

WSHHRA Newsletter

JULY/AUGUST 2016

2016 WSHHRA Fall Conference

The WASHINGTON STATE HEALTHCARE HUMAN RESOURCES ASSOCIATION will hold its fall conference September 14 - 16, 2016 at the Skamania Lodge in Stevenson, Washington.

National speaker and comedian, KENT RADAR, formerly a CFO and CEO in the healthcare industry, joins us to deliver two of our featured presentations. Kent will speak about workplace happiness with practical applications for worker satisfaction along with its relativity to customer relations and profitability allowing for reinvestment back into our organizations and its service provisions. A correlating presentation features how to reduce stress throughout our busy workplace environments. Partnering Kent's experience in healthcare along with his funny presentation style, its guaranteed to not provide take home practical application tools and much laughter along the way.

NEW for the fall conference is a pre-conference workshop designed to help you identify and understand how to capitalize on your natural leadership style, management's impact to the organization, and self-contemplation of your leadership growth and development delivered through Gallup's *Strengths Finder 2.0*.

As always a conference hallmark is the opportunity for **NETWORKING** with your fellow Human Resource colleagues and the many and varied Business Partners.



For more about the speakers, topics, program agenda, event site, and how to register, visit www.wshhra.org

Awards

Kathy Franz Award - Excellence in HR Leadership

SEEKING NOMINATIONS!

This award recognizes a member's single or long-term contribution to the human resources management profession and to WSHHRA. Nominate a fellow professional that has inspired you in the field of Human Resources!

You can fill out an application online at: <http://www.wshhra.org/awardform.htm>

Submit nominations by 8/31/16

ASHHRA 2016 Chapter Management Recognition Award

The WSHHRA Board was recently notified it would receive the 2016 Chapter Management award having achieved the highest rating attainable at **4 STARS!**

ASHHRA will present this award at the National Conference in Grapevine, Texas September 25th.

CONGRATULATIONS WSHHRA!

WSHHRA Membership

Brand new WSHHRA members in 2016:

Cancer Care Northwest
Columbia Basin Hospital
Ferry County Public Health District
Neighborcare
Summit Pacific Medical Center
Yakima Heart Center

...Joining 240+ organizations making up our widespread membership!

Visit the WSHHRA website at www.wshhra.org to learn more about how to join, membership benefits, and more!



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Legislative SpotLight

FLSA Overtime Rule Changes:

- Extends overtime protections to over 4 million workers within the first year of implementation;
- Increases weekly salary threshold to \$47,476 (or \$913 a week);
- DOL to increase salary threshold every 3 years with an anticipated projected increase to \$51,000 by 1/1/20, its first update;
- New regulation compliance by 12/1/16.

For more resources and full coverage, visit: 1) <https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/FLSA-Overtime-Rule-Resources.aspx>; and 2) https://www.dol.gov/whd/overtime_pay.htm

Washington State Minimum Wage: It's anticipated that Initiative 1433 will be on the election ballot coming this November. If passed, Washington's minimum wage would increase to \$13.50 an hour for workers throughout the state by 1/1/20, achieved via incremental annual increases until reaching the \$13.50 amount. The initiative also contains provisions requiring employers to provide paid sick leave by 1/1/18 as the second part of this act.

To learn more, here's a link to the initiative via WSHHRA's website: <http://www.wshhra.org/Initiative1433.pdf>.

ASHHRA Update

National Conference

ASHHRA 52nd Annual Conference & Exposition *Nurturing Engagement In Shifting Landscapes*

September 24-27, 2016
Grapevine, Texas

Note for Next Year: The annual ASHHRA conference will be held in Seattle, Washington in September 2017. WSHHRA will hold its regular spring state chapter conference and a focus towards the national conference in the fall of 2017.

CHHR Certification

The AHA Certification Center is partnering with ASHHRA to offer a special administration of the Certified in Healthcare Human Resources (CHHR) certification exam at the annual conference in Grapevine! **Register before 8/30/16** to ensure a seat for the exam.

Scholarship: First-time applicants can take the exam for free through ASHHRA's scholarship program...good until 12/31/16.

ASHHRA Membership

If you would like to become a national ASHHRA member, visit http://www.ashhra.org/membership/member_app.shtml to learn more on how to join!

Visit ASHHRA's website for more information: www.ashhra.org

Networking Opportunities

SCWHHRA

The South Central Washington Healthcare Human Resources Association, SCWHHRA, in existence since 1974, is a subsidiary of WSHHRA and meets quarterly to discuss current events relevant to human resources and healthcare, share knowledge, and provide opportunity to network for those new to the profession and/or healthcare as well as those with tenure. Some of the topics explored include legislative activity, benefits/ACA, labor relations, staffing challenges, outsourcing, orientation, and HR best practices in general.

The SCWHHRA meetings convene at 10:00 a.m. and conclude after lunch up to 2:00 p.m.; second month of each quarter. Participants host meetings at their respective facilities. The next meeting is 8/5/16 at the Othello Community Hospital.

There's no cost to participate! Contact Kathy Franz, SCWHHRA President, at kathybf Franz@yahoo.com, for more information.



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