

# SUMMER NEWSLETTER

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## Fall WSHHRA Conference:

**SAVE THE DATE– More info to come:**

Date: October 18 & 19, 2018

Location: Alderbrook Resort and Spa (Union, WA)

## ASHHRA Conference:

Date: September 15-18, 2018

Location: Pittsburg, PA



*The beautiful Alderbrook Resort and Spa! Our Fall Conference Location*

## President Update - Erin Lantz

We hope everyone is having a great summer! It was wonderful to see everyone at our last conference! We hope to see you all again this fall. If you have questions or ideas regarding the conference, please do not hesitate to reach out!

## President Elect Update - Carrie Youngblood

We look forward to seeing everyone in the fall! Please see the dates above. If you have questions, please do not hesitate to reach out.

## Immediate Past President Update - Manda Scott

2019 Board of Directors openings- submit your interest now!

It's that time of year again! We will be starting the election process for our **2019 Board of Directors**. There are many benefits to being on the Board of Directors including networking, professional experience, and attendance at our WSHHRA conferences! Positions available are:

President- Elect

Communications Officer

**Also, we have an immediate need for a Communications Officer for the rest of 2018. Are you available to help us out and learn about the role?**

Position Descriptions are available on our website at <http://www.wshhra.org>. Please contact Manda Scott at [MandaScott@yvmh.org](mailto:MandaScott@yvmh.org) if you are available to help in 2018 or if you are interested in opportunities for 2019! Please submit as soon as possible, and no later than August 31, 2018.

## Interested in serving on the 2018 WSHHRA Board?

*The **Communications Liaison** role is open!*

*See details in Manda's update below!*

**Keep reading on the next page for more updates!**

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## Immediate Past President Update (Continued)

### ASHHRA Two- Star award!

WSHHRA is proud to announce that we received a two star Chapter Management award! Our President, Erin Lantz, and President- Elect, Carrie Youngblood will be receiving this award at the annual ASHHRA conference in Pittsburgh in October. We look forward to seeing you there!

Also, we want to highlight the great work you are doing as active membership! Don't forget to get involved with ASHHRA exchange, ASHHRA awards, and submit your ideas and articles to ASHHRA to highlight your contribution to the HR field. We will be collecting this information during our next chapter management awards process in 2019.

### Kathy Franz Leadership Award- now open!

Do you know someone who has made a big impact on the HR profession and deserves recognition for their leadership? Submit your recommendations now for the Kathy Franz leadership award and let's highlight our members! Please submit your nominations to Manda Scott at [MandaScott@yvmh.org](mailto:MandaScott@yvmh.org) by August 31, 2018.

### Membership Update—Cindy Paget

Total membership is 282 at this time

218 members renewed their membership

64 members are new to the group in 2018!

**See next page for Legislative Update**



Recently, I had the great opportunity to attend WSHA's Annual Rural Hospital Leadership Conference in Chelan. WSHA covers an array of great topics for our board and hospital leadership, many of those topics are built around the legislative activity at both a state and federal level.

There are some areas that we as human resource professionals in healthcare should be aware of as Washington State enters in to the 2019 Legislative Sessions. All of the House seats are up for re-election and half of the Senate is up for re-election this fall. 2019 is going to be a budget year; therefore the predicted main focuses will be McCleary (K-12), Healthcare, and Higher Education.

WSHA expects two policies to return in 2019 that may impact us at the HR level- nurse staffing (HB 1715) and safety weapons in the hospital. HB 1715 revolved around meal and rest breaks and mandatory overtime for certain healthcare employees to include but not limited to; LPN, RN, Surgical Technologist, Radiology Technologist, Respiratory Therapist, and Certified Nursing Assistant. If this bill passes, just for nursing alone the cost to implement is estimated to be \$200+ million and 1740 additional nurses will be required statewide. Safety weapons in the workplace specifically for healthcare facilities are also expected to be of topic. This will impact our offices as we work to provide support to our workforce for workplace violence and workforce training.

Be sure to place a note on your calendar for the upcoming implementation deadlines for 2019. HB 1714 for nurse staffing committees passed and there are some revisions that will need to happen for your nurse staffing committees. Beginning on January 1, 2019, staffing plans must be submitted to Department of Health. The staffing plan must include clear guidelines for shift to shift transitions and how the committee will respond to complaints and implement a tracking process. There also needs to be a DOH complaint process for unresolved violations.

Lastly, the US Supreme Court made a landmark decision banning mandatory union fees for public-sector employees on June 27, 2018 (Janus v. AFSCME Council 31). The issue in Janus was whether employees in a bargaining unit could be required to pay "fair-share" or "agency" fees even if they opted not to join the union. The Supreme Court held that states and public-sector unions may no longer require workers to pay agency fees. Employees must affirmatively consent to pay dues. This means that workers must opt in- rather than opt out to have dues automatically deducted from their paychecks. This may impact those of you who are a public hospital district with a unionized workforce. Source: SHRM

As we move in to the last half of the year, I encourage all of you to start setting goals of how you can grow your expertise of current and upcoming legislative matters. There are a number of great resources that we can access such as SHRM, WSHA, ASHHRA, etc. Be sure to reach out to your local representatives to share the impact certain bills will have on your organizations in 2019 and stay tuned to see what the 2018 midterm elections will have in store for healthcare.

Becky Bailey, SHRM-CP

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