



Wyoming Hospital Association

NEWS BRIEFS

Informational Newsletter for Wyoming Hospitals

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Expert Human Resources Sessions at WHA/LAW Annual Meeting & Convention

This year's Wyoming Hospital Association/LeadingAge Wyoming Annual Meeting and Convention has a wide variety of educational programs. For human resource managers, the programs "How Can I Help You? Managing Employee Health Conditions from Hiring through Termination" and "Making The Most of Millennials" have been designed just for you.



Brad Cave



Laurie Rogers

Brad Cave and Laurie Rogers from Holland & Hart LLP will be presenting "How Can I Help You? Managing Employee Health Conditions from Hiring through Termination."

Employee health issues continue to challenge employers. From complying with the leave requirements of the Family and Medical Leave Act to the interactive process under the Americans With Disabilities Act, managing the ill or injured employee requires a solid understanding of the legal hurdles, keen attention to detail, and a good strategy for resolution.

Throw in the ins-and-outs of the workers' compensation process when an employee is injured at work, and things get even more complicated. And, finally, for healthcare employers, HIPAA requires that you and your employee always know whether you are acting or speaking as employer or provider.

This year's WHA HR Bootcamp will focus on unraveling the compliance and management issues when your employees make their health issues your issues. Brad Cave and Laurie Rogers will discuss medical certification challenges, effective use of recertifications, employee notice requirements, what supervisors and HR personnel should be trained to say and document in response to employee requests for reasonable accommodations, what technically triggers the interactive process, when accommodations are not required, what type of medical information may be requested from an employee, HIPAA-specific requirements, and much more.

Elevate Wyoming will be presenting the program "Making The Most of Millennials."

More than 1 in 3 employees in the US are millennials. Attracting, hiring, and retaining people in this age group poses special opportunities and challenges.

The best organizations find ways to integrate Millennials with employees of other ages, experience levels, communication preferences, and career aspirations. In this interactive session, we'll discuss ways you can better understand and work with this dynamic, valuable, and growing part of our workforce.

Based in Wyoming, Elevate Wyoming brings the experience and resources to help develop and improve the people side of business in our state. Their team designs and facilitates community programs like The Guardian Project, Leadership Casper, Junior Leadership Casper, and Be Entrepreneurial. They have been partnering with Wyoming businesses since 2003, helping with: organizational alignment, strategic and succession planning, building cultures, developing management, employee development, and improving personal impact and influence. Elevate Wyoming is dedicated to contributing value and creating a positive difference for others.



WHA Calendar

WHA Golf Tournament Cheyenne	9/3
WHA Annual Meeting & Convention Little America, Cheyenne	9/4-9/5

2019 PAC Contributions

Barry Burkart
Bren Lowe
Margie Molitor
Doug Faus
Andy Fitzgerald
Maureen Cadwell
Dr. Carol Solie
Tim Thornell



Member Spotlight

Patient Tribute Tree in Rock Springs

A generous donation and the talent of an area business have resulted in a custom piece of metal art that will serve as a tribute to patients at Sweetwater Regional Cancer Center.

A metal tree with colored ribbons, donated by Cutting Edge Designs and SweetwaterNow, was recently erected outside of the Cancer Center entrance.

SweetwaterNow donated \$1,000 of its 2018 Beard Bash Fundraiser at the end of No-Shave November. The fundraiser aimed to raise aware-

ness and money for local cancer resources.

“In 2018, the event surpassed our expectations,” said Gary Collins, SweetwaterNow chief operating officer. “We were able to not only donate \$1,000 to the Cancer Center, but we also donated \$1,000 to Cow-boys Against Cancer.

“The Cancer Center was chosen because all of us understand the importance of being able to find a sense of comfort in getting your health care and treatment close to home,” he said.

The Sweetwater Regional Cancer Center team decided to use the money in a way that would honor all patients. They settled on a type of outdoor art. When MHSC Social Worker James Cummings went in search of someone skilled at metal design work, he was referred to Cutting Edge Designs.

Owners Cody and Lynne Gutierrez met with Cummings and listened to what the Cancer Center team had in mind.



Helmsley Charitable Trust Grant Available

Healthcare’s most valuable asset is the staff delivering care and represents the majority of a hospital’s expense. In the current climate, health systems and hospitals have been forced to look at new methods to curb labor costs while continuing to deliver the highest-quality care.

As a health system composed of rural or low-resource care facilities, Avera has grappled with several questions:

• How do we ensure access to necessary care in frontier areas?
• How do we recruit, retain and support top talent at community hospitals?
• How do we support consistent quality care across our network?

An important part of our solution is a unique brand of telemedicine that is called Avera eCARE®. Avera eCARE can be defined as using

technology to provide convenient, on-demand access to experts and surge capacity on request from the bedside team.

Two telemedicine service lines, eCARE Pharmacy and eCARE Emergency works to keep the patient in the local hospital, helping the rural facility to stay solvent and support the community’s economy.

• eCARE Pharmacy - Provides hospitals around-the-clock access to hospital-trained pharmacists, making it possible for every medication order to be reviewed and approved prior to administration to patients. Services include clarification and verification of orders, evaluation of dosing, pharmacokinetic analysis, antibiotic review, anticoagulation support, and medication change recommendations.

• eCARE Emergency - Through two-way video technology, eCARE Emergency provides bedside clinicians immediate, 24/7 access to board-certified emergency medicine physicians and experienced emergency nurses, assisting local providers in treating trauma, heart attack, stroke and other critical conditions.

Some critical access hospitals may be eligible for grant funding to implement eCARE Pharmacy and/or eCARE Emergency through the Helmsley Charitable Trust.

To discover opportunities for potential funding, contact Stacey Tait-Goodale at Stacey.taitgoodale@aver.org or 605-595-5591.

For more information on Avera eCARE, visit AveraeCARE.org.

Don't forget to send us a story about your hospital so we can feature you in our Member Spotlight