

Hospital Staffing Advisory Committee Meeting

Meeting Notes

Date	10/21/2025	
Meeting Topic	Hospital Staffing	
Note Taker	Holli Erdahl	
Attendees	Standing Attendees	
	WSHA	WSNA, SEIU, UFCW
	<input checked="" type="checkbox"/> Chelene Whiteaker	<input checked="" type="checkbox"/> Cara Alderson
	<input checked="" type="checkbox"/> Darcy Jaffe	<input checked="" type="checkbox"/> David Keepnews
	<input checked="" type="checkbox"/> Dino Johnson	<input checked="" type="checkbox"/> Duncan Camacho
	<input checked="" type="checkbox"/> Jennifer Burkhardt	<input checked="" type="checkbox"/> Maureen Hatton
	<input type="checkbox"/> Keri Nasenbeny	<input checked="" type="checkbox"/> Tamara Ottenbreit
	<input checked="" type="checkbox"/> Renee Rassilyer Bomers	<input checked="" type="checkbox"/> Vanessa Patricelli
	DOH	L&I
	<input type="checkbox"/> Megan Veith	<input type="checkbox"/> Caitlin Gates
	<input checked="" type="checkbox"/> Holli Erdahl	<input checked="" type="checkbox"/> Lizzy Drown
	<input type="checkbox"/> Ian Corbridge	<input checked="" type="checkbox"/> Carl Backen
	<input checked="" type="checkbox"/> Julie Tomaro	
	<input type="checkbox"/> Tiffany Kelso	
	<input checked="" type="checkbox"/> Tiffani Buck	
	<input checked="" type="checkbox"/> Phu Tran	
	Alternates and Other Attendees	
	Ashlen Strong	Gloria Brigham
	Desiree Schott	Kevin Kelly
	Jessica Bell	Jacqueline Mossakowski
Bonnie Fryzlewics for Keri Nasenbeny	Angie Naylor	
Anthony Cantu	Barbara Friesen	
Curtis Shumate	genac@wsha.org Cooper	
Jessica Hauffe	John Cribbs	
Matthew Erlich		

Agenda Item	Notes
Welcome and Roll Call	<ul style="list-style-type: none"> •
Land and Labor Acknowledgement and 2026 Meeting Schedule	<ul style="list-style-type: none"> • Planning to keep the meeting cadence of the 3rd Tuesday of the month quarterly for 2026 • New Hospital Staffing program manager – welcome Phu!
Safety Topic	<ul style="list-style-type: none"> • Downed power lines • Always assume the power lines are live • Stay 50 feet or more away, call 911

Approve Prior Meeting Minutes	<ul style="list-style-type: none"> • Approved
DOH Complaint Data	<ul style="list-style-type: none"> • 44 complaints in Q3 • 9 investigations were opened • 12 were referred to L&I • 35 were closed • Themes: staffing issues, hospital retaliation against staff, hospitals failing to comply with Hospital Staffing Laws
LNI Complaint Data	<ul style="list-style-type: none"> • 41 investigations generated • \$5000 in penalties, ~\$3800 in retaliation compensation • Received 18 referrals – includes internal referrals from L&I
Listening Session	<ul style="list-style-type: none"> • DOH reviews reports and investigations begin January 1, 2027 <ul style="list-style-type: none"> ○ DOH provides FAQs, technical assistance, online content and interpretive statement • Topics of interest: <ul style="list-style-type: none"> ○ Maintaining compliance and documenting noncompliance ○ Staffing plans – reviewed by DOH to confirm form is complete and correctly filled out, DOH does not approve the staffing plans • How is DOH maintain and document compliance for hospital staffing plan as far as how it is maintained during each shift? <ul style="list-style-type: none"> ○ The staffing plan must be maintained throughout the entirety of the shift, the expectation is that the regulators see the staff onsite matching what was scheduled, not just a snapshot of the scheduled unit. • How was this determined? <ul style="list-style-type: none"> ○ In terms of FAQ documents – as those questions come up, we updated the FAQ to provide real-time evolving resources. As the department has reflected on this bill, it is within DOH’s authority to ensure that the staffing plan is maintained throughout the entirety of each shift. • Hospitals are expected to adhere to the staffing plan throughout the entirety of the shift, are required to maintain compliance with the law, and are required to have a system for reporting when the staffing plan is not in compliance • DOH may receive complaints prior to 1/1/2027, but formal structure of review will start 1/1/2027 • Clarity on why staffing needs are required to be met for the entirety of the shift is helpful to ensure patient safety • Process related to FAQs <ul style="list-style-type: none"> ○ Is there a way to notify stakeholders when FAQs are coming down the pipeline? DOH has been sending updates through the listserv. ○ Can DOH provide time/date stamps when the FAQs are posted/updated? ○ How are questions chosen to be added to the FAQ? Typically we update FAQs based on repeated questions or themes. • What does DOH anticipate the role of the advisory board to be in the coming years? Continuing to get curious about how to provide

	resolutions, improve processes, translate and amplify messaging from DOH and L&I to hospitals.
Listening Session: Formatting for online hospital staffing form	<ul style="list-style-type: none"> • What is the best way to schedule procedural areas? It seems like there may be a better metric to use other than by room, etc. Possibly days of the week? • Our hope is that the form will be the same but on an easier to use platform through HELMS. • Making changes to the form – partial staff person was not allowed. How can we make sure that the form accounts for partial shifts? Tiffani suggests to use the note section when needing to add more insight on the schedule. A partial person is not able to be measured, which is why whole numbers are required for staff in the form.
Alternate/Public Comment	<ul style="list-style-type: none"> • No comments provided

Action Items	Assignment	Deadline