



*Personal Care Attendant Quality
Home Care Workforce Council
600 Washington Street, 6th Floor
Boston, MA 02111*

DEVAL L. PATRICK
Governor

Tel.: 617-210-5715
www.mass.gov/pca

TIMOTHY P. MURRAY
Lieutenant Governor

JUDYANN BIGBY, M.D.
Secretary

March 7, 2011

To: Human Services Committee of the Connecticut General Assembly:
Re: House Bill 6486

Some of us in the disability movement started organizing in 2005 with the union and the independent living consumers to create this Workforce Council. The legislation passed the fall of 2006, establishing the council as a nine-member board, six of whom are people with disabilities or a surrogate for a person with a disability. A discretionary appointment by the Attorney General is also a person with a disability. Four Council members are consumer-employers of PCAs. The statute provides that a majority of the Council must be consumers. There is currently one vacancy.

One purpose of the council is to represent consumers as the employer of PCAs when we do collective bargaining with the state and the union. We negotiated a three year contract in 2008 and are now returning to the table. Any contract we negotiate must be approved by the administration. Since then we have worked with SEIU 1199 to forge a real improvement of communication and cooperation regarding issues highlighted below:

The Labor Management Committee on which I and two others from the council have sat has provided a place for consumers and PCAs and the union to come together and talk about concerns of all parties. For example, we met and aired the issue of aggregating (combining) hours when a PCA works for more than one consumer. It took a while to come to consensus, but we eventually did.

We also worked together to get independent living centers and fiscal intermediaries and consumers and the head of the Medicaid PCA program to meet and begin to discuss issues of miscommunication and quality of care. Never before had we all been in the same room at the same time. We listened to one another and looked for solutions together, losing a lot of the defensiveness that had been there before. And things began getting addressed and resolved.

Other areas we have tackled:

- consolidating resource numbers (worker's comp, fiscal intermediary, etc.) for PCAs (magnet)
- increasing clarity about the importance of submitting timesheets on time --
- This resulted in taking a look at skills training policies and procedures -- (usually done by the independent living centers)
- discussion of training that is available now, reviewing what priorities are for both consumers and PCAs

I look forward to talking with you. Feel free to call me if you have any questions.

Thanks for your time.

Liz Casey
PCA Workforce Council member since November 2006.
Disability activist with Boston Center for Independent Living and the Multiple Sclerosis Society

617-325-9799