do. I am very blessed to have found the career path that has allowed me to have a true passion for what I do, and makes me want to come to work everyday.

I am very privileged to work with an outstanding group of professionals as we all work toward the goal of serving and advancing the HR profession. There are many things that make ASHHRA a great group, but the best part for me is the developing of relationships and having resources available. As leaders in today's human resources field, we cannot go it alone. We must be able to rely on resources and collaborations that an organization such as ASHHRA provides. We have an incredible human resource association for healthcare HR leaders. It is a privilege to be part of such an extraordinary group.

Please feel free to contact me anytime with questions, ideas, comments, suggestions, etc... It is my pleasure to serve you as your Region 6 Consultant and I hope to help lead our efforts to promote high standards of professional ethics, education, and effectiveness in the area of Human Resources.

**Annette Suppes, MBA, PHR**  
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## Mission

**ASHHRA leads the way for members to become more effective, valued, and credible leaders in health care human resources administration.**

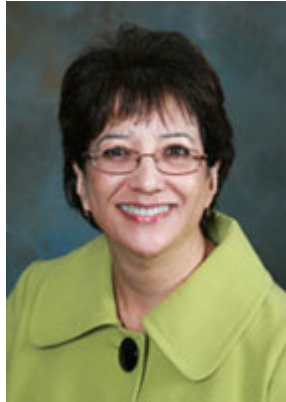
# Meet ASHHRA's 2011 new President and Vice President

## PRESIDENT



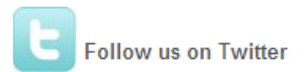
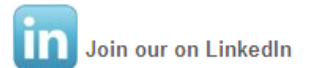
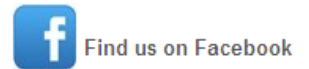
**Robert Walters, SPHR**  
Corporate Director, HR Operations  
Health First, Inc.  
3550 North Harbor City Blvd.  
Melbourne, FL 32932-0069  
[bob.walters@health-first.org](mailto:bob.walters@health-first.org)  
*(Will become Immediate Past President in 2012)*

## VICE PRESIDENT



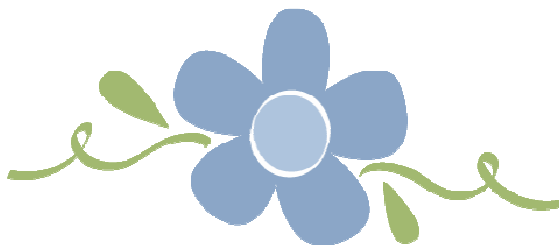
**Irma Babiak Pye, SPHR**  
Senior Vice President & CHRO  
Valley Baptist Health System  
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Harlingen, TX 78551-2588  
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*(Three-year commitment to become President in 2012 & Immediate Past President in 2013)*

Connect with the ASHHRA community anytime through these social networks:



## GOOD LUCK, REGINA!

Many of you have worked closely over the years with Regina Stoker as the ASHHRA Membership Specialist. She has been the “rock” we have come to rely on. Last month, Regina announced her resignation with ASHHRA to pursue other opportunities. We all wish her every success in her future and will miss her tremendously.



## PLEASE JOIN ME IN WELCOMING OUR NEW REGION 6 MEMBERS:

### Iowa

Kristan Lawless, HR Manager, Mary Greeley Medical Center, Ames, Iowa

### Kansas

Mina McGinnis, Human Resources Director, Central Kansas Medical Center, Great Bend, Kansas

### Minnesota

Ashlie Bradley, Human Resource Generalist, Broadway Medical Center, Alexandria, Minnesota

Todd Hanson, Senior Account Executive, CBIZ, Minneapolis, Minnesota

Mandi Koehntop, Director of Human Resources, West Wind Village, Morris, Minnesota

Lisa Lee, Sr. Compensation Analyst, Mayo Clinic, Rochester, Minnesota

Rachael Redenius, HRMS Analyst, MN Gastroenterology P.A., Saint Paul, Minnesota

### Missouri

Elliott Assyre, Managing Director-Health and Productivity, Buck Consultants, St. Louis, Missouri

Jana Roberts, HR Director, Jordan Valley Community Health Center, Springfield, Missouri



## ASHHRA 2011 AWARDS

ASHHRA 2011 Awards forms are available at [www.ashhra.org](http://www.ashhra.org). Click on “About ASHHRA” and then “Awards”.

### **DEADLINE FOR SUBMISSION IS MAY 6, 2011.**

All forms should be uploaded via the ASHHRA website. On the awards pages, each form has an upload option to Box.net, our green initiative this year for uploading and sharing files. The following awards forms are posted on the ASHHRA site.

1. HR Leader
2. The National Mentorship Award
3. Communication Award
4. Outstanding Chapter Officer
5. Outstanding Chapter Achievement
6. Chapter Management

For the Chapter Management Recognition program, folders have been created to upload your submission. An initial invitation was emailed November 3<sup>rd</sup>, inviting your chapter to participate. If you did not receive the invitation, contact Sharon Allen at ASHHRA to have it forwarded. It is important that you accept the Box.net email in your “Safe Files Location” so that you will be able to participate in the program without delay.

Remember, you are encouraged to NOT email or mail your nominations, but instead upload them as described. If you have any questions, please contact Sharon Allen at [sallen@aha.org](mailto:sallen@aha.org).

# An Era of Change

An Evolution in Health Care HR

September 10–13, 2011 PHOENIX, ARIZONA



Pack your bags for some fun in the sun!! The annual ASHHRA conference is a great opportunity to network with HR professionals from across the country while taking advantage of many educational options and having great fun! This year's conference is being held in sunny Phoenix, Arizona on September 10 to 13.

This is also a great opportunity to combine business and pleasure. The hotel group rates will be available for 3 days before the conference begins, and 3 days after the conference ends! Take advantage of this great deal and enjoy a few extra days enjoyed everything that Phoenix has to offer! I hope to see you all there!!

## Why Should YOU Attend the ASHHRA Conference?

### Educational Programs

- Enhance your health care business knowledge
- Advance your leadership capabilities
- Strengthen your role as a change agent
- Gain knowledge of the hottest trends in health care HR
- Network with your peers

### Valuable Resources

- A variety of take-away tools, best practices and policies
- Networking opportunities with other HR practitioners nationally and regionally
- Exposure to more than 150 suppliers helping to advance health care HR products and services

### Hottest Products & Services

- More than 150 exhibitors showcasing products that can help you solve problems within your organization
- Networking and knowledge sharing on state-of-the-art services in health care HR

### Smart Investment

- Take-away tools and resources in health care HR
- Focused learning on leadership and strategic business knowledge
- Sessions designed around five leadership competencies
- Partnership opportunities with top health care HR leaders



Keynote Speaker  
Chip Madera



Keynote Speaker  
Henry Winkler



Keynote Speaker  
Ian Morrison



## CHAPTER LEADERSHIP CONFERENCE CHANGE

The annual Chapter Leadership Conference will be held in conjunction with the ASHHRA Annual Conference in Phoenix this year. The Chapter Leadership Program is scheduled for September 10<sup>th</sup>. ASHHRA will still honor the payment for the one night stay of your chapter president or chapter appointed leader to attend, and one registration to the Chapter Leadership Workshop for all affiliated chapters. Many chapters choose to send their President-Elect as well as their current President, so mark your calendars now.

### 2011 ASHHRA Conference Scholarship

MefLife and ASHHRA will provide one attendee from each region with a scholarship to attend the 2011 ASHHRA Annual Conference. Total package is not to exceed \$1,500.

The purpose of the scholarship is to provide financial assistance to those interested in attending the 2011 ASHHRA Annual Conference & Exposition. The objective is to provide health care HR practitioners with a venue to receive educational tools and resources, in addition to networking opportunities that will allow them to become successful health care HR leaders.

For more information, and/or to apply for the scholarship, go to [www.ashhra.org](http://www.ashhra.org). Click on Annual Conference & Exposition, then click on Tools to download scholarship guidelines, criteria, and application.

**Application Deadline is May 6<sup>th</sup>**

## CALENDAR OF EVENTS

April 14-15  
Kansas Hospital Human Resources  
Association – KHHRA  
Spring Conference  
Wichita, Kansas

April 28-29  
Healthcare Human Resources  
Association of Minnesota – HHRAM  
Minnesota Conference  
Minnesota Suburb

September 10  
ASHHRA Chapter Leadership  
Conference  
Phoenix, Arizona

September 10-13  
ASHHRA 47<sup>th</sup> Annual Conference &  
Exposition  
Phoenix, Arizona

\* Your event not listed? Please contact me  
so I can get it on the events calendar.





The **ASHHRA eLearning Network** is your number one source for professional development in the health care human resource field. ASHHRA is committed to serving your needs and that is why we have developed a customized online learning platform that provides comprehensive health care HR knowledge in a self-paced format. Whether you are New-to-the-Profession, Mid-Level Professional, or at the Executive Level, you will find a program that will enhance your knowledge and assist in your professional path to excellence.

### **Certificate Programs**

Whether you are entering the field, climbing the career ladder, or simply want to learn more about various disciplines within health care human resources, take the ASHHRA Certificate programs to obtain the key tools to succeed in your field. By the end of each online program, you will be equipped with a comprehensive knowledge of the responsibilities related to that discipline and a certificate distinguishing you as a well-trained professional. An online final exam is required to receive HR Certification Institute credit.

### **Online Courses**

ASHHRA offers 31 online eLearning courses based on best practices, tools, and various resources in hot industry topics such as social networking, emerging trends in workforce development, accountability, communication, and diversity, among many others. The eLearning courses present an affordable and practical continuing education opportunity for health care HR professionals at every level.

If you are a current member of ASHHRA and logged on to [ashhra.org](http://ashhra.org), you will be recognized on the eLearning Network.

# ASHHRA Advocacy Committee Update

## Specifics from Steve, your Region 6 Representative...

### Advocacy Committee “Hill Visit” to Occur in May

**General Background:** May 23<sup>rd</sup> the Advocacy Committee will meet with lobbyists and staff of AHA, and SHRM to get the most up-to-the-minute news of healthcare HR legislation being contemplated by Congress. The following day we will make numerous visits to the offices of as many congressional representatives as possible. I can typically have the most impact by visiting the Nebraska Senators and Representatives, but I also try to stop by the offices of all Region 6 Senators and/or Representatives to leave informational packets about the topics being addressed by our Committee.

**Your Part in the Process:** If you or your hospital has any direct or more close relationship with Congressional representatives, PLEASE TELL ME via a phone call or e-mail. If I can stop by an office and specifically mention a facility, your name, your CEO, or lobbyist, that will have a lot more impact for ASHHRA and you. Thanks for any assistance you're able to provide to help me better serve you...

Steve.



Region 6 Advocacy Committee Representative

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Regional West Health Services  
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## Hearing on Emerging Trends at the National Labor Relations Board

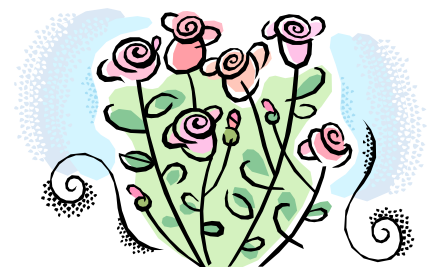
*Roger King, our very own ASHHRA member, testified before the Hearing on Emerging Trends at the National Labor Relations Board House Education and the Workforce Committee's subcommittee on Health, Employment, Labor and Pension. Below is, in part, the conclusion of his testimony. You can view his entire 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 rulemaking 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.”

# ASHHRA Advocacy Committee Update

## 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 health care (71%) and non-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





# ASHHRA Advocacy Committee Update

## ASHHRA E-Learning Update – Online Course

**Title:** *The New Labor Relations Board: What the New Appointment Will Mean for Your Organization*

**Description:** 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 rulemaking 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.

