

## Key Points

- **Lower turnover:** Since 2001, when state-paid homecare workers settled their first contract, turnover has been cut in half, falling from 50% to 27%. Turnover is so critical to long-term care, that it's often used as a stand-in metric for quality.
- **Better training:** Prior to forming their union, there was no systematic training available for state-paid homecare workers. Today, workers and consumers have teamed up to advocate for required training. The numbers of workers who participate in training has risen steadily every year, and in 2017, 13,898 workers were trained by the Oregon Homecare Commission.
- **Higher wages and benefits:** Through their union, state-paid homecare workers have raised their wages from as low as \$2.30 per hour in 2001 to a base salary of \$14.65 per hour today. Through the Homecare Workers Supplemental & Benefits Trust — an entity negotiated in their contract with the state — eligible homecare workers receive paid time off, as well as assistance enrolling in and paying for health insurance, dental and vision.
- **Reducing reliance on state assistance:** Self-sufficiency rates have steadily improved for home workers since they unionized. In 2012, one-third of home care workers were working while enrolled in SNAP. By 2017 that number dropped by 10 percentage points to 23%— a striking decline that has coincided with significant wage gains.



Homecare workers are in-home health aides who support seniors and people with long-term injuries through the State's Aging and People with Disabilities program, which is part of DHS.

Personal support workers are in-home health aides who support people with intellectual and developmental disabilities through the State's Intellectual and Developmental Disabilities program, which is part of DHS.

Both programs are funded by a mix of State resources and Federal Medicaid dollars.