

# OREGON

## Changes Made in 2003 Appear in Bold

| 1. WAGE/BENEFIT ENHANCEMENTS   |  | 2. TRAINING AND OTHER INITIATIVES  | 3. TASK FORCES & COMMISSIONS  |
|--|--|--|---|
| <b>Wages</b> (includes wage pass-throughs) <ul style="list-style-type: none"> <li>Increased reimbursement rate for in home care providers</li> </ul> | <b>Benefits</b> <ul style="list-style-type: none"> <li><b>Health Insurance (April 2004)</b></li> <li><b>Worker's Compensation (April 2004)</b></li> <li><b>Paid leave (July 2003)</b></li> </ul> | <b>(Includes career ladders)</b> <ul style="list-style-type: none"> <li>Delegation of medication administration duties by licensed nursing personnel to unlicensed workers in all care settings</li> </ul> | <ul style="list-style-type: none"> <li>Governor's Task Force on the Future of Services to Seniors and People with Disabilities addresses some workforce issues, 2001</li> </ul> |

| 4. STAFFING RATIOS  | 5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES   | 6. OTHER INITIATIVES NOT COVERED ABOVE   |
|---|---|--|
| OR Administrative Rules 411-86-100 <ul style="list-style-type: none"> <li>Day Shift 1:10</li> <li>Eve Shift 1:15</li> <li>Night Shift 1:25</li> </ul> | <ul style="list-style-type: none"> <li>Real Choice Grant to develop statewide recruitment efforts for personal care assistants</li> </ul> | <ul style="list-style-type: none"> <li>Health Care Sector Employment Initiative (OR Workforce Investment Board) targets CNAs and RNs</li> <li><b>Oregon Technical Assistance Corporation, Salem, OR received a <i>Better Jobs Better Care</i> demonstration grant. For description of project see: <a href="http://www.bjbc.org/Page.asp?sectionID=3">www.bjbc.org/Page.asp?sectionID=3</a></b></li> </ul> |