



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

53. Legislative Advocacy

- Chapter or chapter members actively participated in legislative activities on a state or federal level. Participation can include contributing to a political action committee, communication with state or federal representatives, inviting legislative representatives to speak during mtgs, etc.

Documentation Required: Submit documentation of activity (i.e. letters, programs, budget allocation, etc.)

**Programming
ASHHRA-Sponsored Programs**

Chapter officer(s) and/or members who have attended ASHHRRA-sponsored programs (e.g. Annual Conference & Exhibition, Webinars, Leadership Conference, etc.):

Program/Date(s)	Location (Location by Name, City, State)	Attendee(s)/Participant(s)
Leadership Conference ASHHRRA Advocacy Committee 5/08	Chicago, IL Washington, DC	Alisha Rathbun Pamela Drake
Annual Conference 10/11/08- 10/14/08	Austin, TX	Alisha Rathbun 10/12- Securing HR's Seat at the Table (S10 HBK/LI) 10/12- Partnering with Operational & Community Leaders to Meet Workforce Needs (S17 CC/MLP/NP) 10/13- Succession Planning & Talent Mgt (M8 PS/MLP/NP) 10/13- Skeleton, Brooms & Old Baggage (M19 HRD/MLP/NP) 10/13- Health care Transformations (M24 HBK/MLP/NP) 10/14- Passion, Purpose and Personal Accountability (T7 PLL/LI/MLP/NP) Gini Adams
"	"	10/12- Ten Challenges that Should Keep HR Professionals Up at Night (S7 HRD/MLP/NP) 10/12- Seven Policies that create WOW! (S12 HRD/MLP/NP) 10/13- Is there a Doctor in the House? (M3 HRD/MLP/NP) 10/13- Skeleton, Brooms & Old Baggage (M19 HRD/MLP/NP) 10/13- Benefits are Not a Game (M25 HRD/MLP/NP/BP) 10/14- Developing Future Leaders (T4 PL/MLP) Tina Fiskebeck
"	"	10/12- Getting the Metrics Message to the C-Suite (S6 PS/MLP/NP) 10/12- Employee Engagement (S22 PS/LI) 10/13- Is there a Doctor in the House? (M3 HRD/MLP/NP) 10/13- Less Pain More Gain (M18 PS/MLP/NP) 10/13- Health care Transformations (M24 HBK/MLP/NP)

		<p>10/14- Use of Technology in HR (T5 HRD/MLP)</p> <p>Greg Thress</p> <p>10/12- Leadership Starts with Values (S2 PL/MLP/NP) 10/12 Finding Money in Retirement Plans for Employees and Plan Sponsors (S14 HRD/MLP/NP) 10/13- Accommodating the Disabled Worker (M4 PS/MLP/NP) 10/13- Wage-Hour Traps and Recent Trends (M16 HRD/MLP/NP) 10/13- Benefits are Not a Game (M25 HRD/MLP/NP/BP) 10/14- Use of Technology in HR (T5 HRD/MLP)</p>
		<p>HRD= HR Delivery; HBK= Healthcare Business Knowledge; PS= People Strategies</p>
		<p>CC= Community Citizenship; PL= Personal Leadership; LI= Leadership Institute</p>
		<p>MLP= Mid-Level Professional; NP= New to the Profession; BP= Best Practice</p>

Scholarship News

Please share the following with potential applicants for one of CHAHRM's 2008 Scholarships!



It is once again time to get the news out about the wonderful scholarships that CHAHRM offers each year! CHAHRM will offer at least two scholarships, each up to \$1,000 in value, for the year 2008. One of the scholarships is awarded to

an HR professional who is interested in pursuing an HR or SPHR certification, while the other is offered specifically to students in allied health programs.

The 2008 application packet is now available on the CHAHRM website at www.chahrm.org, under the Committees tab. Click on the link to the application, next to the Scholarship Committee, in the list shown.

I hope to receive many applications for our 2008 scholarships! Please help me in spreading the word! Deadline for submitting applications is Friday, September 19, 2008.

Gini Adams

*CHAHRM Scholarship Chair
Yuma District Hospital
970-848-4602
gadams@yumahospital.org*

Legislative and Labor Update

ASHHRA Advocacy Committee Lobbies Capitol Hill

As an Advocacy Committee member, representing Region 8, I had the privilege of visiting Capitol Hill on May 5 and 6 to lobby for legislation that advances the ASHHRA advocacy agenda. After being briefed by AHA staff on current legislative issues, we met with Senators and members of Congress to discuss issues important to hospital human resource professionals. The ASHHRA Advocacy position papers can be accessed at www.ashhra.org.

Card Check: A bill first considered in 2007, and a high priority with unions. H.R. 800/S1041,

known as the "Card Check" bill would have amended the National Labor Relations Act by eliminating the right to a federally supervised private ballot election during union organizing drives. It also would have forced employers and workers into binding arbitration if a collective bargaining agreement could not be reached within 90 days. ASHHRA, through its coalition activities, alerts and congressional education efforts helped defeat this bill in the U.S. Senate. During our hill visit, we focused on educating members of Congress on the adverse impact this measure would have on hospitals and health care providers.

The "Re-Empowerment of Skilled and Professional Employees and Construction and Tradeworker (RESPECT) Act"

S969/HR1644: This labor-backed bill is expected to be voted on by the House during the second session. It has been approved by the House Education and Labor Committee on a straight party line vote. A similar measure has been introduced in the Senate. This bill would amend the definition of "supervisor" under the NLRA by eliminating two duties of the supervisor, "responsibly directing" and "assigning" other staff. The bill would reverse long-standing NLRB guidance on when a charge nurse is considered a supervisor. We explained during our meetings with legislators that this legislation fails to recognize the important and unique role charge nurses play in hospitals meeting quality and patient safety commitments and undermines the hospitals' ability to depend on charge nurses to ensure continuity of care. We expressed our strong opposition to this legislation.

Workforce Challenges: We expressed AHA's and ASHHRA's commitment to identifying strategies, resources and policies that support America's hospitals and their caregivers in dealing with our currently challenging workforce trends such as severe workforce shortages and immigration laws making it difficult for qualified international health care professionals to work in the U.S. Additionally, we expressed our opposition to mandatory staffing ratios which limit hospitals' flexibility to determine appropriate staffing patterns, since the "one size fits all" approach is not practical in the real world of hospital staffing.

Other Federal News:

Discrimination Based on Genetic Makeup Banned:

On May 21, President Bush signed into law the "Genetic Information Nondiscrimination Act" (GINA). The new law, described as "the first civil rights law of the 21st Century", would prohibit discrimination against individuals on the basis of their genetic information in both employment and health care. The employment provisions of GINA become effective in November 2009, and the provisions pertaining to group health plans become effective in May 2009.

Colorado:

The Wage Transparency Act (S.B.122)

Governor Bill Ritter signed legislation on April 17, 2008 that bars employers from taking action against employees who disclose or discuss their pay. The Wage Transparency Act makes it unlawful for an employer to "discharge, discipline, discriminate against, coerce, intimidate, threaten or interfere with any employee or other person because the employee inquired about, disclosed, compared or otherwise discussed the employee's wages." The law prohibits employers from requiring as a condition of employment that employees refrain from disclosing information about their pay and prohibits employers from requiring as a condition of employment that employees refrain from disclosing information about their pay.

Please contact me if you have any questions .

Pamela Drake

*CHAHRM Legislative/ASHHRA Liaison
Region 8 Legislative/Labor Committee Member
Director of Unemployment
CHA Shared Services
720-330-6018
pam.drake@cha.com*

Career Strategies

As the Career Strategies Director for CHAHRM, I assist individuals with job searches in the human resource field within and outside of healthcare on a confidential basis. I network with a number of recruiters both locally and nationally.

Here are two currently open positions:

Human Resources Director - Swedish Medical Center, Englewood, CO - To direct the overall administrative and technical operations of the HR Department. *If interested please visit www.swedishmedicalcenter.jobs or send your resume to alydick@nasrecruitment.com.*

Director of Human Resources - 100-bed Hospital in Montana - To provide leadership, strategic direction, and management of the overall provision of HR services, policies, and programs for the hospital system. Position provides support and executive coaching to members of the executive staff as well as all department managers. Hospital desires to hire an individual who is "transformational" rather than transactional. *If interested, please contact Ruth Witty at (800) 638-1661 or via e-mail at rwitty@fgp.com.*



Please check the CHAHRM website for additional postings made possible by Jobing.com. To post a resume or job, click on the "Jobs" button from anywhere in the website: www.chahrm.org.

Marty Hurd

*CHAHRM Career Strategies Chair
Senior Vice President, Aon Consulting
marty_hurd@aon.com
303-782-3389*

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www.chahrm.org 

Rathbun, Alisa L

From: Dunn, Evonne (Denver) [Evonne.Dunn@WatsonWyatt.com]
Sent: Thursday, September 25, 2008 3:10 PM
To: Pam Drake (pam.drake@cha.com)
Subject: Your Prompt Action is Required by Oct. 13 - Participate Today

From CHAHRM's Legislative Liaison:

On behalf of AHA and CHA, we strongly encourage you to participate in the ASHHRA Health Care Labor Activity Survey (see information below) . The deadline has been extended to October 13, 2008. The Labor Report contains valuable information for all executives in health care.

Please contact Pamela Drake if you have any questions.

Pamela Drake

Director of Unemployment

Colorado Hospital Association

Shared Services

7335 East Orchard Road

Suite 200

Greenwood Village, Colorado 80111

720-330-6018 Fax 720-489-1166

From: ASHHRA [mailto:ASHHRA@mail142.subscribermail.com]
Sent: Monday, September 22, 2008 2:03 PM
To: Pam Drake
Subject: Your Prompt Action is Required by Oct. 13 - Participate Today

[View this message in a browser.](#)

A red banner with a yellow circle containing the letters 'HR' on the left. To the right of the circle, the words 'Action Alert' are written in a bold, yellow, sans-serif font.The logo for ASHHRA, featuring the word 'ashhra' in a lowercase, blue, sans-serif font. Above the 'a' is a stylized blue swirl or wave graphic.

September 22, 2008

The ASHHRA Health Care Labor Activity Survey
Deadline for participation has been extended to Oct. 13, 2008

Participate by Oct. 13 for a Chance to Win Fabulous Prizes

Free Conference Registration
American Express Gift Card

(Drawing held at ASHHRA Annual Conference. You do not have to be present to win)

[CLICK HERE TO ACCESS THE SURVEY](#)

The next **ASHHRA Health Care Labor Activity Report** will feature more information on the Employee Free Choice Act (EFCA). The EFCA legally requires employers to recognize a union as the bargaining representative of employees if 50 percent plus one employee sign union "authorization cards." The report will also include results from the **2008 ASHHRA Health Care Labor Activity Survey**.

Your participation in the survey is critical because it enables us to thoroughly and accurately document labor activity in the health care industry. We also want to keep you and your colleagues fully informed about national and regional labor activity and trends that are important to you.

The secure, online survey takes only about 10 to 15 minutes to complete. **The survey deadline is Monday, Oct. 13, 2008.** Please participate in this important endeavor.

Click the following link to access the survey: [2008 Labor Activity Survey](#)

Your contribution will enable ASHHRA to continue to be your advocate on critical issues affecting your profession. The **results of the survey** will be published and distributed **free to ASHHRA members** in November 2008.

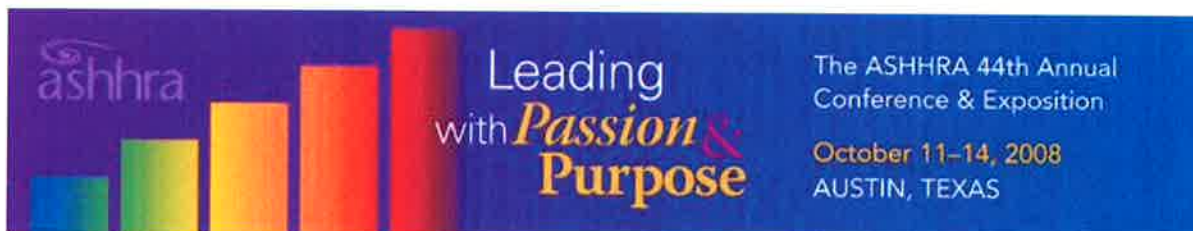
The **2008 ASHHRA Health Care Labor Activity Survey Report** includes the following information:

- Analysis of National Labor Relations Board petition and election statistics nationally as well as by state and region
- Discussion of union organizing trends, tactics and legislative initiatives
- Review of major changes within health care-oriented unions and the competitive labor landscape
- Articles about current labor and employment issues by preeminent labor attorneys, consultants and former policy makers.

If you have questions or comments about the survey, contact ASHHRA at 312-422-3720 or ashhra@aha.org.

Thank you for your participation.

**Privacy Policy: The ASHHRA Labor Activity Survey is administered by IRI Consultants to Management, Inc. IRI recognizes and respects the importance of protecting the privacy of information collected about the users of this survey. The data collected and subsequent analysis only will be reported as an aggregate – no individual information will be released. IRI will securely hold all company information given to it, and will never release, sell, loan, or trade company data or contact information to any third party.*



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This e-mail has come to you from Watson Wyatt & Company.

Dunn, Evonne (Denver)

From: Dunn, Evonne (Denver)
Sent: Monday, December 15, 2008 3:02 PM
To: 'Pam Drake'
Subject: Advocacy Action Alert on EFCA

From CHAHRM's ASHHRA and Legislative Liaison, Pam Drake [mailto:pam.drake@cha.com] ...

From: ASHHRA [mailto:ASHHRA@mail142.subscribermail.com]
Sent: Wednesday, December 10, 2008 10:15 AM
To: Pam Drake
Subject: Advocacy Action Alert on EFCA

[View this message in a browser.](#)



December 10, 2008

**ASHHRA ADVOCACY UPDATE
 ACTION ALERT**

NEED ACTION FROM: Hospital leaders
ACTION: Urge your legislators to oppose the so-called "Employee Free Choice Act"
WHEN: Immediately
HOW: Call or e-mail your legislators
WHY: Ensure that union elections are fair

URGE YOUR LEGISLATORS TO OPPOSE 'CARD CHECK' LEGISLATION
 Keep union elections free and fair

When the 111th Congress convenes in early January, it is expected to quickly take up the so-called "Employee Free Choice Act." The AHA opposes the bill because it would change the current union election system that is based on the bedrock principle of democracy: free and fair elections where ballots are cast in private, free from interference or influence by either side.

The bill would amend the National Labor Relations Act by requiring employers to recognize a labor union solely through the "card check" process, thus permitting unions to avoid secret elections where employees make decisions free from interference. Under the card check approach, union authorization cards are signed in the presence of an interested party, for example, a union organizer or a pro-union co-worker. The cards are then presented as representing the true intent of the workers. As we have made clear to members of Congress in the past, this legislation would strip away federal safeguards and leave workers unprotected from outside influence and pressure.

The bill also would mandate onerous first-contract binding arbitration. Negotiations between an employer and the union would be required to begin within 10 days after the union is certified based on a majority of employees signing the cards, and, if the employer and union do not reach an agreement within 120 days, the agreement would be subject to mandatory binding arbitration. The decision by the arbitrator is final, the contract is not subject to ratification by the employees and would remain in effect for two years or until a

new contract is agreed upon, whichever comes first. In addition, the bill would increase the penalties imposed on employers who are found to have committed unfair labor practices during a union organizing drive or negotiation of a first contract. Please see the attachment for a more detailed description of the bill's provisions.

Please contact your legislators immediately and educate them on the dangerous precedent the misleadingly named "Employee Free Choice Act" would set. Urge your senators and your representative to vote against the bill when it comes to the floor.

Click here to learn more about the Summary of the Proposed Employee Free Choice Act

Visit the Advocacy Resources section on www.ashhra.org for more information

Unsubscribe or update your email address.



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