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OHIO SOCIETY OF HEALTH CARE  
HUMAN RESOURCES ADMINISTRATORS  
OHIO HOSPITAL ASSOCIATION



# Special Delivery



## Darwin Smith

President

The Ohio Society of Health Care Human  
Resources Administrators

## Message from the OSHHRA President

Dear OSHHRA Members,

Happy Holidays, all! As Chair of the OSHHRA Board, I have the great opportunity to lead you in meeting the statewide challenges we all have in HR. We had a great conference this Fall and, most recently, a webinar for the results of the annual OHA compensation surveys. As we move into the year-end, HR is a-buzz with the hustle and bustle of re-enrollment for benefits and year-end reporting to our senior leaders, managers and government on many items.

As we all know: this, too, shall pass! You do great work in taking care of your employees and, while you may feel underappreciated, you are most appreciated by so many people. 2020 will be here before we know it, and a fresh set of goals to meet. Take some time to rest and refresh yourself during the holiday season and think about creating a personal goal for YOU! By creating and meeting that goal, you can ensure 2020 will be a great and epic year, professionally and, most importantly, personally! Bonne chance!

Interested in joining OSHHRA? Click [here](#) for more information.

Darwin Smith  
President, OSHHRA  
Vice President, Human Resources, Cleveland Clinic Union Hospital

## OHA NEWS

### **OHA President/CEO Appointed to Governor's Executive Workforce Board**

Did you know? The Ohio Hospital Association President and CEO Mike Abrams has been appointed to Ohio Gov. Mike DeWine's Executive Workforce Board for a term that began Oct. 31, 2019.

The Governor's Executive Workforce Board engages communities to prepare Ohioans with skills needed for in-demand jobs. Mike joins the innovative leaders in business, education and workforce development who make up the board responsible for advising the governor, lieutenant governor and the Office of Workforce Transformation about emerging workforce needs, solutions and best practices. [Read more](#)

## IRS & OHIO DEPT. OF COMMERCE UPDATES

### **HSA Contribution - Are You Current?**

SHRM

The IRS announced that the minimum annual deductible for a high-deductible health plan in 2020 increased to \$1,400 for individuals (up from \$1,350) and \$2,800 for families (up from \$2,700). Have you taken a proactive approach to ensure you are current? SHRM offers an in depth review by writer Stephen Miller, CEBS, highlighting 2020 vs. 2019 HSA Contribution Limits, Rising Employer Contributions, Growth in Health Savings Accounts, Compliance Considerations, Recovering Mistaken Contributions, Differing ACA Limits, and HSAs and Medicare. [Read more](#)

### **FSA - 2020 Contribution Cap Rises to \$2,750**

For 2020, employees can contribute \$2,750 to health Flexible Spending Accounts, up from the 2019 limit of \$2,700, the IRS said in Revenue Procedure 2019-44. The increase also applies to limited-purpose FSAs that are restricted to dental and vision care services, which can be used in tandem with health savings accounts (HSAs).

## **State of Ohio 2020 Minimum Wage of Non-tipped Employees**

Ohio.gov | Department of Commerce

From Ohio.gov, the 2020 Minimum Wage is \$8.70 per hour for “Non-Tipped Employees” that includes any employee who does not engage in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips.

“Employers” who gross less than \$319,000 shall pay their employees no less than the current federal minimum wage rate.

“Employees” under the age of 16 shall be paid no less than the current federal minimum wage rate. “Current Federal Minimum Wage” is \$7.25 per hour.

See more from [The Ohio Department of Commerce](#).

## **HEALTH CARE TRANSFORMATION**

### **The Evolution of Care to the Home Setting, Preparing Caregivers for Acute Care at Home**

*Consult QD, Cleveland Clinic*

You know too well patients are discharged from the hospital for home with higher acuity needs. The shift to home care is driven by capitation (payments used by managed care organizations to control healthcare costs) and new payer structures. In this Q&A article from Cleveland Clinic’s blog for medical professionals, Consult QD, Kristine Adams, MSN, CNP, Associate Chief Nursing Officer of Care Management and Ambulatory Services, describes the future of home care to acute care at home and how her healthcare leaders are managing the shift. [Read more](#)

## CONGRESS DEALINGS

### Ban on Surprise Medical Bills May Pass After All

*The New York Times, by Margot Sanger-Katz*

Congress is close to a deal that would help patients by resolving billing disputes between doctors and insurance companies. Leaders of key Senate and House committees have reached a consensus on how to eliminate them, increasing the chance that legislation on the issue will pass Congress this year. [Read more](#)

## LEGAL SNAPSHOTS & NTL LABOR RELATIONS BOARD

### 15 Latest Lawsuits Involving Hospitals

*Becker's Hospital Review, by Ayla Ellison*

The following hospital lawsuits were reported in the past month, beginning with the most recent.

1. Lawsuit accuses UHS of improperly diverting \$100M from hospital - George Washington University is suing King of Prussia, Pa.-based Universal Health Services in District of Columbia Superior Court, alleging UHS is keeping profits that should be invested in the university's medical school and network of physicians. [Read more](#)

### Board Restores Longstanding Union Dues Checkoff Rule

National Labor Relations Board

In Valley Hospital Medical Center, Inc. d/b/a/ Valley Hospital Medical Center, 368 NLRB No. 139 (2019), ...the National Labor Relations Board overruled 2015 changes governing dues checkoff obligations when a collective-bargaining agreement ends, restoring precedent that had been in place since 1962. The Board held that an employer's statutory obligation to check off union dues ends upon expiration of the collective-bargaining agreement containing the checkoff provision. [Read more](#)

## WORKPLACE WELLNESS AND YOU

### A New Year Resolution You Can Start Today

If mindfulness or meditation practices are typically out of your reach, this breathing exercise will kick start your resolve within minutes: Inhale through your nose for a count of four, hold the breath for a count of seven, then exhale by mouth for a count of eight. Repeat. Relax. Rejoice. Happy New Year.

## CALENDAR—SAVE THESE DATES

### OSHRM-SOHA Spring Conference | March 20 | Columbus, Ohio

Join OSHRM and SOHA members, as well as attorneys and risk management professionals for the spring annual conference. Gain an understanding of key risk management and legal issues affecting hospitals in 2020. Check [here](#) for updates.

### ASHHRA 2020 | August 22-25 | Denver, Colorado

ASHHRA20 registration will launch in March 2020. Includes access to all keynotes and general sessions, your choice of more than 50 learning sessions, dedicated networking opportunities and access to the exposition. [Download the 2020 Justification Toolkit \(PDF\)](#) to help make your case to attend.

### OSHHRA Annual Conference | October 15 & 16 | Columbus, Ohio

Check back in February 2020 for details.

## YOUR OHA HR CONNECTION

### OSHHRA Membership – Each One Reach One

It is never too late to join OSHHRA! As a reminder, OHA no longer requires personal membership dues to belong to OSHHRA. Let others know about this FREE connector to other hospital human resource administrators in Ohio. To join OSHHRA, complete the [application](#) or send the following information to: [Cindy.Stump@ohiohospitals.org](mailto:Cindy.Stump@ohiohospitals.org) at OHA. Name, title, hospital, business address, email address, phone number and please note if

you are a current member of ASHHRA. You may also send changes to your current membership information, as well.

## NEW OSHHRA MEMBERS

On behalf of the Board, we welcome our new OSHHRA Members of 2019!

- Jeff Jones, Director of HR, Kettering Health Newtork, Southwest District
- Tammy Groves, Sr. Director of HR, Wyandot Memorial Hospital, Northwest District
- Rory Lough, Area VP, Gallagher Benefit Services, Central District
- Chris Rutter, Director of HR, Mount Carmel Health System, Central District

Reach Out and Get to Know your OSHRRA Board of Directors, Click [here](#).

State Connections – Your Neighborhood of OHA Member Hospitals, Click [here](#).

### Regional Connection with ASHHRA

Looking for regional collaboration opportunities? OSHHRA members make up ASHHRA's REGION 5: Canada, Illinois, Indiana, Michigan, Ohio, and Wisconsin, led by Karyn Batdorf, CHHR, Director, Human Resources, Mercy Health, Cincinnati, Ohio. Contact Karyn at: [kbatdorf@mercy.com](mailto:kbatdorf@mercy.com)

Questions or comments about the Ohio Society of Healthcare Human Resource Administrators (OSHHRA) e-Newsletter can be directed to OSHHRA Communications Officer Diana Gardner, Cleveland Clinic, at [gardned2@ccf.org](mailto:gardned2@ccf.org)



Questions and comments can be directed to OHA Communications at [Communications@ohiohospitals.org](mailto:Communications@ohiohospitals.org).

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#### Our mailing address is:

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