



Sample - compliments of the Colorado Healthcare Association for Human Resource Management

24. National ASHHRA Participation

- Chapter member(s) contributed to ASHHRA national activities, other than attendance at educational activities, (i.e. served on an ASHHRA committee, served as a legislative liaison, volunteered for an ASHHRA Task Force, submitted an article to an ASHHRA publication or contributed to the Regional Consultant newsletter).

Documentation Required: Submit copies of programs, minutes, ASHHRA rosters and/or correspondence.

Legislative and Labor Update

FMLA: DOL's Proposed Rule:

The DOL's proposed rule was published in the Federal Register on February 11, 2008. Public comments will be accepted through April 11, 2008. To access the proposed rule and to comment go to www.regulations.gov.

The three areas of significant concern in the early discussions on possible changes relate to regulations dealing with the definition of a serious health condition; the use of unscheduled, intermittent leave; and concerns over the medical certification process.

According to proposals, the serious health conditions portion of the regulation would have two major changes. First, the DOL is proposing clarification of the time period within which an employee must have two visits with a medical provider in the case of three consecutive days of incapacity. There is no defined time period at the present time. The proposal would require two visits to a medical provider occurring within 30 days of incapacity. Additionally, the proposed rule states that employees with a chronic health condition must demonstrate they have seen a doctor twice per year. Currently, regulations call for "periodic visits", without any definition.

With regard to intermittent leave, DOL is proposing no change to the current regulation allowing workers to take leave in the smallest increment of time permitted under the employer's timekeeping system. However, there is a new proposal to require employees to follow the workplace call-in procedures if they want to take unscheduled, intermittent leave. Currently, Employees can take leave, then later designate it as FMLA, within two days of the absence.

The DOL is proposing a change to allow employers to contact medical providers directly to obtain clarification or authentication of documentation. Currently, communication may take place only between a health care provider who works for the employer and the employee's health care provider. Of course the health care provider would need permission from the patient in order to talk to the employer to comply with HIPAA. Failure to provide proper permission could be seen as a failure to provide proper certification. The proposal also allows an

employer to request an annual recertification if a condition lasts more than a year and at least every six months for "lifetime" or "unknown" conditions.

News from the Hill

Employee Verification: HR 5515 was introduced to create a paperless Electronic Employment Verification System (EEVS) for employers to confirm employees are legally entitled to be employed in the U.S. H.R. 4088, the "Secure America through Verification and Enforcement Act" a competing employee verification measure, was also introduced. Both are in House Committees.

Other bills on the "card check" issue, nurse education and workforce funding, immigration and the NLRB definition of "Supervisor" are still on the radar. The ASHHRA Advocacy Committee is busy preparing for the annual "hill visit" in early May and as the Region 8 Committee Representative, I plan to attend. I will look forward to reporting on our visit.

Please contact me if you have any questions.

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Region 8 Legislative and Labor Committee Member
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Rathbun, Alisa L

From: Catt, Susan [scatt@nvhosp.org]
Sent: Tuesday, July 29, 2008 11:39 AM
To: Angela.Tyson@sunhealth.org; Rathbun, Alisa L; Darren K Walker
Subject: RE: Nominating Committee
Attachments: John W. Ostrom - volunteerinterestform2008 for 2009.doc; Cnv0005.jpg; John W. Ostrom - Resume 7-22-08.doc

Here's the information for the conference call at 8:30am (mountain time zone) this Friday. Please let me know if you are NOT going to be available.

Please call (888) 657-3707 a few minutes prior to the call time and enter meeting ID 3729.

Thanks,

Attached is John's application materials for your review.

Susan

From: Catt, Susan
Sent: Tuesday, July 29, 2008 8:42 AM
To: 'Angela.Tyson@sunhealth.org'; Rathbun, Alisa L; Darren K Walker
Subject: RE: Nominating Committee
Importance: High

Looks like we need to conduct an interview with John. Here's the response I rec'd back from ASHHRA:

Hi Susan,

Molly feels it would be better to interview John, not letting him know if there are others running or not. Plus, it lets him know that we are taking this seriously, and we appreciate all his time and efforts.

Thanks,

I left John a message this morning asking if Friday morning will work for him. Please begin thinking about a couple of questions that would be appropriate for the interview process.

Stay tuned,

Susan

From: Angela.Tyson@sunhealth.org [mailto:Angela.Tyson@sunhealth.org]
Sent: Monday, July 28, 2008 4:29 PM
To: Rathbun, Alisa L
Cc: Darren K Walker; Catt, Susan
Subject: RE: Nominating Committee

7/31/2008