

# WSHHRA Spring Conference

Washington State Healthcare HR Association

May 1st and 2nd 2014

Campbell's Resort on Lake Chelan, WA



## Conference Highlights

- ◆ Healthcare Benefits Market Trends, Best Practices, and Innovation
- ◆ You too can join the Big Data revolution -- a practical guide to using workforce analytics
- ◆ Labor Relation Issues and Best Practices During Hospital Affiliations
- ◆ Employment, Benefits and Labor Law Update
- ◆ HR is a Marathon-How to Develop your Marathon Mentality
- ◆ Civil Treatment for Managers®

**HRCI Credits Pending!**

### Accommodations

The Spring Conference is being held at Campbell's Resort and Spa on Lake Chelan, Washington.

Campbell's Resort is located right on the shore of Lake Chelan – Washington State's largest natural lake – and adjacent to Downtown Chelan, a hamlet of shopping and dining. The Lake Chelan wine valley is Washington's newest and most exciting wine region. Lake Chelan now boasts 17 member wineries, many are located within 10 miles of our resort!

Reserve your room by 3/30 for the special rate of \$128. Call (800) 553-8225 and ask for rate for WA St Healthcare HR Association

# WSHHRA Spring Conference

## SCHEDULE

### Wednesday, April 30, 2014

6:30—7:30 p.m. Hosted Welcome/Networking Social

### Thursday, May 1, 2014

7:00—8:00 Breakfast

8:00—8:30 Welcome/Introductions

8:30—10:00 HR is a Marathon-How to Develop your Marathon Mentality

10:00—10:30 Break/Business Partner Visit

10:30—12:00 Healthcare Benefits Market Trends, Best Practices, and Innovation

12:00—1:00 Lunch/Vendor Visit

1:00—2:30 You too can join the Big Data revolution -- a practical guide to using workforce analytics

2:30—3:30 Business Partner Acknowledgements/Drawings

3:30—5:00 Labor Relation Issues and Best Practices during Hospital Affiliations

6:00—7:00 Reception

7 p.m. Dinner

### Friday, May 2, 2014

7:30—8:30 Breakfast

8:30—9:00 WSHHRA Business Meeting

9:00—10:00 Employment, Benefits, and Labor Law Update

10:00—10:30 Break/Checkout

10:30—12:30 Civil Treatment for Managers®

12:30—12:45 Wrap up/Drawing Takeaways



Matt Jones went from being a three-time cancer conqueror to relearning how to walk to running 5 marathons on 5 continents. He is now a life changing inspirational and motivational speaker that fires up, pumps up, and inspires audiences to achieve greater VICTORY! Super Bowl Champion Joe Theismann says, "Matt Jones is a speaker that entertains, enlightens, and creates an unforgettable experience for the audience." Hall of Fame Baseball Player George Brett says, "Matt Jones is a true champion and his story inspires others to be true champions as well." Matt is also the founder of the REAL Leadership Academy, is a PhD Candidate in Organizational Leadership, and author of *Life's a Marathon*.



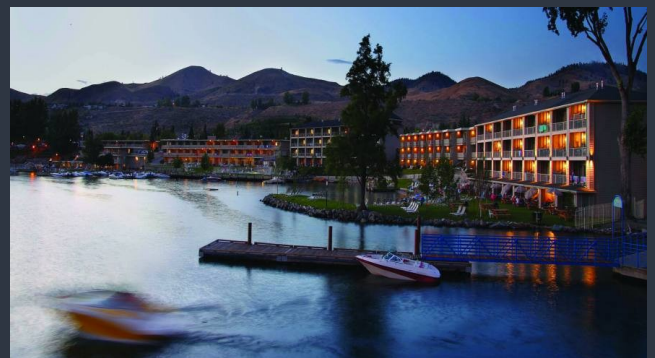
Sean is a senior consultant in Mercer's Seattle office and currently provides ongoing health and welfare benefits consulting as well as leads and participates on strategic client assignments. He has over fourteen years of experience in the design, pricing and administration of health and welfare programs, with a focus on multi-year benefits and wellness strategy, financial analysis and consulting, including self-insured plan cost projections, trend analysis, plan performance, contribution strategy and design, plan design review, benchmarking & redesign, and IBNR development. Sean is also a member of Mercer's Total Health Management Design specialty group and has worked with a number of clients on the development and design of total health management programs. Sean also participates on the Mercer Actuarial and Financial national sub-committee responsible for the development of Mercer's bi-annual internal trend guidelines. Sean has a bachelor's degree in mathematics from the University of Washington and a Master's in Business Administration from Seattle University.



Dr. Michael Kannisto, Ph.D., SPHR, has extensive experience in strategy development and implementation for talent acquisition, development and retention in the chemical and pharmaceutical industries. He speaks throughout the world on the need for a more disciplined, metrics-oriented approach to talent management. He currently leads Global Talent Acquisition and Global Talent Management for JLG Industries. Past positions have included: Director of Staffing, University Relations and Employment Branding at BASF; Global Staffing Director at Bausch & Lomb; and Director of Recruitment Shared Solutions at Johnson & Johnson.



Vicky Kamahale SPHR, has over 15 years of experience in higher education, talent acquisition and infrastructure creation. As Founder of Just Evolved Talent, she brings a passion for working with career services to strategically prepare their talent to compete in the new job market and with companies to build innovative recruiting channels. While Head of University Programs for Business Functions at Google, Vicky created one of the most involved global undergraduate, graduate and MBA recruiting efforts, contributing to the company's immense growth. Prior, Vicky spent nearly a decade at KPMG, first in professional services and later, as Campus Development Manager, National Instructor and Head of San Francisco Recruiting and *Involve* Community Outreach Program.





**Matt Lynch** is a shareholder with SEBRIS BUSTO JAMES. Matt represents private and public sector employers in all aspects of labor relations, and has negotiated hundreds of collective bargaining agreements, represented management in grievances and labor arbitrations, and handled many cases in front of the National Labor Relations Board. In addition, Matt is a trusted adviser who assists employers in both day-to-day and strategic employee relations issues, including discipline and discharge, employee leaves, employment agreements, policy development, handbooks, wage and hour and discrimination. Before joining the firm, Matt was the Director of Labor Relations Services and General Counsel for the largest employer association in the Pacific Northwest, having been with that association for over 24 years. He also served as a management trustee on a Taft-Hartley insurance trust. Matt has extensive experience in assisting employers in the healthcare, print and broadcast media, education and non-profit sectors.



Mary Drobka helps employers resolve complex employee relations issues and prevent employment-related claims. She works directly with human resources professionals and executive management to ensure that companies, nonprofit organizations, and public entities comply with equal employment opportunity, wage and hour, FMLA, and other employment laws. Mary defends employers before the EEOC, state discrimination agencies, the NLRB and state labor boards, and serves as management's chief spokesperson in union negotiations. Mary develops and reviews employee handbooks and personnel policies, as well as executive employment and intellectual property agreements. She trains executives and managers on how to supervise within the law, prevent discrimination or harassment claims, and reasonably accommodate workers. She has extensive industry-specific experience in the health care, nonprofit, manufacturing, technology, retail, hospitality, and financial/professional services sectors.



Dipa Sudra advises employers on all types of employee benefits and ERISA-related issues. She focuses on designing, drafting and implementing 401(k) and profit-sharing plans, pension plans, health and welfare benefit plans, wellness plans, fringe benefit plans and cafeteria plans. As part of her counseling practice, Dipa helps employers restructure their benefits programs to address changes in laws such as the Affordable Care Act, COBRA, FMLA, HIPAA, and GINA. She also advises employers on current issues affecting benefit plans such as the impact of domestic partnerships and same sex marriages and assists employers with employee communications materials and administration forms, preparing determination letter applications and qualified plan correction applications under EPCRS.



Kelsey Sheldon has been working with employers to find real-life solutions to employment and labor challenges for nearly 20 years, first as a human resources professional and now as an attorney. She supports employers in all aspects of their labor and employment relationships. Kelsey has significant experience with employers in the health care, retail, biotechnology, and media industries. Kelsey is a frequent speaker on employment law topics such as discrimination and harassment, wage and hour issues, and employer best practices.



Amber Henderson, Director of Human Potential at Memorial Physicians, PLLC. She has nine plus years of human resources experiences with a strong passion for training and development. She has been with Memorial Physicians, PLLC since 2010 and prior to that she worked at Yakima Valley Farm Clinic.

Amber holds a B.A. in Psychology, a M.S. in Organization Development (MSOD) from Central Washington University and a Senior Professional in Human Resources (SPHR) certification.