



**OHIO SOCIETY OF HEALTH CARE  
HUMAN RESOURCES ADMINISTRATORS**  
OHIO HOSPITAL ASSOCIATION



# Educational Activity

## 2021 OSHHRA VIRTUAL ANNUAL CONFERENCE

Sponsored by the Ohio Society of Healthcare Human Resources Administrators (OSHHRA) and the Ohio Hospital Association

### **5-PART WEBINAR SERIES.**

Oct. 21 & 28

Nov. 11 & 19

Dec. 2

**OSHHRA and OHA members only**

#### **PROGRAM OVERVIEW**

Join OSHHRA members and human resource professionals for OSHHRA's virtual annual conference. Gain an understanding of key HR issues affecting hospitals in 2021 including labor and employment; wage and hour and OSHA issues; COVID labor and employment issues; OHA compensation survey results; compensation, recruitment and retention challenges; remote worker challenges; COVID-19 infectious disease policies, including testing issues, social distancing and masking issues, as well as mandatory/voluntary vaccination issues.

This five-part webinar series is **COMPLIMENTARY** to all OSHHRA and OHA members. Each session will be an approximately 90- to 120-minutes live presentation.

#### **WHO SHOULD ATTEND**

HR professionals involved at all levels in healthcare, including senior HR executives, compensation executives, benefit coordinators, HR generalists, HR specialists, in-house legal counsel and recruiters.

## SESSIONS & PRESENTERS

### OCT 21

11 a.m. -1 p.m.

#### **PART 1 – “COVID is Continuing to Create Legal Implications for Hospitals Related to Employee Leave, Compensation, Taxes, and Staffing”**

Amid growing concerns about the COVID-19 outbreak, every industry is forced to respond quickly and accurately to ever changing environment. A cross-disciplinary team of Bricker & Eckler attorneys is regularly monitoring COVID-19 news and guidance to help their clients assess the potential impacts on their operations. Join Bricker attorney’s as they discuss general COVID employment law issues; paid leave requirements; wellness incentives; and the tax implications and legal considerations for remote workers. Attendees will gain a better understanding and have the opportunity to ask questions about:

#### **Learning Objectives**

- Paid leave and other requirements of OSHA’s Emergency Temporary Standard;
- The President’s most recent announcement on mandatory vaccination and testing;
- State and local tax implications associate with remote workers.

#### **Presenters**

- **Elizabeth C. Stock**, Of Counsel, Bricker & Eckler LLP
- **Marie-Joelle C. Khouzman**, Partner, Bricker & Eckler LLP

### OCT 28

11 a.m. -1 p.m.

#### **PART 2 – “INFECTIOUS DISEASE/COVID-19 POLICY ISSUES – THE SHORT GAME AND THE LONG GAME”**

The presenters will discuss issues associated with COVID-19 infectious disease policies, including testing issues, social distancing and masking issues, as well as mandatory/voluntary vaccination issues. The presenter will further discuss the need to implement long range policies regarding future infectious diseases.

#### **Learning Objectives**

- Review CDC, OSHA and EEOC guidance regarding COVID-19 issues;
- Review legal challenges to mandatory vaccination policies and related legal developments;

- Share best practices regarding development of infectious disease policies.

#### **Presenters**

- **G. Roger King, JD**, Senior Labor and Employment Counsel, HR Policy Association and Consultant, IRI Consultants
- **Amy Imm, MD, MMM, FCP**, System Vice President Medical Affairs, OhioHealth
- **Geoff Walker, JD**, System VP/Chief Legal Officer, Premier Health
- **Kristin Erenburg, JD**, Senior Counsel, Law Department, Cleveland Clinic

## **NOV 11**

11 a.m. -1 p.m.

### **PART 4 – “LABOR AND EMPLOYMENT ISSUES: ARE YOU READY FOR 2022?”**

The presenters of the session will discuss significant labor and employment developments of importance to healthcare human resource professionals. Emphasis will be on COVID-19 labor and employment issues., U.S. Department of Labor Wage and Hour and OSHA issues, developments from the National Labor Relations Board, recent matters before the Equal Employment Opportunity Commission.

#### **Learning Objectives**

- Review important labor and employment developments involving COVID-19 OSHA standards (emergency standard development);
- Review Biden Administration Labor Task Force objectives;
- Review change in control of the National Labor Relations Board, including initiatives from the new NLRB General Counsel;
- Review developments at the Equal Employment Opportunity Commission.

#### **Presenters**

- **G. Roger King, JD**, Senior Labor and Employment Counsel, HR Policy Association
- **Bob Long**, CEO, IRI Consultants
- **Lisa Johnson, MHR**, Vice President Human Resources Strategic Business Partner, Bon Secours Mercy Health, President-Elect and Education Committee Chair of OSHHRA.
- **Tracy Sabo, BA, MBA**, Vice President of Human Resources & Education & Development, Aultman Health foundation

## **CHANGED FROM NOV 18**

**NEW DATE - NOV 19**

New Time - 1 p.m. - 2:30 p.m.

## **PART 5 – “STAFFING RECRUITMENT AND RETENTION CHALLENGES, OH MY!”**

A panel discussion on What staffing challenges is your hospital facing? and What creative solutions is your hospital implementing. The panel will share their ideas and discuss solutions for short-term staffing shortage tactics and strategies.

### **Learning Objectives**

- Share best practices;
- Discuss tactics and strategies for staffing plans, policies, incentives;
- Discuss models of care and workflows;
- Examine nurse education, competitive compensation, and temporary staffing.

### **Moderator:**

- **James V. Guliano, MSN, RN, NPD-BC, FACHE**, Vice President, Operations & Chief Clinical Officer, Ohio Hospital Association

### **Panelists**

- **Jayne Gmeiner, MS, RN, NEA-BC**, Chief Nursing Officer, Dayton Children's Hospital and President of OONL
- **Liz Foreman, MPM, SPHR, SHRM-SCP, CHC**, Vice President, Human Resources, Wood County Hospital
- **Diane Wollam, MSN, RN, CCRN-K**, Administrative Director Patient Care Services, McLaren St. Luke's
- **Steven Brooks, BA, NA, MS**, Vice President, HR, Southeastern Ohio Reg, Medical Center
- **Missy Clum, MSA**, Director, People Services, Human Resources, Learning & Development, FMC Foundation and Police Departments, Fairfield Medical Center
- **And many more .....**

**CHANGED FROM NOV 4**

**NEW DATE DEC 2**

11 a.m. -1 p.m.

## **PART 3 – “2021 OHA COMPENSATION SURVEY UPDATE AND MARKET TRENDS”**

Annual update on the OHA compensation survey results, statewide trends, and broader industry trends

### **Learning Objectives**

- Evaluate survey results;
- Understand broader compensation trends for leadership and staff.

### **Presenters**

- **Craig Strom**, Managing Director & senior Advisor with the Compensation and Rewards Service Line, Gallagher Human Resources & Compensation Consulting practice
- **Michael Ritter**, Senior Consultant, Compensation and Rewards Team, Gallagher's Human Resources & Compensation Consulting practice

### CONTINUING EDUCATION CREDITS

This educational activity has been approved for CHHR, HRCI, CPHRM and CLE continuing education credits. Contact Casey Strader with questions, [casey.strader@ohiohospitals.org](mailto:casey.strader@ohiohospitals.org), 614-384-9133.

### REGISTRATION FEES

There is no cost to OSHHRA and OHA members.

### REGISTRATION

All attendees must register online. Go to our events page at [ohiohospitals.org/events](https://ohiohospitals.org/events) to register. Zoom links will be provided to registrants at least one day prior to each session. For registration questions, please contact Sherri Cohen at [sherri.cohen@ohiohospitals.org](mailto:sherri.cohen@ohiohospitals.org).

### QUESTIONS?

Please contact Casey Strader at [Casey.Strader@ohiohospitals.org](mailto:Casey.Strader@ohiohospitals.org).