

SEIU HCMNIA & LTC Workforce

- Who we are
- Homecare
- Nursing Homes
- Recommendations

SEIU HCMNIA

- We represent over 50,000 workers
- Full spectrum of healthcare workers
 - Hospitals
 - Clinics
 - Nursing homes
 - Self-directed homecare
- Growing rapidly
 - 2400 workers since Labor Day 2021 in 25 elections
 - Almost all have a first contract
 - 4 nursing home units

SEIU HCMNIA & Homecare

- Over 20,000 workers covered by contract
- Public-sector for wages/benefits under MN PERLA (2013)
- Open shop (Janus v Illinois)
- Contracts ratified and funded by MN Legislature (1st in 2015)
- About 31% of clients are seniors
- Keep clients out of more expensive institutional settings

SEIU Homecare Programs

- Agency vs Self-Directed
 - Qualify for hours
 - Agency PCA (Private Sector, not SEIU)
 - PCA Choice (Public Sector, SEIU)
 - Same funding
- Budget Model (All Self-Directed/All SEIU)
 - Qualify for \$s, not hours
 - CDCS (Medicaid)
 - CSG (Not-Medicaid – State General Fund)
- New CFSS will replace Agency PCA, PCA Choice and CSG (ETA July 2024)
- No inflationary increase

Homecare Contract

- Minimum Wage
 - First contract started at \$10.75 in 2015
 - \$19 hour 1/1/24
 - \$20 hour 1/1/25
- Experience Scale up to \$22.50 – 1/1/25
- PTO/Holidays
- Trainings & Stipends
- Orientation program

SEIU HCMNIA & Nursing Homes

- Represent over 4,000 nursing home workers
- Private sector under Federal NLRA (Wagner Act)
- 30 Nursing Homes
- Other Nursing Home unions include AFSCME 65, USW, & UFCW 1189
- About 30% of the industry is organized
- NHWSB

Recommendation – Home Care

- Homecare workers benefits
 - Retain Self-directed PCAs
 - Esp. important for seniors
- Interest based bargaining for 2025-2027 contract
- Secure Choices Retirement Accounts?
- Health insurance

Recommendation - Nursing Homes

- Need to raise wages/census
- NHWSB Composition
- Know what you are paying for
- First Labor Standard
 - Draft April 2024
 - Final Aug 2024
 - Contingent funding?

Recommendations - Others

- Inflation for Homecare programs
 - Floor not ceiling
 - Collective bargaining issues
- Promote Self-Direction
- Nursing home pensions
- Immigration