

Personal Care Attendant Workforce Council

MINUTES July 6, 2017

Held at:

**Office of Policy and Management
450 Capitol Avenue
Hartford, Connecticut 06106**

Members IN ATTENDANCE: Kathy Flaherty, Therese Nadeau (via phone), Mary Caruso, Carl Noll (via phone), Sharon Denson (via phone), Greg McMahon, Sheila Mulvey, Susan Weisselberg, Chair

Members not in ATTENDANCE: William Myerson, Kathy Bruni (sent coverage), Joshua Pawelek

Other Participants/Members of the Public: Eric Gervais – Allied, Melissa Morton - Office of Policy and Management (OPM), Mary Hu - 1199 Training and Upgrading Fund, Laura Welles (via phone) - Sunset Shores, George Chamberlin - DSS (covering for Kathy Bruni), Jennifer Putetti - Office of Policy and Management, Deirdre Murch - 1199, Erwin, Eric Gervais, Karen Hansen, Steve Bender

➤ **Called to Order**

- Meeting called to order by Susan Weisselberg at 10:02 am.

➤ **Welcome and introduction of new OPM staff**

- Melissa Morton and Jennifer Putetti from OPM introduced to the Council.

➤ **Public Comment**

- Sheldon Toubman, Attorney, addressed the Council during public comment.
- He stated he received a copy of a letter dated Friday the 30th of June regarding the revised DSS Provider Agreement and he has serious concerns with the content of the letter. Letter that was sent out stated if the Provider Agreement was not signed by the PCA, they would be suspended from working or be let go.
- Sheldon Toubman requests the agenda be opened to add new item to discuss the Provider Agreement. Stated he has three main questions with the letter/agreement.

- Why was this new document needed?
- Did anyone factor in that PCAs don't have the finances for lawyers to ensure they are compliant and are following the federal guidelines and laws?
- What specific problem is being addressed by the new DSS Provider Agreement?

Motion made by Mary Caruso and seconded by Kathy Flaherty to reopen the agenda and add discussion of revised DSS Provider Agreements.

- Sheldon Toubman discussed a letter he sent to Commissioners and gave a copy of the letter for reference to George Chamberlin.
- George Chamberlin informed the Council that there were instructions not to send any more letters out and they are working on revisions.
- Moratorium for July 8th should be in place until the issues are addressed.
- Serious concerns voiced that this letter, even though it is not being sent now, *was* sent to others with no follow up to those PCAs.
- PCA Workforce Council needs to be included in conversations when a new letter and Provider Agreement are drafted.
- Melissa Morton reported that the reasoning behind this document may possibly be directly related to a Medicaid rule requiring any provider being paid with Medicaid funds to be a Medicaid enrolled provider, including PCAs. George Chamberlain to follow up on this.
- 1199 sent Lisa Egan a demand to negotiate the Provider Agreement. Sue Weisselberg agreed to follow-up on this.
- Consumer employer Maryann Langton provided public comment in support of Sheldon Toubman's points and added the following: (1) Consumers are the employers of record and no notices to employees should be issued by DSS without also informing employers so that they know what their employees are receiving; and (2) The new Provider Agreement being distributed asks PCAs to track and maintain personal information, such as health diagnoses, that she does not want her PCA to know. PCAs do not have the right to that information.
- Motion by Kathy Flaherty and seconded by Mary Caruso for a formal letter to be sent to the Commissioner of DSS requesting all communication to employees also be shared with employers and the Workforce Council as well.
- The Council would like to see the revised Provider Agreement for review prior to it being mailed to PCAs.

- DSS will communicate to PCAs in every way possible, and as soon as possible, that letters can be disregarded until further notice.

➤ **Approval of Minutes from May 4, 2017**

- Motion to approve minutes made by Sheila Mulvey and seconded by Kathy Flaherty – No changes or amendments - Minutes approved.

➤ **Collective Bargaining Update**

- Update on Collective Bargaining given by Sue Weisselberg.
- Will continue under extension agreement signed a year ago.

➤ **Update and Discussion on Orientations and Training plan**

- Marie Hu gave update on Orientations and Training plan.
- There have been 453 orientations in 19 different locations.
- Snapshot of past enrollment handed out by Marie Hu.
- There are 3 additional classes added to training program.
 - CPR and First Aid (Adult)
 - Improving Communication Skills
 - Universal Precautions
- No classes were held in the New London area due to low numbers. At least 5 attendees were needed and not enough signed up.
- Melissa Morton reported there was a draft of suspension steps that was sent out, but it never got out of the internal phase due to how these notices/mailings would be funded.
- There have been no suspension notices sent in the last 3 months.
- Draft protocol for comment will be sent tomorrow as reported by Sue Weisselberg.

➤ **Update on PCA Registry Focus Groups**

- It was envisioned that there would be a mix of employers and employees at the focus groups, but they were split and done separately.
- Multiple sites were shown:
 - Care.Com
 - CT. Hires
 - Carina Care
 - Indeed
 - Rewarding Work

- Reported that there will be another focus group and the employers and PCAs will be combined.
- Mintz & Hoke originally split the two groups with the thought it would be the best way to show the differences from what the Employer is looking for versus the Employee.
- Council will get a full report from Mintz & Hoke after the forums are completed.
- Next PCA Council meeting there will be more discussion on this.
- A different location needs to be looked into for the final focus group as Mintz & Hoke is not easily accessible.

➤ **Debrief on December 2016 Forum and Discussion on Future Forums**

- Prince Tech to be considered for the next Forum.
- Options for a possible Saturday.
- Melissa Morton will put together a “draft agenda” based on comments, as a “jumping off point.”
- Late September, October or Early November for forum with late morning, prefer a Saturday with lunch if possible.
- A guide booklet was developed and can be found on the CT. Community care website that Melissa Morton will review and may distribute.

➤ **Executive Session**

- Motion by Therese Nadeau to go into Executive Session, and Seconded by Sharon Denson.
- Executive Session 11:18 AM – all others excused from the room.

➤ **Executive Session:**

- Motion by Greg McMahon to end Executive Session, seconded by Sheila Mulvey
- Executive session concluded 11:46 am.

➤ **Adjournment**

- Motion to adjourn by Kathy Flaherty, seconded by Mary Caruso.
- Meeting adjourned at 11:48 am.