

OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE

September 8, 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 Amy Allen approved the August meeting minutes. Attendance can be found at the bottom of this document.

Debbie Jenkins first provided an update on the minimum staffing rule, explaining that CMS filed an interim final rule with the Office of Management and Budget, which would repeal the 2024 staffing requirements if approved. The rule could take effect immediately upon filing, though details remain unknown until it is finalized.

Tammy Cassidy discussed a recent OIG project in Alabama that found 139 out of 439 nursing home employees did not meet federal background check requirements, prompting a focus on verifying background checks for all state employees. She stressed the importance of reviewing and updating policies and procedures related to background checks.

Diane Dietz shared updated guidance on OSHA enforcement penalties, noting that employers with 25 or fewer employees can now receive up to a 70% reduction in penalties, an increase from the previous 10-employee threshold. She also noted that employers who quickly address OSHA violations with good faith efforts can receive a 15% penalty reduction, with an additional 20% reduction available if the employer hasn't been surveyed by OSHA in the last 5 years or hasn't had major violations. She interpreted this as a shift towards a more business-friendly approach from OSHA, encouraging employers to review the guidance and keep it on file for future reference.

Erin Hart discussed the new self-audit programs from various DOL bureaus, including toolkits and checklists. She also discussed the National Workforce Center Act, which aims to establish workforce centers and support nursing education and research, though she noted that similar legislation had been introduced in past sessions without passing. She also mentioned that AHCA/NCAL had established a bill tracker on their new workforce website that would be discussed later in the agenda.

Diane Dietz provided updates on Ohio Medicaid's private room program requirements, which took effect July 1st. Category 1 and 2 providers must implement policies for prioritizing private rooms and participate in the family and resident satisfaction program, with an attestation due by October 2nd. Non-compliance could result in removal from the program, so providers should document their policies and maintain proper records.

Erin Hart then discussed the implementation of Senate Bill 144, which made several changes to workforce regulations, including allowing CNA instead of STNA nomenclature and changes to medication aid programs. She then moved to the current draft rules on the NATCEP program from the Ohio Department of Health. She highlighted two main concerns regarding draft rules: education center led

testing options for nursing assistants and facility proctoring of NATCEP examinations. While educational institutions want to administer tests, the current draft rules only allow for substantially similar tests and do not appear to also allow renting the state-administered test, though she was assured this would still be possible once the testing supplier is finalized. She mentioned that she would be presenting for the educational centers in October on these changes to raise awareness of the new flexibility at the request of the Ohio Workforce Coalition. Regarding facility proctoring, She expressed concern that the draft rules require unnecessary state observation of nursing facilities, which contradicts the intent to expand access and exceeds federal requirements. She indicated that OHCA had submitted comments requesting the ODH observe the full flexibilities provided in the federal regulations, as indicated in the statutory language passed in Senate Bill 144.

Tammy Cassidy announced a Governor's Office Nursing Home quality conference on October 2nd at the greater Columbus Convention Center, with Teepa Snow as a featured speaker. She noted that only 2 representatives from each facility were permitted to attend, but that corporate offices could also send 2 representatives.

Debbie Jenkins reviewed employment and workforce-related rules for DD members, including background investigations and the abuser registry, noting that both were up for five-year rule review with minor clarifications. She also encouraged attendees to complete the DSP surveys for advocacy efforts at state and federal levels.

Under Association Updates, Diane Dietz discussed the OHCA Excellence Awards nomination process, which runs through September 19th, with winners to be recognized in communities around Thanksgiving. She reminded committee members to focus on stories about their employees and their connection to their residents and coworkers. She also pointed to a tip sheet to aid in nominations.

Kathy Chapman reported on the progress of the HR Boot Camp planning group's first meeting, inviting input from various service lines to ensure the boot camp's content is applicable to all member types. She stated that the next meeting was scheduled for September 17.

Erin Hart discussed the current social media campaigns for National Assisted Living Week and DSP Recognition Week, encouraging members to use specific hashtags for social media posts this week. She also discussed a new AI training program for long-term care, which may be eligible for TechCred reimbursement funding, and requested feedback from the committee on the proprietary materials by mid-September. Lastly, she introduced a new AHCA/NCAL campaign called "Caregivers for Tomorrow," which provides resources for workforce solutions in skilled nursing and assisted living.

Hearing no other business the meeting was adjourned.

Next Meeting: October 13, 2025 at 1:00 p.m. (Zoom)

Attendance:

First Name	Last Name	9/8/2025
Amy	Allen	X
Brandi	Johnson	X
Brian	Kinzer	X
Chris	Stach	X
Cindy	Gensamer	X
Debbie	Jenkins	X
Diane	Dietz	X
Donna	Sandwisch	X
Eileen	Kilbane	X
Erin	Hart	X
Gina	Cappitti	X
Jamie	Brose	X
Jeremy	Monroe	X
John	Goodman	X
Kari	Domonique	X
Kathy	Chapman	X
Kimberley	Corrigan	X
LaShae	Butler	X
Megan	Schimmoeller	X
Michael	Freeman	X
Nancy	Cubbison	X
Nathan	Carder	X
Peter	Lienert	X
Santanna	Rapp	X
Sarah	Sonego	X
Tammy	Cassidy	X
Tiffany	Bland/Closson	X