

OHIO HEALTH CARE ASSOCIATION
WORKFORCE COMMITTEE
WRITTEN UPDATE FOR MAY 2025

Due to the availability of staff, OHCA cancelled the OHCA Workforce Committee meeting scheduled for May 12, 2025. This written update summarizes all items to be covered during that call. Questions on the topics covered should be directed to Erin Hart at ehart@ohca.org.

Tensions remain high on Capitol Hill as Congress works to finalize a major reconciliation bill tied to President Trump's priorities. This week, Trump called for tax increases on the wealthy, sparking further debate. Conservative House Republicans demanded spending cuts, while others rejected changes to the state and local tax (SALT) deduction cap. Speaker Mike Johnson ruled out cuts to Medicaid expansion funding but left open the possibility of per capita caps. Work requirements for Medicaid beneficiaries are broadly supported by Republicans. Cuts to provider taxes, which would impact states like Ohio, are still under discussion. In the Senate, leaders await the House bill. Opinions vary, with some Senators pushing for deeper cuts, others supporting the House's Medicaid position, and some predicting delays that could push reconciliation into the fall.

The office of Management and Budget recently issued a request for information (RFI) for suggestions on deregulation for all federal rules. While our national associations made their own submissions, OHCA submitted their own separate comments. Some of the items we requested that directly impact workforce include the following:

- Rescind overtime rule
- Exempt home care providers from OSHA general duty clause
- Rescind non-compete rule
- Revise the requirements for the SNF Payroll-Based Journal (PBJ) to allow a correction period for PBJ data and count all time worked
- Rescind Biden Administration changes to State Operations Manual Appendix PP
- Remove the long-term care experience requirement to lead a nurse aide training and competency evaluation program (NATCEP)
- Delay the nursing staff turnover measure for SNF Value-Based Purchasing (VBP) until at the earliest FY 2028, utilizing date from FY 2023 and 2024.
- Rescind HCBS Settings Rule
- Remove Bachelor's degree requirement for QIDP

Payroll-Based Journal (PBJ) data for SNFs Q1 2025 (January 1 – March 31) must be submitted by May 15, 2025, at 11:59 PM EST. Corrections are not allowed after the deadline. Some members

reported issues accessing the system to submit their reports in late April and early May. AHCA/NCAL confirmed that this is a systemic issue and it was resolved by last Friday. Additionally, SNFs must submit all Q4 2024 SNF Quality Reporting Program (QRP) data by May 15, 2025, at 11:59 PM. Required submissions include MDS assessment data (Oct 1–Dec 31, 2024), NHSN COVID-19 vaccination data for healthcare personnel (Q4 2024) and annual NHSN influenza vaccination data for healthcare personnel.

On April 14, a U.S. District Court Judge temporarily halted the CHNV parole and work authorization program, which applies to individuals from Cuba, Haiti, Nicaragua, and Venezuela. This CHNV program is distinct from Temporary Protected Status (TPS). CHNV allows individuals outside the U.S. to apply for humanitarian parole to enter and remain in the U.S. temporarily. In contrast, TPS is for individuals already in the U.S. when their home country is deemed unsafe due to conflict, disaster, or other conditions. TPS may provide work authorization and other protections.

This week, Senate committees continued hearings on House Bill 96, the state budget bill. ODH Director Dr. Bruce Vanderhoff briefly referenced, but did not advocate for, reinstating REIT language removed by the House. He voiced concern over ownership changes affecting hospitals and SNFs. Next week marks the end of non-Finance committee hearings. Senate members must submit amendment proposals by May 16. Planned amendments include two PDPM transition options, a fix to the House's harmful private room language, and a proposal to gradually shift capital reimbursement to a fair rental value model.

The Ohio Department of Health (ODH) announced a public hearing for proposed revisions to SNF licensure rules, scheduled for May 29, 2025. These rules are part of a long-delayed five-year review process, with the latest version reflecting some—but not all—feedback received last November.

Key changes include:

- Oral hygiene added to activities of daily living
- CHOP notice period reduced to 45 days
- QAPI results shared with resident council president
- Temporary administrator fill-ins no longer need a license
- Beds optional if a resident declines one (must be available if requested)
- Elopement incidents must be reported by email using a new form

The rules are nearly final and expected to take effect around July 1, but there's still time to submit comments. A compiled version of the proposed rules is available for review.

In Ohio, Incumbent Worker Training (IWT) grants assist employers in enhancing the skills of their existing workforce, aiming to boost productivity, retain jobs, and prevent layoffs. These grants

are primarily funded through the federal Workforce Innovation and Opportunity Act (WIOA) and are administered locally by OhioMeansJobs centers. Businesses must be in good standing with state and federal obligations and demonstrate a commitment to retaining operations and employees within Ohio. For instance, employers in Allen County are required to address strategies to avoid layoffs or business closures and must be current on all state obligations, as verified through various state and federal databases. Trainees should have been employed with the company for at least six months and meet the Fair Labor Standards Act (FLSA) requirements for an employer-employee relationship. This ensures that the training benefits long-term employees and supports their career advancement within the company. Employers are required to contribute to the training costs, with the percentage varying based on company size:

- 10% for employers with 50 or fewer employees
- 25% for those with 51–100 employees
- 50% for companies with more than 100 employees

Funds can be used for expenses directly related to training, such as instructor salaries, curriculum development, textbooks, manuals, training software, materials, and non-consumables. Wages paid to participants during training may also be considered as a source of matching funds on the employer side of the training budget. Employers interested in the IWT program should contact their local OhioMeansJobs center to obtain application forms and guidance. The application typically requires details about the training program, anticipated outcomes, and a budget outlining the costs and employer contributions. Once approved, employers can proceed with the training and submit invoices for reimbursement as per the program guidelines.

The Ohio Department of Developmental Disabilities (DODD) has launched its 2024 Direct Support Professional (DSP) Compensation Survey to gather data on pay, benefits, turnover, and vacancies for DSPs providing services under the IO, Level One, and SELF waivers in 2024. Participation is mandatory for provider agencies delivering these services, with a submission deadline of June 25, 2025.

Key notes:

- Applies only to agency staff delivering Homemaker-Personal Care and adult day services.
- Excludes shared living, transportation, remote supports, ICFs, and independent providers.
- Only report compensation for staff who spend at least 50% of their time on direct care.
- Agencies that fail to submit will be ineligible for DODD grants in FY 2026 and listed as non-participants.

During convention, we held the premiere of the EFOHCA Caregiver Docuseries, People Worth Caring About. Now that we are past the introduction, we move to our next phase. We will showcase each episode in their own dedicated files and post on a website in about 2-3 weeks for public viewing. To attract the public to this content, we have 10 short social media reels for

each episode. We ask that if you see these posts, you share them as well. We will also use targeted geofencing so that state legislators are exposed to our narrative of working in long term care. Finally, we are developing employee training materials that employers will be able to use along with the footage, should they wish to. Our contract with Peter Murphy Lewis includes the additional roll out of the content.

Recently, we met with Thumbprint consulting, who also works with Kentucky affiliate of AHCA/NCAL on grants. We intend to pursue a private funding source for the our NACAP Grant Proposal on employee certification reimbursement, as it is unlikely to prevail in this year's budget. We continue to await additional updates from ODM CMP-RP and ODJFS Apprenticeship office on the CMA grant applications submitted late 2024. We do not feel that it is fruitful to continue waiting at this point.

We wanted to alert you that the AHCA/NCAL National Skilled Nursing Care Week [Resources](#) are now available. AHCA has announced "Tapestry of Life" as the theme for this year's National Skilled Nursing Care Week® (NSNCW), beginning Mother's Day, Sunday, May 11. NSNCW, established by AHCA in 1967, encourages facilities nationwide to host celebratory events that highlight the individuals who live and work in nursing centers.

The AHCA Congressional Briefing is scheduled for June 9-10, [Registration](#) is now open. Now is a critical time to make your voice heard in Washington, D.C. This two-day event offers a unique opportunity to meet directly with members of Congress and advocate for the policies that matter most to your residents, staff, and communities. AHCA/NCAL will provide the tools and support you need to advocate confidently and effectively. First-time attendees can take advantage of special training sessions, and all participants will gain insights into current legislative priorities, connect with peers, and earn Continuing Education credits.

For more information on any of the information covered in this document, please contact Erin Hart at ehart@ohca.org

Next Meeting: June 16th, 1:00 p.m. (Virtual)