



## **CHA WORKFORCE COMMITTEE**

**Thursday, April 26, 2018**

**10:00 a.m. - 11:30 a.m.**

**Via Conference Call**

**1-800-882-3610**

**Passcode: 6506506#**

### **AGENDA**

| <b><u>ITEM</u></b> | <b><u>TIME</u></b> | <b><u>SUBJECT</u></b>  | <b><u>REPORTING</u></b> | <b><u>PAGE</u></b> |
|--------------------|--------------------|--|-------------------------|--------------------|
| <b>I.</b>          | 10:00 - 10:05 am   | <b>Welcome and Introductions</b><br>A. Introductions   | Moses Aguirre           | 3                  |
| <b>II.</b>         | 10:05 - 10:10 am   | <b>Minutes from Previous Meeting</b><br>A. Approval of CHA Workforce Committee meeting minutes from March 1, 2018  | Moses Aguirre           | 6                  |
| <b>III.</b>        | 10:10 - 10:30 am   | <b>Landscape Update</b><br>A. All members report on emerging trends and issues<br>B. Apprenticeship Symposium<br>C. Leading the Way Coalition Update<br>D. Public Advocacy: Workforce Update | All<br>Cathy Martin     |                    |
| <b>IV.</b>         | 10:30 - 11:00 am   | <b>Certified Nursing Assistants: New Ratios/Workforce Shortages in Acute Care</b><br>A. Feedback and discussion  | Linda Zorn              | 11                 |
| <b>V.</b>          | 11:00 – 11:15 am   | <b>Workforce and Education Legislative Update</b><br>A. Workforce/Labor Bills of Interest<br>B. Education Bills of Interest<br>C. 2018 Budget – Prop. 56 GME Funding                         | Cathy Martin            | 12                 |
| <b>VI.</b>         | 11:15 – 11:25 am   | <b>Joint Meeting Agenda</b><br>A. Additional Items for May 17 joint HR/Workforce Committee meeting   | Moses Aguirre           |                    |

|              |                  |                                   |               |    |
|--------------|------------------|-----------------------------------|---------------|----|
| <b>VII.</b>  | 11:25 – 11:30 am | <b>Other Business</b><br>A. CHPAC | Moses Aguirre | 16 |
| <b>VIII.</b> | 11:30 am         | <b>Adjourn</b>                    | Moses Aguirre |    |



**CALIFORNIA  
HOSPITAL  
ASSOCIATION**

*Providing Leadership in  
Health Policy and Advocacy*

April 26, 2018

TO: CHA Workforce Committee

FROM: Cathy Martin, Vice President, Workforce Policy

SUBJECT: Welcome and Introductions  
CHA Workforce Committee Roster

**I. ACTION REQUESTED**

Review contact information and titles contained in the roster on the following pages.

**II. SUMMARY AND BACKGROUND**

Attached please find the most recent CHA Workforce Committee Roster. Please review your contact information for accuracy. Forward all corrections to Michele Coughlin at [mcoughlin@calhospital.org](mailto:mcoughlin@calhospital.org).



## **CHA Workforce Committee ROSTER**

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### **CHAIR**

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April 26, 2018

TO: CHA Workforce Committee  
FROM: Cathy Martin, Vice President, Workforce Policy  
SUBJECT: Draft March 1, 2018 Meeting Minutes

**I. ACTION REQUESTED**

Review and approve minutes of the March 1, 2018 CHA Workforce Committee meeting.



**CALIFORNIA  
HOSPITAL  
ASSOCIATION**

*Providing Leadership in  
Health Policy and Advocacy*

**CHA WORKFORCE COMMITTEE  
DRAFT MEETING MINUTES**

**Thursday, March 1, 2018  
10:00 am - 2:30 pm**

**California Hospital Association  
1215 K Street  
8<sup>th</sup> Floor Board Room  
Sacramento, CA 95814**

**Dial-in Attendees:  
1-800-882-3610  
Passcode: 6506506#**

- Members Participating:** Moses Aguirre, Mylene Brooks, Carrie Burchfield, Nicole Green, Kristie Griffin, Bryan Hickey, Heather Kenward, Michelle Miller, Scott Mumbert, Enza Sanchez, Elmerissa Sheets, Anette Smith-Dohring, Genil Washington, Laura Niznik Williams
- Guests Participating:** LaMar Bunts, Felix Ortiz – Viridis Learning, Inc.
- CHA Staff Participating:** Michele Coughlin, Carmela Coyle, Alex Hawthorne, Cathy Martin
- Regional Staff Participating:** Terri Hollingsworth, Lisa Mitchell, Rebecca Rozen, Judith Yates

**I. Welcome and Introductions**

Moses Aguirre greeted members and the meeting began at 10:04 a.m. Moses welcomed new member Bryan Hickey to the committee. Participant introductions then took place.

**II. Minutes from December 7, 2017 Meeting**

Moses directed the group's attention to the December 7, 2017 CHA Workforce Committee meeting minutes and requested attendees bring forth any necessary changes or revisions to the document. No changes were requested and the December 7, 2017 meeting minutes were unanimously approved.

**III. Landscape Update**

Anette Smith-Dohring identified clinical displacement as an emerging issue that must be addressed. Sutter is going through and exercise to "right size" their nurse training program, which will result in a condensing of the program. They are going from 11 partners to six. Anette mentioned that there is legislation on the horizon backed by labor to deal with this issue but legislation is not the answer. Judith Yates concurred that this is an issue in the San Diego region, particular to the hiring of BSNs only.

Kristie Griffin described a pathway program that Dignity Health is piloting in the nurse specialty areas in labor and delivery, critical care and emergency. They will help 12 nurses in the first pilot, and backfill with new grads. It was noted that this type of program is very attractive to the millennial mindset because they want to move up quickly.



- After a lengthy discussion, the group agreed that the workforce and HR committee should consider co-hosting an event showcasing best practices in nurse specialty training. The group also suggested a white paper on the topic as part of CHA's overall workforce platform. Cathy will follow up with BJ and her CNO committee.

Cathy Martin provided the group with an update on activities of the Health Laboratory Workforce Initiative Advisory Group. Cathy then provided an update on the Leading the Way Coalition and shared that workforce was one of the top three identified areas of focus for the project.

**IV. Carmela Coyle addressed the committee and answered questions.**

**V. Viridis Learning Presentation**

LaMar Bunts and Felix Ortiz introduced the committee to their cloud-based technology platform that integrates with existing student information systems, government databases and labor market information to connect students to employers. He explained that their platform exists to better connect learners with pathways by using technology to effectively connect students with opportunities.

**VI. Hospital Association of Southern California**

Lisa Mitchell and Teri Hollingsworth from HASC delivered a presentation to the committee to review the data and findings from their recently released white paper, Southern California's Workforce: Challenges, Approaches and Solutions. Findings indicated that specialty RNs, CLSs, LCSW, imaging and speech therapists are among the most difficult to fill positions. After a review of the report, they fielded questions from the committee. Next steps include strategy sessions with community partners to create solutions.

**VII. Work Plan Review and Discussion**

Cathy Martin provided a review of the revised 2018 Workforce Committee work plan. Cathy then directed the group through a discussion on the California Hospital Association's public advocacy campaign, which will include for the first time in 2018 a focus on the workforce.

**VIII. Legislative Update**

Cathy Martin reviewed the workforce, labor and education bills of interest to healthcare. The review included impacts and assessments of the following:

- AB 2143: Registered Nurse and Physician Assistance Loan Forgiveness for Mental Health Specialists (CHA following, hot bill)
- AB 2202: University of California Merced Medical School (CHA following)
- AB 2281: Medical Laboratory Workforce Modernization (CHA support)
- AB 2539: Steve Thompson Loan Repayment Program (pending review by CHA)
- AB 2759: Baccalaureate vs. Associate Degree Nursing Training & Employment (CHA opposed)
- SB 906: Peer Specialist Certification (CHA following, hot bill)
- SB 1373: Pharmacist Ratios (CHA opposed)

- Cathy to look up housing bills and determine what professions they cover.

**IX. Cal-HOSA Request**

Due to time constraints, this discussion postponed and will be revisited at a later date.

**X. Joint Sub-committee on Leaves of Absence**

Cathy Martin provided an update on the work-to-date of the Leaves of Absence subcommittee. She encouraged members of the Committee to participate, as the sub-committee only has one representative from the Workforce Committee. She went on to explain that goals of the sub-committee are working on assembling a resource repository as well as the development of a tool to help hospitals decide if outsourcing part of their leave management activities is something they should consider.

**XI. California Hospital Political Action Committee**

Cathy Martin and Moses Aguirre reminded the committee of the importance of the CHPAC and encouraged members to contribute as a way to support the PAC's efforts.

**XII. Other Business**

Moses stated that the remaining dates for the 2018 committee meetings was finalized and directed members to refer to the schedule at the back of the meeting packet and he then reminded the group that the next committee meeting would be held via conference call on April 26, 2018.

**XIII. Adjournment**

The meeting adjourned at 2:16 p.m.



**CALIFORNIA  
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*Providing Leadership in  
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April 26, 2018

TO: CHA Workforce Committee

FROM: Cathy Martin, Vice President, Workforce Policy

SUBJECT: Employment of Certified Nursing Assistants (CNAs) in the Acute Setting

## **I. ACTION REQUESTED**

For Discussion Purposes

## **II. SUMMARY AND BACKGROUND**

Linda Zorn, Executive Director of Economic Development at Butte College, will be facilitating a discussion regarding the use of CNAs in general acute care hospitals. CHA has been part of recent discussions that include long-term care facilities and public hospitals in the north/far north region of the state. Recently passed legislation has changed the ratio required for CNAs in certain settings, putting pressure on certain facilities, causing them to limit access to care. In addition, clinical training capacity issues have resulted in worker shortages in some areas of the state.

While CHA and others are working to address these statutory and regulatory issues, there is a pressing need for more data about this workforce. As part of the data collection effort, there have been discussions about the utilization of the CNA role in the acute care setting. Linda is seeking feedback on the following:

- What is the best way to determine if CNA's or workers with similar skills sets are part of the staffing patterns in acute care facilities? (Survey, dialogue, etc?)
- What are the unique needs, skills, and competencies required for this role in acute care?
- Is a certified worker required?
- Is there any difficulty hiring and retaining the numbers needed?



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April 26, 2018

TO: CHA Workforce Committee

FROM: Cathy Martin, Vice President, Workforce Policy

SUBJECT: 2017-18 Legislative Session Update – Workforce and Education Bills

**I. ACTION REQUESTED**

None. Discussion Item.

**II. SUMMARY AND BACKGROUND**

A list of priority workforce and education bills tracked by CHA can be found on the following pages.

## Legislative Update: Workforce Bills – 2018

|                                  |   |   |
|----------------------------------|---|---|
| <b>AB 2018<br/>(Maienschein)</b> | <b><u>Loan Repayment for Public Mental Health Workers:</u></b> This bill would clarify that OSHPD needs to include in the 5-year plan both expansion plans for loan forgiveness and scholarship programs offered in return for a commitment to employment in California's public mental health system and expansion plans for making loan forgiveness programs available to current employees of the mental health system who want to obtain Associate of Arts, Bachelor of Arts, master's degrees, or doctoral degrees.  | Passed ASM Health 04/04/18<br><br>In ASM Appropriations   |
| <b>AB 2143<br/>(Caballero)</b>   | <b><u>Licensed Health Service Provider Education Program:</u></b> This bill would, on and after July 1, 2019, add nurse practitioners listed as psychiatric-mental health nurses, physician assistants who specialize in mental health services, and licensed educational psychologists, as specified, to those licensed mental health service providers eligible for grants to reimburse educational loans, and would add additional licensing fees for these professionals to fund the program.<br><b>CHA Position: Follow, Hot</b>   | Introduced: 2/12/18<br><br>Set for hearing in ASM Health: 04/24/18                              |
| <b>AB 2202<br/>(Gray)</b>        | <b><u>University of California, Merced, Medical School:</u></b> This bill would appropriate an unspecified sum of moneys from the General Fund to the Regents of the University of California each fiscal year, commencing with the 2018–19 fiscal year, for the creation, construction, and establishment of a branch campus of the University of California, San Francisco, School of Medicine in partnership with the University of California, Merced, and the University of California, San Francisco, Fresno Medical Education Program.<br><b>CHA Position: Follow, Hot, may support in the Senate if it makes it off of suspense</b>   | Introduced: 2/12/18<br><br>Set for hearing in ASM Higher Ed: 04/24/18                           |
| <b>AB 2281<br/>(Irwin)</b>       | <b><u>Medical Laboratory Workforce Modernization:</u></b> Existing law provides for the licensure, registration, and regulation of clinical laboratories and various clinical laboratory personnel by the State Department of Public Health. Existing law requires a medical laboratory technician to be licensed by the department, sets forth the duties that a licensed medical laboratory technician is authorized to perform, and prohibits a licensed medical laboratory technician from performing microscopic analysis or immunohematology procedures. This bill would exempt from that prohibition blood smear reviews, microscopic urinalysis, and blood typing of moderate complexity.<br><b>CHA Position: Support</b>   | Passed ASM Business and Professions: 04/03/18<br><br>Passed on consent in ASM Approps: 04/18/18 |
| <b>AB 2539<br/>(Mathis)</b>      | <b><u>Steve Thompson Loan Repayment Program:</u></b> Existing law establishes the Steven M. Thompson Physician Corps Loan Repayment Program (program) in the California Physician Corps Program within the Health Professions Education Foundation, which provides financial incentives, including repayment of educational loans, to a physician and surgeon who practices in a medically underserved area, as defined. This bill would reduce until January 1, 2021, and only for program participants who enroll in the program on or after January 1, 2019, and before January 1, 2021, that the clinic or the physician owned and operated medical practice setting have at least 30% of patients (instead of 50%), if the area is a rural area, as defined, or at least 50% of patients, if the area is not a rural area, who are from the above-described populations. The bill would require the foundation to prepare a study to determine the effect that the revised definition has on funding for loan repayment granted under the program during the calendar years 2019 and 2020.<br><b>CHA Position: Support</b> | Introduced: 2/14/18<br><br>Passed ASM Health: 04/03/18<br><br>In appropriations                 |

Revised: April 20, 2018

|  |  |   |
|--|--|---|
| <b>AB 2759<br/>(Santiago)</b>          | <p><b><u>Baccalaureate versus Associate Degree Nursing training and employment:</u></b> Would prohibit clinics and health facilities that receive public funds from excluding students enrolled in an approved public community college associate degree pre-licensure nursing program from clinical placement. Would also prohibit clinics and health facilities from discriminating against a person (in employment, compensation or other means) because he or she has an associate degree in nursing instead of a baccalaureate degree.</p> <p><b>CHA Position: Oppose</b></p>   | <p>Introduced:<br/>2/16/18</p> <p><b>WITHDREW by<br/>the Author</b></p>   |
| <b>SB 906 (Beall<br/>and Anderson)</b> | <p><b><u>Peer Specialist Certification:</u></b> This bill would require the State Department of Health Care Services to establish, no later than July 1, 2019, a statewide peer, parent, transition-age, and family support specialist certification program, as a part of the state's comprehensive mental health and substance use disorder delivery system and the Medi-Cal program. The bill would include 4 certification categories: adult peer support specialists, transition-age youth peer support specialists, family peer support specialists, and parent peer support specialists.</p> <p><b>CHA Position: Follow, Hot</b></p>  | <p>Introduced:<br/>1/17/18</p> <p>Passed ASM Health:<br/>03/14/18</p> <p>In appropriations</p>                                  |
| <b>SB 1348<br/>(Pan)</b>               | <p><b><u>Diversity and demographic reporting for allied health students:</u></b> This bill would require, beginning in 2019 and in each year thereafter, the chancellor to include in the annual report, for each community college program that offers certificates or degrees related to allied health professionals that require clinical training, specified information relating to clinical training for those certificates or degrees. For example, The name and address of the clinical placement sites, including, but not limited to, the licensed hospital, clinic, or other medical facilities that contracts with the community college for each clinical rotation, as applicable. The length and types of clinical rotations, as applicable. Supervision ratios at each site. The numbers of students participating in clinical training, including demographic data related to race, ethnicity, gender, and proficiency in languages other than English. Employment retention at each clinical placement site, as applicable. Additional requirements are set forth in the bill for private educational institutions.</p> <p><b>CHA Position: Follow, Hot</b></p> | <p>Introduced:<br/>2/16/18</p> <p>Passed SEN Ed:<br/>04/04/18</p> <p>Placed on suspense<br/>in appropriations:<br/>04/16/18</p> |
| <b>SB 1373<br/>(Stone)</b>             | <p><b><u>Pharmacist Ratios:</u></b> This bill would require a general acute care hospital licensed by the department to employ, at a minimum, one full-time pharmacist for every 100 licensed beds, and for additional licensed beds, employ additional pharmacists on a pro rata basis. The bill would require a general acute care hospital that is licensed for less than 100 beds to employ one pharmacist on at least a part-time basis.</p> <p><b>CHA Position: Oppose</b></p>   | <p>Introduced:<br/>2/16/18</p> <p>Set for SEN Health:<br/>04/25/18</p>  |

## **CHA Workforce Committee 2018 Meeting Dates**

***VIA CONFERENCE CALL***

**THURSDAY, APRIL 26, 2018**

**10:00 am - 11:30 am**

800-882-3610 PIN: 6506506#

***IN PERSON MEETING - JOINT MEETING OF THE WORKFORCE & HR COMMITTEES***

**THURSDAY, MAY 17, 2018**

**10 AM - 2:30 PM**

Shriners Hospital for Children  
2425 Stockton Blvd, 7th floor Board Room  
Sacramento  
800-882-3610 PIN: 6506506#

***IN PERSON MEETING***

**THURSDAY, SEPTEMBER 6, 2018**

**10 AM - 2:30 PM**

California Hospital Association  
Board Room  
1215 K Street, Suite 800  
Sacramento, CA 95814  
800-882-3610 PIN: 6506506#

***VIA CONFERENCE CALL***

**THURSDAY, DECEMBER 6, 2018**

**10 am - 11:30 am**

800-882-3610 PIN: 6506506#

April 26, 2018

TO: CHA Workforce Committee

FROM: Cathy Martin, Vice President, Workforce Policy

SUBJECT: CHA Political Action Committee

**I. ACTION REQUESTED**

Introduction to the CHA Political Action Committee

**II. SUMMARY AND BACKGROUND**

CHPAC is the political advocacy arm for hospitals and is the foundation upon which CHA's member hospitals and health systems build relationships.

CHPAC provides a voice for hospitals and health systems which affect hospitals' ability to fulfill their missions. CHPAC also helps ensure that elected officials making important decisions understand the fundamental roles hospitals and health systems play in the future of health care.

- CHPAC exists to elect, educate and build rapport with legislators and officials who understand the important role hospitals play in our state.
- CHPAC provides campaign financing to officeholders and candidates who are concerned about and committed to better health care for all Californians.
- CHPAC determines which candidates to support based on qualifications, knowledge, sensitivity and responsiveness to health care issues.

This segment has been reserved on the agenda to allow members to better understand CHPAC and to ask questions of the executive director.



## 2018 Federal Contribution Form

Yes, I wish to support the federal activities and causes of the California Hospital Association Political Action Committee Federal (CHPAC-FED) by making a contribution of:

### Amount

- ☐ Presidents' Club Platinum Level (\$5,000)
- ☐ Presidents' Club Diamond Level (\$1,750)
- ☐ Presidents' Club (\$1,500)
- ☐ Leadership Board Challenge (\$850)
- ☐ Golden State Club (\$500)
- ☐ Other (\$ \_\_\_\_\_ )

### Recurrence

Pledges must be paid in full by December 31

- ☐ One-time
- ☐ Monthly
- ☐ Quarterly
- ☐ Payroll (association staff)

### Personal Information

Federal law requires this information accompany all contributions:

Name: \_\_\_\_\_  
Occupation/Title: \_\_\_\_\_  
Full Name of Employer: \_\_\_\_\_  
Physical Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

### Payment Information

- ☐ Check enclosed. Make payable to CHPAC-FED
- ☐ Billing address same as Personal Address
- ☐ I verify that this is a personal donation for which I will not be reimbursed by my employer or any other entity

Name on Card: \_\_\_\_\_  
Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_  
CVV Number: \_\_\_\_\_  
Billing Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

### CHPAC Goal Credit

- Name of Hospital(s) or Regional Association to receive credit:

\_\_\_\_\_

- Name of CHA Center, Committee or Workgroup to receive credit:

\_\_\_\_\_

### Federal PAC Guidelines for Contributing to CHPAC-FED

*The purpose of CHPAC-FED is to support the election of candidates to the U.S. House of Representatives and U.S. Senate who recognize the vital role of hospitals.*

*Contributions or gifts to CHPAC are completely voluntary and not deductible as charitable contributions for federal or state income tax purposes.*

*Contribution levels are suggestions — you may contribute more or less. You have the right to refuse to contribute to CHPAC-FED without reprisal. The decision to participate will in no way affect your employment or job status.*

*CHPAC-FED may accept contributions from individuals up to \$5,000 per calendar year.*

*CHPAC-FED is prohibited by federal law from accepting contributions from corporations, labor unions, federally chartered corporations, federal government contractors, foreign nationals and persons who are not members of the solicitable class.*

*CHPAC-FED may solicit only individuals who are officers, directors, shareholders or management employees of member corporations and their families. As an officer, director, shareholder or management employee of a member corporation or a family member of such persons, please complete the required contributor information.*

*CHPAC-FED will not accept any contribution until it has confirmed that the contributor is a member of the CHPAC-FED solicitable class. Any contributions received from persons who are not members of the CHPAC-FED solicitable class will be transferred to the CHPAC state account.*

- Please give recognition to my Professional Organization:

☐ ACNL ☐ CSHE ☐ Volunteers