



Overview of DDS Provider Program Strike Monitoring

The purpose of this document is to provide an overview of the process and systems put into place by the Connecticut Department of Developmental Services when it is notified of pending labor action by a contracted provider.

The Connecticut Department of Developmental Services (DDS) licenses and monitors various facilities and programs serving individuals with intellectual disability. DDS is notified of pending labor actions no later than 10 days before the start of a labor strike. The notification provides the provider and DDS a period of time to review strike contingency plans and assure ongoing care of individuals. Given the number of facilities and programs that have been noticed of pending labor action, DDS has established a formal Incident Command Structure to manage the incident.

Prior to a Strike

Strike contingency plans are submitted by providers for each location noticed. Strike contingency plans are reviewed by DDS. The goal of the DDS review process is to ensure the ongoing uninterrupted care of individuals supported in those programs. Elements subject to review include but are not limited to, staff contact information; verification of physical plant systems; staff coverage, including nursing and non-nursing temporary staff; current resident census; health status, acuity level and particular needs of individuals; facility supplies and continuity of essential vendors and services.

Strike Contingency Plans are protected documents that are not subject to requests made under the Freedom of Information Act.

Commencement of a Strike

Once a strike begins at a program, DDS begins strike monitoring actions. All programs will submit situation reports daily. Situation reports will summarize current status, critical issues, and unmet needs. A sample of programs will receive an onsite inspection daily. The Connecticut Department of Public Health will monitor a subset of the noticed facilities, ICF/IIDs, while DDS will monitor all other programs. The onsite inspector would immediately notify the agency of any health and safety concerns for individuals. The strike monitoring inspections will continue until the strike ends.

May 2023 Pending Labor Action

Six contracted providers have been served notice of pending labor action, beginning 6am on Wednesday May 24, 2023. These six providers operate approximately 205 residential facilities, supporting approximately 814 individuals. This strike action will also impact day programs and other types of supports delivered through these six providers.

Day programs may be modified, limited, or closed during the strike. Individuals supported in residential facilities will either: remain in place in the home with temporary staff; visit family homes; relocate to a different location supported by the provider; or relocate to a location supported by a different provider.