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NOTICE OF PUBLICATION AND PUBLIC MEETING OFFICE OF HEALTH CARE AFFORDABILITY PROPOSED HEALTH CARE WORKFORCE STABILITY STANDARDS

To All Interested Parties:

NOTICE IS HEREBY GIVEN that the Department of Health Care Access and Information (HCAI or Department), Office of Health Care Affordability (OHCA or Office) published its recommendations for Health Care Workforce Stability Standards on April 22, 2024. The text of the recommendations is available at: <https://hcai.ca.gov/affordability/ohca/#office-updates> or from the Contact person listed at the end of this Notice.

PUBLIC MEETING FOR PROPOSED HEALTH CARE WORKFORCE STABILITY STANDARDS

The Health Care Affordability Board (Board) shall discuss the Office's recommendations at the April 24, 2024 Board meeting. The Board meeting will be both virtual and in-person; short breaks may be taken, as appropriate.

April 24, 2024, starting at 10 a.m.

In-Person Location:

2020 West El Camino Avenue, Suite 900 (Sierra Conference Room), Sacramento CA

Free parking is available around the building. Please do not park in reserved spaces.

Individuals with disabilities may request an accommodation or modification to observe or participate in the meeting from the Contact listed below. Providing your request at least five (5) business days before the meeting will help ensure availability of the requested accommodation.

Phone (Audio Only):

- Dial +1 916-535-0978 (United States – Sacramento, California)
- Enter Phone Conference ID: 869 066 187#

Online via Microsoft TEAMS:

Join on your computer or mobile app – Click [here](#) to join the meeting or copy and paste the following link into your browser:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NmE2ZmZkOGEtNmFiZS00OWMwLTlhNzMtNzNkYTQzZmFmNGM4%40thread.v2/0?context=%7b%22Tid%22%3a%2228891a93-888f-489f-9930-e78b8f733ca6%22%2c%22Oid%22%3a%22dc5107c4-3a16-490d-b720-797de60976ef%22%7d

For best results, please use Google Chrome or Microsoft Edge browsers to join the meeting. Should technical difficulties arise during the meeting, verbal comments from those at the physical location will still be accepted.

Members of the public are NOT required to identify themselves or provide other information to attend or participate in this meeting. If Microsoft Teams requires a name, you may enter “Anonymous.” You may also input fictitious information for other requested information if required to attend the meeting (e.g., anonymous@anonymous.com).

COMMENT PERIOD

The Board shall receive and consider public comments for **30** days after the April 24, 2024 Board meeting. Written comments relevant to the proposed health care workforce stability standards may be submitted, either brought to the above-mentioned meeting or sent by mail or e-mail to the address listed under Contact in this Notice, to be received by the Office by 5:00 p.m. on **May 24, 2024**. All written comments timely received by the Office will be delivered to the Board.

The Board shall also receive and consider input, including recommendations, from the Health Care Affordability Advisory Committee (Advisory Committee).

POLICY STATEMENT OVERVIEW

The California Health Care Quality and Affordability Act (hereinafter, the “Act”) was enacted by Senate Bill (SB) 184 (Chapter 47, Statutes of 2022), and became effective

June 30, 2022. It added Chapter 2.6 (commencing with Section 127500) to Part 2 of Division 107 of the Health and Safety Code.

Pursuant to Health and Safety Code section 127506(b), OHCA shall monitor health care costs while promoting health workforce stability, including the competitive wages and benefits of frontline health care workers, and the professional judgment of health professionals acting within their scope of practice. The office shall monitor health care workforce stability with the goal that workforce shortages do not undermine health care affordability, access, quality, equity, and culturally and linguistically competent care. The office shall also promote the goal of health care affordability, while recognizing the need to maintain and increase the supply of trained health care workers.

Health and Safety Code section 127506(a) further specifies:

- (a) The intent of this section is to monitor the effects of cost targets on health care workforce stability, high-quality jobs, and training needs of health care workers, in addition to adjustments to cost targets pertaining to nonsupervisory employee organized labor costs pursuant to paragraph (7) of subdivision (d) of Section 127502. The Legislature intends that the office use a transparent process that allows for public input to monitor how health care entities achieve the cost targets and highlight best practices and discourage practices harmful to workers and patients.

Health and Safety Code section 127506(c) further requires:

- (c) To assist health care entities in implementing cost-reducing strategies that advance the stability of the health care workforce, and without exacerbating existing health care workforce shortages, the office, on or before July 2024, in consultation with the board and with input from organized labor representing health care workers, health care entities, and other entities and individuals with expertise in the health care workforce, shall develop standards to advance the stability of the health care workforce. The standards may be considered in the setting of cost targets pursuant to Section 127502 or in the approval of performance improvement plans imposed pursuant to Section 127502.5.

Pursuant to Health and Safety Code section 127501(c), the Office of Health Care Affordability within the Department of Health Care Access and Information shall:

...

- (10) Advance standards for health care workforce stability and training, as these relate to costs.

...

- (14) Analyze trends in the cost of labor for both management and administration, as

well as nonsupervisory health care workforce, as well as analyzing the profits of health care entities, if data is available.

Health and Safety Code section 127501.4(j)(3) states that OHCA may collect all of the following types of data and make it accessible from the public:

(A) Overall trends in the health care workforce, including, but not limited to, statewide and regional workforce supply, unemployment and wage data, trends and projections of wages and compensation, projections of workforce supply by region and specialty, training needs, and other future trends in the health care workforce.

(B) The number and classification of workers in internship, clinical placements, apprenticeships, and other training programs sponsored by an employer.

(C) The percentage of employees employed through a registry or casual employment.

(D) The number of workers at health care entities that were retrained through established public training programs.

(E) Investments by health care entities in private training and retraining programs.

(F) The number of workers subject to relocation, termination, or mass layoff as described in Chapter 4 (commencing with Section 1400) of Part 4 of Division 2 of the Labor Code.

In addition, pursuant to Health and Safety Code section 127501.4(j)(4), the office may request additional data from health care entities if it finds that the data is needed to effectively monitor impacts to health care workforce stability and training needs.

Any interested person may present relevant statements, orally or in writing, at the abovementioned meeting or may submit written comment as detailed above.

CONTACT

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