Personal Care Attendant Quality

Home Care Workforce Council

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MAURA HEALEY

Governor

KIM DRISCOLL

Lieutenant Governor

# Personal Care Attendant Quality Home Care Workforce Council

Council Meeting

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|  | August 15, 2023 | 2:00-3:30 PM | Zoom Meeting |

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| coUNCIL  members in attendance | Justin Graceffa, Chris Hoeh, Cindy Purcell, Joe Tringalli, Kiame Mahaniah, Tamara Huntley, Karen Shack |
| Council members not in attendance | Kristen McCosh, Diana Hu |
| Council staff attending | Jocelyn Gordon |
| chair | Kiame Mahaniah |
| Note taker | Leanne Burke |

**Executive Session**

In attendance: Councilmembers plus invited by Council: Jocelyn Gordon, Leanne Burke

1. **Collective Bargaining Update**

* Kiame shared that they were authorized by ANF to offer a package that is around 400 million in terms of additional cost or additional revenue for the PCA’s.
* $3.25 in hour differential for people who work with employers with the highest needs spectrum.
* There will be a complex care differential.
* They came to an agreement regarding an ID card for PCA’s.
* MassHealth has agreed to commit to managing Tempest and pay more attention to what consumer employees are saying regarding the old software.
* Chris Stated that there was a commitment from the Chief of Long Term Services that there would be engagement with council and consumer employers regarding Tempest.
* It was agreed upon two extra vacation days, but still outstanding is an agreement regarding earned time.

**Retirement**

* Kiam shared that the PCA 's do not have a retirement vehicle they can contribute too. It looks like the governor is going to end up supporting the consumer employers and promising the union a retirement vehicle for PCA’s. More to come on this.
* Karen asked what a seniority add on was. Kiame responded I believe they get it at working 1800 hours but if you have been a PCA before 2014 or 2017 you automatically get it. Jocelyn confirms.
* Chris added the ID would be on demand and would last two years. The union has asked to remove the cap from PTO that would impact people that work a lot of hours. PCA can take PTO any day or even any hour up to 50 hours. And wages the base going to $19.00 Sphere and then ranging from 50 cents to a $1.25 effective in 2024.
* Karen asked a question about seniority differential.
* Kiame responded it's just a question how many hours working and automatically get it. The complex care differential you only get if you as a PCA who is working with a consumer employer who needs it.

Moved to end executive session and moved to adjourn, unanimous.

Respectfully Submitted,

Leanne Burke