



# Region 9 Newsletter

**Hello from your Region 9 Consultant, Kristen Fox, MBA, SPHR**



It is hard to believe that it has been two-years since I accepted the opportunity of being your Regional Consultant. The time has flown by. There is such amazing leadership in our Region and I feel blessed to have had the opportunity to get to know so many of you during the course of the past two years. Thank you for making this time so memorable.

As we enter 2012, I encourage each member of our region to continue to network and get to know one another. There is an amazing depth and breadth of knowledge within our Region and within ASHHRA as a whole.

I personally am looking forward to continuing my networking with this region, even as I pass over the reigns of this position to my successor, Steve Stahl.

With that, I would like to welcome Steve to the Regional Consultant role and officially pass the baton. Steve is currently the 2012 Past - President of WSHHRA and has a passion for empowering healthcare HR professionals. Steve brings to the position a level of creativity and experience (over 20 years of HR Management experience.)

I am looking forward to supporting Steve during this transition and I know he will take this position to the next level over the next two years.

If you need either one of us during this transition period, please do not hesitate to reach out. Kristen Fox – [kristen.fox@kadlecmed.org](mailto:kristen.fox@kadlecmed.org) and Steve Stahl – [steven.stahl@vmmc.org](mailto:steven.stahl@vmmc.org).

## ASHHRA Resources

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.

Today, I am highlighting one of the many sections of the website - Resources.

Within the Resource section, you will find the following topics:

Best Practices  
Health Reform Toolkit  
HR Concierge  
Non-Hospital Information  
Sample Policies

General Resources  
HPOE Reports and Guides  
Industry Surveys  
Sample Forms  
White Papers

Whether you are new to Healthcare Human Resources or a seasoned practitioner, the Resource section of the website is a wonderful tool for your HR toolkit. Make sure to check it out.

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

**Congress Passes Legislation That Addresses Federal Contractor Status for TRICARE Providers**

During the second week of December, the U.S. Senate and House passed H.R. 1540, the National Defense Authorization Act. That bill contains language that prevents the Office of Federal Contract Compliance Programs from enforcing its position that providers under a Department of Defense TRICARE contract are federal contractors.

While the President had earlier threatened to veto the bill over provisions related to military detention for some terrorism suspects, he recently indicated his support. The bill was presented to the President on December 21 and he is expected to sign it shortly.

During debate on various versions of the bill, AHA and ASHHRA advocated in support of the provision that was ultimately included in H.R. 1540.

**NLRB Publishes Final Rule on Expedited Election Process**

The National Labor Relations Board (NLRB) recently issued a controversial Final Rule that substantially changes the representation election process. The Final Rule goes into effect on April 30, 2012. While the Final Rule was not as expansive as originally proposed, it does include major changes, including shortening the amount of time between when a union files a petition for election with the NLRB and the date employees actually vote on representation. In some cases, an election could be held within 21 days.

Although the changes are procedural, according to Brian Hayes, a dissenting NLRB member, the Final Rule is part of a “radical manipulation of our election process...to effectively eviscerate an employer’s legitimate opportunity to express its views about collective bargaining.” As soon as the Final Rule was published, the National Chamber Litigation Center, in conjunction with the Coalition for a Democratic Workplace, filed a lawsuit seeking to enjoin the implementation of the rules.

AHA and ASHHRA participated in the public comment process as well as the hearings on this issue. AHA and ASHHRA are members of the Coalition for a Democratic Workplace, which has filed the lawsuit mentioned above.

## News from around the Region

### WSHHRA Happenings President – Steve Stahl

WSHHRA is pleased to announce their new officers for 2012 –

**President:** Beki Lischalk, Kitsap Mental Health Services

**President-Elect:** Juliet Nelson, Providence St. Mary Medical Center

**Immediate Past President:** Steve Stahl, Virginia Mason Medical Center

**Vice President - Membership:** Amanda Adams, Yakima Valley Memorial Hospital

**Treasurer:** Marlo Willis, Kittitas Valley Community Health

**Secretary:** Carolyn Tucker, Island Hospital

**Website Director:** Lisa McDaniel, Kittitas Valley Community Hospital

**Legislative and Labor Liaison:** John Pabarcus, Northwest Hospital

**Communications Liaison:** Kathryn Duby, Kadlec Regional Medical Center

**Oregon Chapter Liaison:** Jolene Seda, Yakima Valley Memorial Hospital

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**Save the Date:** WSHHRA Spring Conference, April 26 & April 27, 2012, Great Wolf Lodge in Grand Round, WA.

Great location, great price for conference and hotel. Details on program and HRCI credits to be announced closer to the conference. Open to all Healthcare HR professionals in WA and OR. All other healthcare HR professionals are welcome too. More details soon.

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WSHHRA wishes its members, business partners, supporters and our sister chapters in California, Oregon and Hawaii and hopefully soon in Alaska, a Wonderful New Year in 2012.

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If you would like to join WSHHRA and take advantage of these networking educational opportunities, visit the membership section on [www.wshhra.org](http://www.wshhra.org).

### OSHHRA Happenings President - Suzie McDaniel, M.Ed., SPHR

Please contact Suzie McDaniel at [suzie.mcdaniel@bayareahospital.org](mailto:suzie.mcdaniel@bayareahospital.org) for information on the Oregon Chapter.

### HHRMAC News President - Jill Underwood

**\*\*Save the Date\*\*** – CA will be holding their annual conference on April 30 - May 1, 2012 in San Diego at The Westin on Broadway. This is a great opportunity to network with CA Healthcare HR professionals.

Please contact Jill Underwood at [jill.underwood@methodisthospital.org](mailto:jill.underwood@methodisthospital.org) for information on the conference or on the California Chapter.

## Welcome New Region 9 Members

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

Last Name	First Name	Position	Location	Email
Russell	Judith	VP, Client Solutions	Bernard Hodes Group	rroveroc@gmail.com
Stottlemire	Georgan	Director Human Resources	Northern Inyo Hospital	georgan.stottlemire@nih.org
Delaney	Diane	Vice President Human Resources	Sharp Memorial Hospital	diane.delaney@sharp.com
Anderson	David	Executive Vice President and Chief Compliance Officer	WellStar Health System	david.anderson@wellstar.org
Ka'Akimaka	Holly	Director Human Resources	Hilo Medical Center	hkaakimaka@hhsc.org
Boyd	Laura	Director, Compensation Benefits & HR Operations	Swedish Medical Center	laura.boyd@swedish.org
Dailey	Ron	Account Executive	Care.com	rdailey@care.com
Rice	Joann	Hr Manager	Hospital Business Office	joann@hospitalbusinessoffice.com
Garrett	Noah	Project Manager	Hospital Business Office	noah@hospitalbusinessoffice.com
Papuzza	Rick	Account Exec	Rcs	rpapuzza@rcsreg.com
Papuzza	Rick	Account Exec	Rcs	rpapuzza@rcsreg.com
Freudenberg	John	Manager - HR Analytics	City of Hope	jfreudenberg@coh.org
Zilberman	Addy	Administrator	Nevada Pediatric Specialists	addy.ilberman@nypeds.com
Engel	Thomas	Senior HR Business Partner	Providence Health & Services	thomasengel71@gmail.com
Carbo	Danielle	Supervisor and Organization Analyst	Madigan Healthcare System	
Elliott	Sarah	Human Resource Generalist	Wenatchee Valley Medical Center	sellott@wvmedical.com
Curran	Shirley	Chief Human Resources Officer	Banner Lassen Medical Center	shirley.curran@bannerhealth.com
Hughes	Teresa	COO Director Human Resources	Language World Services	teresa@languageworldservices.com
Meyer-Megadya	Paula	Director HR	Torrance Hospital IPA Medical Group	pmmegadya@thipa.com
Ritter	Jennifer			jennifer.ritter@sharp.com

## **New Year's Resolution #1 – Advance My HR Career ASHHRA Mentoring Program**

Is your New Year's resolution to advance in your career? If so, please check out the ASHHRA Mentoring Program.

ASHHRA is now accepting applications for the January 2012 Mentoring Program - a networking and learning opportunity for all healthcare HR professionals.

The ASHHRA Mentoring Program is designed to create a mentorship community for healthcare HR professionals to enhance and grow knowledge, skills, and abilities to excel in their career. Using the five competencies of the HR Leader Model, the program will become a resource for finding and developing talent to ultimately advance the growth of the healthcare HR profession