

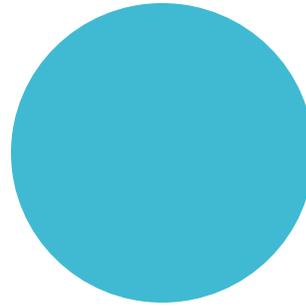
A background image showing a microscopic view of plant cells, likely from a leaf, with clear cell walls and some internal structures. The image is in shades of blue and white, with a teal overlay on the left side.

The FY2023 State Budget: The Impact on Healthcare and Direct Care Workers

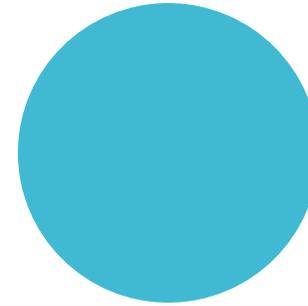
Fran Turner, Director

Joshua Terry, Legislative Director

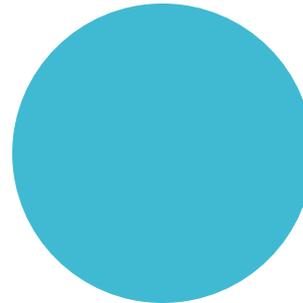
Agenda



**HUMAN SERVICES
COLA**



NURSES ACROSS NEW YORK



**HEALTHCARE AND MENTAL
HYGIENE WORKER BONUSES**

Current Challenges

- Declining Health Care Workforce
- Lack of Recruitment and Retention
- Competition from Private Health Care Facilities
- Competition from Other Industries



Human Services COLA

Human Services Cost- Of-Living- Adjustment (COLA)

- Applies to not-for-profit employees only
 - OPWDD
 - OMH
 - OASAS
 - OCFS
 - DOH

Human Services Cost-Of-Living-Adjustment (COLA)

Human Services COLA by Year									
2013-14	2014-15	2015-2016	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23*
0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	4%	1.00%	1.00%	--

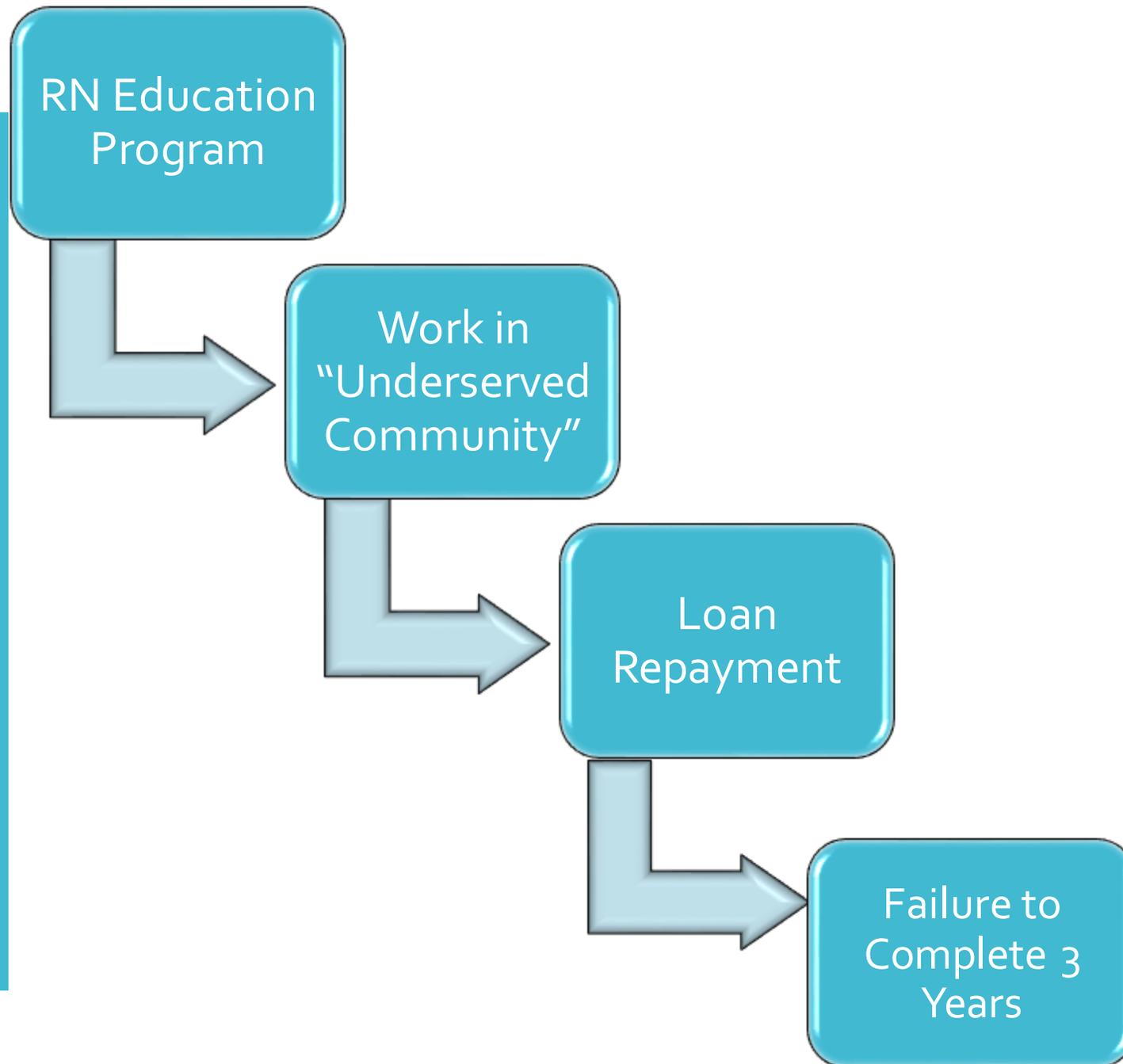
Human Services Cost-Of-Living-Adjustment (COLA)

Human Services COLA by Year									
2013-14	2014-15	2015-2016	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23*
0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	4%	1.00%	1.00%	5.40%



Nurses Across New York

Nurses Across New York



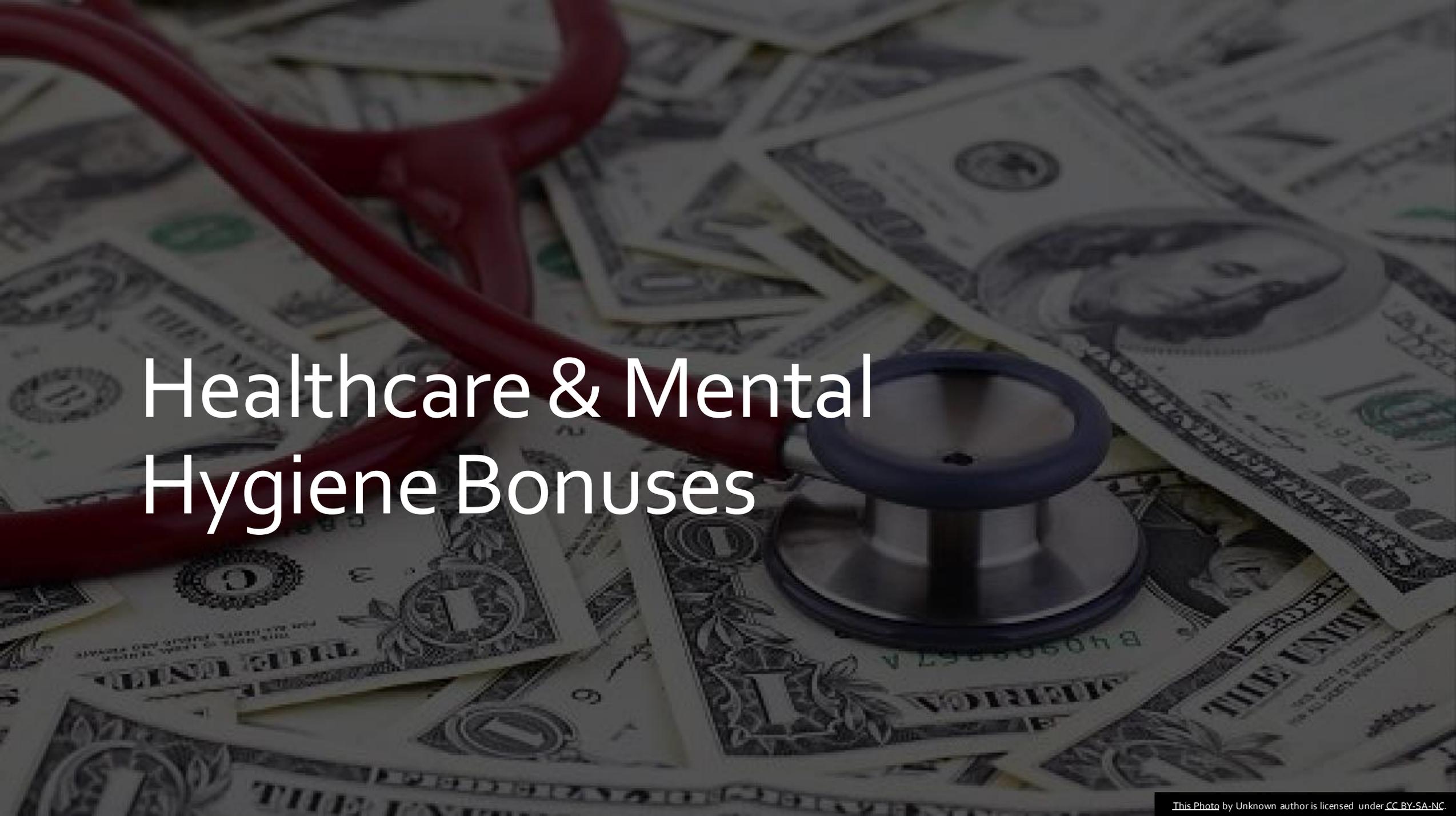
Issues and Concerns

Limited only to RNs

CSEA will advocate to expand eligibility to Licensed Practical Nurses

Expand Definition of underserved community

CSEA supports expanding the definition of “underserved community” to not only include geographic areas, but populations of people who are underserved (i.e. OPWDD).

A stethoscope with a red tube and a silver chest piece is resting on a pile of US dollar bills. The bills are scattered and overlapping, with some showing the portrait of George Washington. The entire scene is dimly lit, creating a somber and professional atmosphere.

Healthcare & Mental Hygiene Bonuses

Healthcare &
Mental
Hygiene Bonus

\$2 billion to support healthcare and
mental hygiene worker recruitment
& retention bonuses

Healthcare & Mental Hygiene Bonus



These bonuses are
**NOT ABOUT WORKING DURING THE COVID-19
PANDEMIC!**

Healthcare & Mental Hygiene Bonus

Eligibility

An “eligible employee” means a person who is a:

1. frontline healthcare and mental hygiene practitioners, technicians, assistants, and aides;
2. that provides hands on health or care services to individuals;
3. that works full-time, part-time, is salaried or hourly, or temporary basis or as an independent contractor; and
4. earns a base salary of less than \$100,000.

Healthcare & Mental Hygiene Bonus

Eligibility

An employee must meet that definition and work for one of the following types of employers:

- Hospitals (public and private)
- Nursing Homes (public and private)
- OPWDD (state and not-for-profit agencies)
- OMH (state and not-for-profit agencies)
- DOCCS (state only)
- OCFS / juvenile justice (state and not-for-profit agencies)
- OASAS (state and not-for-profit agencies)
- Emergency Medical Services (public and private)
- Homecare
- Hospice
- Pharmacies

Healthcare & Mental Hygiene Bonus

State Employees Hours Worked (avg/week)	Other Employees Hours Worked (avg/week)	Bonus
20-29	20-29	\$1,000
30-37.4	30-39	\$2,000
37.5 and more	40 and more	\$3,000

Healthcare & Mental Hygiene Bonus

Bonus Timeline



Questions & Answers

Contact Information

Fran Turner – Fran.Turner@cseainc.org

Joshua Terry – Josh.Terry@cseainc.org

Resources

This Week in Albany –
<http://www.cseany.org/TWIA>

CSEA Legislative Issues Website-
<http://www.cseany.org/Issues>