

OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE

October 13, 2025, 1:00 p.m.

MEETING MINUTES

Chair John Goodman welcomed committee members to the call and pointed to the conflict of interest, antitrust and confidentiality policies. Committee members Eileen Kilbane and Donna Sandwisch approved the August meeting minutes. Attendance can be found at the bottom of this document.

Debbie Jenkins started sharing positive updates regarding the minimum staffing mandate, explaining that recent legal victories against CMS's authority in promulgating the rules were further supported by the federal government's withdrawal of their appeal. While the hours per resident day components of the rule face legal challenges, she also mentioned that other provisions, such as facility assessments and payment transparency reporting, are still in effect and will be monitored for further updates.

Next, Erin Hart discussed how the government shutdown is affecting the healthcare industry, with Medicare holding claims for 10 days and not paying for telehealth services, particularly impacting home health and hospice. Long-term care facilities are concerned about surveys, as denial of payment on new admissions will not trigger revisits during the shutdown, and the Ohio Department of Health is focusing on RCF surveys and complaints involving immediate harm. Adam Parton stated they had no issue with their AL survey, and that they surveys seem to be caught up in that sector. Members are encouraged to report any survey-related issues to Tammy Cassidy, and discussions with the federal government will resume once the shutdown ends.

Ms. Hart also discussed immigration changes, noting that while H-1B applications now require an additional \$100,000 fee, this primarily affects physician specialists in the healthcare space. She also explained that healthcare only accounts for 5% of all H1B visas. She mentioned that a new H2C visa category has been proposed for essential workers. CMS announced improvements to the Civil Money Penalty Reinvestment Program, including increased funding caps and the reinstatement of technology and workforce projects. She mentioned that OHCA has requested an update on their previously submitted proposal and intends to submit a new proposal with LeadingAge Ohio mirroring the workforce initiative proposed in the budget his year. Ms. Hart also discussed the CMS nursing home staffing campaign, indicating that it is moving forward, with CMS expected to release a new Notice of Funding Opportunity soon, though the exact details remain unclear.

Tammy Cassidy shared updates on OSHA interpretation letters, the Governor's Conference on Quality in Nursing Facilities, and the BELTS system. She noted that the OSHA interpretation letters cover topics like falls, slips, trips, and hazardous chemical exposure, and provided a link to the website. She also reported that the Nursing Home Quality conference, held on October 2nd, focused on dementia identification and person-directed care, with the main news being that RCF surveys will increase significantly. She also mentioned that Family Satisfaction Surveys are delayed and a fact sheet will be released soon. Lastly, she informed the group that the BELTS system will be down for updates until October 27th and is seeking volunteers for testing, which licensed nursing home administrators can do by contacting Laura Hedrick.

Erin Hart discussed two key initiatives: the Child Care Cred Program, a \$10 million state program offering cost-sharing for employer-provided childcare benefits with applications due by May 1st, 2026, and the Scholars in Aging program, which accepts applications until November 11th for participants to engage in community projects, internships, and presentations at the Ohio Association of Gerontological Educators conference.

Ms. Hart also announced a new co-branding relationship with Pearson Education to develop certification programs for direct care workers, including dementia, medication aid, and serious mental illness training, with potential funding through the NACAP grant programs OHCA is working on with Thumbprint Consulting as well as the CMP-RP workforce grant mentioned previously. She also discussed a proposal submitted to the Rural Health Transformation Fund, which aligns with the Department of Aging to integrate post-acute providers' EMRs with EPIC, enabling bi-directional communication, and includes clinician recruitment and retention programs, as well as funding for rural transportation assistance.

Ms. Hart then discussed several association updates. First, she pointed to the upcoming Train the Trainer course for serious mental illness certification, scheduled for November 5-6 in Columbus, Ohio, and the related certification program launching through Pearson in March or April. She also announced that Excellence Awards notifications were sent to nominators, with a request for confirmation, and launched the annual photo contest with voting starting November 10th. Tammy Cassidy highlighted a new Maintenance Director Basics course available online, covering essential regulations and safety protocols. The conversation ended with reminders about the HCSAL Salary and Benefits Study for assisted living providers and nominations for the DSP of the Year Award due October 31st.

Hearing no other business the meeting was adjourned.

Next Meeting: November 10, 2025 at 1:00 p.m. (Zoom)

Attendance:

First Name	Last Name	10/13/2025
Adam	Parton	X
Amy	Allen	X
Ashley	Buga	X
Bob	Webster	X
Cindy	Gensamer	X
Debbie	Jenkins	X
Donna	Sandwisch	X
Edward	Beatrice	X
Eileen	Kilbane	X
Erin	Hart	X
Gina	Cappitti	X
John	Goodman	X
Kimberley	Corrigan	X
Melissa	Courtock	X

Michael	Freeman	X
Pam	Cooke	X
Peter	Lienert	X
Sage	Fox	X
Santanna	Rapp	X
Steve	Miller	X
Tammy	Cassidy	X