As I write this article in the third week of January, we have just witnessed the inauguration of Barack Obama as the 44th President of the United States. Judging from his Inaugural address and statements he made during the campaign and transition period, President Obama will face some of the most significant challenges in this nation’s history. It also appears that his administration will begin a significant change in direction from the previous administration in foreign policy, the role of government and reform of Social Security and Medicare to name just a few areas. In this environment the home care industry and CAHSAH will also face challenge and change. In this article, I would like to review CAHSAH’s major goals and strategies for the year.

2009 will be the third year in CAHSAH’s strategic plan which was developed in 2006. Our first major goal is to grow the membership on a net basis by at least 10 percent a year. We believe such growth is critical to CAHSAH’s success as it will give us both the number of members and resources in the form of dues to be a player at both the state and national level. During 2008, CAHSAH experienced net membership growth of 60 members or 12 percent more members than at the end of 2007. In 2008, we gained 42 new Home Care Aide Organization members, 38 Licensed Home Health Agency, 30 Medicare Certified and 11 Hospices. At the end of 2008, our 151 Home Care Aide Organizations and 85 Licensed Home Health Agency members accounted for 51 percent of the total provider membership.

But we also have many home care providers in the state who are not CAHSAH members. I ask all CAHSAH members to assist in growing our membership. If you know of someone in home care who should be a CAHSAH member, please call the CAHSAH office and give the staff the name of the prospect. Better yet, volunteer to be a member of the Ambassador Club, which allows you to undertake small projects for CAHSAH with minimal commitment. This member to prospect contact has proven to be very effective.

Our second major goal is to continue to enhance and develop CAHSAH education programs. We are committed to providing top quality education that is relevant to all sections of the home care community.

In 2009, we will offer two workshops for private duty providers and two for hospice in addition to our full menu for Medicare Certified Providers. We are very excited about a new two day workshop for private duty providers to be offered in March. In 2008, we completed our three tier series of certificate programs for home care and hospice by producing a new Hospice Managers Certificate program in November. During 2009, we will continue to enhance the certificate programs with a goal of making them a nationally recognized designate of excellence in the fields of home care and hospice.

Our third major goal is to increase the effectiveness of our advocacy at the state and federal levels.

On November 17, 2008, we achieved a major victory when Judge Christina Snyder enjoined the state from the 10 percent Medi-Cal cut for home care providers. We estimate that this injunction has restored nearly $2 million per month to our Medi-Cal providers. But the fight will continue in 2009 as the State of California faces an $18 billion deficit in 2008-2009 and an additional $22 billion deficit in 2009-2010. I urge all CAHSAH members to join us in Sacramento for our Lobby Day on April 22, 2009, when we will advocate for these and other essential home care issues.

>>continued on page 3
Employers with 11 or more employees at any time during the year are required by OSHA to keep a record of certain injuries and illnesses. Although some non-hazardous companies are exempt, the home care industry is not. There are three forms used to collect and report injuries and illnesses. Form 300 is a log of injuries and illnesses; Form 301 is used for individual incidents; and Form 300A, is an annual summary. These forms can easily be found on OSHA’s website at http://www.osha.gov/recordkeeping/.

All work-related injuries and illnesses resulting in death, lost consciousness, missed work, a job transfer or restriction, or medical care beyond first aid must be recorded. First aid is specifically defined by OSHA and is not a subjective determination. Additionally, and of particular importance to the home care industry, all needle sticks and sharps injuries must be recorded even if only first aid care was given; and you must record any positive skin test or diagnosis of tuberculosis if the infection was transmitted in the work place.

The privacy of individuals is important. You should not record names on the log for certain injuries or illnesses (such as sexual assault or needle sticks that involve another person’s bodily fluids). For these sensitive injuries or illnesses, write the words “privacy case” in the space normally used for the name and keep a separate confidential index so that updates to these confidential injuries can be made. This protects employees’ privacy since the injury log is accessible to all current and former employees.

The summary shows injury and illness totals and information about the company such as the location, average number of employees, and total number of hours worked by all employees. It must be displayed where your employees can review it. Post the 2008 summary by February 1, 2009 and leave it up until April 30. Also, be sure to keep past logs and summaries for five years.

If you have employees that do not come at least weekly to an office or other location where the summary is posted, you must mail the summary to them. This requirement only applies to employees on the payroll during the posting period of February through April.

As always, if you have any questions about Form 300A posting or injury and illness recording requirements, CAHSAH recommends that you seek the advice of competent legal or human resources professionals to avoid potentially costly mistakes.
There will also be plenty of action at the federal level. Already, the Medicare Payment Advisory Commission (MedPAC) has made recommendations which would have a serious negative impact on both the Medicare home health and hospice programs.

President Obama has pledged to reform the Medicare program but we do not know whether the reforms would be positive or negative for home care. We have a tremendous opportunity to influence the debate in favor of home care when we schedule our Congressional Luncheon and Visits on March 23 and 24 in Washington, D.C. If you want to see national policy being made, come join us in March.

Our fourth major goal is to increase the use of technology within the home care industry and within the association.

Our Group Purchasing Organization for telehealth is Philips Home Healthcare Solutions. Philips reports they are receiving strong interest in their products from CAHSAH members. For more information click on the “Group Purchasing Programs” box on our website home page. We redesigned our website and logo last year and added a variety of podcasts so you can listen to member testimonials, messages from the President (including a review of 2008) and messages from our Group Purchasing Organizations. We will continue to develop our website, www.cahsah.org, so that it is your “Go To” source for everything about home care. Look for an exciting new feature in 2009 called “CAHSAH Community”. The CAHSAH Community will be a centralized website location where you can get answers to your questions and communicate with CAHSAH staff and other members.

The fifth of our five major goals is to address key workforce issues within CAHSAH and within the industry so we have workforce availability to meet current and future demand for services.

Internally, we are committed to developing a new cadre of future leaders for CAHSAH and increasing the diversity of our Board and committees to reflect the diversity of our membership. If you would like to get involved, please volunteer to serve on a committee and consider running for election to our Board or Nominating Committee. Within the industry, we are continuing our quest to remove the one year’s experience requirement for RNs and LVNs.

We are also working with the Department of Public Health to implement AB 993 (Aghazarian) which lowered the training requirement for Certified Home Health Aides from 120 to 75 hours and allowed competency evaluation to be demonstrated in lieu of the training. We plan to put the 75 hour training program online in three modules; Home Care Aide I, II and III. Look for this exciting new CAHSAH benefit in the first half of 2009.

So the year ahead promises to be one of challenge and change. We will be working aggressively to shape the future of home care in Health Care Reform, Medicare restructuring, Private Duty and Hospice. I want to thank my fellow members of the Board of Directors, our committee members and volunteers, the CAHSAH membership, and our outstanding staff for all you do to make CAHSAH a great association. Like any well run organization, our continued success is attributable to the hard work of many.

Thank you and best wishes for a safe and prosperous New Year.

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Operating independently for over 20 years, and partners with CAHSAH for 15 years. Isn’t it time you called us?

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California’s Budget

Entering Rough & Unchartered Water

California’s 40 percent budget reduction continues to cause confusion and panic. The golden state’s budget of $103 billion is currently falling short of $41 billion, demanding the state to make swift and difficult decisions. As a result, California’s Legislature is about to steer our entire budget process into a sea of unknowns and hypotheticals that may have a long lasting impact.

The first and potentially most extraordinary consequence will be the passage of a state budget in February. If the rumors hold true, Democrat and Republican leadership along with the Governor are aiming to pass a budget that will not only include changes to the current fiscal year to address cash flow shortages, but will also include the entire 2009-2010 fiscal year budget. The Constitutional deadline for a budget is June 15th, and as we are all painfully aware this deadline is rarely met and in some cases (i.e. 2008) blatantly disregarded for months. Even if a budget doesn’t get passed until March or April, it will still be the first time in California’s history that a budget is passed prior to the Governor’s May Revise. The Legislature, Administration, and all of the lawyers are scratching their heads trying to determine what options may be left for budget negotiations later in the year if an early budget is passed.

The second major factor in this year’s unique budget will be the billions of dollars that California will receive as a result of the Federal economic stimulus package. This infusion of funds may well be the state’s lifeboat for the next two years, but the strings attached to the receipt of funds have significantly complicated budget negotiations. For example, California is poised to receive between $9 to $11 billion over the next two years (depends on whether the House or Senate bill moves forward) just for Medi-Cal; however, the bills require California to maintain its eligibility standards as of July 1st, 2008. This would mean that close to a billion dollars of the Governor’s proposed cuts to Medi-Cal eligibility requirements would have to be rescinded.

And third, if the Democrats again try to increase taxes without a two-thirds vote through a loophole in the code then it is certain that the Republicans will file a lawsuit declaring the tax increases unconstitutional. The Governor appears to be willing to sign a budget that includes this type of tax increase, and if so then the budget would be enacted with the possibility of the courts ruling the budget illegal….then what?

In all great challenges and adversity also lies opportunity, and CAHSAH continues to grow its powerful grassroots network and Capitol advocacy efforts during this time by: Seeking relief from onerous regulations that inhibit the industry’s economic growth; advocating for Federal Medicaid stimulus dollars to be kept in Medi-Cal programs and not be sent to the General Fund; and partnering with various associations and advocacy groups.
The Corridor Group Inc., (TCG) has provided business advice and solutions to more than 2,000 clients in its nearly 20 years of operation. Clients range from small, independently owned agencies to large health systems.

**RESULTS YOU CAN SEE**

Our success is defined by our client’s success. With this simple premise in mind, we develop services and provide practical solutions that will strategically position each client to prosper in the dynamic health care market.

- Operations and Financial Performance Improvement
- Strategic Positioning
- Mergers, Acquisitions, Due Diligence and Valuations
- Regulatory Compliance
- Transitional Management
- Executive Search
- TCG CHEX eLearning
- Education Resources, P & P Manuals, Toolkits and More!

Looking for the best solution? TCG has the answer.

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**BLUEPRINT for OASIS Accuracy Workshop**

A “Must” For Every Data Collector!

If you’ve attended before... come back and join the 17,000+ providers nationwide who RELY on the Blueprint for OASIS Accuracy Program to keep them up-to-date! Updated with all the data collection details you will need to prepare yourself to hit the ground running in 2009.

**Workshop Dates:**
- April 1, 2009
  - Courtyard by Marriot
  - Sacramento, CA
- April 2, 2009
  - Hilton Ontario Airport
  - Ontario, CA

Get new status updates on OASIS-C and make implementation

[www.cahsah.org](http://www.cahsah.org)

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While most of us are busy with emails, Blackberrys, and text messaging, Bradley Cate and Trudy Johnson, R.N., have relied on a much simpler, yet much more profound form of communication in their relationship. For the last four years both nurse and client have created a language where Bradley's every movement, grip, sound, smile, and facial expression is understood by Trudy, allowing them to develop an inspiring bond.

Bradley is a 16-year old young man born with cerebral palsy which caused profound blindness in both eyes, convulsive seizures, and requires a gastrostomy tube in place for feeding and medication administration. Speaking and mobilization is a tremendous challenge for Bradley, which means most of his time is spent in bed or in a wheelchair. He needs attentive and patient people around him to understand his language. In November of 2004, he became a client of Rx Staffing located in Sacramento. Rx Staffing became responsible for staffing 40 hours a week of skilled nursing for Bradley.

Trudy Johnson is a compassionate and caring nurse and began working with Rx Staffing in January of 2005. She was quickly assigned her new client, Bradley, and was to care for him all 40 hours per week that he required. The rate for this assignment was only at an LVN level, which is lower than the rate of an RN, but Trudy committed to Bradley nonetheless, and continues to do so today despite California’s ongoing squeeze of reimbursement rates.

As his nurse, Trudy ensures that Bradley never develops bed sores, and Bradley’s doctor has even noted that these days Bradley is at his best. What’s even more remarkable, however, is that Trudy has even gone above and beyond her duties by volunteering to drive Bradley to his activities outside of home, such as camp, school, and medical appointments. Trudy has also served as a role model for Bradley’s teen sister on how to demonstrate unselfish care and compassion for her brother.

Trudy and Bradley have developed an amazing companionship over the years and, along with Rx Staffing, display the qualities that make home care so vital to our community. Together they have shown why a life matters and CAHSAH is proud to bring their story to you.

To submit a story for The People and Stories in Home Care series, please contact Jordan Lindsey at jlindsey@cahsah.org.

Submitted by Rx Staffing
TLC Healthcare Services, Inc. is setting the standard for today and tomorrow as one of the nation’s leading and fastest growing home health providers. Explore these great opportunities today!

**Director of Operations** – Hayward, Pleasant Hill & San Rafael

**Clinical Manager** - Hayward, San Diego & San Rafael

**Registered Nurses** - Lake Forest, San Diego, Riverside & Vista

**Physical Therapists** - Pleasant Hill, Hayward, Lake Fores, Sacramento, San Diego, San Jose, San Rafael, Riverside & Vista

* Relocation or Sign-On Bonus Available For The Right Candidate!

In addition to providing an industry leading clinical platform, TLC provides an all inclusive work / life benefit package including:

- Medical/Dental/Vision • 401(k) Savings Plan w/ Employer Match
- Scholarship Programs • Flexible Schedules • Tuition Assistance

For immediate consideration, call Teresa McCormac, (P) 877-294-2344. To view or apply online please visit www.amedisys.com or email to tmccormac@amedisys.com

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**Save the Date**

**April 22 is CAHSAH’s Annual Lobby Day**

No where is the opportunity to control your destiny more compelling than in the legislative arena. Decisions made at the Capitol affect many aspects of your professional life. Be a part of CAHSAH’s Annual Lobby Day on Wednesday, April 22, and educate your legislators about important home care issues.

This admission free event will be held at the Sacramento Sheraton Grand Hotel, at 1230 J street. Policy-oriented workshops and keynote speakers will begin the morning, providing you with the most current information on issues affecting home care. You will be empowered to deliver your message to your decision makers in the State Capitol in the afternoon. Breakfast and lunch will be provided. Join your colleagues for this energizing experience.

Sign up for the event by contacting Mary Adorno, Legislative Specialist at (916) 641-5795 ext: 124 or madorno@cahsah.org

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**CAHSAH BOOKSTORE**

Featured this month are essential training DVDs for anytime use!

**“Boundaries and You” DVD**

*Video Training for Direct Care Workers*

“Boundaries and You” is an effective DVD for new staff orientation and ongoing training with scenarios based on realistic situations faced by employees. It also provides guidelines for employees working in assisted living, homecare, residential, or other healthcare settings. Supplemental training material is provided on a CD and employee/patient handouts are included.

**Members: $101.01  Non-Members: $115.98**

**OASIS Training Video: “Pathways to Success”**

*Maximizing OASIS Accuracy*

You can have OASIS training at your fingertips! This OASIS training DVD is the ultimate resource to train new employees as well as refresh seasoned employees. It shows how to:

- Improve outcomes (present a first class report card)
- Enhance quality care, maximize reimbursement
- Learn ACCURACY in answering OASIS questions (based on CMS guidance)
- And discover best practice techniques for assessment and improvement.

Supplemental training material is also provided on a CD.

**Members: $434.92  Non-Members: $449.94**

*All prices include shipping, handling & tax
Call (916)641-5795 ext 113 or visit www.cahsah.org to order these essential resources!
2009 ANNUAL HOME CARE EXPO

Lighting the Pathway to Success

May 6-7, 2009 San Diego

Here is your “Pathway to Success”:
www.cahsah.org/asp/expo2009/ExpoHall09.asp

You will find the interactive floor plan and access to the prospectus and booth registration form.

This is a great venue in which to reach key California home care agencies, all in one location, with five hours of non-competing exhibit time. You have a ‘ captive’ audience of over 400 attendees, most of whom are decisionmakers for purchasing products and services.

More than 60% of the booths have been reserved to date. Join us today as we set sail for San Diego and CAHSAH’s 2009 Home Care Expo!

CERTIFIED HOME CARE AIDE ORGANIZATIONS

Congratulations! The following agencies have received their Home Care Aide Organization certification between December 23, 2008 and January 23, 2009.

TO VIEW A FULL LIST of home care aide organizations who have received CERTIFICATION, go to www.cahsah.org/index.php?p=hca_organization_certification.

TO APPLY OR FOR FURTHER DETAILS go to www.cahsah.org or contact Michele Lander at mlander@cahsah.org or (916) 641-5795 x 129.

CAHSAH’s Home Care Aide Organization Certification Program allows home care aide organizations or components of home care organizations which provide home care aide services to submit evidence that they meet CAHSAH’s Minimum Standards for Home Care Aide Organizations.
CAHSAH Welcomes New Members!

Please help us extend a warm welcome to those new members who have recently joined CAHSAH between December 23, 2008 and January 23, 2009.

Providers

- Bright Care Home Health
- Temple City – Medicare Certified
- Metropolitan Home Health
- Los Angeles – Medicare Certified
- Select Home Care
- Pasadena – Licensed Home Health

Affiliates

- Sansio - HomeSolutions.NET, Duluth, MN

Win a Cruise for Two

At the 2009 CAHSAH Annual Conference from May 6-8.

You heard right! This year, CAHSAH is offering a cruise for two as the grand prize for playing a game onsite. Follow these three simple steps and you are on your way to sailing away.

Step 1: Sign up to attend CAHSAH’s Annual Conference
Step 2: Play the Game (The official game piece can be found in the registration brochure and on CAHSAH’s website)
Step 3: Solve the final clue

So now you ask - What can be more exciting than getting a chance to win a cruise for two at this year’s Annual Conference? How about enhancing your professional development at one of the most elite conferences in the west coast? With 42 concurrent sessions in six different tracks taught by top industry experts on new and innovative ideas, you’ll find important information on key issues affecting the home care and hospice industry.

For more information or to sign up for the annual conference, visit our website at www.cahsah.org and download the pre-registration brochure or contact Kairsee Tacher at (916) 641-5795 ext. 113.

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For more information or to sign up for the annual conference, visit our website at www.cahsah.org and download the pre-registration brochure or contact Kairsee Tacher at (916) 641-5795 ext. 113.

CAHSAH Welcomes New Members!

Please help us extend a warm welcome to those new members who have recently joined CAHSAH between December 23, 2008 and January 23, 2009.

Providers

- Bright Care Home Health
- Temple City – Medicare Certified
- Metropolitan Home Health
- Los Angeles – Medicare Certified
- Select Home Care
- Pasadena – Licensed Home Health

Affiliates

- Sansio - HomeSolutions.NET, Duluth, MN

Win a Cruise for Two

At the 2009 CAHSAH Annual Conference from May 6-8.

You heard right! This year, CAHSAH is offering a cruise for two as the grand prize for playing a game onsite. Follow these three simple steps and you are on your way to sailing away.

Step 1: Sign up to attend CAHSAH’s Annual Conference
Step 2: Play the Game (The official game piece can be found in the registration brochure and on CAHSAH’s website)
Step 3: Solve the final clue

So now you ask - What can be more exciting than getting a chance to win a cruise for two at this year’s Annual Conference? How about enhancing your professional development at one of the most elite conferences in the west coast? With 42 concurrent sessions in six different tracks taught by top industry experts on new and innovative ideas, you’ll find important information on key issues affecting the home care and hospice industry.

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Medicare PPS Billing Workshop

In this economy - it is more important now than ever to capitalize on your ROI (return on investment). Billing plays such a crucial part in home health. It is important to understand the PPS regulations so that your billers can get the most reimbursement possible. For the cost of one registration, you could save your agency hundreds or even thousands of dollars.

The Basic session of this workshop will lay a concrete foundation for new billers, as well as, experienced billers by giving billers a more effective approach to the Medicare PPS regulation, conducting Medicare verifications and understanding adjustments. The Advanced session will go into Medicare Secondary Payer and Medicare Part B Therapy billing in addition to an in-depth review of the final claim audit process. Numerous billing scenarios are presented with discussion.

Private Duty from the Ground Up

For those new to private duty, understanding the differences between offering services for private pay and reimbursed services is essential! This intensive workshop is designed specifically for individuals thinking about adding private duty services to their current agency or starting a private duty agency on their own.

Private Duty Business Elevation

If you already own a private duty business but want to take it to the next level this workshop is for you! Learn firsthand from industry experts who have been in your shoes! This workshop provides direct and specific knowledge that will elevate your current private duty agency to a new level of success!

Home Care Manager Certificate Program (HCMCP)

With the market tightening and resources dwindling, employers are forced to seek out managers who can bring a competitive mix of skills to their organization. Whether you are looking to increase your visibility and value at your current agency, or anticipate entering the job market, certification is a sure-fire method to make you stand out from the crowd!

Now more than ever is the time to learn the latest techniques in effective Marketing, Organizational Management, and Financial Management. Contribute to your agency’s bottom-line by developing the skills necessary to be an effective leader.

With two modules to choose from, you can either participate in the Private Duty or Medicare Certified break outs.

Be a part of the prestigious class and gain the unprecedented advantage of being a Certified Home Care Manager with the right to use the CHCM designation after your name!

For more information on this program please contact Kairsee Tacher at 916-641-5795 ext. 113 or ktacher@cahsah.org.
Hospice Manager Certificate Program (HMCP)

The Hospice Manager Certificate Program was designed to meet the training needs of front-line supervisors, middle managers, business owners, emerging managers and supervisors, or any middle management personnel of a Medicare-certified hospice. The Hospice Manager Certificate Program will help you develop the skills to be not only a great manager, but a great LEADER.

- Here’s just a glimpse at what will be covered:
  - Your Responsibilities as a Hospice Manager and Leader
  - Comprehending the Regulations: Standards of Quality Hospice Care
  - Hospice Nuts and Bolts, the New Medicare Hospice CoPs
  - Budgeting and Reimbursement Fundamentals
  - Operationalizing Your Hospice Budget and Managing Reimbursement
  - Coaching for Success
  - Human Resource Practices and Employment Law

Be a part of the Hospice graduating class and gain the unprecedented advantage of being a Certified Hospice Manager and earn the right to use the CHM designation after your name!

For more information or to register for this program please visit our website at www.cahsah.org or contact Kairsee Tacher at 916-641-5795 ext. 113 or ktacher@cahsah.org.
We’re bringing everything popular back and much, much, more…

Conference Tracks
- Hospice
- Private Duty
- Leadership - NEW!
- Medicare Certified Basic
- Med-Certified Intermediate/Advanced
- All (Misc. track for everyone)

Please note that although we make every effort to enlist the individual sessions under the specified track, there will be certain session topics that may apply to other tracks. For more information on individual sessions, go to the CAHSAH website at www.cahsah.org

CAHSAH Bookstore
Don’t miss this rare opportunity to get the resources you need! This year we will have a larger selection and even bigger savings! These special pricing only comes once a year so be sure to drop by the CAHSAH Bookstore.

Cyber Cafe
Whether you want to browse the Internet or simply check your email, CAHSAH has you covered. There will be computers available inside the CAHSAH Bookstore for your perusal while you browse the latest CAHSAH resource products.

For more information or to register for the conference, visit CAHSAH’s website at www.cahsah.org or call 916-641-5795 ext. 113.

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