



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

55. Extra Credit: (Submit additional activity not mentioned any where in the program). Provide evidence.

**Lind, Shelli**

---

**From:** Tiffany Radel [Tiffany.Radel@cha.com]  
**Sent:** Thursday, June 25, 2009 8:02 AM  
**To:** Lind, Shelli  
**Subject:** RE: Labor relations task force

Thanks, Shelli. I'll check with Michael and Lucy on the status of my membership. Re: the LRSN, let me know if this works for you!

The Colorado Hospital Association (CHA) established the Labor Relations Solutions Network in January 2009 as the result of feedback from CHA members who attended a labor relations presentation at the November CHAHRM conference. CHA member HR professionals expressed an interest in forming a collaborative network where information about labor relations issues could be shared across facilities. In response to that request, CHA launched the Labor Relations Solutions Network aimed at providing CHA member HR professionals with a forum to share news, information, resources and best practices regarding union activity and labor relations issues. Monthly meetings include updates on labor activity in Colorado hospitals, the latest news on the Employee Free Choice Act (EFCA) and a featured best practice from one of the members. Best practices shared with the group have included an powerpoint presentation aimed at educating staff about EFCA, talking points for managers surrounding discussing unions with staff, a rapid response team implementation plan and more. All of the shared best practices and resources are available through an e-newsletter produced by CHA. The LRSN has also developed a Labor Relations Basics Boot Camp which is offered quarterly to managers at CHA member facilities. As union activity increases in Colorado hospitals, the LRSN will continue to provide its members with the information and resources they need to effectively educate and communicate with their employees.

---

**From:** Lind, Shelli [Shellilind2@Centura.Org]  
**Sent:** Wednesday, June 24, 2009 4:54 PM  
**To:** Tiffany Radel  
**Subject:** RE: Labor relations task force

For the labor relations task force, do you have anything that gives a summary of what it is, what the objectives are, etc? I don't need to put a ton of stuff in the chapter management book, but I need a little more than I have. Right now, all I have is an e-mail from Alisa that is asking for CHAHRM members to take part in the task force and I have a letter from Gabrielle asking HR leaders to participate. I don't really have anything that shows what the task force is doing or has produced.

I just checked the membership directory (because I would have felt like a total dork if I said you weren't a member and you were). We don't have you listed as a member - I know that Pamela and Cherry are both members, so Michael may have thought you were included. You might want to check with Lucy Dupree, our membership director, though to see if she may have received a check from Michael and just didn't get it applied to you. Her e-mail address is: [lucy\\_dupree@yahoo.com](mailto:lucy_dupree@yahoo.com). Thanks, Tiffany!

**Shelli D. Lind, M.A., SPHR, PCC**  
 Director, Learning and Leadership Development  
 North Denver Group  
 Centura Health  
 (303) 804-8121 (office)  
 (303) 885-1105 (mobile)  
 (303) 804-8234 (fax)  
[www.centura.org](http://www.centura.org)  
[Shellilind2@Centura.org](mailto:Shellilind2@Centura.org)

*The voyage of discovery is not in seeking new landscapes but in having new eyes. –Marcel Proust*

6/26/2009

## Dunn, Evonne (Denver)

---

**From:** Dunn, Evonne (Denver)  
**Sent:** Monday, December 15, 2008 4:11 PM  
**To:** Rathbun, Alisa L  
**Subject:** Labor Relations Task Force

From CHAHRM President, Alisa Rathbun [mailto:AlisaRathbun@Centura.Org]

Good afternoon!

As a follow up to our fall CHAHRM meeting, I am looking to gather names of those who might be interested in participating on a labor relations task force that will be conducted through the Colorado Hospital Association. I will be meeting with CHA this week to discuss this task force further and would like to provide them with names of those that are interested. If you'd like to reply directly to me with your contact information I will provide them a list of folks to contact with further information.

Thank you,  
Alisa Rathbun  
HR Director. SPHR  
Centura Health at Home  
303-561-5023  
303-561-5217 Fax

---

*Communications Director*

CHAHRM - Colorado Healthcare Association for Human Resource Management  
[www.chahrm.org](http://www.chahrm.org)

**Evonne Dunn**  
Senior Consultant  
Watson Wyatt Worldwide  
950 17th Street, Suite 1400 | Denver, CO 80202  
Phone: 303.575.9711 | Fax: 303.895.2317 | Cell: 303.918.4853  
[evonne.dunn@watsonwyatt.com](mailto:evonne.dunn@watsonwyatt.com)  
[www.watsonwyatt.com](http://www.watsonwyatt.com)

12/15/2008

**Rathbun, Alisa L**

---

**From:** Gabrielle Yarbrough [gaby@yarbroughinc.com]  
**Sent:** Tuesday, October 07, 2008 8:18 AM  
**To:** 'Smith Roger'; 'Bellen, Vanita'; 'Day, Scott'; Lucero, Michelle  
**Cc:** Rathbun, Alisa L  
**Subject:** CHAHRM  
**Attachments:** CHAHRM\_invitation\_november\_2008.pdf

Hi friends,

I am speaking at a CHAHRM conference on November 7<sup>th</sup> and would love it if you or any of your leaders could attend and participate in some planning for how to better share info and best practices in proactive labor relations across the state and prepare for the union activity after the Nov. election. We should have a really good (i.e. "scary") idea of the direction for the next 6 months by Nov. 7<sup>th</sup>, and most predict that the "Employee Free Choice Act" (i.e. no voting just cards=unions) will be the first or second bill introduced after the election.

I am hoping that this session on Nov. 7<sup>th</sup> is highly interactive and can help shift the paradigm to a proactive and collaborative one across all Colorado hospitals/systems. It would be helpful if you would be willing to share some of your best practices in labor relations and also share HR leadership feedback regarding how CHA can support everyone through these increasing complex times... (ambitious I know, but I do have two hours:)

Best wishes,

Gabrielle

Gabrielle Yarbrough  
Yarbrough Inc.  
480-221-9757(c)  
480-323-2570(f)

**Rathbun, Alisa L**

---

**Subject:** FW: ASHHRA Region 8 Newsletter - Soliciting Input

---

**From:** Rathbun, Alisa L  
**Sent:** Wednesday, December 17, 2008 9:40 AM  
**To:** 'John Ostrom'  
**Subject:** RE: ASHHRA Region 8 Newsletter - Soliciting Input

John,  
Thanks for the update. I hope you are well.

What you can share about Colorado. We held our annual fall conference in Denver in October. One of the hot topics discussed was labor relations and what our future may look like. We brought in Gabrielle Yarbrough, a renowned labor relations specialist. She led quite a dynamic discussion that I believe has excelled the HR leaders across Colorado to come together. The Colorado Hospital Association is now working toward forming a labor relations taskforce. We are in the beginning stages of forming the taskforce so we will certainly be willing to share our progress over the coming months. Thank you!

Thank you,  
Alisa Rathbun  
HR Director, SPHR  
Centura Health at Home  
303-561-5023  
303-561-5217 Fax

---

**From:** John Ostrom [mailto:John.Ostrom@imail.org]  
**Sent:** Monday, December 15, 2008 1:52 PM  
**To:** Alisa Rathbun (CHAHRM - Chapter President); Cindy Paulsen (NMHHRA - Chapter President); Darren K Walker; Joseph P. Marquart (AHHRA - Pres. Elect) josephpmarquart@aol.com; Judith Goe (AHHRA - Chapter President) (jgoe@shc.org); Norma J. Martins (NMHHRA President-Elect); Catt, Susan  
**Subject:** Re: ASHHRA Region 8 Newsletter - Soliciting Input

Good afternoon,

I am in the process of putting together our ASHHRA Region 8 newsletter...anything that you would like me to include from your region?

John

**John W. Ostrom**  
*Human Resources Director*

**Intermountain Medical Group**  
*36 S. State Street, Suite 2100*  
*Salt Lake City, UT 84111*

Office 801/442-2859  
FAX 801/442-2868



**CONFIDENTIALITY NOTICE:** This electronic mail correspondence may contain confidential information. It is intended only for the individual(s) to whom, or entity to which it is addressed and may contain information that is privileged and confidential. Redisclosure of this information is prohibited under applicable law. You are hereby notified that any disclosure, copying, distribution, or the taking of any action in reliance on the contents of this information is strictly prohibited. If you received this correspondence in error, please notify me by returning the message to me and deleting it from your server. Thank you!



Please consider the environment before printing this e-mail

**FALL CONFERENCE**  
**ATTENDEES' EVALUATION**  
**NOVEMBER 2008**



Listed below are the *objectives* for this program. Place an "X" in the column that best describes how well you think these objectives were met.

OBJECTIVE	1- Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor
Learn essential coaching techniques for the HR professional.	XXXXX	XXXXX	X		
Hear the latest about unionization activity in Colorado.	XXXXXXXXXX	XX	X		
Learn about CHAHRM's latest activities.	XXXXXXX	XXX	X		
Network with your peers in an atmosphere of growth, support and comfort!	XXXXXXXXX	XXX	X		

**Comments:**

- Wonderful presentations; everyone was very welcoming and helpful; great leadership; very well organized beginning to end. Thank you.
- Labor relations program - very worthwhile
- Both speakers were wonderful. Very energetic and full of information; would recommend both as future speakers.

**How do you rate these *program elements*?**

ELEMENT	1- Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor
Networking opportunities	XXXXXXXX	XXX	X	X	
Location	XXXXXX	XXX	XXX		
Speakers	XXXXXXXXXX	X	XX		
Topics	XXXXXXX	XXX	XX		
Schedule	XXXXXXX	XXX	XX		
Sponsor participation	XXXXXXX	XXX		X	

**Comments:**

- Room was too cold; food was great.
- Only attended labor relations - great speaker.
- So wonderful to have Shelli do her thing!
- Coaching presentation had a lot of good information but got really long.

**What were the *most* effective portions of the program and why?**

- Vital information, timely, presented by enthusiastic and knowledgeable individuals
- Labor relations - facing the challenge now
- Loved coaching and union seminars! Plan for conf. call with CHA hospital leaders re: unions.
- Coaching was very helpful and great ideas; Gabrielle was very passionate and full of great ideas.
- It was all great.

**What were the *least* effective portions of the program and why?**

- A little too much introductory theory - need more practice time.
- None.
- None.

**What is your *overall* evaluation of the conference (please check one)?**

XXXXXXXX 1 = Excellent    x 2 = Very Good    xx 3 = Good     4 = Fair     5 = Poor

**Any suggested topics for future conferences?**

- Follow up on EFCA and unionization
- Retention, succession planning
- Wellness; generational differences