

The Washington Voice

An E-Newsletter From



Adult Family Home Council

OF WASHINGTON STATE

Who We Are

Advocates for compassionate, individualized care. Serving adult family homes for more than 20 years!

Our Mission

To improve the lives and well-being of vulnerable adults through support of adult family homes.

In This Issue

Letter from John	p. 1
Results of the AFH Council Executive Board Election	p. 2
2019 Legislative Agenda	p. 3
Lobby Day	p. 4
Frequently Asked Labor Law Questions	p. 5
Social Security Matters News	p. 7
A Review of Topical Medication Administration	p. 8-9
Dear Provider Letters	p. 10
Upcoming Administrative Training Courses	p. 11
Upcoming Events and More	p. 13
Buy-Sell-Trade	p. 14

Hello Adult Family Homes of Washington,

The 2019 legislative session convened on Monday, January 14. The advocacy the AFH Council is providing has increased rates, improved working conditions and creates new benefits for providers and residents. There is still so much more to do. Our legislative agenda focuses on three primary areas.

The first is capacity. Our state's nationally recognized long-term care system is beginning to feel the impact of the increasing number of people over the age of 75. People with disabilities are more and more challenged to find housing and support. The increase in diagnosis of Alzheimer's Disease and other dementias will continue. We know that adult family homes are a key player in this system and we want to do more to be ready for the future. That is why we are introducing legislation to expand capacity and create specialty contracts needed to better serve our communities.

Next is workforce development. The state needs to provide full funding for the contract negotiated last summer. The rate increases are needed to continue to pay staff as the minimum wage rises and new benefits are required by law. Additionally, we must make investments in workforce development efforts. By establishing an AFH Training Network, we can subsidize training costs, build programs, develop resources and invest in building our workforce.

We must also recognize the financial challenge that many residents and their families face when purchasing long-term care. Today 60% of our residents are Medicaid funded. Families are often surprised that Medicare or private insurance will not pay for AFH services. Many spend down to Medicaid faster than expected. The Long Term Care Trust Act would provide a benefit to Washingtonians who have worked and now need help. This will allow better financial planning and reduce dependence on Medicaid.

Our legislative agenda is built on ideas, concerns and issues raised by the members of the Adult Family Home Council. Being a "member-driven" organization is key in having a meaningful and powerful association. As the Council works to further issues for all adult family home providers, I want to encourage, not only your membership in the council, but your participation. Our association was formed to improve the lives of vulnerable adults through the support of adult family home providers. By communicating your needs, seeking assistance, asking questions at chapter meetings, attending conferences and even reading this newsletter, you are participating. Thank you!

All the best,



John Ficker
Executive Director

Results of the AFH Council Executive Board Election

Region Five Delegate

AFH is located in one of the following counties: Kitsap and Pierce

Rey Aquinde

At Large Delegate Seat 8

AFH is located statewide

Daniela Torkelson

At Large Delegate Seat 11

AFH is located in Eastern Washington

Eugene Nassen

Welcome Your 2019 Board Members



Rey Aquinde



Owner of AFH for 12 years. Obtained the Geriatric Health Certificate from University of WA. AFH Council Pierce County Chapter leader for 7 years and Executive Board member for 5 years. As your chapter leader and board member, I have been involved in advocating the quality of AFH standards. I have appreciated assisting our members improve the standard of care to residents, provide continuing education, training, and business resources. Rey is the owner of Living Life Care Home at University Place (license #750889) and Living Life Care Home on Willow Lane (license #750161).

Daniela Torkelson



Daniela Torkelson is a mother of seven children. She was born in Romania. In 2009, Daniela opened her first adult family home and has since opened six more adult family homes. She has a management and caregiver team of 40. Daniela's company model is Compassion is Our Business. She has a vision of seeing adult family homes as being a PROFESSIONAL brand in the industry. Daniela is the owner of Choice One Care AFH LLC (license #753337), First Choice Care LLC (license #751963) and Burien Best Care Homes (license #751283).

Eugene Nassen



Owner of AFH for 13 years and Operator/Financial Officer of Kittitas Interactive Management, which is an agency governed by the Division of Developmental Disabilities. Former Vice President and President of his chapter. Longtime member of the AFH Council. Married for 42 years, children. Eugene is the owner of Genteel Establishment (license #596500).

2019 Legislative Agenda

Capacity



House Bill 1023

- For qualified homes with appropriate space and experience, an AFH would be allowed to increase to a 7 or 8 bed capacity.

Specialty Contracts

- Support consumers in finding the right care.
- Recognize and support homes that exclusively serve people living with Dementia.
- Differentiate homes exclusively serving individuals with developmental or intellectual disabilities.

Workforce Development



Funding for the Adult Family Home Contract

- The collectively bargained contract increases Medicaid rates in an effort to catch up with rising minimum wage and benefit standards.

AFH Training Network

- Adult family homes need a system for training and developing staff.
- Use the designated training benefit to build a statewide AFH network to improve workforce development and quality training.

Financing



Long Term Care Trust Act (LTCTA)

- Most individuals seeking long term care do not have the resources to fund their needed services. This results in families spending down to Medicaid eligibility (poverty) and increasing state spending. The LTCTA would create a benefit, funded through a payroll premium, providing access to funds to support their LTC needs.

Investments in adult family homes reduce Medicaid spending.

Adult Family Homes currently serve around 8,000 Medicaid funded residents. If 5% of the current AFH Medicaid caseload (about 400 residents) were transferred to an skilled nursing facility, in one year state spending will increase by almost \$20 Million.

Join Us in Olympia for Lobby Day!



9:00 AM - 5:00 PM • January 22 • Washington State Capitol Campus, Columbia Room

We will make appointments to talk to your legislators about the needs of adult family homes in Washington State!

We need your help!

Your story and perspective will have the greatest impact!



**Register
online:**

HERE

Frequently Asked Labor Law Questions

The Department of Labor & Industries receives many questions from adult family home providers. The scenarios listed below occur frequently in the AFH industry and could subject providers to wage complaint investigations administered by both L&I and the United States Department of Labor or even workers' comp audits.

Question: If an employer pays for an employee's training, can the employer require a refund or withhold wages if the worker quits within the first year (or some other contractual timeframe) without violating state labor laws?

Answer: These are two separate courses of action:

- **Require a Refund:** The employer could be within their rights to require an employee out-of-pocket refund for this training. If there was an agreement established between the employee and the employer unrelated to a deduction from the worker's wages, we believe that the Department would consider this to be a contractual matter between the employee and employer. The employer would be responsible for their own attempts to get reimbursement from the employee under such scenario.
- **Withhold wages:** Under state law, an employer may not withhold the final paycheck, but they could make a deduction from the final paycheck. From the text given, it sounds like this would come about through a final paycheck deduction after the employee decided to leave the organization. This could be a permissible deduction if the deduction was specifically agreed upon orally or in writing by the employee and employer. See RCW 49.48.010. Whether the deduction can take the worker's final gross wages below the minimum wage for each hour worked depends on whether the training is for the worker's benefit. See WAC 296-126-025. If it is deemed for the worker's benefit, it may take the worker's final gross wages below minimum wage. If not, it cannot take the worker's final gross wages below minimum wage. It is true that judging whether something is "for the benefit of the employee" or not can come down to subjective judgement, but if the training discussed here provides credentials or advancement opportunity to employees, and the employer is not required by law to pay for it, this could meet the requirement of "benefitting the employee."

Question: An applicant applying for an AFH license must complete 1000 hours of direct caregiving experience in a contracted setting within the five years prior to applying for licensure. Can an AFH engage a worker as a volunteer (unpaid) or an intern for the purposes of helping them acquire this experience?

Answer: In general, volunteers are not allowed in a "for-profit" business per our department's Administrative Policy on Minimum Wage Act Applicability [ES.A.1](#) (page 4)

- Exception - when there is a bona fide internship arrangement that meets all six criteria listed on p.1 of this L&I ["Unpaid Internships 101"](#) publication
- The US DOL also has a similar [Fact Sheet #71](#)

Affiliate Business Profile

Law Office of A.L. Redline, PLLC A Professional Limited Liability Company

Business Law, Elder Law, License Defense, and Administration Law

I began helping AFH providers in 2004 and exclusively focused my law practice on AFH work in 2009. After helping several hundred providers all over the state, including the peninsula, the islands, and the mountainous areas, I appreciate the variety of challenges that AFH providers deal with on a regular basis.

For example, I am hired by a provider when they suspect a complaint investigator will be coming to their home. I listen on the phone when they interview my client and take down the conversation in shorthand to get every word. Also, I am always present with my client, either in-person or by phone, for all APS interviews. After which, I transcribe my shorthand and provide a typed version of the interview for my client if we suspect the problem may worsen.

I was traumatized many years ago by DSHS investigators who considered taking my children away from me! I felt an immense amount of fear, trauma, and stress in dealing with the state and so, today, I approach my client's problems with keen determination to protect, guide, and defend them.

Here is my bottom line: Prevention is your friend. Nip the monster in the bud. While the issue is small, take control. It's easier dealing with a problem at a tiny fraction of the cost than when the problem is into the thousands of dollars.

If you are an AFH provider, feel free to call me with any questions, thoughts, or concerns. I am available off hours, weekends, and holidays for emergencies. I get paid in advance and charge \$220/hour. I do not always charge for phone calls, emails, faxes and the like unless they are substantive or significant. I am proud to be an exclusive adult family home attorney.



The attorney with
integrity building trust.

Helping adult family home providers:
Investigations and inspections
Deficiencies and imposed conditions
Informal dispute resolutions
Administrative hearings
Employment Issues
Consultations available throughout the year



Contact Anita Redline at 425-879-4628

www.RedlineLaw.net
Edmonds, WA

Anita Redline, Attorney
Anita@RedlineLaw.net
Phone: 425-879-4628

Mail: POB 772, Edmonds, WA 98020
Location: Waterfront Park Building, 144
Railroad AVE, STE 308, Edmonds, WA
98020

Fax: 425-771-7919
www.RedlineLaw.net
www.Facebook.com/AnitaRedline

Social Security Matters News - The Official Blog of Social Security



Securing today
and tomorrow

SOCIAL SECURITY MATTERS



[Social Security Benefits Increase in 2019](#)

01/03/2019 01:25 PM EST

Each year we announce the annual cost-of-living adjustment (COLA). Usually, there is an increase in the Social Security and Supplemental Security Income (SSI) benefit amount people receive each month, starting the following January. Law requires that federal benefit rates increase ... [Continue reading →](#)

Go to Blog

Social Security Matters News - The Official Blog of Social Security is a another helpful resource for information for Adult Family Homes! Sign up to receive their news updates today!

Sign up for
mailing list:

[HERE](#)



View Social
Security Matters:

[HERE](#)

A Review of Topical Medication Administration

By Amy Pond, Clinical Pharmacist at Ready Meds Pharmacy

This month Ready Meds Pharmacy will review topical medication administration. Topical medications may be used to treat dry skin, inflammation, fungal, viral, or bacterial infections of the skin, and to provide superficial analgesia. Topical products range from ointments, creams, lotions, powders, and gels. We will also discuss transdermal patch application. Topical medications that the resident cannot apply themselves will have to be nurse delegated. The nurse delegator will instruct caregivers on proper techniques and provide nursing assessment of the resident's skin conditions. Knowing which items need to be nurse delegated can sometimes be confusing. Generally, if the product that you are applying is for personal care or prevention, then it may not need to be nurse delegated. Personal care items are items that do not require a physician's order like body lotion, vitamin A&D ointment, Aquaphor, and Vaseline. If the topical product is to treat a condition or for an open wound, then it will have a physician's order and should be nurse delegated. If a wound is open, the nurse delegator may suggest that a home health care agency provide wound care treatments since the risk of infection can be devastating. If a resident is deteriorating, please do not hesitate to arrange for them to be taken to the hospital. Check with your nurse delegator in any situation that you are unsure about.



When topical products are delivered from the pharmacy it is a good practice to keep the packaging in which the tubes of medication are supplied, if applicable. Often directions and labels will be on the box instead of the tube. Some topical products like Voltaren Gel and nitroglycerin ointment come with a dosing card to measure the prescribed dose. Look for the measuring aid inside of the box. It is very important to apply the correct dose of medications without overdosing the resident. When applying a topical medication, cleanse the area first by gently washing it with soap and water. Dead tissue and encrustation can harbor microorganisms and keep the medication from absorbing. Simply applying new medication over previously applied medication can increase the risk of infection and reduce the therapeutic effect of the drug. Because topical medications are absorbed by the skin, wear gloves when applying them to protect yourself against accidental exposure.

- continued on page 9

A Review of Topical Medication Administration

By Amy Pond, Clinical Pharmacist at Ready Meds Pharmacy

- continued from page 8

If a resident requires topical medications to be layered, apply powders, creams, or lotions first. Wait a few minutes for ingredients to penetrate. Then apply ointment or other emollient topical products. Apply barrier products last. When administering powders, make sure the skin is completely dry and clean before applying a thin layer of powder. This minimizes the potential for the powder to cake and crust. Transdermal patches may be used to treat conditions such as pain, hypertension, and dementia. When applying transdermal patches make sure to remove the old patch first if it is still in place. Not removing the previous patch may result in overdose of the medication. Check between skin folds for the old patch. Observe for signs of skin irritation at the old patch site and document. Rotate site of application to help prevent skin irritation. Use a felt tip marker to write the date, time, and your initials on the outside of the new patch. Document site of patch administration on the medication administration record. For all topical medications, make sure to include the specific area of the body and not just "affected area" on your negotiated care plans and in SOAP (subjective, objective, assessment, and plan) notes. Some underlying diseases like eczema, psoriasis, or diabetes can result in dry skin. Also, as we age, our skin becomes thinner and drier.

Be aware of the many changes that occur on your resident's skin and take them into consideration when applying topical medications. Apply topical products gently to avoid bruising or damaging the skin.



Ready Meds Pharmacy
Renton · Spokane

Is your pharmacy delivering for you? Ready Meds Pharmacy is a full service pharmacy. We provide your facility with quick & efficient delivery service, 24-hr on-call pharmacists, Medication Therapy Management, monthly MARs & physician orders, and FREE in-home or online CE. Call us today! We're Ready when you are.

Keeping you and your clients healthy is our priority at Ready Meds Pharmacy. Come to the pharmacy you know and trust.

Looking for a new home for your prescriptions? Well look no further. At Ready Meds Pharmacy you will be treated like family. Call us today and schedule an in-house consultation.

At Ready Meds Pharmacy we do more than just accurately fill your residents' prescriptions. If you have questions about what your residents are getting, we're here for you. We're glad to listen to your concerns and answer all your questions. Call us today. Ready Meds Pharmacy. It's not just a name, its a promise!

www.readymedspharmacy.com • Ph: 877-425-MEDS • Fx: 877-509-MEDS
Located in Renton and Spokane to serve you!

Dear Provider Letters

ALSTA: AFH #2019-001 CARE ASSESSMENT CHANGES: MEDICATION DOCUMENTATION: [HERE](#)

At the end of December, 2018 a change was made to the CARE tool that removed the resident's medication list from the assessment. The intent behind this change was to reduce confusion over out-of-date medication lists. Unfortunately, the removal of the medication list from the assessment had a negative effect. The medication list is important to AFH providers because it is one of the required resident assessment topics per [WAC 388-76-10335](#). Upon reconsideration of the importance of the list, ALSTA is working on reverting the system design back to documenting individual medications. In the interim, this Dear Provider letter gives a detailed description of what you will see in the CARE assessment. The letter also explains that Case Managers will be listing resident's medication in the Medication Management Comments box in CARE in order to meet the WAC requirement.




PEAKS & PLAINS
Medical Supplies

COMMITTED TO EASING THE BURDEN...

...for Adult Family Home Operators

- ♥ Quick Delivery
- ♥ Consistent Low Prices
- ♥ 17 Year Reputation

We Have a Personal Representative Near You!

TO SUBSCRIBE TO OUR MONTHLY FAX SPECIALS CALL 1-800-585-4201

YOUR FULL SERVICE MEDICAL SUPPLY PROVIDER

Peaks-Plains.com



DREAMWORKS
Printing Solutions

Printing the best way possible on your terms

Dreamworks Printing Solutions is a state of the art digital copy and print center located in the IKEA Shopping District in Renton, Washington. From on-the-glass, digital copies, and digital high-speed printing, Dreamworks Printing Solutions is your complete one-stop solution.

Dreamworks Printing Solutions is there for everyone's needs including just 1 or 2 copies to business to business printing.

SELF-SERVICE
It's easy, fast and convenient while on the road or in a hurry. Avoid lines and save time by copying or digital printing from your USB Flash Drive

FULL SERVICE
Don't have time to stand at the printer making your copies? Let our experienced staff do that for you, and this includes bindery services like folding, stapling, booklet making, laminating, etc.

WIDE FORMAT
Posters, Banners, Engineering Prints, Signs? No matter what your wide format needs are we have you covered in a variety of sizes and wide format materials

PROMOTIONAL PRODUCTS
Looking for some promotional products with your logo on it for an upcoming event or conference? Looking for something specific or just browsing for ideas? Let us help get you the right product with your logo on it to make you shine at your next event



1250 SW 43RD ST., SUITE B
RENTON, WA 98057
PH. 425-970-4625
FX. 425-970-4625
www.dreamworksprints.com
orders@dreamworksprints.com

Upcoming Administrative Training Courses

Clark College will be offering the AFH Administrator course on the dates below:

01/17 - 02/01
Thursday's & Friday's
8:00 AM - 5:30 PM

Classes located at
CEE 210

Course info and
registration:

[HERE](#)

500 Broadway
Street, Suite 200
Vancouver, WA
98660

Questions:
(360) 992-2939



Community Colleges of Spokane will be offering the AFH Administrator course on the dates below:

02/05-02/21
Tuesday, Wednesday, Thursday
9:00 AM - 4:00 PM

Classes located at
Building: SCC-50/Max
Snyder

All course info
and registration:

[HERE](#)

03/06
Wednesday (one day training)
8:00 AM - 12:00 PM

Classes located at
Building: SCC-50/Max
Snyder

All course info
and registration:

501 N Riverpoint Blvd. MS
1009
PO Box 6000
Spokane, WA 99217-6000

[HERE](#)



Community Colleges of Spokane

North Seattle College will be offering the AFH Administrator course on the dates below:

02/06-03/06
Saturday's & Sunday's
8:00 AM - 2:30 PM

North Seattle College
9600 College Way North
Seattle, WA 98103

Questions:
(206) 934-3619

Course info and
registration:

[HERE](#)

*Call between 10:00am-
1:00pm

afh.northseattlecolleges.edu



**Stay up-to-date with
Administrator Training dates
every month with our newsletter!**

Wanted: Administrator Training Instructor



Adult Family Home Administrator Training Course Instructor Needed

The Center for Workforce & Continuing Education at the Community Colleges of Spokane is seeking to develop a pool of qualified individuals for Adjunct (part-time) Instructors in Spokane, WA, and/or surrounding regions for the Adult Family Home Administrator training course. See qualification information below. Classes may be taught in the morning, afternoon, evening, and/or weekends.

Required Competencies (Minimum Qualifications)

- Must be a current Adult Family Home owner in good standing
- Prior teaching experience
- Model professional decorum and mutual respect in all personal interactions
- Acceptance of the responsibility to promote the welfare and best interests of students at all times
- The ability to perform assigned duties in a manner consistent with applicable laws, regulations and goals of the institution, community and technical college system
- A demonstrated understanding and value for the contributions that a diverse workforce can contribute to the success of the organization and the students we serve.

Terms of Employment

- For adjunct instructors, compensation will be on a contract basis and pro-rated according to the amount of workload assigned. CCS reserves the right to cancel this recruitment without notice. Academic employees are represented by the Association of Higher Education (AHE), which is affiliated with NEA and WEA. Membership is optional.

Conditions for Employment

- Person hired must be able to provide acceptable documentation of U.S. Citizenship or lawful authorization to work in the U.S. This is an absolute condition of employment. In addition, CCS maintains a drug free work and learning environment and prohibits smoking in all college buildings and state-owned vehicles. CCS employees must be able to successfully work in and promote a multicultural and diverse work and educational environment. Requires criminal background check. If using personal vehicle for travel, proof of driver's license and car insurance required.

Rate of Pay

- \$30.44 per hour with negotiable additional hours for professional development paid at \$26.88 per hour.

**Contact Sandy at 509-533-8057 or email
sandy.harper@ccs.spokane.edu for application and instructions.**

Upcoming Events and More

Lobby Day

January 22, 2019
9:00 AM -5:00 PM

We will make appointments for you to talk with your legislators about the needs of adult family homes in Washington state. Your stories and perspectives will have the greatest impact!

Register: [HERE](#)

Webinar: 2019 Legislative Session

January 25, 2019
10:00-11:00 AM

Presented by John Ficker, Adult Family Home Council Executive Director & Maria Chiechi, Director of Legislative Affairs

Join us for an update of the 2019 Legislative Session!

The discussion will include:

- A brief overview of the legislative process
- Update on the legislative agenda pertinent to the adult family home and long-term care industries in Washington State

1.0 hour of CE is available for members who register and attend the Webinar

Register: [HERE](#)

Future Dates:

February 20, 2019 2:00-3:00pm
March 20, 2019 10:00-11:00am
April 30, 2019 2:00-3:00pm



Adult Family Home Council
OF WASHINGTON STATE



Adult Family Homes
Compassionate, Individualized
24-Hour Care in a Home Setting

**Stay up-to-date with all of
our events by going to our
website!**

[HERE](#)

\$ Buy - Sell - Trade \$

Adult Family Home Council Members Marketplace Page
Place an ad on this page in the next issue!

Profitable Private Pay AFH in
Vancouver, WA



Turn-key ready adult family home nestled in quiet well-established neighborhood located within minutes from Peace Health Hospital and The Vancouver Medical Clinic. Beautifully remodeled 1900 sq. ft. home offers 5 bedrooms, 2.5 baths, large spacious great room with abundant natural light overlooking 0.34 acres of park-like landscaping with raised garden beds. Home is licensed for 5 residents and will be sold completely furnished including all appliances. New roof installed August 2017. Vinyl siding state of the art windows. Asking: \$429,000 for Home
\$125,000 for business
Call 360-600-0887 for more information and pictures.
Please, qualified buyers only.

AFH For Sale in Tokeland, WA



2591 Tokeland Rd, Tokeland
98590
List Price: \$399,900
Active Adult Family home located in Tokeland. Dolphin Cove Adult Home licensed for 6 client residents has been in business for 10yrs. Home & business sold together. Owner will assist in transition for new owners. 6 beds, 2.5 baths, large 2-car garage w/ workshop. Newer roof, outside paint, vinyl windows & doors. Inside new vinyl floors, new carpet upstairs, new paint. 2 bdrms & bonus rm located upstairs for owner. Handicap accessible, outside decks. Quiet peaceful location. Deeded access to bay.
Presented by: Sandra Shea,
Washington Coast Real Estate,
360-268-0977
sandra Shea@techline.com

Your Adult Family Home Council Team

John Ficker

Executive Director
john@adultfamilyhomecouncil.org
(360) 754-3329

Maria Chiechi

Director of Legislative Affairs
maria@adultfamilyhomecouncil.org
(360) 754-3329

Bryon Dahl

Operations Manager
bryon@adultfamilyhomecouncil.org
(360) 754-3329

Karen Cordero

Director of Education & Support
karen@adultfamilyhomecouncil.org
(360) 754-3329

Jessica Griffin

Communications Coordinator
jessica@adultfamilyhomecouncil.org
(360) 754-3329

Like us on Facebook! 



JOIN
MAKE YOUR VOICE HEARD



Code of Ethics for Adult Family Home Providers

This Code of Ethics for Adult Family Home Providers has been developed as a guide for carrying out provider responsibilities in a manner consistent with professional values and more standards which define the essentials of honorable behavior for the Adult Family Home Provider.

As Adult Family Home Providers, we want the public to acknowledge us as professionals. Part of this process is to develop a system of ethical codes of conduct and standards of practice that incorporate our principles and values regarding quality care. Through their Associations and working with fellow members:

- An Adult Home Provider recognizes and respects the dignity of residents without consideration for race, religion, gender, sexual orientation, social or economic status.
- An Adult Family Home Provider, while honoring the residents' rights to self determination, will promote and protect the rights of all their residents.
- An Adult Family Home Provider is responsible and accountable for their individual practice and determining how they deliver optimum care to their residents.
- An Adult Family Home Provider acknowledges the responsibility to protect their own integrity, maintain competence in their field, and continue their personal and professional growth.
- An Adult Family Home Provider will promote their profession with continued education and political action in shaping the WACs and rules that govern their profession.

523 Pear Street SE, Olympia, WA 98501

Toll Free - 1-888-439-8999

Fax - 360-943-6653

www.adultfamilyhomecouncil.org