

Nursing Home and Assisted Living Oversight Working Group (NHALOWG)

Staffing Levels Subcommittee

Meeting Summary

Monday, January 4, 2020, 3:00 PM via Zoom

1. Opening Remarks

Kate McEvoy, Co-Chair, convened the meeting. She asked for a motion to approve the meeting summary from the December 28th meeting. The motion was duly made, seconded, and unanimously approved.

2. Discussion of a strawman of draft recommendations based on prior meetings, and finalization of recommendations to submit to the main body of NHALOWG. (The draft document is posted separately on the NHALOWG web page.)

- Ensure that facilities adopt appropriate staffing policies to minimize spread of infectious disease (SR 17)
- Increase minimum required staffing ratios; support increases in workers' pay and benefits (LR 14)
- Ensure that staff have access to guaranteed sick time under state's existing paid sick leave regulations (LR 15)
- Workforce retention and recruitment
- Increase transparency and identify staffing necessary for improved communication

The subcommittee began its review of the draft recommendations. The primary issues that were raised included:

- Deciding whether or not assisted living facilities should be on the list of facilities included in infectious disease outbreak planning.
- Including, in the first recommendation, only the underlined text regarding the staffing contingency plan, or should the other contextual material be added.
- Considering the most central issues: which staff positions are included in the definition of "direct care," what the staffing ratios should be, and the breakdown of hours for each position.
- Following up with DPH regarding hours spent by staff on documentation.
- Considering best practices for facilities to document the daily anticipated staffing levels versus actual staffing levels.
- Refining the language around the Essential Caregiver role.
- Clarifying part-time employees' eligibility for paid sick leave.

- Considering a recommendation for a required education plan regarding Workers' Compensation.
- Modifying the section regarding the partnership around recruitment and retention to perhaps encompass more entities and other staffing roles.
- Requesting a report from OLR, outlining a comparison of the laws in Connecticut and New Jersey regarding staffing reporting components.
- Considering a recommendation for investigation of possible changes to enforcement mechanisms, including monetary penalties and regulatory actions.

It was agreed that the subcommittee would meet on Monday, January 11th, 3:00-5:00 PM, to finalize recommendations.

3. Rep. Cook adjourned the meeting.