

IN THIS ISSUE

- Labor Report 1
- RCFE – Most Common Deficiencies in 2014 2
- Member Profile 2
This issue features Gina Licup, R.N.
- Affiliate Member Profile 3
This issue features Sierra Professional Insurance Services
- Best Practices 3
- Board of Directors..... 4
Meet the team behind 6Beds, Inc.
- Assisted Living Waiver 4
A brief summary about the Assisted Living Waiver Program



We want to hear from you about what you would like as priorities for 6Beds to accomplish and also what you would like to appear in future editions of this newsletter. Please submit your thoughts and suggestions to Trishbeach3@gmail.com



Did you know that the live in model for caregivers that has been used by most RCFE owners for the last 20 years is at risk? This traditional, tried and true formula is under attack and is being targeted by the Department of Labor. There have been many Federal and State audits by Department of Labor fining RCFE owners hundreds of thousands of dollars, some even over \$1 million, putting many RCFE owners in bankruptcy and out of business.

6beds members have let us know this is their top priority. 6Beds, Inc. leaders have been meeting with State and Federal labor officials since last summer asking for a moratorium on audits until DOL will clarify the parameters in which we can employ live in caregivers. Two of the key issues we've been working on have been understanding the determination of hours worked under applicable laws and what the necessary agreement and supporting documentation is that our industry needs to be compliant with the live in caregiver model. Our attorneys, Littler and Mendelson have been using the information gathered from these meetings, in combination with its own extensive legal research, to formulate a compliance model for 6beds members. Feedback from federal audits have revealed that members have been held responsible for paying employees' sleep hours if they did not have the appropriate agreement and documentation in place. By including the appropriate live-in caregiver agreement, timesheet, and instructive materials, the compliance model that Littler is currently developing will help reduce the risk that 6 bed providers are facing.

6Beds, Inc. also recognizes that a compliance model alone will not solve all of our industry's problems, and that we need a legislative solution to provide some relief from California's overtime regulations. On March 17, 2015, concurrent with a rally that included hundreds of 6 bed providers, 6Beds leaders and lobbyists met in Sacramento with the Governor's office to communicate the need for a moratorium on audits. 6Beds will next meet with California Secretary of Labor, David Lanier, to demonstrate that most 6 bed providers cannot stay in business under current labor regulations. A moratorium on audits is needed while 6Beds works with State officials to come up with a legislative solution that will address overtime laws.

Stay informed by becoming a member of 6Beds, Inc. As a member, you will be able to access the legal documents provided to us by our legal team.

RCFE – Most Common Deficiencies in 2014

Community Care Licensing Quality Assurance Advocacy and Technical Support Bureau published these findings in March 2015. Below are the top 10 deficiencies in 2014 for RCFEs in order of highest to lowest percentage of deficiencies cited during an Inspection visit:

- The facility shall be clean, safe, sanitary, and in good repair at all times (Regulation 87303(a))
- All staff who assist residents with personal activities of daily living shall receive at least ten hours of initial training within the first 4 weeks of employment and at least 4 hours annually thereafter (Regulation 87411(c))
- Licensees who accept and retain residents with dementia shall ensure that each resident with dementia has an annual medical assessment and a reappraisal done at least annually (Regulation 87705(c)(5))
- Staff shall receive first aid training from persons qualified (Regulation 87411(c)(1))
- Hot water provided for the use of residents shall be maintained between 105 and 120 degrees F (Regulation 87303(e)(2))
- The following items shall be made inaccessible to residents with dementia: Knives, matches, firearms, tools and other items that could constitute a danger to residents (Regulation 87705(f)(1))
- The following items shall be made inaccessible to residents with dementia: Over-the-counter medication, nutritional supplements or vitamins, alcohol, cigarettes, and toxic substances such as certain plants, gardening supplies, cleaning supplies and disinfectants. (Regulation 87705(f)(2))
- Personnel records shall be maintained on the licensee, administrator and each employee, and shall contain specified information (Regulation 87412(a))
- Centrally stored medications shall be kept in a safe locked place that is not accessible to persons other than employees responsible for the supervision of the medication (Regulation 87465(h)(2))
- A separate, complete, and current record shall be maintained for each resident in the facility, readily available to facility staff and to licensing agency staff and shall contain specified information (Regulation 87506(a))

MEMBER PROFILE



Gina Licup, R.N.

Gina Licup, R.N. has owned Trinity Care Homes and Valle Verde Care Homes for the past 13 years. She has 8 homes in the Tri Valley area. Elayne Carver, VP of SoCal 6Beds, Inc. interviewed Gina for this issue of The Voice.

Elayne: **Why did you join 6Beds, Inc?**

Gina: About 2-3 years ago I was audited by the Department of Labor. I felt so lost and alone. Other providers didn't want to talk about

or share their information and experiences. I found some finally who had been through what I was going through and that helped a lot. My sister and I didn't have the expertise and the finances to hire an attorney so we fought it ourselves. We successfully managed to have the fines substantially reduced but it was such a difficult time and experience.

When we heard about the first rally in August that 6Beds was holding, we went. I now feel supported by 6Beds, Inc. and want to help more people be inspired to join. I am so impressed with all their accomplishments in such a short amount of time.

Elayne: **What is your #1 priority for 6Beds to accomplish?**

Gina: For all of us as senior care providers to be aware of what is going on in our industry. Now, as the leader in Contra Costa County, I want to continue growing the membership so we (6Beds, Inc.) can continue to improve the business climate for our industry so we can continue to care for our elderly. We need more members to join in

order to keep funding the work of 6Beds to the benefit of all in this industry.

We now have a Voice. I feel empowered to convince our fellow owners to speak up and become part of this group.

Elayne: **What is the most challenging part of operating a Residential Care Facility for the Elderly?**

Gina: Financially it's been a concern for a long time. However, with the new laws in the Reform Act of 2014, financial challenges will be tremendous. We just want to survive financially. We don't need to make tons of money, but we do need to earn a good living. I don't like laying off staff and I've had to do that recently. No one wins when you have less staff! Especially the programs, etc. that we offer our residents!

Elayne: **What would you tell someone who is first getting into the RCFE business?**

Gina: This business is not like it was before when we felt so isolated. 6Beds, Inc. has finally given us a Voice. They've given us hope and they've given us the opportunity to make a difference.

AFFILIATE MEMBER PROFILE



Sierra Professional Insurance Services

Sierra Professional Insurance Services was founded by Dave Wertzberger to specialize in the Residential Care industry and to negotiate with insurance companies to secure the best possible coverage at the best premium. Ten years ago, Dave's son (an occupational therapist/CNA) said RCFE owners in Las Vegas could not get reasonable insurance coverage. Dave created a special policy to get lower rates and better coverages and now has customers in 13 states.

Ruby Affiliate Support and Why

Dave's background includes a variety of management positions in sales, marketing, and product management in both start-ups and corporate environments. For 10 years, he was CEO of a technology management company in Silicon Valley where he specialized in management training and technology planning. This experience created a commitment to education and communications to support business change. For 6Beds, Inc., change is advocacy and knowledge to improve operations.

He also knows insurance companies provide lower rates when companies are part of an industry association where there is education to reduce risk to residents, owners, and the insurance company. He also believes that family awareness of the professional and safety aspects of 6Beds membership will increase value to families.

Ethical Support

An insurance policy is a legal contract that is difficult to understand how the insurance company will interpret the policy when you have an issue or lawsuit. It's your Agent who must understand how to help manage issues before they become lawsuits or before a business is at risk. A proactive approach means helping owners before a policy sale is even made. An ethical discussion makes sure you are not over-insured nor under-insured.

Why

The new California compliance law requires coverages that usually cost at least \$3,000 per year, because the liability compliance definition is broad. It contains four types of liability, including Abuse and Molestation. Most policies exclude claims coverage for 1099/cash caregivers. Dave has been able to negotiate availability for these coverages at about 50% less annual premium.

6Beds Member Support

As a 6Beds Affiliate Member, the Sierra Professional Team is committed to:

- Help owners to protect their business
- Support proactive facility safety using the Culture of Resident Safety Program™
- Provide CE-based knowledge training

Bottom-line, our industry challenges are very difficult to cope with alone. As a group, we can improve our image to legislators, regulators, and most importantly, our residents and families.

Please contact Dave for quotes on new or existing Liability and/or Worker's Comp policies. 775-870-1232, or visit www.sierraprofessional.com



Anti Monkey Butt!

What the heck? You gotta get some of this great product to use in your Care Home. This is a powder that absorbs sweat and moisture; thereby reducing skin irritations. I suggest using the powder that has calamine added, making it even more soothing and calming to the skin. Anti Monkey Butt is great for people who perspire and honestly, it's great for any incontinent residents, especially if you have residents who are mostly in bed and are incontinent.

It's available on Amazon and Walgreens online. I don't know where to get it retail.

Trust me, it's fabulous! That's Anti Monkey Butt powder with calamine. *Submitted by Elayne Carver*



You Only Get One Chance to Make a Good First Impression

Often new employees do not get training on some very basic information about your business. A new employee might answer the phone or door on impulse and might not be prepared to represent you or your business well.



Most RCFEs focus on resident care and daily activities for first day training. We also include some basic business protocol training for new employees. Here is a list of what we cover:

1. Discuss: business name, address, administrator name, and contact numbers and where this info is located.
2. Protocol for answering the telephone and taking messages.
3. Protocol for answering the door. Who do we accept in? At what times? Visiting hours?
4. How do we handle prospective clients/families that might call or drop in?
5. LPA or Ombudsman visits...how do we expect our staff to assist them after they contact the administrator? What is LPA vs. Ombudsman? The limitations of each.
6. Welcoming families to join in for meals/activities.

We have specifics of each of these in a training folder for ongoing reference. *Submitted by Trish Beach*

Board of Directors

Gina Wasdyke

Founder and Director

Gina Wasdyke owns and operates two homes for adults with developmental disabilities in Sacramento County and one home for the elderly in Cameron Park. She has a Bachelor's Degree in Economics, 2 years of Juris Doctor (Law) and a Master's Degree in Business Administration.



Gina founded 6Beds, Inc. to ensure that the most vulnerable Californians with significant disabilities will have the right to live in a home-like environment and integrated into the community instead of being institutionalized. She also believes that all small residential care homes serving six persons or less should unite and grow 6Beds, to have a louder voice in the community and State Capitol to ensure the financial viability of these homes.

Janet Baena V. , RN, BSN, PHN

Northern California President, Communications and Membership Director

Janet Valencia graduated with her BSN from Pacific Union College in Angwin, California. She has worked as Director of Nursing in various Skilled Nursing Facilities and was an RN with Kaiser. Janet also was an Admissions Nurse with Vitas Hospice and an intake/advise Nurse with John Muir Home Health.



Janet operates two RCFEs for the past 10 years.

Jocelyn C. Dela Torre, R.N., B.S.N.

Co-Founder, Director of Education Committee, and Community Partnership Committee

Joy is a Registered Nurse with 35 years track record of providing high-quality patient/client-centered care in the hospital, Ambulatory Nursing, Skilled Nursing Facility (SNF) and community-based facility (Residential Care homes).



She is solidly credentialed and diversely experienced having a comprehensive background in Adult Medicine, Pediatric Nursing, Operating Room/Surgical nursing, Emergency Room Nursing, Telephone Triage Nursing and Geriatric Nursing Case Management with focus on Dementia.

Dr. Ron Simpson, Ph.D.

Southern California President, Compliance and Membership Director

Dr. Ron Simpson has served as President of SoCal 6Beds, Inc. since July 1, 2014. He is a dedicated Owner/Administrator of Residential Care Facilities for the Elderly. Ron is President of Granny's Place, Inc. in Mission Viejo. Dr. Simpson has a Ph.D. from Cornell University in Materials Science and an MBA from the University of Pittsburgh. He is also a retired Colonel from the United States Air Force.



Assisted Living Waiver

THE ASSISTED LIVING WAIVER (ALW) PROGRAM goals are to:

- Make affordable housing with personal and health-related services available to seniors and individuals with disabilities
- Maximize dignity, privacy, independence and autonomy
- Provide an alternative to long-term care placement in a nursing home

The ALWP is designed to assist Medi-Cal beneficiaries to remain in their community as an alternative to residing in a licensed health care facility. The government (Medi-cal) would like to provide a better quality of life for elderly that are currently at or will be discharged to a medical bed in skilled facilities. They would like these patients to receive care in a community where they will get better care, have a better quality of life and the cost to the government will be significantly less. The government acknowledging that RCFEs provide the best care at the lowest cost is huge!

Determination of care needs is done by registered nurses employed by a Care Coordination Agency (CCA) appointed by Medi-Cal. The cost is \$600 per facility to apply for program approval in the Assisted Living Waiver Program. It seems that most RCFEs that are in compliance with DSS will meet criteria, but check with your CCA. This program has 5 different tiers of client needs/care and each tier will pay a specified day rate to the RCFE. We were told that the majority of clients currently getting discharged are in tiers 2 and 3. Tier 5 will be reserved for difficult patients, usually dementia clients with wandering and/or difficult behaviors. The tiers range from \$52/day to \$200/day.

If you become a provider you can expect monthly RN and occasional DHS visits, in addition to your DSS annual visits.

This program is available in Alameda, Contra Costa, Fresno, Kern, Los Angeles, Orange, Riverside, Sacramento, San Bernardino, San Diego, San Joaquin, San Mateo, Santa Clara, and Sonoma Counties.

EDITORIAL BOARD

Trish Beach

Secretary/Treasurer, SoCal 6Beds

Elayne Carver

Vice President, SoCal 6Beds

6Beds, Inc. is dedicated to provide a safe, affordable and comfortable environment for California seniors and disabled adults.

We work to educate legislators, local elected officials, key opinion leaders and the public about the critical role six-bed facilities play in our state's healthcare structure. We also work to advocate for commonsense legislation that protects seniors and allows our facilities to continue providing the level of safe and affordable care our customers expect.

Quote of the
Quarter

*Beautiful young people are accidents of nature,
but beautiful old people are works of art.*

Eleanor Roosevelt