

2 CRISIS IN CAREGIVING SUPPORT OF NURSING ASSISTANTS AND CAREGIVERS

3 Certified Nursing Assistants provide safe and compassionate care for our vulnerable  
4 populations including our disabled and our elderly. They provide for all activities of daily living  
5 including feeding, bathing, and toileting, as well as meeting the emotional needs for our short-  
6 term, long-term, and acute care populations.

7 A recent Wisconsin provider study, "The Long-Term Care Workforce Crisis: A 2016 Report"  
8 found that there is a crisis in caregiving due to wage and benefit disparity and scheduling  
9 processes that lead to burnout and understaffing. The study found:

- 10 • Four out of five personal caregivers who took jobs outside of health care left for better  
11 pay, better benefits and/or better hours.
- 12 • Eighty-four percent of open hours are filled by using double shifts, overtime, and other  
13 strategies which are leading to caregiver burnout and understaffing.
- 14 • The median hourly starting wage for personal caregivers is \$10.75 compared to \$12.00  
15 for local, non-health care, unskilled, entry level work.
- 16 • More than 50% of providers do not offer health insurance to part-time staff and one in  
17 four providers had at least 10 employees on BadgerCare Plus.

18 According to the same Wisconsin study, the expected need for personal care workers is  
19 projected to increase 26.4% by 2022, which means unfilled shifts and understaffing. The study  
20 found:

- 21 • There are an estimated 11,500 vacant caregiver positions in Wisconsin long-term and  
22 residential care facilities.
- 23 • There were 24% fewer people applying for certification as a nursing assistant between  
24 2012 and 2015 and there was a 24% decline in renewals during that same period.

25 The reimbursement rates for short-term, long-term and acute care facilities have not kept pace  
26 with the higher costs and needs of the current populations.

27 SEIU Healthcare Wisconsin is bargaining a successor collective bargaining agreement at  
28 Oakwood Village Lutheran Homes and Unity Point – Meriter Hospital in 2016 where increasing  
29 minimum starting wages to \$15 per hour will be a primary focus.

30 **NOW, THEREFORE BE IT RESOLVED**, that the Dane County Board of Supervisors supports  
31 the SEIU Healthcare Wisconsin Certified Nursing Assistants/Caregivers at Oakwood Village  
32 Lutheran Homes and Unity Point – Meriter Hospital, and all other caregivers in their quest for a  
33 minimum \$15 per hour starting wage, an increase in reimbursements for short-term, long-term,  
34 and acute care, and safe staffing.

35 **BE IT FURTHER RESOLVED** that the Dane County Board of Supervisors strongly encourages  
36 Oakwood Village Lutheran Homes and Unity Point – Meriter Hospital, and other not yet union  
37 providers to show their respect and value for their certified nursing assistants/caregivers and  
38 reach an amicable collective bargaining agreement, where applicable, and increase starting  
39 wages to \$15 per hour.

40 **BE IT FURTHER RESOLVED** that the Dane County Board of Supervisors expresses its  
41 appreciation for the work of certified nursing assistants/caregivers, particularly on the occasion  
42 of Nursing Assistant Week – June 9 – 16, 2016 - commemorating the hard work and dedication  
43 of our nursing assistants and specifically acknowledges the high quality and compassionate  
44 work of certified nursing assistants/caregivers at Dane County’s Badger Prairie Health Care  
45 Center; and

46 **BE IT FINALLY RESOLVED** that a copy of this resolution be forwarded to SEIU Healthcare  
47 Wisconsin, Oakwood Village Lutheran Homes, Badger Prairie Health Care Center, and Unity  
48 Point – Meriter Hospital Oakwood.