



NDLTCA Newsletter

October 22, 2024

All Members - *All Members*

Assisted Living - *AL*

Basic Care - *BC*

Nursing Facilities - *NF*

Workforce

FLSA Overtime Rule

All Members

Final Rule: Restoring and Extending Overtime Protections effective July 1, 2024, updates and revises the regulations issued under section 13(a)(1) of the Fair Labor Standards Act implementing the exemption from minimum wage and overtime pay requirements for executive, administrative, and professional (EAP) employees. Revisions include increases to the standard salary level. [Read more...](#)

The Fair Labor Standards Act overtime rule effective January 2025, determines whether employees are eligible or exempt for overtime pay. **Exempt employees**, because of their rate of pay and type of work that they do, are not eligible for overtime pay for hours worked over 40 in a workweek. **Nonexempt employees** must be paid time and a half for any hours worked more than 40 in a workweek.

The rule does not affect overtime requirements for workers who are paid hourly.

[Read more...](#) including a webinar and steps to prepare.

NDLTCA Workforce Committee

All Members

The newly established NDLTCA Workforce Committee, dedicated to overseeing resources and education on staffing, recruitment, retention, and financial support for workforce development, held its most current meeting on October 16. The committee set goals and objectives to guide their work, including:

1. **Expand Recruitment Channels:** Identify new methods to attract talent and share these strategies through the NDLTCA's member-only portal for easy access to resources and training.
2. **Focus on Employee Development:** Introduce new training programs, mentorship initiatives, and certification opportunities to support skill development and career growth.
3. **Utilize Technology and Automation:** Implement tools to streamline recruitment, onboarding, and workforce management. Additionally, create recruitment videos and use local strategies to address workforce shortages and attract new hires.

Stay tuned for further updates on these initiatives as the committee continues its work to help you strengthen our workforce!

Post a Job on Our Website

All Members

[North Dakota Long Term Care Association | Career Opportunities \(ndltca.org\)](https://www.ndltca.org/career-opportunities)

If you would like to post a job opening for your facility, please contact Stacy Irey at 701.222.0660 or email stacy@ndltca.org

Education

NCAL's Leadership Training is On Sale!

AL

Being a successful team leader in an assisted living community requires broad knowledge, technical skills, and the soft skills necessary to effectively lead others. Assisted Living Leadership – It's Time to Level Up! teaches the mindset and communication practices needed to fulfill your critical role of leading and executing the mission, vision, and values of your organization. Learners will build their knowledge about emotional intelligence, conflict resolution, relationships navigation, and ... [Read More](#)

New AHCA/NCAL Training! Five Star Quality Rating System!

NF

AHCA/NCAL is excited to share a new education opportunity. They now are offering a comprehensive training in [ahcancaLED](#) for nursing facility staff to better understand how the nursing home Five Star Quality Rating System works. It is titled [The Five-Star Quality Rating System](#). This education program reviews the methodology for the overall Five-Star Quality Rating System, along with each of the separate domains for health inspections, staffing, and quality measures.

The cost of the training program is \$40 for AHCA members and \$80 for non-members and comes with and comes with 1.5 NAB CEs and 1.5 contact hours through the Iowa Board of Nursing. [Register here](#) for the program.

Individuals will need to login to [ahcancalED](#) with their AHCA/NCAL usernames and passwords to [register](#). For assistance obtaining usernames and passwords, members should e-mail educate@ahca.org with their name and facility contact information.

For questions regarding the Five-Star rating system, members should email regulatory@ahca.org.



Free CE Recruitment & Retention Webinar

All Members

High Reliability: A Power Tool To Drive a Culture that Optimizes Staff Retention & Recruitment

Wednesday, November 6, 2024 | 1:00–2:00 PM CST

Ready to transform your workplace culture and supercharge staff retention? Join Healthcare Academy and Vikki Choate, DNP, MSN, RN, MEA-BC, CPHQ, CPPS from Huron Consulting Group, for an exclusive webinar!

In this powerful must-attend session by our **Bronze sponsor** Healthcare Academy, discover how High Reliability practices like Safety Huddles, Safety Champions, and enhanced communication can foster a culture of safety and engagement to attract and retain top talent. With new staffing rules in play, now is the time to sharpen your leadership tools.

Don't miss out—[Register Today!](#)

Healthcare Academy is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation. This program has been approved for continuing education for 1 total participant hours by NAB/NCERS— Approval# 20251105-1-A105910-DL

Quality



National Quality Award Intent to Apply

All Members

Please note the deadlines below. We encourage everyone to [submit their intent to apply \(ITA\)](#) for the quality awards. While not mandatory, an ITA affords an applicant a discounted application fee and access to exclusive resources from AHCA/NCAL staff.

Program Deadlines: *All program deadlines close at 8pm EST.*

- Intent to Apply: Thursday, November 14, 2024
- All Applications: Thursday, January 23, 2025

[For more resources and information...](#)

Veterans Eligible for Honorary Diploma: ‘It Means A Lot.’

All Members

Make someone's day! North Dakota law ([NDCC 37-01-42](#)) gives veterans of World War II, the Korean War and the Vietnam War the option of applying for an honorary degree. Many of our veterans left school early to either work on the farm or were drafted, however those who left early, volunteered to serve their country during war time.

A veteran of World War II, Korea, or Vietnam who would like to obtain an honorary high school diploma should contact the [Department of Public Instruction](#). The process involves completing a [one-page application](#) and supplying a copy of the veteran's [DD-214](#), which documents a veteran's military service. Relatives of a deceased veteran may apply for a diploma posthumously in the veteran's name.

Advocacy



Kelly Armstrong and Michelle Strinden Visit Richardton Health Center

All Members

We were honored to have Republican gubernatorial candidate Kelly Armstrong and his running mate, Michelle Strinden, visit Richardton Health Center this week! Kelly, a current U.S. Congressman, and Michelle, who serves as a State Representative for District 41, met with nursing home, basic care, and assisted living providers from region 3. They took the time to hear about the needs and challenges we face and spent quality time connecting with the residents at Richardton Health Center. Thank you to State Representative Dori Hauck from District 36 for helping make this visit happen! We appreciate Kelly, Michelle, and Dori's commitment to understanding the important role long term care plays in our communities.

[Meet the candidates running for North Dakota Governor](#)

AHCA/NCAL Submits Comments on Latest Round of FGI Draft

NF and AL

The Federal Guidelines Institute (FGI) concluded the second year of public comments on the recent draft of the 2026 FGI document for design and construction of residential health, care, and support facilities on September 30, 2024. AHCA/NCAL submitted several comments on behalf of its membership.

[Read more...](#)



Keep It Local Coalition - Vote No Measure 4

All Members

Campaign Update: Key Actions and Progress

As we approach the final stages of the campaign, early in-person voting begins next week on October 23rd. Now is a crucial time to engage with your community members and communicate key messages, including calls and organic social media posts. Our coalition has grown to 113 groups, maintaining steady fundraising efforts and continuing to receive pledges. [Key messages...](#)

Media Strategy and Outreach

The paid media plan is in full swing, including radio ads, digital campaigns, and newspaper

coverage. We're targeting 150,000 persuadable voters, adding another 100,000 likely targets. The digital component ensures high visibility, with efforts across local radio stations and digital billboards. We are also launching a ballot chase and persuasive messaging texting campaign, focusing on the most populous counties. Additionally, a mail program targeting persuadable renters will roll out three pieces of mail to reinforce our messaging.

Thank you for your continued efforts and dedication as we push through these final weeks.

Regulatory

Get Ready for the November 14 Payroll-Based Journal Deadline

NF

Staffing data for July 1 – September 30, 2024, is due by **11:59 PM EST on November 14**.

Skilled nursing providers are advised to submit their data early and consult the staffing reports in CASPER to confirm the accuracy and completeness of their submissions. Recall, CMS does not allow for late submissions or corrections to data post the deadline.

Five reminders to keep in mind:

1. Each staff member (employed directly or contract) should have a unique employee ID assigned to them. Do not utilize the same employee ID for more than one individual. The 1702D Individual Daily Staffing Report provides a list of staffing hours per employee per day. This can be utilized to ensure that an employee ID is not accidentally assigned to

more than one staff member.

2. Providers should follow the instructions in the [employee ID linking file](#) to link an old employee's ID with a new one. This ensures continuity in reporting an employee's hours when their ID changes (e.g., due to a change of vendor).
3. For every 8 hours of work, providers must exclude 30 minutes for a meal break. This must be deducted regardless of whether the meal was paid for or unpaid, and whether the break was taken. If a longer break was taken, that time must be excluded.
4. Submit data early so you have time to run and review PBJ CASPER Reports and make necessary corrections prior to the submission deadline. If any errors are identified, they must be corrected before the final submission deadline. Please note that corrections will not be accepted after this deadline. The 1702S Staffing Summary Report provides information on the number of staff by job title and the total hours reported for the given job title. This report can be helpful in identifying if there are zero hours reported for a particular job title (e.g. zero RN hours). The 1703D Job Title Report can also be helpful in drilling down by work date the staffing hours for a particular job title. This can be particularly helpful to ensure that there are RN hours for each day.
5. If you are correcting data prior to the deadline, be sure to utilize the "merge" and "replace" commands carefully. The "replace" command removes all the data for the quarter and replaces it with the new data in the file. Consult the [PBJ User Manual](#) for more information.

AHCA has a [webinar](#) on best practices for submitting data for PBJ, including how CASPER Reports can be utilized prior to the submission deadline to review and validate submitted data. AHCA also created a [frequently asked question resource](#) to support members with their staffing data submission. Members may direct their PBJ questions to AHCA

at staffdatacollection@ahca.org.

CMS has several resources to help answer provider questions on PBJ:

- [CMS PBJ Website](#)
- [Five-Star Technical User Guide](#)
- Technical questions should be directed to the iQIES Service Center. Note due to the upcoming deadline, they anticipate a high volume of calls and emails. They can be reached via one of the following methods:
 - Email: iqies@cms.hhs.gov
 - Schedule a service call at [CCSQ Support Central](#)
 - Live Chat at [CCSQ Support Central](#)
 - Policy Questions should be directed to: NHStaffing@cms.hhs.gov

CMS has Published the Final Rule for Hospital Observation Appeals

All Members

On Friday, October 11, the Centers for Medicare and Medicaid Services (CMS) [finalized](#) the *Medicare Program: Appeal Rights for Certain Changes in Patient Status* rule, which established court-ordered appeals processes for Medicare beneficiaries admitted as hospital inpatients but later reclassified as outpatients receiving observation services during their hospital stay. The final rule stayed largely as proposed but offers expanded timelines and additional beneficiary protections, which AHCA/NCAL advocated for and supports as part of its [coalition efforts](#). [Read more...](#) Thank you to AHCA and the coalitions work on this issue. Their efforts have paid off.

AHCA/NCAL has developed a [summary](#) of the final rule for members. *Please note an AHCA/NCAL log-in is required to view the summary.*

New Resources and Relief on Provider Enrollment Off-Cycle Revalidation

NF

View current available resources [here](#).

In the News

AHCA/NCAL Requests Extension For Medicare Revalidation Process

NF

[Skilled Nursing News](#) (10/16, Stulick) reports, "Skilled nursing facilities need reasonable flexibility and additional support to meet the latest federal mandate – an off-cycle revalidation process for Medicare – for which nursing home advocates are seeking an extension. [Read more...](#)

Concerns Raised Over Proposal To Expand Medicare Benefits For Home Health Care

All Members

[Salon](#) (10/17, Karlis, 126K) reports, "Earlier this month, Vice President Kamala Harris proposed...expanding Medicare benefits to cover home health care, which would be a first for the United States, as Medicare currently only covers short-term care for rehabilitation." [Read more...](#)

CMS Assures Providers Medicare Revalidation Guidance Will Be Updated

NF

[McKnight's Long-Term Care News](#) (10/18, Berklan) reports, "Skilled nursing operators unnerved by what they see as excessive information demands for a new, off-cycle Medicare revalidation process were assured Thursday that current guidance will be updated frequently over the next week, and then perhaps as often as weekly in the future." [Read more...](#)

[Skilled Nursing News](#) (10/17, Stulick) reports "about one-third of all providers will receive a letter from their Medicare administrative contractor (MAC) between this month and December requesting completion of the revalidation form...said" Whelan. [Read more...](#)

Upcoming Meetings and Events

Times are listed in CST unless otherwise indicated.

Monday, October 28

- **9:00 AM:** Basic Care Payment Committee and Legislative Committee meeting to prepare for discussions on the BC payment system with Sarah Aker and LeeAnn Thiel. BC and AL members encouraged to tune in.

Tuesday, November 12

- **2:00-4:00 PM:** Quarterly Virtual BC and AL Networking Session

Friday, November 15

- **10:00 AM:** "Meet the Medica Team" session – ask questions and provide feedback.

Tuesday, November 19

- **12:00 PM:** Virtual call with Sarah Aker. Sarah would like to hear from BC and AL providers. Share your concerns and bring questions.

Wednesday, December 11

- **1:30 PM:** NDLTCA Membership Meeting in Bismarck

Regional Meetings

- **Region 6 (Fargo):** November 5, 1:00 PM CST - In-person at Fargo Cass Public Health.
- **Region 3 (Dickinson):** November 7, 10:00 AM MST - Virtual.
- **Region 1 (Williston):** November 14, 1:00 PM - Virtual.
- **Region 2 (Grand Forks):** November 20, 1:00 PM - Location TBD.
- **Region 4 (Bismarck):** December 2, 1:00 PM - In-person at Baptist Health Care Center.
- **Region 5 (Jamestown):** December 3, 1:00 PM - Virtual

