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A resolution by Supervisor Moore Omokunde and Taylor (2), supporting Certified Nursing Assistants and caregivers in their pursuit of a \$15 per hour minimum starting wage, an increase in reimbursements for short-term, long-term, and acute care while maintaining safe staffing levels, by recommending adoption of the following:

A RESOLUTION

WHEREAS, a recent Wisconsin provider study, "The Long-Term Care Workforce Crisis: A 2016 Report," found that there is a crisis in caregiving due to wage and benefit disparity, as well as scheduling processes that lead to burnout and under staffing; and

WHEREAS, the 2016 report found that:

- Four out of five personal caregivers who took jobs outside of health care left for better pay, better benefits, and/or better hours
- 84 percent of open hours are filled by using double shifts, overtime, and other strategies which are leading to caregiver burnout and understaffing
- The median hourly starting wage for personal caregivers is \$10.75 per hour, compared to \$12.00 per hour for local, non-health care, unskilled, entry-level work
- More than 50 percent of providers do not offer health insurance to part-time staff
- One in four providers had at least ten employees on Badger Care Plus

; and

WHEREAS, the 2016 report also found:

- The need for personal care workers is projected to increase 26.4 percent by 2022
- Currently, there are an estimated 11,500 vacant caregiver positions in Wisconsin's long-term and residential care facilities
- There were 24 percent fewer people applying for certification as nursing assistants between 2012 and 2015, while at the same time there was a 24 percent decline in certification renewals

; and

WHEREAS, the reimbursement rates for short-term, long-term, and acute care facilities have not kept pace with the higher costs and needs of the current aging population; and

WHEREAS, Service Employees International Union Healthcare Wisconsin is negotiating a successor collective bargaining agreement at Birchwood Healthcare and Rehabilitation Center, Jewish Home and Care Center, Sunrise Care Center, and Wellspring of Milwaukee in 2016, and increasing the minimum starting wages to \$15 per hour will be a primary focus; and

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WHEREAS, Certified Nursing Assistants and caregivers, who provide safe and compassionate care for citizens of Milwaukee County who are elderly and/or living with a disability, deserve to make a living wage; and

WHEREAS, the Committee on Finance and Audit, at its meeting of October 31, 2016, recommended adoption of this resolution (vote 7-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board) supports the Service Employees International Union (SEIU) Healthcare Wisconsin Certified Nursing Assistants and caregivers at Birchwood Healthcare and Rehabilitation Center, Jewish Home and Care Center, Sunrise Care Center, Wellspring of Milwaukee, and other currently non-union caregivers in their pursuit of a minimum \$15 per hour starting wage, an increase in reimbursements for short-term, long-term, and acute care, and safe staffing levels; and

BE IT FURTHER RESOLVED, the County Board urges Birchwood Healthcare and Rehabilitation Center, Jewish Home and Care Center, Sunrise Care Center, Wellspring of Milwaukee, and other currently non-union caregivers to show they respect and value their Certified Nursing Assistants and caregivers by reaching an amicable collective bargaining agreement, which includes a minimum \$15 per hour starting wage; and

BE IT FURTHER RESOLVED, the County Board expresses its appreciation for the work of Certified Nursing Assistants and caregivers, and commemorates their hard work and dedication during National Nursing Assistant Week, which took place in June of this year, commemorating the hard work and dedication of our nursing assistants; and

BE IT FURTHER RESOLVED, upon adoption, the Milwaukee County Clerk is authorized and requested to deliver copies of this resolution to SEIU Healthcare Wisconsin, Birchwood Healthcare and Rehabilitation Center, Jewish Home and Care Center, Sunrise Care Center, and Wellspring of Milwaukee.

jmj
10/31/16
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