

AHHRA NEWSLETTER

SUMMER 2018

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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

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

AHHRA

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

150 Veterans Memorial Highway #407, Commack, NY 11725

Office 631.864.8392 • Fax 631.864.8397 • Email: Debra Goldman at dgoldman@ahhrany.org • Website: www.ahhrany.org

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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 15th to September 18th 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:



Association for Healthcare Human Resources Administrators

presents a
Human Resources Education Breakfast Seminar
to discuss
HR Hot Topics: Questions & Solutions

- NYS Paid Family Leave
- #MeToo & Workplace Harassment

April 24, 2018 • 8:30 am-12:00 pm
Mount Sinai Union Square
10 Union Square East, 2nd Floor, Conference Room 1
Continental breakfast will be served

Speaker
Barbara E. Hoey, Esq.
Partner
Kelley Dye & Warren LLP

Does the new Paid Family Leave Law enacted in New York State on January 1st, 2018 seem complex? Not sure how to adequately address harassment in the workplace in a #MeToo world? Join AHHRA at our spring seminar to learn solutions for some HR hot topics from a prestigious employment attorney.

This event is sponsored by



To comply with building security, please register in advance. ID will be required to enter the building.

Please register by **Tuesday, April 17, 2018**
Members - No charge • Non-members - \$25 in advance, \$30 at the door
Not a 2018 AHHRA member? Join now for \$80 and attend this program at no charge
We encourage you to register for this conference on line at www.ahhrany.org
Questions, call 631-864-8392 or email info@ahhrany.org



This program has been approved for credit by SHRM and CHRM.



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 releases opinion letters regarding FMLA, FLSA <http://www.hrmorning.com/update-from-feds-dol-releases-opinion-letters-regarding-fmla-flsa/>
- 2) 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>
- 3) In October 2018, NYS employers are required to introduce a sexual harassment policy and provide mandatory annual sexual harassment training. <https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/new-york-sexual-harassment-training.aspx>
Minimum Policy standards: <https://www.ny.gov/sites/ny.gov/files/atoms/files/StandardsSexualHarassmentPreventionPolicies.pdf>
Sample policy: <https://www.ny.gov/sites/ny.gov/files/atoms/files/StatewideSexualHarassmentPreventionPolicy.pdf>
Minimum Standards for training: <https://www.ny.gov/sites/ny.gov/files/atoms/files/StandardsSexualHarassmentPreventionTraining.pdf>
Sample Training: <https://www.ny.gov/sites/ny.gov/files/atoms/files/SexualHarassmentDRAFTModelTraining.pdf>
- 4) Guidance Outlines Rights of Public Sector Employers and Employees Regarding Collective Bargaining and Union Membership in Wake of Supreme Court Decision. <https://www.governor.ny.gov/news/governor-cuomo-directs-new-york-state-department-labor-issue-guidance-us-supreme-court-janus>

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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.



THE ROLE OF HR LEADERS IN SUPPORTING THE PATIENT EXPERIENCE

AH-HRA

Association of Healthcare Human Resources
Administrators of Greater New York

October 4rd, 2018 (Baruch College, NY)

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