Meet contract obligations for direct support workers

**Issues:**

- The 2013 Legislature authorized collective bargaining for people providing direct support services to people with disabilities and older adults. In August 2014 workers in the following programs voted to form a union: Personal Care Assistance Choice, Consumer Directed Community Supports and the Consumer Support Grant program. The union’s representative is the Service Employees International Union (SEIU).
- In January 2019 the state completed negotiations with SEIU for a new contract; the proposal meets obligations under the contract.

**Proposal:**

The proposal includes increased wages and benefits as well as additional funding for training for direct support professionals represented by SEIU. The proposal:

- Increases the minimum wage floor in state fiscal year 2019 to $13.25 per hour.
- Increases the paid time off accrual rate to one hour for every 40 hours worked.
- Establishes holiday pay at time and a half for hours worked for three additional permanent holidays, for a total of five holidays.

The federal government does not allow different payment rates based on union membership so the contract has the effect of increasing the rate paid for direct support professional services.

**Benefits:**

- Increased wages and benefits help people retain the direct care workers of their choice and attract more providers in the pool of direct support professionals.
- Direct support services help people to live and receive services in home and communities of their choice and to avoid institutionalization to meet their needs for long-term services and supports.

**Fiscal impact:**

- $36.5 million in FY 2020-21; $38.9 million in FY 2022-23

mn.gov/dhs
Related information:

- Revised Governor’s Budget Recommendations for FY 2020-21, Pages 143 to 146:

DHS Communications: March 2019