



Quarter 3, 2016

PRESIDENT'S REPORT

Katy Reeves, SPHR, CHHR, SHRM-SCP



We have received excellent news from ASHHRA! Two of our chapter members have been selected to receive awards at the national conference in September in Texas and VaSHHRA as an organization will be recognized as well.

Terri Stevens, Past President, will receive the Outstanding Chapter Officer award for her contributions over the past year. This award is presented to an Officer that has made a significant contribution to an affiliated ASHHRA chapter through excellence in chapter management and/or distinguished leadership. Terri's nomination read in part: Terri currently serves as Past President but you would be mistaken if you believe she is resting on her laurels and serves only as an advisor. Terri is extremely active in this role. She is responsible for gathering all the information for our Chapter Awards submission and as a result of her effort, VaSHHRA has consistently been awarded multi-star status. She is chairman of our wage and salary survey project and through her efforts we experienced increased participation this year. She is also our website designer. She works with our webmaster to ensure the site is current with all information. Terri is a mentor to new officers and is the "Great Communicator" - always proactive about being an advocate for the organization and enlisting new members. She took the lead in developing a succession plan for the chapter and as a result, we have renewed interest in committee chair positions with newer members taking on chairmanships

of committees as well as regional representative roles. Her HR Delivery, Healthcare Business Knowledge, Personal Leadership and Community Citizenship are an inspiration and help to all of us in Virginia. She truly "Leads with the Heart" and her passion and enthusiasm for the profession combined with her efforts to help VaSHHRA mentor and inform its members and potential members are deserving of special recognition."

Jennifer Moore, our Social Media chair, will receive the Outstanding Chapter Achievement Award. This award recognizes an HR professional whose significant contributions advance the health care human resources profession. ASHHRA feels it is important to recognize an outstanding chapter member who is not in the role of a chapter officer. Part of Jennifer's nomination included, "Although not one to take center stage at a gathering, Jennifer epitomizes the qualities associated with the ASHHRA Leader Model and works not only to ensure she does, but helps others reach their potential as well. Jennifer became a member of VaSHHRA in 2014, and in that short time she has had quite an impact on our organization. Jennifer eagerly volunteered to assist the VaSHHRA secretary with our quarterly member newsletter. She reformatted the publication giving it an updated, fresh look with eye-catching graphics - it is Jennifer who formats and arranges the content to create an informative, smoothly flowing publication. Jennifer expanded her role with VaSHHRA and our efforts to improve communication

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Send all VaSHHRA Voice
comments and suggestions to
Jeanne Clark at

jeanne.clark@centrahealth.com

with members by accepting appointment as our Social Media chair. She has brought a fresh, update approach to our Facebook page and we have seen an increase in the number of hits and 'likes' on our page."

VaSHHRA will receive the 2016 Chapter Management Recognition Award at the 4 star level. In 2015 VaSHHRA was one of only five chapters in the nation to receive a 4 star designation. The ASHHRA Chapter Management Awards Program is designed to recognize chapters that have demonstrated efficient and effective management of activities and completed activities that are trademarks of successful chapters.

I hope everyone has Friday, August 26th reserved for the VaSHHRA Fall Conference at the Stonewall Jackson

Hotel and Conference Center in Staunton VA. The theme for the conference is "*The Changing Landscape of Healthcare*". Jeanne Clark has done a fantastic job of creating an agenda that includes a look at happiness in the workplace and how HR can lead organizations away from stress and towards optimism; a look at how value based care is changing health systems as providers of care and employers of people, a legal update, and the changing financial future of healthcare and its impact on Virginia. And of course there will be time to speak with our business partners and visit their booths to learn about the latest in HR resources. Kudos to **Brian Sands** for his efforts to secure sponsorships!

Registration is now open at www.vashhra.org. Enjoy the rest of the summer and stay cool!

CHHR - Recognize Your Expertise!



Certified in Healthcare
Human Resources

A professional who holds the credential of Certified in Healthcare Human Resources (CHHR) is knowledgeable of the health care environment and health care workforce needs, and is able to adapt this knowledge to their individual health care organization's needs

and goals. This professional provides strategic guidance in the interfacing of HR programs and practices to meet the overall mission and vision of the

health care organization.

VaSHHRA is pleased to announce that we are offering to pay for up to three (3) members to take the CHHR exam this year! If you have interest in obtaining this professional certification, please contact Terri Stevens, by email TEStevens@carilionclinic.org. VaSHHRA will pay for a study guide and exam fees for up to three (3) VaSHHRA members. First come, first serve!

Don't miss out on this unique opportunity to earn this prestigious certification recognition.

Preparing for your CHHR?



Did you know articles in the HR Pulse magazine are flagged with the symbols from the ASHHRA [HR Leader Model](#)?

Be sure to check out the latest issue of your HR Pulse magazine, which includes titles such as *Everyone Wins When Health Care Hires Veterans*, *Nursing and Human Resources Leadership: Synergy in Practice* and more. You can access issues online as far back as winter 2003. Read it [here](#).

Advocacy Update

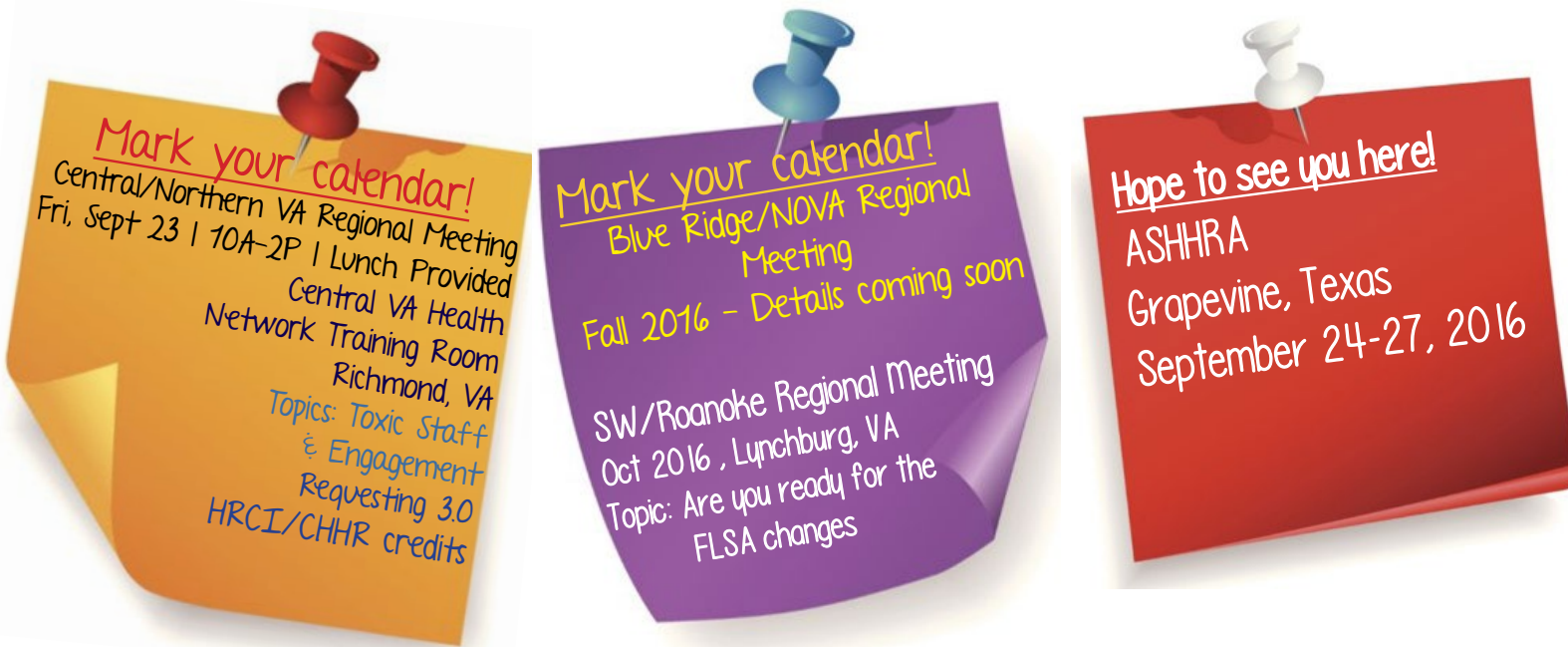


Be aware of the new rules being implemented on exempt employees becoming eligible for overtime with further refinements when Congress returns in September and potentially ongoing based on the results of the upcoming Presidential election.

Also, the DOL has published a new FMLA Guide for Employers.

Lastly the DOL issued new "Persuader Rules" for hired consultants (labor consultants and law firms) that are hired to persuade employees about unionization. So, fasten your seatbelts through the upcoming election.

Coming Up...



Congratulations!

Nancy Agee, President of Carilion Clinic, was elected as chairwoman to the board of the American Hospital Association for 2018. This tremendous honor recognizes her tireless efforts in our own community, in addition to the substantial contributions she makes to our local, regional and national discussions on health care.

The American Hospital Association is the national advocacy organization for health care provider organizations and individuals. It represents nearly

5,000 organizations and 43,000 individual members. Her work as chairwoman will be to shape and continue to transform health care by helping the AHA build alliances, influence public policy, and assist hospitals and health systems nationwide as they tackle the challenges of an ever-changing environment.

Congratulations to **Tracy Burpee**, Augusta Heath for passing the CHHR exam this month!

VaSHHRA Fall Conference

Registration is now open for the 2016 VaSHHRA Fall Conference being held on Friday, Aug 26th at the Stonewall Jackson Hotel in Staunton, VA.

Please visit the VaSHHRA website for online registration and payment: www.vashhra.org

The VaSHHRA leadership team decided to offer this one-day conference in August because there are many things in each of our organizations happening in the

Fall. We hope this timeframe better meets your needs and makes it easier for you to attend.

- **Early bird registration for members:**
- \$75 (\$90 beginning 8/1/16)
- **Non-VaSHHRA members:** \$125
- **Guests:** \$50 (no conference, food only)

We are requesting 4.5 HRCI and CHHR credits for the meeting.

At-Will Employees Can Be Terminated

Virginia Supreme Court Says At-Will Employees Can Be Terminated Without Advance Notice

As you know, most private sector employees in Virginia are “at-will” employees, which means that either the employee or the employer can terminate the employment relationship at any time with or without cause. In a recent decision, *Johnston v. William E. Wood & Associates, Inc.*, No. 151160 (S. Ct. Va. June 2, 2016), the Supreme Court of Virginia rejected the argument by an at-will employee that her termination without advance notice constituted a wrongful discharge and breached an implied term of her employment.

Brenda Johnston (“Johnston”) was a 17-year at-will employee of a real estate services firm. When her employment was terminated without any advance notice, she sued her former employer claiming she was wrongfully discharged and that her former employer breached an implied term of her employment - that is, that she would be afforded reasonable advance notice before her employment was terminated.

In rejecting Johnston’s claims, the Supreme Court stated that imposing a requirement of reasonable advance notice would be contrary to the flexibility that lies at the heart of the at-will doctrine and would undermine the indefinite duration of at-will employment. The Court stated that the only required notice of termination

of an at-will employment is effective notice that the employment relationship is ending. In other words, notice of termination of at-will employment can be given immediately and need not be days or even hours in advance as long as the employee is informed that his/her employment is being terminated.

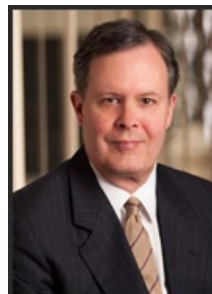
The decision is important because it confirms that at-will employment can be terminated at any time with or without cause as long as the employer advises the employee the employment is being terminated.

The content of this legal alert is intended for informational purposes only and should not be considered legal advice for a particular situation. Legal advice and actual results depend on a variety of factors unique to each set of circumstances.

This article brought to you by:

Thomas R. Bagby, Principal

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Tom Bagby is a principal at Woods Rogers. He represents employers in litigation in state and federal courts and administrative agencies around the country. He also regularly counsels employers on workplace-related issues that include affirmative action policies, ADA and FMLA issues, discipline and discharge, discrimination, noncompetition issues, sexual and other harassment. Tom is a presenter at the Woods Rogers Labor and Employment Seminars held annually.

VaSHHRA Member Spotlight

Every quarter VaSHHRA turns the spotlight on a member who is making an impact in Human Resources by exemplifying the mission of their organization and in healthcare. We highlight their experiences and how they have benefited from VaSHHRA membership. The spotlight offers an opportunity to share your story with your colleagues and the VaSHHRA community, inspire future Healthcare HR professionals, and strengthen awareness of the profession. If you are interested in being highlighted or nominating another member for the spotlight, please contact Jeanne Clark at jeanne.clark@centrahealth.com.

CATHY DANCY

What has been your greatest challenge? Getting every department to see the value in connecting early with HR. HR's insight and experience often allows for a smoother transition through change as HR can identify and guide staff concerns and communications while problem solving in a proactive mode. Some departments naturally gravitate to HR while others see the HR team as either paper pushers or someone getting in their space. At the end of the day, HR's desire is to find the right outcome that supports not only the employee but the business as a whole.

What motivates you? I've got a two-part answer. (1) My mom built into each of her kids that having a strong work ethic is essential for creating a positive future. We all knew when it was time to work and when it was time to play. I don't think I know what working forty hours looks like as I've always asked for more and ended up working closer to ten to twelve hour days. It's part of my fabric now. (2) I am motivated each day by the employees that surround me at work. I hear their stories and see what they have overcome, and all I want to do is help. Working in healthcare adds another layer. The patients that utilize the services offered at my company share their troubles and triumphs with our staff. I want to make healthcare better for them. More timely, more accurate and more geared to their needs. The day I can't help any more, well, I can't imagine that day will come as we should all be helping one another.



Cathy Dancy, VP of HR
Central Virginia Health
Network
Richmond

What's the best advice you have ever received? "Do what brings you joy!" My mom always gives the best advice. I have spent years playing this advice over and over in my hand and ensuring that if I'm going to do something 8-12 hours a day, I'm going to make the most of it. Luckily, HR is a passion of mine, not just a job. Having the ability to get up every day and go to work and help others develop, engage and connect offers me a level of satisfaction that I cannot get through any other outlet. Every job brings issues and frustrations but not every job provides you a daily opportunity to make a difference in someone's life and see them smile. Those are the "Moments of Joy" that I treasure.

www.ISupportVirginiaHospitals.com



HosPAC is VHHA's political action committee. The mission of HosPAC is to provide organized and effective political action, and to support state candidates who will work to improve quality health care through policies supported by Virginia's hospital and health systems. As elected officials in Virginia and Washington make critical decisions affecting Virginia's hospitals and health systems, HosPAC supports candidates for office whose actions show consideration for Virginia health care providers and the communities they serve. To learn more about HosPAC or to contribute, visit www.vhha.com/advocacy.

VoterVOICE is an important tool which streamlines the process of connecting constituents to their legislators when the need arises for real-time citizen advocacy. Through that system, VHHA government affairs staff can directly communicate with hospital employees and supporters. VoterVOICE subscribers receive e-mail notice on important issues affecting hospitals, health systems, and providers. Transmitting

Information that way enables recipients to take prompt action when necessary simply by forwarding the e-mails to local legislators.

VoterVOICE removes guesswork from the process for senders. The entire process takes mere seconds for message recipients. Yet hearing from citizens through VoterVOICE has tremendous impact on legislators. Steady constituent feedback on an issue is meaningful to them. It lets legislators know constituents are paying attention to how they vote.

People who previously registered for VHHA's VoterVOICE system are encouraged to log in and check that their contact information is up-to-date. Sign up is simple and does not obligate subscribers to take further action – sending e-mails to legislators is voluntary. Visit <https://votervoicenet/VHHA/Home> to sign up. Robust VoterVOICE participating helps educate legislators on the issues important to Virginia hospitals and health systems, and help VHHA achieve policy outcomes that benefit providers, patients, and the Commonwealth.

Community Commitment Partner



The Richmond Fisher House opened on the campus of the Hunter Holmes McGuire VA Hospital on July 21, 2008, at a cost of \$5.8 Million. The Fisher House was made possible by the leadership and generosity of Richmond business and civic leaders, led by William C. Boinest, Chairman of Craigie, Inc., and by the national Fisher House organization.

This beautiful facility provides lodging to the families of veterans receiving treatment at the McGuire VA hospital, at no cost. It contains 21 family suites,

including private bath, dining areas, recreation, and entertainment. It is fully handicap-accessible. Its average occupancy level is 92-94%, and the average length of stay is 12-14 days. Guest stays have extended as long as one year. Over 2,000 families have been our guests since opening. Having family members nearby provides significant benefits and advantages to patient treatment, rehabilitation and recovery. By providing cost-free living quarters for patient families, the Fisher House provides an immeasurable benefit to patient care, in addition to the care and well-being of our veterans' family members.

VaSHHRA will be collecting money for this organization at the Fall Conference.

Our New Members



Jean Barreto-Stults, PHR, SHRM-CP
Employee Relations Manager
Horizon Behavioral Health

Shari Bennett, SPHR, SHRM-SCP
Human Resources Business Partner
Centra

Tracy Burpee, SPHR, SHRM-SCP
Director, Organizational Development
August Health

Cheryl Evans, Director of Sales
SkillSurvey

Carrie Gillard, SPHR
Human Resources Director
Pulmonary Associates of Richmond
Stephanie Hawks, Human Resources Director
Advanced Orthopaedics

Mike Jernigan, Human Resources Director
VA Cardiovascular Specialists

Jennifer Leigh, SPHR
Director, Employee Relations Centers of Expertise
Sentara Healthcare

Rosemary Loring, GPHR, SHRM-SCP
Vice President, Human Resources
Spotsylvania Regional Medical Center

Jill Mock, PHR, SHRM-CP
Human Resources Business Partner
Centra

Sarah Noel, PHR
Consultant
Carilion Clinic

Jamie Parsons, CHHR, SPHR
Vice President/Chief Human Resources Officer
Mountain States Health Alliance

Tammy Pereira, Human Resources Business Partner
Valley Health

Barbara Ramirez, SHRM-SCP
Human Resources Director
Masonic Home of Virginia

Barbara Riley, Human Resources Manager
Virginia Physicians for Women

Maria Rosenbohm, PHR, SHRM-CP
Senior Human Resources Business Partner
Valley Health

Brian Sands, National Accounts
Recognition Concepts

Jeff Schumacher
Regional Director, Business Development
Leaders for Today

Lauren Stoll, PHR, SHRM-CP
Human Resources Generalist
Center for Diagnostic Imaging (CDI)

Jan Walker
Senior Vice President, Chief Administrative Officer
Centra

Brett Willsie, SPHR, SHRM-SCP
Regional Vice President Human Resources
Sentara Healthcare



Don't Google! Ask the AHA Resource Center

ASHHRA is pleased to offer an exciting new member benefit that elevates the offerings of the former HR Concierge program. Through the [AHA Resource Center](#), ASHHRA members now have up to two hours of project time available to them each calendar year, and additional time for in-depth projects can be purchased at a special members only discounted rate.

2016 ASHHRA BOARD OF DIRECTORS

President

Kristen Fox, Director, Partner Integration,
Providence Health and Services, Renton, WA

Vice President

Gary Pastore, Director of Human Resources
Scottsdale Healthcare, Scottsdale, AZ

Immediate Past President

Deborah Rubens, Director, Human Resources
Shriners Hospitals for Children, Sacramento, CA

Treasurer and At Large Director

Lee Byrd, VP Human Resources Officer
John Randolph Medical Center, Hopewell, VA

At-Large Directors

James Parsons, VP/Chief HRO,
Mountain States Health Alliance, Johnson City, TN

Cathy Henesey, Director of Talent Acquisition & Workforce Planning
Amita Health, Elk Grove Village, IL

Tedd Trabert, CHRO
Health Choice Network, Doral, FL

Juliet Nelson, Director Human Resources
Providence Health and Services, Walla Walla, WA

Regional Director

Sarah Fredrickson, Director of Workforce Insights
Mayo Clinic, Rochester, MN

New-to-the Profession Director

Deana Thomas, Director of Organizational Development
Grand Strand Regional Health, Myrtle Beach, SC

Health Care Facility CEO

TBD

2016 VaSHHRA Executive Committee

Officers:

President:	Katy Reeves	reevesk@fauquierhealth.org
Past President:	Terri Stevens	TEStevens@carilionclinic.org
President Elect:	Jeanne Clark	Jeanne.Clark@centrahealth.com
Vice President:	Karen Ackerman	Karen.Ackerman@centrahealth.com
Treasurer:	Meredith Sawyer	VaSHHRA.Treasurer@gmail.com
Secretary:	Vacant	Vacant

Committee Chairs:

Advocacy:	Lee Byrd	lbyrd@mahova.com
By-Laws:	Kim Daniel	kdaniel@hdjn.com
Business Partner Liaisons:	Brian Sands	sands@recognitionconcepts.com
Chapter Awards:	Terri Stevens	TEStevens@carilionclinic.org
Community Outreach:	Cyndi Derricott	cyndi_derricott@bshsi.org
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Legislative:	Kim Daniel	kdaniel@hdjn.com
Membership:	Karen Ackerman	karen.ackerman@centrahealth.com
Newsletter:	Jeanne Clark Jennifer Moore	jeanne.clark@centrahealth.com jennifer.moore@centrahealth.com
Nominating/Succession:	Terri Stevens	TEStevens@carilionclinic.org
Program:	Terri Stevens Katy Reeves Jeanne Clark	TEStevens@carilionclinic.org reevesk@fauquierhealth.org Jeanne.Clark@centrahealth.com
Scholarship:	Katy Reeves	reevesk@fauquierhealth.org
Social Media:	Jennifer Moore	jennifer.moore@centrahealth.com
Wage & Salary Survey:	Terri Stevens	TEStevens@carilionclinic.org
Website:	Terri Stevens	TEStevens@carilionclinic.org

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Central VA/Tidewater:	Ann Belvin Carrie Gillard	abelvin@diamondhealth.com cgillard@paraccess.com
Roanoke/SW:	Jeanne Clark	Jeanne.Clark@centrahealth.com