



# Region 9 Newsletter

## Hello from your Region 9 Consultant, Steve Stahl



Happy Spring everyone. It seems like the first of year was just last week and all of a sudden it is the end of the first quarter of 2012 and the end of my first quarter as your Region 9 Consultant. It has been a busy time in Region 9 for all of us, and it looks like we might finally be getting some great weather like the rest of the country has had the past few months.

2012 continues to be a great opportunity to network across the region for all of us. There are spring conferences in Washington and California. Hawaii has an energetic team working on all sorts of ideas for educational opportunities and there is the opportunities for individual contacts throughout the Region. Just reach out if you need help or have a question.

Have a great Spring. Let me know if I can help in any way.

Steve Stahl, Region 9 Consultant, [steven.stahl@vmmc.org](mailto:steven.stahl@vmmc.org),

## Region 9 News

California's HHRMAC has launched their new website; check it out at [www.hhrmac.org](http://www.hhrmac.org). They have done a great job setting up a website that is very interactive and user friendly. Have you had the opportunity to review ASHHRA's website recently? If you haven't, I would encourage you to take some time and review all that the website has to offer too.

HHRMAC's Annual Conference is coming up on April 29-30 at the Westin San Diego. For more information, go to HRRMAC's website at [222.hhrmac.org](http://222.hhrmac.org).

HHRMAC's officers for 2012 are:

President	Debbie Rubens
Vice President/PE	Karen DuPont
Secretary/Treasurer	Holly Risha
Past President	Jill Underwood

Washington's WSHHRA is also having their Spring Conference at the end of April. Don't miss it on April 26-27 at the Great Wolf Lodge in Grand Mound, Washington. It promises to be another great conference with topics including Unleashing an Engagement Culture; Talent Development for Leaders; Changing Landscape of Collective Bargaining; HR Legal Update; Healthcare HR & the Bottom Line: 5 Focus Areas for Improving HCAHPS, Satisfaction Scores, and Employee Accountability; Communication: *How to Stay Cool When Things Heat Up*; and Social Media and the NLRA.

WSHHRA's 2012 elected officers are:

President	Beki Lischalk
President Elect	Juliet Nelson
Past President	Steve Stahl
Vice President Membership	Amanda Adams
Secretary	Carolyn Tucker
Treasurer	Marlo Willis
Labor/Legal Liaison	John Pabarcus
Website Director	Lisa McDaniel
Communications Liaison	Kathryn Duby

## **Don't Forget Nominations are Now OPEN for ASHHRA Awards**

Don't forget to submit your applications and nominations for the following ASHHRA awards. **Deadline is May 4, 2012. (May 1 for Gary Willis Leadership Award).**

**CHAPTER MANAGEMENT AWARD** – This program provides the opportunity for the chapter to be nationally recognized at the ASHHRA Annual Conference. The participation level ranges from Honorable Mention to 4-Star recognition. Award-winning chapters also receive a monetary award as well as one or more free annual ASHHRA memberships. Now is your chance to show off your chapter to ASHHRA members throughout the country!

**OUTSTANDING CHAPTER OFFICER AWARD** – Recognizes a 2011 chapter officer who has made a significant contribution to an ASHHRA chapter through excellence in chapter management and/or distinguished leadership.

**OUTSTANDING CHAPTER ACHIEVEMENT AWARD** – Recognizes an HR professional from each affiliated chapter whose significant contributions advance the health care human resources profession.

**GARY WILLIS LEADERSHIP AWARD** - The Gary Willis Leadership Award (GWL) recognizes mid-level managers and directors who have made outstanding leadership and operations contributions to their organization. The award is for managers who are looking to advance their career through continuous educational opportunities promoting operational excellence. Award winners will receive one of two \$2,500 scholarships for health care HR education. Applications/Nominations for the GWLA **must be submitted by May 1, 2012.**

## **NOW is the Time to Register for the ASHHRA National Conference**

***Spring Savings!***  
**Save up to \$30 on Registration**

Did you miss taking advantage of the registration savings during the Early Bird Special? ASHHRA heard you, so they are offering ***Spring Savings*** until **May 31st** so you have another chance to save on registration for the annual conference! What's so special about the conference, you ask? For starters:

- *Valuable networking opportunities*
- *Informative learning sessions*
- *Recertification credits*
- *Denver, Colorado, and all it has to offer*
- *Fun social events*

- *Innovative solutions from exhibitors*
- *Inspiring keynote speakers, including Tom Flick and Carson Kressley...*

We could go on and on, but **nothing can compare to experiencing the conference firsthand**. See a few of the highlights below, and be sure to [secure your spot now!](#)

1. [Keynote Speakers](#): Tom Flick and Carson Kressley
2. [Hotel](#): Hyatt Regency Denver at the Colorado Convention Center
3. [Location](#): Colorado Convention Center in [Denver, Colorado](#)

***And don't forget - registration includes one (1) year of membership for non-members!***

## Welcome New Region 9 Members

Please take a moment to reach out to our newest ASHHRA members.

First Name	Last Name	Position	Location	Email
Mary	Aguirre			MAguirre@fcsmg.com
Jeanne	Flores	Senior Vice President Human Resources and Organizational Development	Cedars-Sinai Medical Center	floresjr@cshs.org
Jay	King	Vice President Human Resources	Mercy Hospitals of Bakersfield	jay.king005@chw.edu
Ron	Lafrican	Director, Benefits And Comp.	Cottage Health System	l1doming@sbch.org
David	Lin	Recruitment Manager	AltaMed Health Services	dlin@la.altamed.org
Candice	Liu			cliu@medicalforefronts.com
Lon	Orey	Vice President Human Resources	Presbyterian Intercommunity Hospital	lorey@pih.net
Debbie	Wood	Vice President Of HR	Kaweah Delta Medical Center	dwood@kdhcd.org
Jodi	Burke			joburke@coh.org
Cesar	Lugo	Director Human Resources	Victor Valley Community Hospital	clugo@vvch.org
Maria	Tapia			etapia@sbch.org
Nancy	Walker-Meagher			nwmeagher@snowlinehospice.org
Melanie	Clark		Hospice of the North Coast	mclark@hospicenorthcoast.org
Brian	Lexmond			brian@lexmondcommunications.com

Ann Mattia	Schiller	Vice President Human Resources	Pacific Hospital of Long Beach	tia.schiller@phlb.org
Karen	Du Pont	Director Human Resources	Casa Colina Hospital for Rehabilitative Medicine	kdupont@casacolina.org
Randi	Katz			rkatz@pih.net
Sharon	Rosario			sharonkrosario1@att.net
Donald	Stephenson			donald.stephenson@c3intelligence.com
Cindy	Kronsberg		Bay Area Hospital	
Jeanette	Holmes	Director of Employee and Labor Relations	Asante Health System	jholmes@asante.org
Cyndy	Vollmer	HR Director	Southern Coos Hospital and Health Center	cvollmer@southerncoos.org
Heather	Bailey	HR Director	Jefferson Healthcare	hbailey@jeffersonhealthcare.org
Brenda	Simon	Organizational Development Specialist	Virginia Mason Medical Center	brenda.simon@vmmc.org
Kimberlee	Ely		Columbia Lutheran Home	kimberleeely@columbialutheranhome.com
Theresa	Mazzaro		Peace Health	tmazzaro@peacehealth.org
Michelle	Ellis	Director of Human Resources	Whitman Hospital and Medical Center	ellism2@whmc.org

## **ASHHRA Advocacy Region 9 Avocacy Representative Gail Blanchard Saiger**

### **ASHHRA Advocacy Committee Report Quarter 1- 2012**

The American Society for Healthcare Human Resources Administration (ASHHRA), a personal membership group of the American Hospital Association (AHA), recently announced the 2012 Advocacy Agenda and Hill Visit May 7-8, 2012.

Each year the Advocacy Committee visits Representatives and Senators in Washington, D.C., to present the ASHHRA position on key issues that pertain to the health care workforce at-large. In 2011, we had over 40 meetings, in which we offered practical expertise to our Washington D.C. leaders regarding issues that impact our Hospitals and our workforces. Each committee member works to develop a relationship with legislators while we offer our unique view of healthcare as human resources practitioners.

In 2012 ASHHRA will pair our Hill Visit with the full AHA contingent at the AHA Annual Meeting. The Annual gathering will be comprised of comprises of learning, collaboration, and Hill Visits addressing

issues that impact the health care industry. The focus of ASHHRA is just a piece of the health care legislative and regulatory puzzle.

This year the ASHHRA Advocacy Committee will be addressing the following topics:

<p>Stephanie Drake, Executive Director ASHHRA</p> <p>Michael Paruta, Advocacy Chair, Director of Workforce Development, Providence, RI Care New England Health System</p> <p>Carla Luggiero, Senior Associate Director of Federal Relations AHA</p>	<p>LEGISLATION:</p> <ul style="list-style-type: none"><li>• Payment cuts as it relates to jobs and the impact on hiring qualified workers</li><li>• Extension of the TRICARE exemption for OFCCP oversight and enforcement to include providers participating in health care plans for federal workers and other managed care reimbursement arrangements (Medicare C and D)</li><li>• NLRB rules on union organizing, including changes to rule on appropriate bargaining units</li><li>• OSHA and safe patient handling</li><li>• Staffing ratios</li></ul> <p>REGULATIONS</p> <ul style="list-style-type: none"><li>• EEOC / Background Checks – recruitment and hiring procedures reviewed</li><li>• NLRB - Access to employers property and equipment (i.e. email)</li><li>• “Persuader” reporting requirements from Office of Labor Management Standards (OLMS), a part of the Department of Labor (DOL)</li><li>• Understand the DOL agenda and see where we can impact it</li></ul>
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To also support the ASHHRA Advocacy agenda, ASHHRA will continue to offer quarterly webinars, the *Health Care Labor* and the *Semi-Annual Labor Activity* reports in conjunction with AHA and IRI Consultants.

If you are interested in learning more about the ASHHRA Advocacy efforts, feel free to email [ashhra@aha.org](mailto:ashhra@aha.org) or call 312-422-3720.