

CHA HUMAN RESOURCES COMMITTEE CONFERENCE CALL

February 27, 2019
1:00 - 2:00 p.m.

Dial-in: 1-800-882-3610
Passcode: 7940090#

AGENDA

<u>ITEM</u>	<u>TIME</u>	<u>SUBJECT</u>
I.	1:00 - 1:05 p.m.	WELCOME, INTRODUCTIONS A. HR Committee Roster: changes to Michele Coughlin
II.	1:05 - 1:10 p.m.	CALIFORNIA HOSPITAL POLITICAL ACTION COMMITTEE (CHPAC)
III.	1:10 - 1:45 p.m.	LEGISLATIVE/REGULATORY UPDATE A. General update and expected needs B. Dynamex C. Cal/OSHA Regulations
IV.	1:45 - 2:00 p.m.	EDUCATION A. CHA Employee Safety and Workers Compensation Seminar 1. Program information: Available online here March 14: <i>Costa Mesa</i> Register online here March 20: <i>Sacramento</i> Register online here B. Joint HR and Workforce Summit: September 12, 2019 C. CHA Labor & Employment Law Seminar Planning
V.	2:00 p.m.	ADJOURN

ANTITRUST POLICY STATEMENT

This meeting will bring together representatives of organizations that are competitors to explore issues that might provide general benefit to the industry. Although the subject matter of these discussions is not intended to restrain competition in any manner, it is important for everyone to recognize that this meeting conceivably could be characterized as an opportunity for inappropriate information exchanges or agreements that result in anticompetitive or otherwise unlawful conduct in violation of the antitrust laws.

It is the intent of all participants that this meeting and their participation in it will comply fully with all legal obligations. In particular, any discussions or agreements that could raise antitrust concerns are entirely beyond the bounds of this meeting and the advice of legal counsel will be sought if there is any question in this regard. Similarly, any questions about the appropriateness of a discussion topic or a particular piece of information to be shared should be raised with the legal counsel before they are shared with the group. Discussing the following categories of information should be avoided:

1. Profits, premiums, prices, surcharges, or discounts;
2. Current or forward-looking wage and other compensation information, including actual figures as well as strategies;
3. Rate of hiring and number of personnel to be hired;
4. Any refusal to deal with an employee or class of employees;
5. Allocation of geographic or product markets;
6. Any other topic involving any possible anticompetitive practice.

Another key issue to keep in mind is that even though employees, through their unions, may legally coordinate with one another through the collective bargaining process, hospitals must act independently and unilaterally in negotiating with unions (absent a valid multi-employer bargaining arrangement).

Discussion of the meaning and interpretation of legislative and regulatory developments is permissible. However, if the discussion moves towards an exchange among hospitals about how those developments are affecting the levels of compensation each will offer, the rate of hiring, or other competitively sensitive subjects, then those topics could expose roundtable participants to potential risk.

These discussions and any actions resulting from them are not intended to play any role in the individual competitive business decisions of the participating companies, nor in any way restrict competition among them or with respect to the industries they serve. It is the responsibility of every participant to be guided by this policy of strict compliance with the antitrust laws and to raise any concerns with possible violations of this policy promptly.



HUMAN RESOURCES COMMITTEE ROSTER

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CALIFORNIA HOSPITAL ASSOCIATION
Political Action Committee

CONTRIBUTE ONLINE TODAY AT
www.calhospital.org/contribute

2019 State Contribution Form

Yes, I wish to support the California Hospital Association Political Action Committee (CHPAC) by making a contribution of:

Amount

- Presidents' Club Platinum Level (\$5,000)
- Presidents' Club Gold Level (\$2,000)
- Presidents' Club (\$1,500)
- Leadership Board Challenge (\$850)
- Golden State Club (\$500)
- Other (\$_____)

Recurrence

Pledges must be paid in full by December 31.

- One-time
- Monthly
- Quarterly
- Payroll (association staff)

Personal Information

CHPAC is required to collect the following information on all political contributions:

Name: _____

Occupation/Title: _____

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Physical Address: _____

City: _____ State: _____ Zip: _____

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Donation Type

- This is a personal donation for which I will not be reimbursed by my employer or any other entity.
- This is a business donation (a company credit card or I will be reimbursed by my employer or another entity).

Name of business: _____

Payment Information

- Check enclosed. Make payable to CHPAC (#790733)
- Billing address same as personal address

Name on Card: _____

Card Number: _____

Expiration Date: _____ CVV Number: _____

Billing Address: _____

City: _____ State: _____ Zip: _____

CHPAC Newsletter

- NEW 2019! Please sign me up for the Quarterly CHPAC Newsletter and use the following email address:**

CHPAC Goal Credit

- Name of Hospital(s), System or Regional association to receive credit:

- Name of CHA Center, Committee or Workgroup to receive credit:

- Please give recognition to my professional organization:

- ACNL
- CSHE
- Volunteers

Note:

Contributions or gifts to CHPAC are not deductible as charitable contributions for federal or state income tax purposes.

Contribution levels are suggestions — you may contribute more or less. You have the right to refuse to contribute to CHPAC without reprisal. The decision to participate will in no way affect your employment or job status.

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