

TMC

TEXAS MEDICAL CENTER

HUMAN RESOURCES COUNCIL

Thursday, July 28, 2016

12 – 1:30 p.m.

TMC Executive Offices

HIGHLIGHTS

**TMC Council Members Present:**

Jerri Doctor, Institute for Spirituality and Health

Missy Jackson, UTHealth

Monica Guidry, UTHealth

Bonnie Weisman, Baylor College of Medicine

Christine Blackmon, Houston Hospice

Sheila Coggins, Houston Methodist

Kim Garcia, Memorial Hermann

John Countzler, Ronald McDonald

**Guests Present:**

Tracy B. Reynolds, Gulf Coast Regional Blood Center

Sabiha Gire, Outreach Strategists

Mustafa Tameez, Outreach Strategies

**TMC Employees Present:**

Jillian Trackwell, Talent Acquisition Specialist and HR Analyst

Tatum Boatwright, Marketing Associate

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- I. *Welcome & Introductions*—Bonnie Weisman, Baylor College of Medicine
  - Bonnie welcomed the council shortly after noon. Everyone welcome went around and introduced themselves.
  
- II. *Guest Speaker: Takata Airbags and what TMC can do to help* – Alim Adatia, Outreach Strategists, LLC
  - A team from Outreach Strategists, LLC spoke with the council about the recent Takata airbag recall. There is estimated to be about 70 million airbags that will be a part of this recall. Houston is estimated to have about 250,000 recalled airbags.
  - In recent years, Houston has had 2 deaths from the airbags. These drivers were both in small fender benders that should have been able

to walk away from the accident. Recent statistics shared that there is a one out of two chance you will die from a small fender bender with the Takata Airbags.

- How this is happening is because of the humidity in Houston. It is causing the ammonium nitrate inside of these airbags to explode and create a debris that is sharp and is likely to wound people upon impact.
- In efforts to help spread awareness throughout the medical center, the council discussed different initiatives that they can do to help encourage drivers to check their airbags. Those items include, but are not limited to.
  - Logging on the [Airbagrecall.com](http://Airbagrecall.com) and inputting your VIN number.
  - Handing out flyers
  - Elevator Posters
  - Hosting certain hours of the day to have employees come to a designated area and check their cars.
- Also, Outreach strategies listed the alpha cars that are the biggest worry.
  - 2001 & 2002 Honda Civic and Accord
  - 2002 to 2003 Acura
  - 2002 CR-V and Odyssey
  - 2003 Pilot & Acura CL

III. *Guest Speaker:* Hospital Workplace Violence Study Proposals – Ph.D. FAAOHN, Lisa A. Pompeii, UT Health

- The RO1 Workplace Violence Survey is a way to show the prevalence of violence types and risk factors within hospitals. The study was performed in 3 Texas and 3 North Carolina institutions with the end result showing the patient and visitor perpetrated violence over the year. The overall goal of this survey is to improve the surveillance systems within the hospitals and the utility of standard reporting system for institutions
- Throughout this process, there is a lot of development and training that takes place for front line workers. Overall, this will improve the workplace throughout our member institutions when inviting them to participate.
- [Aaohn.org](http://Aaohn.org) is a comprehensive training that is no cost for anyone to participate in. Lisa encouraged the members to share the training course with their employees and encourage them to be trained.

IV. *Roundtable Discussion:* How are we handling implementing and training for the new FLSA Rules?

- The council had a roundtable discussion about the implementation and training for the new Fair Labor Standards Act (FLSA) Rule. This law will go into effect in December of 2016. This act is specific to individuals that are currently working overtime and if the employees are being properly paid.
- The biggest challenge with this act is the research and work through communication opportunities and analyze what the future is going to look like. Institutions will either need to increase pay within the organizations or put employees into a new role. All institutions will

need to review the job phases individually and determine what they will do in the future.

- As the year progresses, institutions will need to determine future steps for employees that will fall under this rule.

#### V. Action Items

- **Council Members:** If you have any additional questions or have other ideas on how to promote the Takata airbag recall throughout the medical center. Please email Tatum Boatwright ([tboatwright@tmc.edu](mailto:tboatwright@tmc.edu))
- **Council Members:** attached you will find flyers related to the Takata airbag recall. Please share these throughout your institutions.
- **Council Members:** If you have any questions regarding hospital violence study survey please contact Lisa Pompeii ([lisa.pompeii@uth.tmc.edu](mailto:lisa.pompeii@uth.tmc.edu))
- **Council Members:** If you have any questions or agenda topics you would like to discuss in our upcoming council meeting, email Tatum Boatwright ([tboatwright@tmc.edu](mailto:tboatwright@tmc.edu))

Next Meeting:

October 19, 2016

TMC Executive Offices – Trevisio