

November 2019

# 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.*

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# Hello Adult Family Homes of Washington,

Traditionally, November is the month to consider all those things for which we are thankful. I personally remain ever grateful for the opportunity to work with the adult family home owners of Washington. I know how much your work means to communities, families and the residents you serve. Across our state thousands of families are thankful for you and the care you provide for their loved ones.

I know there are many challenges and needs facing adult family home operators. Perhaps the most significant one is the challenge to hire, train and retain quality caregiving staff. I am excited to tell you that we are making progress on improving this situation. Due to the efforts of the AFH Council, the state legislature authorized the development of an Adult Family Home Training Network. This network will have the capacity to provide training, workforce development, and other services to adult family homes.

The legislation allows investments to be made to the AFH Training Network as soon as January 1, 2020. It limited those investments to funds already allocated in the 2019-2021 collective bargaining agreement. We are negotiating for a small percentage (less than 15%) of the training benefit to be used to develop the AFH Training Network's strategic plan and begin training efforts in 2020. Initial steps in developing the AFH Training Network will include outreach to adult family home operators, community/facility-based trainers and other partners in adult family home services. By gathering feedback on current training needs and identifying barriers the AFH Network can develop meaningful supports and solutions to assist adult family homes in building a qualified trained workforce.

This work coincides with efforts from DSHS, Department of Health, the Nursing Commission and other advocates to eliminate barriers and grow the long-term care workforce.

Next year, we will be negotiating the 2021-23 contract where we will continue to bargain and negotiate increases in the base daily rates. Through the AFH Network we will work to make significant investments in AFH training and workforce development. I believe the AFH Network will be able to pay wages and provide tuition funding for new workers entering the long-term care workforce as an HCA or NAC. We are also looking to use the AFH Network to train more providers to build facility-based programs.

Stay tuned for more information to come as negotiations are finalized and feedback is sought. Our advocacy work is supported by the adult family homes who are dues paying members of the Adult Family Home Council. If you are a member of the AFH Council, Thank you! If you are not, I hope you will choose to participate in supporting your industry by becoming a member and getting involved.

All the best,



John Ficker  
Executive Director

## Important Dates:

Nominations Close:  
November 27, 2019

Voting Opens:  
December 2, 2019

Voting Closes:  
December 31, 2019

Results Announced:  
January 8, 2019

**Make Your  
Voice Heard!**



**VOTE**

# 2019 AFH Council Executive Board Elections

## Nominations are open for the following AFH Council Executive Board positions:

- Region Three Delegate - Island, San Juan, Skagit, Snohomish and Whatcom Counties
- Region Six Delegate - Clallam, Clark, Cowlitz, Grays Harbor, Jefferson, Lewis, Mason, Pacific, Skamania, Thurston and Wahkiakum Counties
- Region Seven Delegate - King County
- At Large Delegate - Statewide

Nominations for Regions Three, Six and Seven must be made by and be from an AFH Council member in good standing in those designated areas/counties. The "At Large" positions, must be nominated by and be from an AFH Council member in good standing anywhere in the state.

[Click here for more information on board member responsibilities and qualifications.](#)

If you have questions, please feel free to contact the Adult Family Home Council at: 360-754-3329  
or [info@adultfamilyhomecouncil.org](mailto:info@adultfamilyhomecouncil.org)

[Click Here to Submit a Nomination](#)



The AFH Council's 2020 Legislative

# Lobby Day

January 23, 2020

9:00 AM – 5:00 PM

Washington State Capitol Campus, Columbia Room

Join Us In Olympia for AFH Council's Legislative Lobby Day!

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! Please sign up below to join us on Thursday, January 23, 2020 at your state capitol!

We will be able to register Member walk-ins at Lobby Day

[Click Here to Register](#)

[Click Here to Review Our Legislative Agenda](#)

## Affiliate Business Profile

Mariane brings a breath of Fresh Air to Real Estate Listings and Sales in the Greater Eastside, Seattle & NW areas, consistently helping many consumers obtain the most when buying or selling, employing expertise & depth of knowledge, since the year 2000. Adult Family Homes Sales Specialist. Have been a provider for two Adult family homes, for eleven years in the Kirkland area.

Consistently, our team composed of five Professionals, Title, Escrow, Marketing, and Lending, has helped sell **Multi Millions in volume**, with satisfied consumers of all walks of life to buy or Sell homes, and Adult Family Homes, to transfer Businesses and complete transaction, professionally.

We strive for excellence in providing state of the art Listing & Marketing tools and strategies, using outstanding pictures, and results driven marketing procedures, which, in turn, speak for our successful rate of **85% listings taken and Sold by us**, thus providing Active Marketing.

When working with a wide variety of buyers, we analyze the investment, and strong negotiating, we offer a few skilled lenders, helping buyers finalize the sale as much as possible in stress free transaction.

What is important **to you** is what we focus on, and go extra miles see the big picture, as well as explaining the variety of the angles each transaction takes while riding into fruition.

Mariane relates to consumers of all walks of life, as she traveled around the world, and taught students grades, 1-12 in both Europe and Renton, Seattle, and Mercer Island areas with a Master's Degree in Education & Teaching, speaking fluently a few languages, thus understanding our multi-cultural diversity and unique individual cultural thinking, which makes the world a better place. Work together to help maximize net of the home sale.

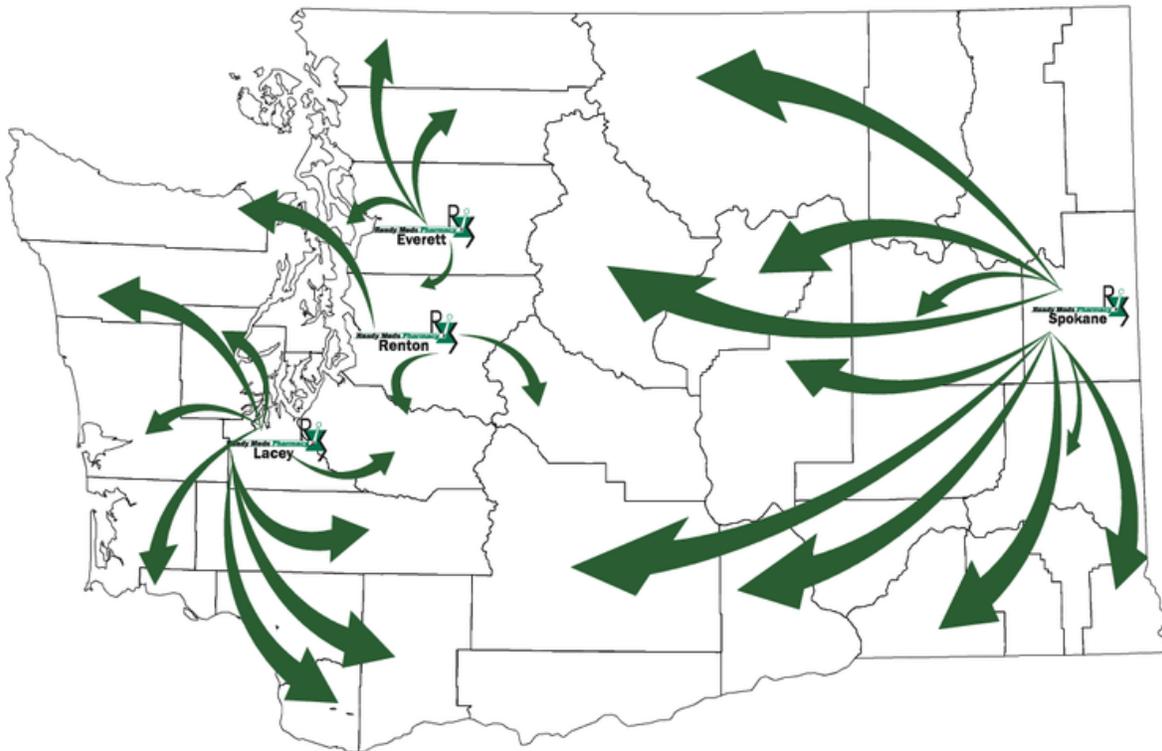
Call Mariane today for a Market Analysis of how much your home is worth, or to make an offer of the house of your dreams!

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# Adult Family Home Inspections

By Amy Pond, Clinical Pharmacist at Ready Meds Pharmacy

The time approaching your licensing visit can be very stressful. To alleviate some of the stress, it is advisable for you and your staff to familiarize yourselves with the procedures of an inspection. You can do this during a staff meeting or have the information handy in a staff binder. This would be particularly helpful for new staff members. Knowing what to expect is half the battle so here is a brief summary excerpted from Chapter 12B of the DSHS Residential Care Services (RCS) Standard Operating Procedures Manual. This is the manual that licensors use to prepare for your inspection visit.

The purpose of adult family home (AFH) licensing visits is to ensure homes are in compliance or continuing to remain in compliance with minimum licensing standards as defined in Chapter 70.128 RCW and Chapter 388-76 WAC.

**Timing of inspections:** Inspections are unannounced but should occur no longer than 18 months from the previous inspection. If you happen to have a history of non-compliance, inspections could happen between 9 and 12 months from the last inspection. If you have a history of compliance, it will generally be between 16-18 months. RCS may inspect a home every 24 months if there have been no citations for the past 3 inspections and no citations resulting from complaint investigations. The inspector will attempt to make timing of inspection visits unpredictable, so you must be ready at all times. Inspections may be at different times of the day, times of the week, or times of the month and may not be in the same month as any previous inspections.

**Upon arrival at your home:** The way RCS initiates contact with a provider, staff, and residents will set the tone for the rest of the inspection. The inspector should always be respectful and allow providers and staff time to ask questions.

The inspector will check the outside of the home for any environmental hazards or concerns. They will knock on the door and wait until it is answered. They should never just enter your home. If you are a staff member and the provider is not there, don't panic. The staff will have the opportunity to contact the provider, but the inspection will not be delayed until the provider arrives. The inspector will give the staff member or provider the Inspection Process and Records Request Form that lists the inspection process and what records will be requested during the inspection.

**The tour:** The tour of the AFH not only allows the licensor the opportunity to inspect the physical environment but it also provides the opportunity for the licensors to meet residents and observe how care is happening and note any quality of life or safety concerns. Informal interviews during the tour may lead the licensor to concerns that would otherwise not be identified by record review or observations. Don't stress out over the things that you do not have control over, for example, what a resident might say to the licensor. Try to remain calm and focus on what you do have control over, like the fact that you are providing a clean, homelike setting for your residents.

**Resident Sample:** The licensor will attempt to engage each resident in conversation but will select only two to conduct comprehensive record reviews and full observations and interviews. At least two residents must be home during the visit.

**Resident and Family Interview:** The purpose of the resident and representative interview is to ask the interviewee about life in the adult family home and give them a chance to discuss any issues they see in the home. These interviews focus on resident quality of life, safety, freedom of choice, and care and services.

*Continued on page 7*

# Adult Family Home Inspections

By Amy Pond, Clinical Pharmacist at Ready Meds Pharmacy

*Continued from page 6*

A comprehensive interview must be done with each of the two residents selected for comprehensive review. If a resident is not able to participate, the resident representative or family member must be contacted for a comprehensive interview. If both residents selected are able to complete the interview, the licensor will still contact at least one representative or family member to conduct a condensed interview with them.

**Provider and Staff Interview:** This part of the inspection helps the investigator see if staff and the provider or resident manager are knowledgeable and have a clear understanding of resident safety and quality of life as well as the care and services each resident receives. You should always be allowed time, if needed, to clarify any information before you provide it to the inspector.

**Observation of Care:** Observing resident care as it is happening allows the licensor to assess how well the care and services being provided are meeting the resident's physical and emotional needs. Observation of care should focus on ensuring the care provided reflects appropriate training, is consistent with the needs of the residents, and upholds the resident rights for quality of life, dignity, privacy and choice. The licensor will make comprehensive observations of the two selected residents and ensure resident care is documented in the AFH working papers.

**Medication Services:** Adult family homes are required to have systems in place to ensure that residents receive their medications as prescribed by their doctor and medications are stored and documented appropriately. Licensors will not only focus on the sampled residents and their medications but on the system the provider has developed to manage medications over time for all residents.

The inspector will conduct a comprehensive review of the two selected resident's records for correct identification of medication needs on the assessment and negotiated care plan. The licensor will look at the resident's prescriptions and reconcile it to the pharmacy labels and the medication administration record (MAR). Any resident assessed as being independent with their medications will be observed to see if they can properly manage their medications. If they keep medications in their room, make sure their medications are kept in a locked storage container. Make sure that all medications (including over-the-counter medications such as aspirin and triple antibiotic ointment) are kept in locked storage. All resident medications should be labeled with the resident name, name of medication, dose and frequency. When evaluating the overall medication system, the licensor will review the MAR with staff, observe the delivery system to ensure residents receive their medication, observe to see if the right medication is given to the right resident, observe to see if medication is given at the correct time, identify if the level of medication assistance/administration is appropriate for the resident's needs, observe the resident and staff interaction to make sure that staff are communicating appropriately with residents, and observe the resident's ability to take medications safely and appropriately. Make sure that anyone who is doing any medication administration is nurse delegated.

**Food Service:** Licensors are not only looking to see if a home is safely preparing healthy food that meets each resident's dietary needs but they are also looking for things such as a resident's ability to make their own food choices. Make sure to follow proper food handling and hand washing techniques. If a resident assists with food prep, ensure they are following proper food handling techniques as well. The food preparation area and appliances must be clean and food stored properly. Ensure those residents who require dentures have them in place during mealtime.

*Continued on page 8*

# Adult Family Home Inspections

By Amy Pond, Clinical Pharmacist at Ready Meds Pharmacy

*Continued from page 7*

If a resident needs eyeglasses to be able to see properly, make sure that their eyeglasses are on. Be helpful to your residents, for example, reposition them at the table, help them with cutting food and feed them when necessary. Make sure that residents are not isolated in their rooms during mealtime.

**Abuse and Neglect Prevention:** It is the provider's responsibility to ensure that all the staff working in the adult family home has received the proper training and are aware of mandatory reporting laws. The licensor will observe and interview residents and observe the environment for possible issues regarding abuse, neglect and involuntary seclusion. Signs of abuse might be the presence of locks on doors preventing residents from exiting, residents who appear fearful, uncommon or numerous skin tears, bruising or injuries with unknown cause, ignoring resident's needs, staff exhibiting intimidating behavior towards residents, residents exhibiting intimidating behavior towards other residents, yelling, physical aggression, or verbal abuse. Keep your incident log up-to-date following the process for reporting and documenting the information.

**Resident Record Review:** The licensor will conduct a complete review of the records for the two residents chosen for a comprehensive review. The record review will focus on documentation since the last inspection. Evaluation of records should include resident assessment, preliminary service plan or negotiated care plan, and staff notes included in the resident record.

**Staff Record Review:** The provider is responsible for ensuring that all staff members are competent and qualified for their positions. Qualifications range from tuberculosis testing to background checks and training. It is up to the provider to develop a system to keep track of all the necessary qualifications for their staff.

The licensor will ask to review one current caregiver staff record and the record of one of the following: a provider, the entity representative, or the resident manager. Background checks will be checked for all staff members employed since the last inspection, even if the employee no longer works in the home. Volunteers, students, and household members who are 11 years or older also need to have background check results on file. Twelve hours of DSHS approved CE is required annually (from birthday to birthday). Registered nurses and licensed practical nurses are exempt from this requirement unless voluntarily certified as a home care aide.

**The Exit Conference:** The purpose of the exit conference is for the licensor to clearly explain the findings during the inspection and to explain the preliminary decision/s regarding non-compliance with licensing requirements. Licensors should explain what information or evidence they are using to support their decision. The licensor should also allow the provider or caregiver to provide additional information they feel is relevant to the discussion. Citations should be based on facts supported by evidence and current WACs or RCW's and not on personal preference, opinions, or views of the licensor.

**Your Long-Term Care Pharmacy:** Be sure to utilize the expertise of your long-term care pharmacy. Depending on the pharmacy you may be able to receive continuing education credits, in-home medication reviews, consultations, organized medication packaging systems, medication administration record, as well as other necessary documents. Your long-term care pharmacy is dedicated to helping you succeed. The full RCS Standard Operating Manual can be found at:

<https://www.dshs.wa.gov/altsa/residential-care-services/rcs-standard-operating-procedures-manual>

## Affiliate Business Profile



Providence Home and Community Care is committed to helping you get the most out of life. A chronic or life-limiting illness can be challenging, but we offer a full range of services to help you or your loved one meet those challenges and live life to the fullest. Our programs serve more than 24,000 people in their homes or in a variety of facility-based settings every day.

A division of Providence Health & Services, Providence Home and Community Care provides the following services for people of all ages in Western Washington:

- **Assisted Living** – A broad range of services to help elderly and disabled individuals to live as independently as possible
- **Home Health** – Skilled health care provided in the comfort of home
- **Home Infusion and Pharmacy Services** – Pharmaceutical and nutrition services in the patient’s home or in an ambulatory infusion suite
- **Hospice and Palliative Care** – Specialized care for those with life-limiting or serious illnesses
- **Program of All-Inclusive Care for the Elderly (PACE)** – Comprehensive health care and social services to help adults 55 and over remain healthy and independent for as long as possible, including activities and classes to support the physical, mental, emotional and spiritual needs of seniors
- **Skilled Nursing/Rehabilitation** – Short-term rehabilitation after a hospital stay and before returning home, and skilled care and assistance with daily activities for those with chronic and/or disabling conditions
- **Supportive Housing** – Safe, affordable and independent living for low-income seniors and disabled adults

To learn more, visit

[www.providence.org/pscs](http://www.providence.org/pscs)

## Future Minimum Wage Increase

The Washington state minimum wage will increase to:

**\$13.50/hr. in 2020**

Starting in Sept. 2020, L&I will make a cost-of-living adjustment to the minimum wage based on the federal Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). This new minimum wage will take effect January 1, 2021, and yearly thereafter.

For more information on upcoming minimum wage changes:

<https://lni.wa.gov/workers-rights/wages/minimum-wage/>



Washington State Department of  
**Labor & Industries**

## Affiliate Business Profile

I have specialized in the refinance, purchase, and sale of Adult Family Homes in Western Washington for over 15 years. I started working with Adult Family Home clients in 2004. I soon realized that most mortgage brokers and real estate agents don't know how to work on these types of deals. The business contracts involved for the real estate and business are different and specialized. Also, the terms of the business deal need to be specified in the contract. I can show you how to write up your contracts to protect you so you don't waste your money and time looking at properties or working with people that can't help you with your business goals.

Whether you are looking to purchase a CHOW or start your business from scratch, I can show you how. I have helped so many business owners all across Western Washington. I do get a lot of repeat business as many of my clients now own multiple Adult Family Homes that they purchased through me. I'm excited to help you reach your dream of owning an Adult Family Home. The opportunities are amazing and I am always impressed with how successful my clients are. I am so proud of each and every one of them.

I do work with a variety of lenders and brokers that can help you with your financing. I also work with consultants who have experience working at DSHS and with the State of Washington. They know the rules and regulations and will be able to answer any questions that you have about whether a house will make a good Adult Family Home. We can answer a lot of your questions up front. So you won't make costly mistakes or waste your time. We will streamline the process so you can close and get licensed quickly and start operating your Adult Family Home. There are never any up front costs for my services.

If you are looking to start an Adult Family Home yourself, I will show you how. We can find you a home that would qualify to be an Adult Family Home with minimal remodeling. And if you need contractors for remodeling, I can refer you to contractors that will help complete the work for you. Most lenders offer no money down financing. I can search the areas you choose and find you the perfect home for your new business. There are so many great houses that can be converted for a reasonable price. And they are available in every neighborhood.

I would love to talk to you about the purchase of your next Adult Family Home. I am happy to answer any questions you have. We can put together the perfect business plan for you. Give me a call!

Doug Linton, Residential Specialist

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# Opening for an Administrator Training Instructor

## DSHS Adult Family Home Administrator Instructor



### Description

North Seattle College's Continuing Education is seeking a DSHS Adult Family Home Administrator instructor. This position is responsible for upholding the state curriculum, education and training of our students. Schedule, hours and dates will vary, and will be established based upon assignment. Schedule may include day or evening shifts, weekdays or weekends. Teaching assignments may include lecture presentations, grading quizzes, homework and exams as well as coordinating guest speakers. Position rate starts at \$75/hour for instructional class time and \$25/hour for development time. May vary depending on experience. This 52 hour course is offered quarterly.

North Seattle College is an equal opportunity employer. Protected group members are strongly encouraged to apply. North Seattle College does not discriminate on the basis of race, color, national origin, age perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal. The college considers equal opportunity, affirmative action, and non-discrimination to be fundamental to the mission, goals, and objectives of the college. All faculty and staff hired at North Seattle College are encouraged to embrace, continually support and enhance diversity and equity on our campus and in our community.

### Position Duties and Responsibilities:

- Responsible for presenting the DSHS materials and curriculum and staying apprised of any changes to the DSHS program.
- Representing the DSHS department's viewpoint on AFH policies and procedures.
- Develop and maintain effective working relationships with students, staff and guest speakers.
- Provide for the orderly conduct of program learning activities, individual student learning needs, and the appropriate evaluation of student progress towards attaining the learning objectives.
- Work effectively with students from academically, culturally and economically diverse backgrounds.
- Plan, conduct, monitor and track training to meet the state training requirements.
- Handle the administrative procedures, including tracking student attendance, test results and student outcomes.
- Attend meetings outside of class time as needed.
- Support the college's mission in service to the community, and guide individuals to achieve their educational and professional goals.
- Perform other duties as assigned.
- Attend a DSHS Train the Trainer class when scheduled

*Continued on page 13*

# Opening for an Administrator Training Instructor

*Continued from page 12*

## Qualifications:

- **Education:** Minimum is high school diploma but prefer a bachelor's degree.
- **Experience:** Current license in good standing as an adult family home provider. A minimum of five years of experience as an adult family home owner/manager. Experience teaching adults.
- **Skills, Knowledge and Abilities:** Demonstrable business competency and current adult family home administrator skills. Strong oral/presentation, written communication skills and basic computer skills. Ability to work with diverse groups of people: residents, families, community members, other staff and volunteers.

## Application Process

Required Application Materials:

- North Seattle College online application & DSHS application
- Current résumé
- Current cover letter

**APPLICATION DEADLINE: Open Until Filled. Please submit all applications via the online application link found on our website:**

<https://continuinged.northseattle.edu/about/teach-us>

For questions or inquiries, contact:  
afh.north@seattlecolleges.edu



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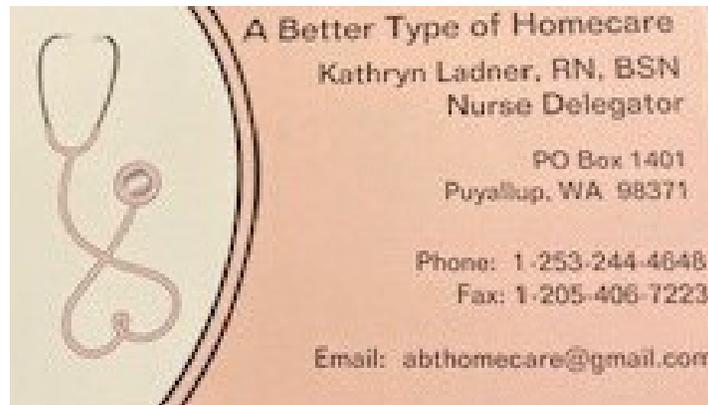
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## Affiliate Business Profile



Hello, my name is Kathryn Ladner. I am a Certified State Nurse Delegator. I have been in the Healthcare field for over 20 years and I have been a RN for the last 10+ years. I have Med/Surg, Critical Care, and same-day surgery experience. I have also been in the Home Health/Hospice/Nurse Delegation field for over 7 years. I offer the following services:

- Nurse Delegation
- New Assessments
- Yearly Assessments
- Consulting
- Help with resolving issues with State inspections

I also offer the following classes:

- 9-hour Nurse Delegation
- 3-hour Diabetes
- Dementia
- Mental Health
- Safety/Orientation

Kathryn Ladner, RN, BSN, ND  
P.O. Box 1401  
Puyallup, WA 98371  
253-244-4648  
abthomecare@gmail.com



# Dear Provider Letters

## **AL TSA: AFH #2019-018 PROPOSED AMENDMENTS TO CHAPTER 388-76 WAC**

**[HERE](#)**

This proposal came from concerns raised by the Adult Family Home Council regarding barriers to entry for certain provider and entity types. The proposed rule changes are intended to address these issues and clarify other requirements for licensure that have been ambiguous. The anticipated effect is to reduce regulatory burdens for new qualified providers and to increase access to the adult family home industry and to access to beds for residents.

This is a second opportunity for public comment. The supplemental CR-102 with the updated proposed language can be found here: **[HERE](#)**

The formal hearing for the proposed rules is scheduled:

Date: December 10, 2019 at 10:00 AM  
Location: Office Building 2 (DSHS Headquarters)  
1115 Washington  
Olympia, WA 98504

You may either submit comments in person at the public hearing listed below or in writing to the Department's Rules and Policies Assistance Unit (RPAU.)

## **AL TSA: AFH #2019-019 PROPOSED AMENDMENTS TO CHAPTER 388-76 WAC**

**[HERE](#)**

The department is proposing to create WAC 388-76-10401 "Home and community-based setting requirements." This new section requires homes to comply with federal Home and Community Based Services requirements.

This is a second opportunity for public comment. The supplemental CR-102 with the updated proposed language can be found here: **[HERE](#)**

The formal hearing for the proposed rules is scheduled:

Date: November 26, 2019 at 10:00 AM  
Location: Office Building 2 (DSHS Headquarters)  
1115 Washington  
Olympia, WA 98504

You may either submit comments in person at the public hearing listed below or in writing to the Department's Rules and Policies Assistance Unit (RPAU.)

# Upcoming Webinars

## Webinar: How to Gain New Home Residents Using Google: A 1-day Digital Marketing Workshop

November 19, 2019  
10:30 am - 12:00 pm

During this 90-minute workshop we will get a behind-the-scenes look at how Adult Family Home owners can effectively use Google to appeal to and attract families who want to find homes for their loved ones. We will show you how to use Google to fill beds.

*1.5 hours of CE are available for AFH Council Members who register and attend the webinar*

**Register: [HERE](#)**

## Webinar: Bloodborne Pathogens

December 5, 2019  
10:00 - 11:00 am

Participants will learn:

- Common blood-borne diseases
- How blood-borne diseases are spread
- The need for and how to use Standard Precautions
- An in-depth look at HIV/AIDs
- Questions

*1.0 hours of CE are available for AFH Council Members who register and attend the webinar*

**Register: [HERE](#)**

## Webinar: Understanding the CARE Tool and How it Affects Your Resident's Daily Rate and Services

November 21, 2019  
10:30 am - 12:00 pm

December 3, 2019  
2:30 - 4:00 pm

Participants will learn:

- Medicaid Programs and funding
- The purpose of the CARE tool
- How CARE affects daily rates
- Your role in the CARE assessment
- Additional information captured in CARE

Additionally they will be introduced to important resources:

- Appropriate WAC sections
- CARE assessor's manual
- Long Term Care Manual

*1.0 hours of CE are available for AFH Council Members who register and attend the webinar.*

**Register: [HERE](#)**

## Webinar: AFH Council & The Legislative Process

Participants will learn:

- |   |                                       |
|---|---------------------------------------|
| • Washington State's legislative process and how it works                 | December 6, 2019<br>10:30 - 11:30 am  |
| • Legislative issues surrounding Adult Family Homes both past and current | December 13, 2019<br>10:00 - 11:00 am |
| • Preparing for Lobby Day   |                                       |

**Register: [HERE](#)**

# Are You Up-To-Date with Your Chapter?

Click on your chapter to view upcoming chapter meetings and events!



Federal Way  
Chapter

Adult Family Home Council  
OF WASHINGTON STATE

Join Us!



Kent Chapter

Adult Family Home Council  
OF WASHINGTON STATE

Join Us!



Kitsap County  
Chapter

Adult Family Home Council  
OF WASHINGTON STATE

Join Us!



Lacey Chapter

Adult Family Home Council  
OF WASHINGTON STATE

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Terrace Chapter

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OF WASHINGTON STATE

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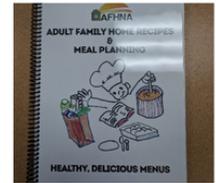
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## Your AFH Council Team

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## 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 optimal 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.

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