



### **PCA Workforce Council meeting October 25, 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); Eileen Healy, Independence Northwest; Margaret Shugrue-Szymanski and Fran Sinish, Parent.

Others in Attendance: Heidi Henaire, Department of Aging and Disability Services; Thomas Austin, Office of Labor Relations; Melissa Morton, OPM and Heather Ferguson-Hull (Council staff).

Call to order by Melissa Morton at 9:34 AM

1. Welcome and Introductions

Ms. Morton welcomed the Council members and guests and noted that Chair Claudio Gualtieri was called into another meeting and, therefore, she would be leading the meeting until he is able to join. Members and guests provided brief introductions.

2. Vote on 2023 Meeting Schedule

The following 2023 meeting dates were presented:

- January 24, April 25, July 25, October 24, all to be held via Teams from 9:30-11:30 AM.

Ms. Morton noted that the January meeting would be fully remote, and she added that the Council would consider the possibility of moving to a hybrid format for the remaining three meetings.

Vote to Approve:

Kathy Flaherty made a motion to approve the 2023 Workforce Council meeting schedule. Eileen Healy seconded. Adam Prizio noted he has a conflict and will need to leave meetings a few minutes early, as OHA holds regular meetings on those dates. Ms. Morton confirmed with him that he expects he will be able to attend for most of the time allotted for Council meetings.

All in favor. The 2023 meeting schedule was approved.

3. Subcommittee Reports

- a. Training Fund - Heather Ferguson-Hull stated that the Training Fund subcommittee has been meeting more frequently, and that the 2023 budget for the 1199 Training and Upgrading Fund (TUF) was recently adopted by the subcommittee. Voluntary trainings have resumed, and additional trainings, including ones in line with the direct care worker Core Competencies defined by the Centers for Medicare and Medicaid Services (CMS), are being considered.



- b. New Member Orientation - Eileen Healy reported that this subcommittee is close to concluding its work and deciding on the formats in which the materials will be available. She emphasized that making them accessible is a priority. She thanked Denise Paladino for creating the Google docs for compiling information. Ms. Morton expressed appreciation for the work of the subcommittee with special thanks to Eileen Healy for taking on the role of Chair, and said that the documents will be shared with the full Council once they are finalized.
  - c. Bylaws - Kathy Flaherty reported that this subcommittee has drafted a document informed by both the Massachusetts PCA Workforce Council Bylaws and the Connecticut PCA Workforce Council enabling statute. The final draft of the bylaws has been submitted to OPM staff for review and will be presented to the full Council for review and ratification. Ms. Morton thanked the members of the subcommittee for their hard work on the bylaws with a special thanks to Kathy Flaherty for spearheading the effort.
4. Update on CBA Implementation  
Ms. Ferguson-Hull shared that implementation of the CBA signed in May 2022 is underway and that the wage increases have been successfully executed. The other provisions of the CBA, such as Paid Time Off, lump sum payments and Premium Assistance disbursements, will go into effect pending CMS approval. She noted that the Appropriations and Human Services Committees of the Connecticut General Assembly have deemed the required Medicaid State Plan Amendments approved, and that DSS has submitted the Plans to CMS for final approval. Ms. Ferguson-Hull noted that it is unknown how long the CMS approval process will take, but emphasized that the benefits will be implemented as soon as is possible following CMS approval as prescribed in the CBA.
  5. Update on Labor Negotiations  
Ms. Morton shared that the Office of Labor Relations has received an official demand to commence bargaining, and that the Council's preparations are underway. Thomas Austin noted that details regarding negotiations are not shared in public meetings. He added that the current contract is only for two years, and that preliminary matters, such as agreeing to the Ground Rules for negotiations, will be the first step.
  6. Membership Update  
Ms. Morton informed members that an individual has expressed interest in joining the Council. A preliminary information-sharing meeting has been held, and a follow-up meeting is being scheduled. If this person wishes to be appointed, they will be connected with the appropriate appointing authority. Ms. Morton encouraged Council members to contact Council staff if they identify others who might wish to serve on the Council and reminded members that the statute notes nominees should be members of organizations representing specific identified populations.



Claudio Gualtieri  
*Chair*

7. Other Business

Mr. Gualtieri asked members if they had other agenda items, and no additional topics were raised.

8. Public Comment

None offered

9. Adjournment

Vote to Adjourn: Kathy Flaherty made a motion to adjourn the meeting. Adam Prizio seconded. Meeting adjourned at 10:01 AM.

Full meeting recording can be accessed here:

<https://youtu.be/6a0YSDs6O8o>