

ACTION

Care
Providers
of Minnesota

A WEEKLY NEWSLETTER CREATED EXCLUSIVELY FOR CARE PROVIDERS OF MINNESOTA MEMBERS

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Safety alert—LEACHOI Adult Portable Bed Rails recalled

By Michaun Shetler | October 31, 2025 | All members

[The U.S. Consumer Product Safety Commission \(CPSC\)](#) has announced a recall of LEACHOI Adult Portable Bed Rails, sold on Amazon from March through September 2025, due to serious entrapment and asphyxiation hazards. The recall affects approximately 7,800 units.

Reason for recall

The recalled bed rails violate the mandatory safety standard for adult portable bed rails. When attached to a bed, users can become entrapped within the rail or between the rail and mattress, posing a risk of serious injury or death. The product also lacks required hazard warning labels.

- Product: LEACHOI Adult Portable Bed Rail (ASIN: B0BZVCG2R5)
- Color/Design: Black and silver, approximately 15.6" x 25.4" x 24", weighing 7.72 lbs.
- Sold by: Shenzhen Gu Lang Technology Co., Ltd. (dba LEACHOI)
- Manufacturer: Mobility Source Medical Technology Co., Ltd., China
- Sold on: Amazon.com
- Recall Number: 26-037

Recommended actions for long-term care providers

Because residents and families often purchase bed rails and other assistive devices independently, providers may not be able to immediately remove these recalled products. However, facilities have an important role in informing, educating, and supporting safe decision-making.

Providers should:

1. Inform residents and representatives of the LEACHOI bed rail recall and provide the official [CPSC link](#)
2. Encourage discontinuation and disposal of recalled bed rails
3. Offer to review safer alternatives
4. Document the discussion, including the information shared, any education provided, and the resident's final decision
5. Continue monitoring the residents' safety if they choose to continue using a personal bed rail

Resident rights and provider responsibilities

Under Minnesota Statute 144G, residents retain the right to make informed choices, even when their preferences may present some risk. Providers, however, are responsible for ensuring residents receive accurate information and education about safety concerns and available options. Balancing safety and autonomy are key this recall highlights the need for collaborative discussions, updated assessments, and clear documentation when consumer-purchased equipment is used in assisted living or long-term care settings.



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Annual AHCA/NCAL convention & exposition—Delivering Solutions 25*By Toby Pearson | October 31, 2025 | All members*

The American Health Care Association and National Center for Assisted Living (AHCA/NCAL) welcomed more than 3,000 attendees to Delivering Solutions 25 (DS25), the Convention & Expo in Las Vegas, Nevada. Dedicated to the long-term and post-acute care profession, this is the largest long-term care event of the year with four days of education, networking, inspiration, and celebration.

DS25 kicked off on Sunday, October 19th, with record-breaking attendance at NCAL Day—an all-day event educational event tailored for assisted living professionals. Attendees had the opportunity to visit the onsite Dementia Empathy Experience Program (DEEP) and learn more about topics important to assisted living, such as data, technology, and population health. Keynote speakers for the day included Ralph Peterson, who spoke about employee retention and engagement, and Erin Thompson, who highlighted strategies to create vibrant, engaged, and purpose-driven communities. AHCA/NCAL hosted its inaugural 'Networks Day' for professionals leading clinical, operational, or financial strategy for provider-owned networks. Sunday was also host to the Rehabilitation Therapy Symposium, a four-hour educational opportunity for rehabilitation therapists.

The conference continued Monday, October 20th, with the opening general session featuring updates and inspiration from AHCA/NCAL leadership. The keynote speaker was Allison Massari, an entrepreneur and visual artist who shared her amazing story of resilience stemming from her own experiences with adversity.

On Tuesday, AHCA/NCAL honored more than 800 long term and post-acute care organizations and professionals who have gone above and beyond at the Elevating Excellence Awards Ceremony. During the ceremony, 2025 National Quality Award Program recipients were recognized, including three facilities at the elite Gold level. The award ceremony also honored the most recent recipients of the Mary K. Ousley Champion of Quality Award, Michelle Stuerke, the Jan Thayer Pioneer Award, Dr. Christian Mason, and the AHCA/NCAL Awards Program recipients.

On Wednesday, the 2025-2026 AHCA Board of Governors and NCAL Board of Directors were elected. Chris Wright of Connecticut was elected as AHCA Chair, and Sarah Silva of Oregon was elected as NCAL Chair. Wright is the co-founder and current chairman of iCare Health Network and has nearly four decades of leadership in long term and post-acute care. Silva is the president & co-founder of Arete Living, which operates assisted living, memory care, and independent living communities in nine states. This was followed by keynote speaker Jonathan Pontell, a social commentator who coined the term 'Generation Jones'. Pontell shared his insights of his work exploring a specific set of aging Americans as the long term and post-acute care profession prepares for the next generation of residents.

Minnesota members enjoyed a fantastic "Minnesota Night" gathering to celebrate our Care Providers of Minnesota members and quality award recipients. Care Providers staff continued to show our national leadership by presenting at several breakout sessions during the conference. Care Providers members Drew Hood (NCAL, Oak Terrace) and Brian Bernander (AHCA, St. Otto's Care Center) were each elected to board seats for their respective national affiliates.

Delivering Solutions 26 will take place in Boston, Massachusetts on October 11-14, 2026.



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Convention—Coming soon & last-minute tips

By Shauna Kapsner | October 31, 2025 | All members



10 days to go until the annual 77th Convention & Expo kicks off on Monday, November 10, 2025. Hopefully, you've already registered, and we'll see you there! If not—there's still time. **Please note—this year ALL badges will be available to pick up at Mystic Lake**, and if you're still not certain if you can get away from your building, YES you CAN still register onsite at the Convention when you arrive! All things 'Convention' can be found [here](#).

BIG Tip #1

Download the Yapp app before you arrive either by going [here](#) or from your usual app store where the Yapp logo looks like this (after downloading, enter CPMCON25 when prompted).



The Yapp app is your 'go-to' source of all Convention information and includes:

- Complete Convention schedule of events—including times and locations
- Breakout Session PDFs—**no printouts are available onsite**
- Speaker Bios
- Sponsors
- Creation of your personal Convention schedule
- Mystic Lake maps
- FAQs & more

BIG Tip #2

This year we are using **one** app (Yapp) and QR codes for CEs. If you are not familiar with QR codes, please use your smart phone and try out this test code before Convention so that you're comfortable. Please note, if you're having challenges onsite, staff or your neighbors CAN help you! The number of scans and CE submissions are not limited per device.



1. Using your smart phone or tablet, open the camera. **Center the QR code on your screen until a link pops up.** Click the link to open the online form.
2. Enter your information. Pay close attention to the accuracy of your **e-mail address & 5-digit CPID#** (will be located on your name badge – to test you can randomly enter any number).
3. Complete the session eval. Click **SUBMIT** when finished. You will see a prompt that your submission was received, and a confirmation email will be sent to the email address provided.

Please note—due to accreditation purposes, all troubleshooting to ensure CE receipt **must be addressed on-site during Convention**. Please see staff at the information desk ASAP if you have any challenges.

BIG Tip #3

Be prepared to have some fun scheduled! Dust off and bring your dance moves and trivia minds for the evening entertainment on Monday (IV Play, sponsored by Monarch Healthcare) and Tuesday (Mixer & Trivia Night! Do you dance bad? So what? Sing like a wolf howling at the moon? That's okay! We cannot wait to see and hear you. In fact, we're really looking forward to it!

BIG Tip #4

Please feel free to bring your refillable water bottle along. We will have several water stations available for refills. Stay hydrated—with all the big brain learning work you will be doing, you will need it!

BIG Tip #5

Network, talk and chat. A lot. Learn from your neighbors and colleagues AND our superb speakers. Share graciously and swipe shamelessly. You'll have *the best* stuff when you get back to your residents and staff.

We're excited to see your smiling faces and to have a wonderful Convention!



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Meet the board of directors' candidates

By Nancy McCoy | October 31, 2025 | All members

Care Providers of Minnesota hosted a virtual candidate forum on Tuesday, October 28th, to introduce the eight nominees for the four open director at large positions on the Board of Directors. Listen to hear from the nominees, learn about their experiences, and why they're interested in representing membership [here](#).

Annual Membership Meeting

November 10, 2025

12:15 – 1:30PM

(Lunch provided)

Mystic Lake Center

Isanti Room (1st floor)

2400 Mystic Lake Blvd

Prior Lake, MN 55372



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CMS issues updated information on survey activity during shutdown

By Amanda Johnson | October 31, 2025 | SNF/ NF providers

On October 21, 2025, the Centers for Medicare and Medicaid Services (CMS) issued updated QSO-26-01-ALL detailing its contingency plans for operations during the continued federal government shutdown. The memo established that the activities which are not allowed throughout the shutdown, are not legally authorized to be performed. The full memo can be found [here](#).

The American Health Care Association issued this summary of the additional updates:

Revisits to prevent DPNA: In addition to the previously announced allowable reasons for revisits, States should also conduct revisits to prevent a statutorily mandated (three-month) denial of payment for new admissions (DPNA).

Pending CMS-2567: Surveys completed before the Federal Government shutdown that do not fit into the excepted work categories, for which the CMS-2567 has not been completed prior to the orderly shutdown, should be held and not issued, and will generally remain valid if completed after the shutdown. CMS will issue special instructions for the completion of such reporting in the future.

Standard Surveys: Any processing of recently completed surveys where immediate jeopardy or patient/resident harm has not been identified should be held until funding is restored.

Certain Revisit Surveys: The only authorized and excepted revisits are those necessary to ensure that immediate jeopardy or actual patient/resident harm has been addressed, to prevent termination of Medicare participation within 45 days of the termination date or prevent mandatory denial of payment for new admissions within 15 days of imposition. A revisit for any other reason isn't authorized or accepted after 15 days. CMS will issue instructions on how those situations will be handled once the shutdown ends. SAs may remove any enforcement remedies, as appropriate, because of an expected revisit.

Initial Surveys: No Medicare initial surveys shall be performed unless otherwise permitted with the activities outlined in the QSO allowed. For example, Medicaid-only surveys may continue upon consultation with the State Medicaid Agency.

Initial Certification: States shall not conduct any initial surveys or take any action on initial certification kits (e.g., compiling the documentation for an initial certification kit) for applicants to participate in Medicare who seek to demonstrate compliance via accreditation under a CMS-approved Medicare accreditation program.

Certain Complaint Investigations: No Medicare complaint investigations should be performed, except those alleging immediate jeopardy or actual harm to individuals, as noted in the QSO. All intakes with federal allegations are still required to be entered into the federal information systems.

State-funded surveys may be continued, but they cannot be assumed to count as federal surveys during the lapse in appropriations. States should continue investigating complaints and facility-reported incidents, which allege harm.

In the event a facility is cited with a harm-level citation, states should issue a form CMS 2567 to the provider and conduct any necessary revisits to ensure the deficiencies are addressed immediately.

If a nursing home voluntarily closes, the State must ensure a safe relocation of the nursing home residents.

Any provider enrollment activities, including initial surveys and surveys needed for a change of ownership (CHOW), should not be conducted until the shutdown has ended.

Regardless of funding, contractors may not perform federal work that is otherwise prohibited as non-expected activities.

Information on the previously released memo can be found on the AHCA website [here](#). A full table outlining the contents of the memo is provided [here](#).



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Quality

Go for the BRONZE! Bronze application tip #5 of 8*By Shauna Kapsner | October 31, 2025 | All members*

Welcome back! If you missed Tips #1 through 4, or any in between, please see the prior ACTION articles [here](#). We're moving on to the next two questions of the Bronze application below. These are the last two questions of "P.1" and that are related to your organizational relationships and are labeled P.1.b.#.

**Criteria/Question #10 = P.1.b.3****b. ORGANIZATIONAL RELATIONSHIPS****SNF & ID/DD & AL**

3. Organizational Links: What is the leadership structure of your organization? What are the KEY management links to the parent company if the applicant organization is owned/managed by a parent organization?

GLOSSARY DEFINITIONS

- **KEY:** Major or most important; Critical to achieving your intended outcome.

Shauna's 411 for P.1.b.3

When answering this question, please focus first on leadership and responsibilities WITHIN your center—not external to it or any exterior management. A high level of detail is not required for your response. No names are needed, but references for positions are good. If you do not have a parent company or organization, you can simply state that in sentence format. Please note, other than Mission, Vision, and Core Values statements, the Quality Award program has a strict rule regarding plagiarism. Responses between applicants CANNOT be the same and they are verified. There are disqualifications due to this annually. Please avoid this mistake.

An AHCA fictional example of an appropriate response to this question is below. Please keep in mind the issue of plagiarism when you draft your response.

Roseville Healthcare Center

"We have a departmental leadership structure. All non-clinical team members report to a departmental supervisor. Each Departmental Supervisor reports to our Administrator, who oversees our entire campus. Clinical staff report to our Director of Nursing. The DON reports to the Administrator.

Roseville Healthcare Center is owned and managed by Delta Group Healthcare, a California based company with 3 centers in the greater Sacramento area. The administrator at Roseville Healthcare Center reports to the company CEO, who in turn reports to our owners. Delta Group Healthcare is a privately held company."

We are moving on to the next section of the Bronze application below. These are the three questions that are related to your organizational situation and are specific to your competitive environment. They are labeled **P.2.a.#**.

From your packet, these points are what we'll be referring to:

P.2 Organizational Situation: What is your organization's strategic situation? Describe your organization's competitive environment, KEY STRATEGIC CHALLENGES and ADVANTAGES, and your system for performance improvement.

GLOSSARY DEFINITIONS

- **KEY:** Major or most important; critical to achieving your intended outcome.

- **STRATEGIC CHALLENGES:** Those pressures that exert a decisive influence on your organization's likelihood of future success. These challenges are frequently driven by your organization's anticipated competitive position in the future relative to other providers of similar health care services.
- **STRATEGIC ADVANTAGES:** Those marketplace benefits that exert a decisive influence on your organization's likelihood of future success. These advantages are frequently sources of current and future competitive success relative to other providers of similar health care services.

Criteria/Question #11 = P.2.a.1**a. COMPETITIVE ENVIRONMENT****SNF & ID/DD and AL****a. COMPETITIVE ENVIRONMENT**

1. Competitive Position: Compared to others in your market (e.g. city, county, X-mile radius), what is your relative size? How many and what type of competitors do you have? What differentiates you from them?

ID/DD residential services providers only: Are your competitors public, private or both?

GLOSSARY DEFINITIONS

- None 😊

Shauna's 411 for P.2.a.1

Provide your market area: city, state, and a mile radius of your center that you include as your market area. Note if it is large or small, urban, or rural, and the types of services your competitors provide. No unit numbers are required, but size must be addressed in your response. If your center does not already have this information on-hand, it will prompt you to identify your market thus focusing your center's marketing efforts. Please note that "position" means your center's size in comparison to other centers. Is your center the largest? Smallest? Mid-sized in comparison? How many total competitors are there in your market area? This means your center needs to know the size of the direct competitors (types needed = AL vs. SNF vs. combination vs. campus setting, etc). Please refer to your P.1.a.1 response from Tip #1 to focus on the response further. One last note, you must be certain to discuss what differentiates your center from your competitors: services, size, payer type, one-level living, etc.

YEAH! Over halfway there!



Congratulations and we'll work on the first two questions next week on your organizational situation—specifically your competitive environment (P.2.a)!

For any steps along the way, please ask questions. You can contact me at the Association office by phone or email. I'm here to help! Want to go to the source? You can also email the AHCA/NCAL Quality Award staff directly at: qualityaward@ahca.org.

Starting your journey ~ Going for the Bronze!



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Tips for grassroots advocacy

By Charlie Peterson | October 31, 2025 | All members

Grassroots advocacy is one of the most impactful forms of advocacy. Different people consistently voicing their concerns for the same issue can draw real attention that builds momentum and brings change. The challenge is it can be hard to organize a large and diverse set of people. However, advocating for government investment in protecting access to nursing homes and assisted living communities can be easy. It can also be hard to know where to start, but there are options, and it can be easy to start small!

For an encompassing “toolkit” that can walk you through relevant definitions and processes, as well as shows examples of some forms of advocacy, check out the [toolkit](#) in the [grassroots tab](#) of the [Advocacy website page](#). This document can help you understand the jargon involved in the political advocacy process if you’re new and want to offer ideas to get involved.

For extra help getting started and for more information, check out the other documents posted in the Grassroots tab. Furthermore, there are many staff contacts listed throughout the documents posted—please feel free to reach out if you have any questions. Writing a letter or email, giving a call, leaving a message, invitations, and discussions, are all ways to connect with legislators and engage in grassroots advocacy. It can be difficult to start, but it’s a lot like learning how to ride a bike—it can be quick and impactful once you do.



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Laws That Passed in 2025—Assisted living nonrenewal and termination changes*By Kyle Berndt | October 31, 2025 | All members*

Each week, I will be highlighting new laws from the 2025 Legislative Session that affect our membership. This article features changes to the nonrenewal of contracts and termination requirements in assisted living, 144G, settings. The change was effective August 1, 2025. This article isn't legal advice and is only intended to provide a basic understanding of the changes in statute.

A free member resource, the 2025 October Region Forum on Assisted Living Regulations which provides a great insight into the these changes and others is available [here](#).

It's recommended you seek legal advice from qualified legal counsel when considering a nonrenewal or termination of a contract.

Nonrenewal Summary

The reference to nonrenewal was deleted from the "termination" definition in 144G.52. The revised definition clarifies that a termination is limited to either (1) a facility-initiated termination of a resident's entire Assisted Living Contract (which covers both housing services and assisted living services) or (2) a facility-initiated termination of all assisted living services received by a resident pursuant to the resident's Assisted Living Contract with the facility.

Implications

This could make nonrenewal a more viable option for operators who look to end a contractual relationship with a resident. With the change described, the nonrenewal process is no longer subject to the termination's appeals statute (144G.54). It's unclear how the administrative law judge or agency will respond to these actions.

Bill language

Chapter 9, Article 8, [Section 6](#)

Expedited Termination Changes**Summary**

The termination statutes were altered to put expedited terminations on a separate timeline from regular terminations. The new timeline is as follows:

- Expedited termination notices cannot be issued unless at least 5 days have passed since the pre-termination meeting (this is a reduction from a previous requirement of 7 days).
- Hearings to appeal an expedited termination must be scheduled as soon as practicable, but no later than 10 calendar days after the Office of Administrative Hearing receives a hearing request from the MN Dept. of Health (this is a reduction from a previous requirement of 14 days). The Office of Administrative Hearings has the discretion to order a continuance, which would result in the hearing occurring more than 10 days after it receives the hearing request.
- An Administrative Law Judge's recommendation to the Commissioner of Health regarding whether the facility can proceed with the termination must be made as soon as practicable but in no event more than 5 business days after the hearing (this is a reduction from a previous requirement of 10 business days).

Implications

For those seeking an expedited termination, the process may be faster than it was before, however, it remains a very slow process that can be extended by the Administrative Law Judge.

Bill language

Chapter 9, Article 8, Sections [7](#) and [10](#)

Duties of a Facility: Coordinated Moves**Summary**

The coordinated moves statute (144G.55) was amended to identify that a facility has met its obligations under the termination's statute (144G.52) if:

- **For residents of facilities in the seven-county metropolitan area:** the facility identifies at least three other facilities that are willing and able to meet the individual's service needs, one of which is within the seven-county metropolitan area; or

- **For residents of facilities outside of the seven-county metropolitan area:** The facility identifies at least two other facilities that are willing and able to meet the individual's service needs, and to the extent such facilities exist, one must be within two hours or 120 miles from the resident's current location.
- And the facility pursuing the termination has written documentation showing that the resident or the resident's designated representative, if any, has either consented to the move or has expressly refused to relocate to any of the facilities identified by the terminating facility pursuant to 144G.55, subd. 1.

A facility can receive a Writ of Recovery under 504B (the landlord-tenant law) if the termination is upheld by an Administrative Law Judge in a termination appeal hearing and the coordinated move obligations of the facility were fulfilled.

Implications

These changes **may** make it harder for assisted living facilities to successfully pursue termination. This is because facilities must now identify a specific number of other facilities that are both **willing and able** to accept a resident. This will be especially true for those facilities trying to find placement for residents who may have complex health and/or behavior issues. It additionally is unclear if a facility within 120 miles must also be within a two-hour drive to meet the requirement.

Bill language

Chapter 9, Article 8, [Sections 11 and 12](#)

Again, consult a legal professional if you are looking to use the nonrenewal or termination process.

For more information on new laws passed during the 2025 legislative session, members can access the digital legislative update for free at the [Care Providers of Minnesota Legislative Update Book](#) page. Additionally, [a recording](#) of the legislative update webinar is available, free for Care Providers members.



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Don't forget to vote!

By Charlie Peterson | October 31, 2025 | All members

On Tuesday, November 4th, much of Minnesota will have the opportunity to vote. Without any statewide or federal races this year, not a lot of attention has been given to this election season. However, with the state house tied, the state senate divided by 1 seat, and multiple special elections going on for each chamber, it's an important time to know what elections are going on in the area.

There may also be elections for city officers, school board members, township officers, and local ballot questions in your area, check out [What's On My Ballot](#) from the Office of the Minnesota—Secretary of State to learn more. Find out who's on the ballot in your area, what they're running for, and where to vote.

Most polling places are open from 7 AM to 8 PM. Towns with less than 500 residents are not required to open their polling until 10 AM, but most choose to open at 7 AM. If you would like more information, visit the [elections and voting page](#) of the Secretary of State website. Voting is important, and Minnesota has a great record of an engaged population when it comes to elections. Do a little research, investigate policies that affect long-term care, get out there to ensure you're represented, and your opinions are accounted for. If you'd like help connecting with legislators that represent you, please feel free to reach out to me, Charlie Peterson at cpeterson@careproviders.org.



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Learning opportunities & events

2026 Assisted Living Summit—Call for Presentations is now open*By Shauna Kapsner | October 31, 2025 | All members*

Believe it or not, the 2026 Assisted Living Summit (May 19-20, 2026) will be here before we know it! We're already planning to host the best Summit yet and you can help with that!

In case you missed it—the Care Providers of Minnesota Summit is growing and will be moved to the Mystic Lake Conference Center in 2026. What a great 'problem' to have! This is also the first time Care Providers of Minnesota has sent out a Call for Presentations for this event – and it is open now through November 16!

What does that have to do with you? Our members have great experience, knowledge and resources at their fingertips. You're the kind of people who 'know things.' Why don't you share it with your colleagues? Together we are stronger. What types of things? A list has been generated by our Education Committee and staff, and includes the following:

- Quality improvement for ALs
- Mentor programs
- Clinical expertise for our advanced nurses
- Dementia education
 - New/trending
 - Tried and true
- Survey management
- Culinary programs
- Advanced topics across the board that support the Care Providers of Minnesota Mission of **LEADING OUR MEMBERS TO EXCELLENCE**

Start generating ideas with your teams and submit your proposals [HERE](#) by November 16.

Looking forward to hosting you!



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2026 Education Survey closing soon*By Shauna Kapsner | October 31, 2025 | All members*

Please don't wait, the annual education survey is closing soon. Please respond as we're looking not just for topics but also preferred timing and format of events.

Care Providers of Minnesota are known for delivering high-quality learning opportunities to long-term care professionals. In fact, the sixth identified value is "Pioneering Education." We cannot do that without YOUR input as well! Help us select the topics and issues to include in 2026 education. Please complete this SHORT, 14-question survey on your education needs.

The [survey link](#) is 'live'. Please feel free to forward to any other members for their input—the more, the merrier!

We will be collecting responses through **Sunday, November 2, 2025.**



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Upcoming education—ICD-10, diarrhea, incontinence, self-advocacy & more*By Shauna Kapsner | October 31, 2025 | All members*

Check out the education in the upcoming weeks!

ICD-10-CM Coding Certificate

November 4-6, 2025, from 9:00AM-3:30PM

American Association of Post-Acute care Nursing (AAPACN)

Enhance your learning experience and ensure accurate coding with this unique live workshop opportunity with AAPACN Master Teacher, Carol Maher, RN, GERO-BC, RAC-MTA, RAC-MT, CPC. ICD-10-CM Coding Live is a three-day virtual workshop through Zoom designed to guide nurse assessment coordinators (NACs) and interdisciplinary team (IDT) members through the process of determining and identifying the most appropriate ICD-10-CM codes. Carol will walk you through the process for using the ICD-10-CM Manual, from identification of the main term through the final code selection, and review coding and chapter-specific guidelines.

Future of SNF operations: Environmental and dining business intelligence

November 4, 2025, from 1:00-2:00PM

Skilled Nursing News

Insights from an SNN survey of 100+ SNF providers, offering a data-driven look at how organizations are shaping their service models for the future. Attendees will gain exclusive insights into how providers select vendors and technology partners, invest in operational innovation, and prioritize service improvements.

Diarrhea micro-learn: What to do when you see diarrhea

November 12, 2025, from 2:00-2:30PM

November 13, 2025, from 10:00-10:30AM

MDH Project Firstline

Micro-Learn topics are brief, guided discussions designed to provide on-the-job educational opportunities. This session focuses on diarrhea as an infection control topic and connects key concepts to provide immediate, practical value. This train-the-trainer session is designed for those with infection control expertise or those who may lead infection prevention and control education. It provides guidance on how to incorporate this Micro-Learn into existing team huddles or meetings and how to confidently facilitate discussions that help your team take daily actions to stop the spread of germs.

Committing to caregiving 2025: Investing in caregiver consultation

November 14, 2025, from 8:00AM-4:00PM

Minnesota Board on Aging and the Department of Human Services

Join us during National Family Caregivers Month for a day of networking, capacity building and inspiration! This event is open to professionals and agencies who support people caregiving for family, friends and neighbors by providing caregiver consultation and other supports. Presentations will highlight the work that is happening in Minnesota as well as provide capacity-building information for agencies and professionals working directly with individuals' caregiving.

Providing care for hospice patients who experience urinary incontinence

November 18, 2025, from 1:00-2:00PM

Pathway Health sponsored by Essity

This educational session will examine the distinct challenges associated with managing urinary incontinence in hospice patients, emphasizing patient comfort, dignity, and quality of life. Participants will review the physiological causes of incontinence within the context of end-of-life care, consider its emotional and psychosocial effects on patients and their families, and review evidence-based approaches for compassionate management.

Parting with an unwanted guest, part 1—Understanding the problem and supporting self-advocacy

December 4, 2025, from noon–1:00PM

Minnesota Elder Justice Center

Older adults and vulnerable adults may permit guests to stay at their homes for a variety of reasons. The arrangements can turn exploitative if the initially welcomed guest overstays their welcome, refuses to find alternative housing, or embarks upon controlling behavior. Victim services manager Betsy M and staff attorney Laura Orr of the Minnesota Elder Justice Center will offer insights into the elder abuse dynamics, client-centered approaches, and safety planning potentially applicable when an older adult or a vulnerable adult needs help parting with an unwanted guest. The webinar

will feature a video telling the story of Helen, an individual who received services from MEJC to alleviate her experience of being an unwanted guest.

Empowering a purpose-driven workforce: LEADing emerging leaders to success

December 4, 2025, from 1:00-2:00PM

Pathway Health sponsored by ComForCare Home Care

This session will highlight how the LEAD Framework (Learning, Engagement, Accountability, and Development), combined with supportive training, mentorship, and resources, can empower new-to-career and emerging leaders throughout their professional journey. Participants will gain practical strategies to strengthen confidence, resilience, and adaptability, while understanding how purpose-driven leadership is essential to meeting the needs of today's and tomorrow's older adults.

Parting with an unwanted guest, part 2—The law as a tool for individual advocacy

December 11, 2025, from noon–1:00PM

Minnesota Elder Justice Center

This webinar serves as a follow-up to MEJC's webinar on December 4, during which MEJC staff offer insights on 1) the elder abuse dynamics of unwanted guest situations and 2) client-centered approaches for serving affected older adults or vulnerable adults. During this session, MEJC staff attorney Laura Orr outlines potential legal interventions for older or vulnerable adults experiencing an unwanted guest whose behavior has become exploitative or abusive. Laura will specifically address criminal trespass, three types of protective orders, and eviction.

Urinary incontinence in males

December 16, 2025, from 1:00-2:00PM

Pathway Health sponsored by Essity

This educational session will address the causes, classifications, and available treatment modalities for male urinary incontinence, a condition that affects millions of men globally. The presentation will provide a comprehensive overview of the male urinary system, examine prevalent contributing factors, including advancing age, prostate-related disorders, and neurological conditions, and discuss the psychosocial consequences of incontinence on quality of life.

The process of civil commitments in MN

December 18, 2025, from noon-1:00PM

Minnesota Elder Justice Center

Jeff Eberhard, Regional Ombudsman with the Minnesota Office of Ombudsman for Mental Health and Developmental Disabilities (OMHDD) will share the basic concepts of statutory criteria with an emphasis on individual rights of proposed patients. Attendees will learn what defines commitments of mental health, chemical dependency (SUD) and developmental disabilities. Information will also be provided on peace/health officer authority and the emergency examiner's hold.

Registrations to open soon**24th annual 2026 preparedness practicum PLUS**

February 23, 2026, from 8:00AM-4:30PM

Metro Health & Medical Preparedness Coalition

This 24th Annual Preparedness Practicum PLUS will include the Disaster Behavioral Health Conference and Long-Term Care Symposium—in one!



Shauna Kapsner | Director of Education & Events
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Workforce

Earned Sick and Safe Time—Notice of rulemaking

By Nicole Mattson, LHSE, SHRM-SCP, SPHR | October 31, 2025 | All members

The Minnesota Department of Labor and Industry (DLI) has issued a notice of intent to adopt permanent rules for the state's Earned Sick and Safe Time (ESST) law, published in the *Minnesota State Register*, Volume 50, Issue 17 (October 27, 2025).

The proposed rules, authorized under Minn. Stat. § 177.50, clarify how ESST must be accrued, credited, and used by covered employees and employers. Key updates include:

- Definitions of "accrual year" and "hours worked," including treatment of telework
- Requirements for timely crediting of accrued hours
- Guidance on attendance incentives, documentation, and misuse of ESST
- Clarification that employers with more generous paid leave policies may count that time toward ESST compliance

Comments and hearing requests are due by 4:30PM on November 26, 2025. If at least 25 hearing requests are received, a hybrid hearing will be held January 21–22, 2026.

Employers—especially in long-term care and health services—should review their leave, attendance, and payroll policies to ensure compliance and consider submitting feedback during the rulemaking process.

Read the [full notice](#) and visit DLI's rulemaking [website](#).



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Workforce Wednesday—Indigenous talent pool

By Nicole Mattson, LHSE, SHRM-SCP, SPHR | October 31, 2025 | All members

The Indigenized Employer: Welcoming, Growing and Sustaining Native Talent in Minnesota

Wednesday, November 5, 2025

11AM to 12:30PM, presentation and panel discussion

[Register now](#)

The Department of Employment & Economic Development (DEED) November installment of Workforce Wednesday brings together educators, Native workforce practitioners, and Minnesota employers to explore how partnerships with our relatives in Indian Country translate into welcoming, sustainable workplaces for Indigenous talent.

Panelists will share practical ways to move beyond “post and pray”—from sovereignty-aware outreach and culturally safe onboarding to supervisor readiness, mentorship and clear career ladders. We’ll highlight what improves belonging and long-term retention (good jobs, reciprocity, wraparound supports) so employers can begin strengthening Indigenous recruiting and retention with respect and results.

From 11:00 AM to 12:30 PM, hear from DEED's Workforce Strategy Consultants and expert panelists as they discuss this topic and share insights and solutions.

Featured panelists include:

- Evie Campbell—Director of Human Services, the Minnesota Chippewa Tribe
- Robert Blake—CEO and Founder, Solar Bear
- Joe Hobot—Executive Director, American Indian OIC

Webinar Facilitator: James Whirlwind Soldier—Northwest Workforce Strategy Consultant, Minnesota Department of Employment and Economic Development (DEED)

[REGISTER HERE](#)

If you have any issues registering, please try using Google Chrome. For general inquiries and accommodation requests, please email: james.whirlwindsoldier@state.mn.us



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Foundation

2026 Leading4Life Class announced*By Cathy Lingenfelter | October 31, 2025 | All members*

Congratulations to the Leading4Life Class of 2026!

Congratulations to the following individuals who will be making up the 18th class of the Leading4Life program. The program continues under the leadership and guidance of Dr. Chad Weinstein, Ethical Leaders in Action. The class begins in December 2025 with an orientation and continues throughout 2026 with a mix of virtual and in-person classes.

Abdirahman Ahmed	Stonecrest Living
Megan Alvarado	Partner Senior Living Options
Stasha Andrew	Cedar Creek Senior Living
Bashu Brown	Orchards of Minnetonka
Roxanne Buchanan	St. Otto's Care Center
Brett Collins	Minnehaha Senior Living
Lakia Gordon	The Legacy of Farmington
Julie Haugaard	Orchards of Minnetonka
Anna McCleary	MN Masonic Home
Ashley Philippy	Twin Valley Assisted Living
Rebecca Pulse	Sunrise View Assisted Living
Michael Skvarla	Lifespark Senior Living
Laurie Sparks	Summit Place Senior Campus
Aby Tesfaye	Care Providers of Minnesota
Wahde-Mai Warner	Brightondale Senior Community
Nimo A Yusuf	Amran Home Health Care LLC

If you have any questions about the Leading4Life Leadership Fellowship Program, please contact Cathy Lingenfelter at 952-851-2496 or at clingenfelter@careproviders.org.



Cathy Lingenfelter | Management Services Specialist
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Items needed for Foundation Silent Auction

By Cathy Lingenfelter | October 31, 2025 | All members

If you are attending the Care Providers of Minnesota Convention, make sure to stop by the Foundation Silent Auction taking place on Tuesday, November 11, 2025, from 9:30 AM to 5:15 PM. The Silent Auction is located outside the Expo Hall on Level 1 of Mystic Center.

Come bid on a wide variety of items donated by members and vendors. Listed below are just some of the items available:

- Minnesota Wild Tickets—December 21, 2025, game donated by Lisa McNeill with Align Senior Care Consulting
- Golf at Minikahda Golf Club donated by Leigh Niebuhr with Compass Capital Management.
- St. Paul Hotel overnight stay, dinner at St. Paul Grill donated by Foundation Board of Trustees
- Baskets donated by member organizations and Care Providers of Minnesota staff
- Chanhassen Dinner Theatre dinner and show for two.
- Mystic Lake—Overnight stay and dinner at Mystic Steakhouse
- Whirlyball—Court time at Bloomington or Maple Grove locations
- And many other wonderful items

Thanks for your generous support of the Foundation Silent Auction! Your support will enable us to continue support of the Scholarship and Leading4Life programs.

It's not too late to donate! Please contact Cathy Lingenfelter at clingenfelter@careproviders.org or 952-851-2496.



Cathy Lingenfelter | Management Services Specialist
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Association

Member resources available through the Service Corporation

By Amanda Johnson | October 31, 2025 | All members

Care Providers of Minnesota Service Corporation, a wholly owned for-profit subsidiary, offers numerous goods and services to Association members. The Service Corporation is staffed by Amanda Johnson, COO of Care Providers of Minnesota and has its own governing board of directors, Tim Funkmeyer, CEO of Pauran that serves as the chair.

Benefits of Service Corporation products:

- Save money on products and services used every day.
- Save time making purchasing decisions.
- Benefit from research and due diligence of the Service Corporation staff and board members in choosing products and services.
- Work with vendors who understand the unique issues and challenges faced by long-term care providers.
- Support your association—A portion of fees collected from Service Corporation programs returns to the Association to minimize dues.

Members may find more information on current programs on the Care Providers of Minnesota [website](#). Watch for more information on Service Corporation partners in *ACTION*!



Amanda Johnson | Chief Operating Officer

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National

Social Security announces 2.8% increase in 2026*By Todd Bergstrom | October 31, 2025 | All members*

According to the Social Security Administration, Social Security and Supplemental Security Income (SSI) benefits will increase by 2.8 percent in 2026.

Nearly 71 million Social Security beneficiaries will see a 2.8 percent COLA beginning in January 2026. Increased payments to nearly 7.5 million people receiving SSI will begin on December 31, 2025. (**Note:** Some individuals receive both Social Security benefits and SSI).

Please contact Todd Bergstrom at the Association office if you have any questions.



Todd Bergstrom | Director of Research & Data Analysis

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Regulatory**Assisted living survey tip—Documentation and service plan compliance**

By Michaun Shetler | October 31, 2025 | Assisted living providers

Accurate documentation and adherence to service plans are fundamental to safe, person-centered care in assisted living and dementia care facilities. Many OHFC investigations identify gaps in documentation or service plan compliance as contributing factors to neglect, medication errors, or rights violations. For providers, strong documentation practices are not just regulatory obligations, they are powerful tools for quality improvement and risk prevention.

Why documentation matters

Documentation and service plans serve multiple purposes:

- Care continuity—Ensure that all staff understand each resident's needs, preferences, and interventions
- Legal compliance—Provide evidence that care was delivered according to state regulations and individualized service plans
- Risk management—Identify potential gaps, trends, or early warning signs of abuse, neglect, or errors
- Resident advocacy—Confirm that residents' rights, choices, and preferences are respected

Common OHFC findings related to documentation

OHFC investigations frequently cite issues such as:

- Incomplete or outdated service plans
- Failure to document changes in resident conditions
- Missing or inaccurate medication administration records
- Lack of evidence that interventions were carried out as planned
- Inadequate documentation of incidents, follow-ups, or staff communication

Where reports come from

- Self-reports—Facilities often discover internal documentation gaps and report them to OHFC as part of mandated reporting or internal audits
- Family or resident concerns—Families may notice inconsistencies between care delivered and what is documented
- Surveyor observations—Surveyors frequently detect service plan non-compliance or incomplete documentation during inspections

Quality improvement strategies

Providers can strengthen compliance and reduce risk by:

- Regular service plan reviews—Update plans promptly when residents' needs change, particularly for dementia care populations
- Staff training & competency checks—Ensure all staff understand documentation expectations, proper charting, and timely reporting of incidents
- Auditing & monitoring—Conduct routine audits of charts, care logs/records, and medication records to identify gaps proactively
- Integrating technology—Use electronic health records or eMAR systems to track care delivery and automatically flag discrepancies
- Incident analysis & continuous improvement—Review documentation errors to determine root causes and implement system-level fixes
- Culture of accountability—Encourage staff to report incomplete documentation or service plan concerns without fear, framing it as a learning opportunity

Strong documentation and service plan compliance protect both residents and providers. By embedding consistent, accurate, and timely documentation practices can reduce regulatory risk, improve care quality, and demonstrate a culture of accountability that aligns with expectations and person-centered care standards.



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The Minnesota Department of Health PDPM resources

By Amanda Johnson | October 31, 2025 | SNF/ NF providers

The Minnesota Department of Health—Case Mix Division has a website with resources for providers and consumers.

Providers

Resources for [providers](#) includes—provider education materials, PDPM transition FAQ, and the revised Minnesota PDPM Case Mix Manual.

Consumers

Resources for consumers includes—PDPM Directory of Twelve fact sheets available to help explain PDPM case mix to residents and family members. The fact sheets can be found [here](#).

Questions may be directed to the Case Mix Review Division at health.fpc-cmr@state.mn.us or call (651) 201-4200.



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