# AHHRA NEWSLETTER

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### A message from the President



It is with lasting pride and optimism that I continue to serve in my role as President to assist both the board and our membership to drive AHHRA's success. The achievements of the organization are dependent on its membership and the enormous blend of talent that each individual brings to the association.

In addition, the partnerships we build are vital to our success. For example, this year we engaged our past presidents who helped to shaped AHHRA to do their part in continuing to convey the benefits of AHHRA to their teams as well as others in healthcare. Another example is our partnership with Sibson Consulting who is currently providing a library of webinars to both our current and prospective members, free of charge. Our objective is to empower every HR professional to continue to develop and share insights. To this end, we are inviting our members to share best practices relevant to the work they are doing to influence their organization's success. This work may include; recruiting the right people, transforming your organizational culture, diversity and inclusion initiatives, the patient experience, employment law, rolling out a new technology, supporting the executive team, etc. We want to showcase your work and share the wealth of knowledge of such an awesome group of professionals.

Finally, we are encouraging each healthcare HR professional to obtain the nationally recognized designation, CHHR (Certified in Healthcare Human Resources). This certification is unique in that it is specific to healthcare and human resources and will allow achievers the ability to adapt their knowledge to real life situations in their role.

Details about these and upcoming initiatives can be found on our website, so please visit us a http://www.ahhrany.org/.

Wishing you a safe and wonderful summer!

### **2018 Board Members**

**SUMMER 2018** 

President Michelle Emmons

Past President Donnette Truss

Vice President Gisely Diaz

Treasurer Sean Moore

Treasurer Elect Donnette Truss

Secretary
Suzanne Chong

#### **JOIN AHHRA**

Through an AHHRANY membership, you will have the opportunity to network with other Human Resources practitioners; attend professional development meetings, and the ability to serve as a committee or board member.

For more information about the organization and upcoming events visit us at www.ahhrany.org



ASSOCIATION OF HEALTHCARE HUMAN RESOURCES ADMINISTRATORS OF GREATER NEW YORK (AN AFFILIATE OF ASHHRA)

150 Veterans Memorial Highway #407, Commack, NY 11725

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### **Upcoming: 2018 ASHHRA ANNUAL CONFERENCE:**



This year the American Society of Healthcare Human Resources Administration's (ASHHRA) annual conference and exposition will be held from September 15<sup>th</sup> to September 18<sup>th</sup> 2018 in Pittsburgh, PA. The focus "Meeting the Challenge and Making the Difference." Inspiring and reinvigorating, the program content demonstrated to HR professionals that "anything is possible if we commit."

### Recap: 2018 President's Dinner:



This year's President's dinner was held on 06/06/18 at Montefiore Health System, Moses Grand Hall. The theme "Where Are They Now." Many of our past presidents who helped to shaped AHHRA were in attendance. It was a spectacular event. Check our video and pics capturing the event on AHHRA's homepage.

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## **Recap: 2018 Spring Conference:**



Our Spring Conference held at Mount Sinai, Union Square location, was well attended. Our speaker was Barbara E. Hoey, Esq. who highlighted on the new NYS Paid Family Leave as well as #MeToo & Workplace Harassment.

#### What's New In HR Law

- 1) Update from feds: DOL releasees opinion letters regarding FMLA, FLSA <a href="http://www.hrmorning.com/update-from-feds-dol-releases-opinion-letters-regarding-fmla-flsa/">http://www.hrmorning.com/update-from-feds-dol-releases-opinion-letters-regarding-fmla-flsa/</a>
- New Jersey's paid sick leave act becomes effective October 29,2018. The DOL releases proposed rules on the act, but it is likely that these rules will not be finalized until after the law becomes effective. https://www.seyfarth.com/publications/MA050718-LE
- In October 2018, NYS employers are required to introduce a sexual harassment policy and provide mandatory annual sexual harassment training. <a href="https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/new-york-sexual-harassment-training.aspx">https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/new-york-sexual-harassment-training.aspx</a>
  - Minimum Policy standards: <a href="https://www.ny.gov/sites/ny.gov/files/atoms/files/StandardsSexualHarassmentPreventionPolicies.pdf">https://www.ny.gov/sites/ny.gov/files/atoms/files/StandardsSexualHarassmentPreventionPolicy.pdf</a>
    Sample policy: <a href="https://www.ny.gov/sites/ny.gov/files/atoms/files/StandardsSexualHarassmentPreventionPolicy.pdf">https://www.ny.gov/sites/ny.gov/files/atoms/files/StandardsSexualHarassmentPreventionTraining.pdf</a>
    Sample Training: <a href="https://www.ny.gov/sites/ny.gov/files/atoms/files/SexualHarassmentDRAFTModelTraining.pdf">https://www.ny.gov/sites/ny.gov/files/atoms/files/SexualHarassmentDRAFTModelTraining.pdf</a>
- 4) Guidance Outlines Rights of Public Sector Employers and Employees Regarding Collective Bargaining and Union Membership in Wake of Supreme Court Decision. <a href="https://www.governor.ny.gov/news/governor-cuomo-directs-new-york-state-department-labor-issue-guidance-us-supreme-court-janus">https://www.governor.ny.gov/news/governor-cuomo-directs-new-york-state-department-labor-issue-guidance-us-supreme-court-janus</a>

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#### **HR News**



Invest in your future by earning the Certified in Healthcare Human Resources (CHHR) professional designation. Nationally recognized, CHHR is the premier credential based on sound assessment that delivers both internal and external rewards. We encourage all Human Resources professionals in the healthcare industry to capitalize on this learning and certification in promoting their careers. Please visit our national organization, ASHHRA, for more information about obtaining this certification click here.



#### **Networking**

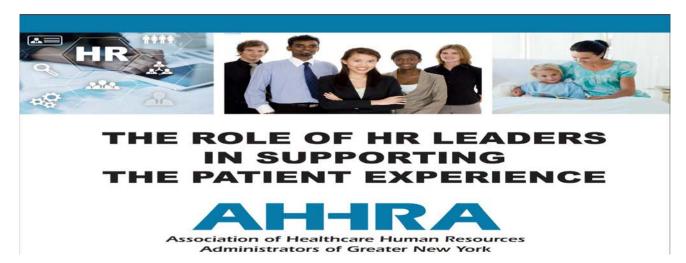
As a member, you gain access to a wealth of knowledge from ASHHRA's growing network of more than 3,000 members from across the country in the field of health care HR

#### Consistent content. Specific to health care HR

ASHHRA offers exclusive member access to custom digital publications, the AHA Resource Center, advocacy resources and more.

#### **Exclusive Savings**

ASHHRA membership gives you discounted access to a number of events and services, keeping on the cutting edge of your profession.



October 4<sup>rd</sup>, 2018 (Baruch College, NY)

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