

## OPPOSE HB 5433

### **Supporters of HB 5433 say collective bargaining will make home care a more attractive job**

*Under the current system, personal assistants (sometimes called personal care attendants or PCAs) are employed directly by the person with a disability, elder, or family member surrogate.* People recruit, hire, train, supervise, and when necessary, terminate their own personal assistants. The direct relationship between a personal assistant and his/her employer is the main factor that draws people into this work.

**HB 5433 would interfere with this relationship by making a negotiated agreement the final word on compensation, training, and professional requirements. The SEIU and the PCA Quality Home Care Workforce Council would be in control, not the person receiving the care.** Two examples: Washington requires 75 hours of union-sponsored training, and no consumer in any unionized state can reward a quality PCA with higher pay.

Everyone agrees that PCAs deserve to be well compensated, and that workers comp, health insurance, and paid sick time might help to attract new workers. **Nonetheless, unionization will not expand the workforce, and may well drive PCAs out of the field.**

**According to the Federal Bureau of Labor Statistics, Connecticut is already one of the highest paying states in the country for this type of work.**

Source: <http://www.bls.gov/oes/current/oes390000.htm#st>

**SEIU collectively bargains with home care workforce councils in other states.**

**Before making your decision, please ask:  
What is SEIU's record on home care?**

In 2009, Fresno, California home care workers sought to leave SEIU for a rival union. **SEIU organizers intimidated them at their homes, threatened Latino workers with deportation, opened their mail, and marked and altered workers' ballots.** Local disability and immigrant advocates joined with these workers to protest SEIU's outrageous behavior. Here in Connecticut, there are already reports of intrusive and deceptive tactics by SEIU organizers.

Sources: <http://www.youtube.com/watch?v=Vg06CC1vkX8>,  
<http://www.nuhw.org/media/2009/11/24/immigrant-and-disability-advocates-protest-seiu-voter-intimi.html>

In Michigan, SEIU has so far skimmed **over \$29 million dollars in union dues** from the Medicaid home health care program since 2007. Barbara Bol provides care for her two adult children with developmental disabilities. After being forced into the SEIU, she said, "We get absolutely no benefit from the union. ... They don't even send me a newsletter. When they held elections within the union, they didn't even send me a ballot."

Sources: <http://www.michigancapitolconfidential.com/16124>,  
<http://www.mackinac.org/16038>

Every other state with a home care workforce council ensures that people with disabilities, elders, and surrogates have the majority vote. Some states require that council members be nominated by the disability community.

**HB 5433 instead relies on political appointments, and the people who use the services are in the minority.**

**Do unions help the workers? Please see page 2 ►**

## States with a Personal Care Attendant Workforce Council Existing Five Years or Longer

State	Workers Compensation	Health Insurance	Paid time off (e.g. sick / vacation pay)	Contracted Wage	Dues Structure (Agency Fee)
California <sup>1</sup>	Yes	Yes: Individuals only (not families). Waiting lists due to funding caps	No	\$9.98 Average (Varies by county)	Yes Varies by county
Massachusetts <sup>2</sup>	Yes	No	Yes <sup>3</sup>	\$12.48	2% / Agency Fee <sup>5</sup>
Michigan <sup>4</sup>	No	No	No	\$9.55	2.5% / Agency Fee <sup>5</sup>
Oregon <sup>6</sup>	Yes	Yes	Yes	\$10.20, no raise since 2007	1.7% + \$2.75/month / Fair Share payment <sup>5</sup>

### Compare with Connecticut: Are the unionized personal assistants really better off?

State	Workers Compensation	Health Insurance	Paid time off (e.g. sick / vacation pay)	Maximum Wage	Dues Structure (Agency Fee)
Connecticut <sup>7</sup>	No	No	No	\$12.38	No

#### Sources and notes:

<sup>1</sup> Karen Keeslar, Executive Director, California Association of Public Authorities, 915 L Street, Suite 1435, Sacramento, CA 95814 916-492-9111 [keeslar@sbcglobal.net](mailto:keeslar@sbcglobal.net)

<sup>2</sup> Jack Boesen, Director, PCA Quality Home Care Workforce Council, 600 Washington Street, Room 6181, Boston, MA 02111 617-210-5083 [Jack.Boesen@state.ma.us](mailto:Jack.Boesen@state.ma.us) [www.mass.gov/pca](http://www.mass.gov/pca)

<sup>3</sup> In 2009 \$1.25 million was divided among PCAs who worked more than 1500 hours and worked at least 25 hours each in June, July and August. In 2010 \$1 million was divided among PCAs meeting these standards.

<sup>4</sup> <http://www.directcareclearinghouse.org/download/PHI-StateFacts-MI.pdf>, <http://www.seiuhealthcaremi.org/2011/11/09/members-vote-to-approve-fair-and-equal-initiative/>

<sup>5</sup> Union membership is not mandatory, but providers who are not in the union must still pay an Agency Fee or Fair Share Payment to the union.

<sup>6</sup> <http://www.oregon.gov/DHS/spd/adv/hcc/>, <http://www.oregon.gov/DAS/HR/docs/lr/0911SEIUHCCFin.pdf>

<sup>7</sup> Personal Care Attendant Medicaid Waiver. Workers paid through Department of Developmental Services waivers may have higher wages.

Visit our Facebook page: *Stop the SEIU from Hijacking Care Providers in Connecticut* or contact Cathy Ludlum at 860-649-7110 or [cathyludlum@cox.net](mailto:cathyludlum@cox.net)

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**Vote NO on HB 5433!**