

# WSHHRA Spring Conference

Washington State Healthcare Human Resources Association

Thursday— Friday, April 23—24, 2009

Seattle, WA



## CONFERENCE HIGHLIGHTS

- The Business of Laughter—Using Positive Humor in the Workplace.
- No Mandatory Low Census—A Best Practice Case Study
- Legal Year in Review
- Wellness Plans that Work
- ADA/FMLA Update and Legal Review
- Vendor exhibits, drawings, and a grand prize drawing.
- PHR, SPHR, GPHR recertification credit.



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## FEATURED SPEAKERS



**CRAIG ZABLOCKI**, is a nationally known speaker and consultant. Craig has spoken to over 600,000 people internationally and in all 50 states. Craig has shared the platform with Al Gore, and Tom Peters. He was the first outside speaker to address the student body of Columbine High School after its tragedy.

It is a proven fact that healthy humor increases productivity, motivation, and learning. This keynote is guaranteed to leave you laughing while teaching you how to use positive humor to strengthen morale and increase productivity. Positive humor gives you and your employees a new perspective to deal with transition and change. Learn how taking yourself less seriously allows you to take your job more seriously. Master the "Top Ten Humor Techniques" for the workplace. It is a proven fact that healthy humor increases productivity, motivation, and learning. This keynote is guaranteed to leave you laughing while teaching you how to use positive humor to strengthen morale and increase productivity. Positive humor gives you and your employees a new perspective to deal with transition and change. Learn how taking yourself less seriously allows you to take your job more seriously. Master the "Top Ten Humor Techniques" for the workplace.



**KRISTEN FOX, MBA, SPHR**, is the Director of Human Resources for Kadlec Medical Center in Richland, WA. Kadlec is a 188 bed Regional Hospital. During Kadlec's 2006 RN negotiations, a Letter of Understanding was developed, eliminating Mandatory Low Census. The results - reduced labor expense; improved productivity; improved morale; and a unique recruitment advantage. Kristen will share Kadlec's journey; their successes and their lessons learned.

## CONFERENCE SCHEDULE

### THURSDAY

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

8:00am **Welcome, Introductions**

8:30am **Craig Zablocki**  
The Business of Laughter—Using  
Positive Humor in the Workplace

10:00am **Break, Vendor Exhibits**

10:30am **Continuation of Above  
Presentation**

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

1:00pm **Kristen Fox**  
Hospital Case Study - Eliminating  
Mandatory Low Census

2:00pm **Vendor Exhibits**

2:15pm **Vendor Gift Drawings**

2:45pm **Jeff James**  
Legal Year in Review

4:30pm **Business Meeting**  
Be Informed!

6:00pm **Dinner**

### FRIDAY

7:00am **Breakfast, Roundtable Discussions**

8:00am **Matt Henderson**  
Wellness Plans that Work

10:00am **Break**

10:15am **Mary Drobka**  
FMLA Legal Review

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

12:30pm **Adjourn**

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## FEATURED SPEAKERS CONTINUED



**JEFF JAMES** is Partner with Sebris Busto and James, Attorneys for Employers based in Bellevue, WA. He will be presenting their "Year in Review," covering the most important legal developments in the areas of employment and labor laws, including state and federal court decisions and legislation, and NLRB and PERC cases.



**MATT HENDERSON,** is an Account Executive with Conover Insurance. Most employers realize that the path to sustainable costs within the employee benefits package is encouraging better health within their employee population. During this session, participants take an in-depth look at why traditional wellness plans have not had success to the degree they should and look at what makes one successful not only long term, but right out of the gate. Participants will explore methods to drive participation, keep the buzz and excitement happening, and drive change within the culture of their organization. Participants will also take an in depth look at methods of deploying evidence based medicine within your health plan to drive positive outcomes any time care is sought.



**MARY DROBKA** is Partner with Davis Wright Tremaine LLP, in Bellevue WA. She will be presenting an Update on the expansion of Employee Rights under recent changes to the American with Disabilities Act (ADA) and Family Medical Leave Act (FMLA.) Also, how to navigate the overlapping issues in FMLA and ADA.



## GOLF OUTING

Interested in an Interstate Golf Challenge? If so, please contact **Jack Powers** of Central Washington Hospital at [jpowers@cwhs.com](mailto:jpowers@cwhs.com) or (509) 665-6139 to sign up. All skill levels (or lack thereof) welcomed!



## SPA SERVICES

Spas and salons are available throughout Seattle. Visit [www.spafinder.com](http://www.spafinder.com) to locate a spa that matches your style and treatment type.

## ACCOMMODATIONS

We will be hosting our Spring Conference at the Cedarbrook Center. The Cedarbrook Center is a world class leadership development center nestled on 18 acres of natural wetlands. A nature path winds around the perimeter of the property, providing a tranquil environment for both learning and relaxation.

Reservations can be made by emailing the Cedarbrook Center at [reservations@cedarbrookcenter.com](mailto:reservations@cedarbrookcenter.com). Be sure to reference our WSHHRA group reservation #103817, and include your arrival/departure dates; work address; and telephone #.

Our group rate is for \$179/night plus applicable taxes and fees.

Visit [www.cedarbrookcenter.com](http://www.cedarbrookcenter.com) for more details.



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## REGISTRATION FORM

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Company \_\_\_\_\_

Title \_\_\_\_\_

Business Phone \_\_\_\_\_

E-mail \_\_\_\_\_

REGISTER BY  
APRIL 10th 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](mailto:jseda@cwmed.com).

### CONFERENCE REGISTRATION:

- \$175 WSHHRA members by 04/10/09
- \$195 WSHHRA members after 04/10/09
- \$275 non-members by 04/10/09\*
- \$295 non-members after 04/10/09

### 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](mailto:jseda@cwmed.com).

*\*Save \$25, WSHHRA Membership fee of \$75 is still being accepted for 2008. Discounted membership rate available until 3/31, then goes to \$90 (still a \$10 savings.)*