

WSHHRA Fall Conference

Washington State Healthcare Human Resources Association

Thursday— Friday, September 17 - 18, 2009

Winthrop, WA



CONFERENCE HIGHLIGHTS

- Staying Right Side Up When Everything's Upside Down—Achieving Excellence in Challenging Times.
- Best Practices in Managing People and Budgets in the Current Economy
- Healthcare Reform Update
- Top 10 Wage & Hour Mistakes: An Overview of the Most Common Problems Impacting Healthcare Employers
- What Unions are Up To and an EFCOA Update
- Workplace Trends - Survival for the Next Decade
- Cowboy Dinner
- Vendor Exhibits
- Grand Prize Drawing
- PHR, SPHR, GPHR Credits Available (number of credits to be announced in the future)



WSHHRA Fall Conference

Thursday - Friday, September 17 - 18, 2009

Winthrop, WA

FEATURED SPEAKERS



LINDA LARSEN, has been helping people worldwide upgrade their thinking, improve their communication and achieve much better quality results in life, both personally and professionally. In this session, participants will learn that it is absolutely possible to achieve excellence when the world around you seems to be falling apart – IF you know the secrets. In this fast paced, fun program, Linda will give participants practical ways to light their own fire of excellence and motivate themselves to take positive, consistent action when they just want to give up. Attendees will learn what the most successful, effective people throughout history have all known and consciously applied. They will leave knowing: 1) How to acknowledge and enhance skills they already have; 2) How to recognize, own and change behaviors that don't serve them; 3) How to stay level, calm and professional when their instincts make them want to scream; 4) How to communicate effectively to resolve differences: and 5) How to take 100% responsibility for the interpretations they place on situations, circumstances and other people's actions.



KEVIN SANDERS & NANCY KOKENGE, Kevin is a Senior Employee Benefits Consultant and Nancy is an Area Vice President and Senior Consultant, both with Gallagher Benefit Services. During this session, they will be discussing best practices in managing people and budgets in challenging times, recognizing that the benefits and compensation strategies used to control costs in the past are not working in the current economy. So what are the best ways for healthcare organizations to get a handle on this ever growing cost – while at the same time keeping employees engaged and productive despite cutbacks? Kevin and Nancy will discuss a variety of strategies, including how to: anticipate cost hikes; shore up your approach to planning and budgeting; makes cuts strategically with minimum impact on morale and productivity; and test HR and benefits programs for true near-term ROI.



SALLY CRUM WINEMAN, the head of the western region legal compliance department for Gallagher Benefit Services and an ERISA attorney will be discussing a hot topic for everyone in the healthcare industry. Gallagher's national experts have been tracking the play-by-plays in Washington DC. Sally will objectively present the facts and the most up to date status of legislation.

CONFERENCE SCHEDULE

THURSDAY

7:00am **Registration, Vendor Exhibits**
Continental Breakfast

8:00am **Welcome, Introductions**

8:30am **Kathy Franz -**
Excellence in HR Leadership Award

8:40am **Linda Larsen**
Staying Right Side Up When
Everything's Upside Down -
Achieving Excellence in the Current
Economy

9:45 AM **Vendor Exhibits**

10:05 am **Continuation of Presentation**

12:00pm **Lunch & Vendor Exhibits**

1:00pm **Kevin Sanders & Nancy Kokenge**
Best Practices in Managing People and
Budgets in Challenging Times

2:00pm **Vendor Exhibits**

2:15 pm **Sally Crum Wineman**
Healthcare Reform Update

3:15 pm **Vendor Exhibits/Drawings**

4:15 pm **Takeaway's from Speakers**

4:30 pm **Business Meeting**
Give Feedback on WSHHRA Performance

6:00pm **Dinner**
Make sure to bring your cowboy hat
and boots for this one! Yee Hah!!

FRIDAY

7:00am **Breakfast**

8:00am **Mary Drobka**
Top 10 Wage & Hour Mistakes: Overview
of the most common problems impacting
Healthcare employers

9:30am **Clifton Elliott**
What Unions are up to and EFCO Update

10:00am **Break**

10:15am **Margaret Morford**
Workplace Trends - Survival for the Next
Decade

12:15pm **Evaluations & Grand Prize Drawing**

12:30pm **Adjourn**

WSHHRA Fall Conference

Thursday - Friday, September 17 - 18, 2009

Winthrop, WA

FEATURED SPEAKERS CONTINUED



MARY DROBKA is a Partner with Davis Wright Tremaine LLP, in Bellevue, WA. During this session, participants will learn the top 10 wage and hour mistakes made by employers today. At the conclusion of this session, participants will know how to minimize misclassification claims, as well as overtime/other wage claims.



CLIFTON ELLIOTT, is a Partner with Davis Wright Tremaine LLP, in Seattle, WA. He will be discussing what unions are busy trying to organize hospitals and how. Is the "Corporate Campaign" the response to a failing EFCA? What is your best defense against union organizing? EFCA---Have Unions snatched defeat from the jaws of victory? What may be the effect of new NLRB Members on union organizing? Is the RESPECT Act alive? Does anybody really care?



MARGARET MORFORD The workforce of the future will look dramatically different from today's. New employee demographics, attitudes, wants and needs are changing almost as fast as technology is. For managers and HR professionals, this will mean a radical shift in the way we conduct business and manage talent ten years from now. Organizations need to prepare today for the seismic shifts that are coming so that they will not be caught unaware and will remain a viable entity in the future. Margaret Morford will offer practical suggestions for things employers need to be doing today in order to prepare as well as protect themselves from the legal liabilities that will arise from some of these trends and shifts. Participants need to start today to be ready for what the workplace will look like in 2013 and even 2018! Don't be caught unaware.

ACCOMMODATIONS

We will be hosting our Fall Conference at the Sun Mountain Lodge. The Sun Mountain Lodge, located in the beautiful Methow Valley, offers the outdoor enthusiast a unique playground and world-class lodging. The hotel sits on top of a 3000 ft mountain top and boasts 360 degree views of mountains, wilderness, and valleys.

Reservations can be made by emailing calling 800-572-0493, extension 800. Reservations is open from 8AM - 8PM, M-F and from 9AM - 7PM, Saturday and Sunday.

Our group rate is for \$95/night plus applicable taxes and fees. Come a day or two early, relax, and enjoy the same reasonable rate!

Visit www.sunmountainlodge.com for more details.



Interested in a Golf Challenge or just an opportunity to kick up some grass? If so, please contact **Jack Powers** of Central Washington Hospital at jpowers@cwhs.com or (509) 665-6139 to sign up. All skill levels (or lack thereof) welcomed!

GOLF OUTING

SPA SERVICES

Sun Mountain Lodge is delighted to welcome you with a fabulous array of wellness services. Enjoy a variety of treatments in their spa facilities.

Sun Mountain Lodge also offers spa services to two guests at one time. Please let the concierge know when you make your reservation if you would like yours as a double.

For gift certificates, reservations and information please call the Spa at (509) 996-2211, ext. 227.



WSHHRA Fall Conference

Washington State Healthcare Human Resources Association

Thursday - Friday, September 17 - 18, 2009

Winthrop, WA



REGISTER BY
AUGUST 21st TO
RECEIVE THE
DISCOUNTED
RATE

Please enclose registration form
and full payment to:

Medical Associates of Yakima
Attn: Jolene Seda,
President-Elect, WSHHRA
3800 Summitview Ave
Yakima, WA 98902

Make checks payable to
WSHHRA

Have questions about the
conference? Feel free to contact
Jolene Seda at (509) 249-5025
or jseda@cwmed.com.

**Save \$10 on your registration by joining WSHHRA
(\$90 Membership rate.)*

REGISTRATION FORM

Name _____

Address _____

City, State, ZIP _____

Company _____

Title _____

Business Phone _____

E-mail _____

CONFERENCE REGISTRATION:

- \$125 WSHHRA members by 08/21/09
- \$145 WSHHRA members after 08/21/09
- \$225 non-members by 08/21/09*
- \$245 non-members after 08/21/09

ATTENDING DINNER:

- Yes (Price of Dinner Included w/Registration)

ADDITIONAL DINING RESERVATIONS:

- \$40 per additional non-registered guest

Guest Name(s) _____

Note:

If you are a member of WSHHRA and budgetary constraints make attendance at this conference difficult or **if you have any special dietary requirements**, please contact Jolene Seda at (509) 249-5025 or jseda@cwmed.com.