

Advocating for Improved Staffing Levels in Connecticut

Process of getting a bill in the
legislature

Staffing Advocacy in Connecticut

- Research: CV and HHS recommend 4.1 HPRD, where does Connecticut stand on staffing levels?
- Charlene Harrington's December, 2010 report provides information about staffing levels around the country.

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- **NURSING HOME STAFFING REQUIREMENTS BY STATE DIRECT CARE STAFF**
- **HOURS PER RESIDENT PER DAY (HPRD) 2012**
- **State HPRD**
- California 3.20 Colorado 2.00
- **Connecticut 1.90** District of Columbia 3.50
- Delaware 3.28 Florida 2.90 Georgia 2.00
- Iowa 2.00 Idaho 2.40 Illinois 3.10 to 3.8 by '14
- Kansas 2.00 **Louisiana 1.50** Massachusetts 2.60
- Maryland 2.00 Michigan 2.25 Minnesota 2.00
- Mississippi 2.80 North Carolina 2.10 New Jersey 2.50
- New Mexico 2.50 Ohio 2.75 Pennsylvania 2.70
- Tennessee 2.00 Utah 2.00 Vermont 3.00
- Wisconsin 3.25 West Virginia 2.25 Wyoming 2.25
- Average of 28 states 2.45

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- Discussed with State Ombudsman Nancy Shaffer on how to proceed
- Agreed to follow Illinois stair step model raise over time
- Change from 1.9 to 2.3 year 1, 2.7 year 2 and 3.2 year 3
- Approached the legislature in 2012

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- February 2012 Senator Joe Markley agreed to meet with us and run our proposal through the office of fiscal analysis for any cost
- Results showed changing to 2.3 none of CT's 229 nursing homes would be affected, 2.7 would affect 2 nursing homes at a cost of \$400,000, 3.2 would affect 14 nursing homes at a cost of \$12,000,000.

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- 2013 met with Assistant Attorney General to strategize new statute language and best steps forward
- Chose a “number” or target for staffing level recommendation and find a friendly individual, a champion in the legislature
- Lobbied others in the General Assembly, including the Human Services Committee co-chair Senator Gayle Slossberg, but did not get positive feedback

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- 2014 we got an early start and targeted our human services committee co-chairs
- Regional Ombudsman Maggie Ewald and Brian Capshaw met with Senator Joe Markley in October and Representative Cathy Abercrombie in December
- We received positive feedback from both and felt hopeful we would get a bill in the system

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- When the legislative session opened in February we met with Marie Grady, the legislative attorney, who asked for language on a bill
- HB 5322 was generated with a proposal to change Connecticut's 1.9 HPRD to 2.7
- Nancy and Brian discussed the bill with the provider associations and agreed to change to the HPRD 2.3 a number the associations would support

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- A public hearing was held in which Nancy and I testified in favor of the proposal as well as the local SEIU Public Policy Director
- The bill passed the human services committee 18-0 and sent to house floor
- Kicked back to public health committee and passed 23-0 and sent back to house floor and failed to be called for a vote

Staffing Advocacy in Connecticut

- The efforts will continue in 2015
- Strategies will focus on strengthening efforts to engage more “champions” of the proposal
- The LTCOP has invited Attorney Toby Edelman to Connecticut to advise on best strategies at the national level for advocating improved nursing home staffing levels