



Claudio Gualtieri  
Chair

### PCA Workforce Council meeting July 26, 2022

Council Members in Attendance: Claudio Gualtieri (Chair), Office of Policy and Management (OPM); Kathy Flaherty, CT Legal Rights Project (CLRP); Dawn Lambert, Department of Social Services (DSS); Denise Paladino, Department of Developmental Services (DDS); Adam Prizio, Office of the Health Care Advocate (OHA); Lucas Sundwall, Consumer-Employer; Eileen Healy, Independence Northwest; and Margaret Shugrue-Szymanski, Parent

Others in Attendance: Malek Al-Shammary, member of the public; Melissa Morton and Heather Ferguson-Hull (Council staff), OPM

Call to order by Chair Claudio Gualtieri at 9:34 AM

#### 1. Welcome and Introductions

Claudio Gualtieri welcomed the Council members and guests. He shared his appreciation for the work of the Council during last week's Strategic Planning session. Members were asked to provide brief introductions.

#### 2. Subcommittee Reports

- Training Fund - Heather Ferguson-Hull stated that the Training Fund would be meeting tomorrow, July 27, at 9:30 AM, and that she would share any updates at the next Council meeting.
- New Member Orientation - Eileen Healy reported that this subcommittee has met twice thus far, and it has been making progress both gathering and creating materials for a new Council member orientation packet. She thanked Denise Paladino for creating the Google docs for compiling information. In particular, she noted the work completed on developing a Frequently Asked Questions section for new and prospective Council members.
- Bylaws - Kathy Flaherty shared that this subcommittee has met twice, and it is drafting a document using the Massachusetts PCA Workforce Council Bylaws as a starting point. The draft is also referencing elements from Connecticut's Long-Term Services and Supports Rebalancing Committee Bylaws. She anticipates the subcommittee may only need to meet once more before presenting the Bylaws to the full Council for approval. Mr. Gualtieri agreed that it is helpful to learn from other states' best practices and asked if the Massachusetts Workforce Council Bylaws are publicly available. Ms. Ferguson-Hull confirmed that they are on the Massachusetts's Workforce Council website.



3. Update on CBA Implementation

Melissa Morton shared that implementation is underway. The first wage increases went into effect after passage and the second ones were effective as of July 1, 2022. The agencies also worked to implement the GWIs in May. Hourly workers received 2% increases and per diem workers received 4% increases to account for the fact that their base rate remained unchanged due to the complex methodology in setting the per diem rate. Hourly workers received an additional 2% GWI and per diem workers an additional 4% GWI on July 1, 2022. The other provisions of the CBA, such as PTO, lump sums and Premium Assistance cards will go into effect pending CMS approval, a time frame that was made explicit in the CBA. Ms. Morton highlighted the importance of not jeopardizing the federal matching funds for Medicaid programs. In addition, she noted that increased funding for orientation and training went into effect on July 1, 2022, and the 1199 Training and Upgrading Fund in consultation with the Fund Committee is working on improving new hire orientations and determining which new skills enhancement trainings to offer workers.

4. Recap Strategic Planning Meeting

Ms. Ferguson-Hull thanked the Council for the productive meeting last week. She shared that the Council reviewed the enabling statute and the responsibilities delegated therein. The Council reaffirmed its commitment to representing and informing Consumer-Employers, and they highlighted the importance of Consumer-Employers' input to guide the Council's approach to negotiations. Methods of outreach were discussed, including listening sessions and surveys. Ms. Ferguson-Hull said that it would be helpful if Council members would email her with suggestions of names of organizations and individuals in the community to contact in order to set up listening sessions/focus groups, and with ideas for questions for surveys and/or focus groups.

5. Membership Update

Ms. Morton noted there is no new information on this topic since the May Council meeting, and that there are still 3 vacancies on the Council. She reiterated the importance of increasing diversity on the Council, and she added that there is one vacancy for each of the following categories: (1) organization or individual who represent the interests of elderly Consumer-Employers, (2) organization or individual who represents individuals with developmental disabilities and (3) organization or individual who represents individuals with physical disabilities. She explained various past outreach efforts have been made to stakeholders such as senior centers and Area Agencies on Aging, but those outreach efforts have not yet yielded results. Additional outreach ideas were generated. Peg Shugrue-Szymanski suggested outreach to municipal leaders, and Ms. Morton expressed support for that approach. Kathy Flaherty noted the difficulty in asking people to serve on a volunteer basis, and that it is an equity issue. She suggested that an effort be made to change the statute so that stipends could be provided, as that would be an important tool for enhancing diversity on the Council.

6. Public Comment

None offered



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*Chair*

7. Executive Session

Vote to Enter Executive Session: Kathy Flaherty made a motion to enter executive session to discuss preparations for the upcoming Collective Bargaining process. Lucas Sundwall seconded. All in favor. Executive Session entered at 10:13 AM.

8. Adjournment

Vote to Adjourn: Kathy Flaherty made a motion to adjourn the meeting. Adam Prizio seconded. All in favor. Meeting adjourned at 10:53 AM.

Full meeting recording can be accessed here:

<https://youtu.be/3AWItN229BA>

Recording of vote to adjourn can be accessed here:

<https://youtu.be/r0m69aHBjig>