

**HOUSE . . . . . No.**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

**Peter J. Koutoujian**

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying bill:

An Act to improve training opportunities for health care workers.

PETITION OF:

NAME:

Peter J. Koutoujian

DISTRICT/ADDRESS:

10th Middlesex

[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE HOUSE, NO. 1805 OF 2007-2008.]

**The Commonwealth of Massachusetts**

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**In the Year Two Thousand and Nine**

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**AN ACT TO IMPROVE TRAINING OPPORTUNITIES FOR HEALTH CARE WORKERS.**

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           SECTION 1. Chapter 29 of the General Laws is hereby amended by inserting after  
2 section 2XXX, the following section:—

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4           Section 2YYY. (a) There shall be established and set up on the books of the commonwealth a  
5 separate fund to be known as the Health Workforce Retraining Fund, in this section called the  
6 fund. The fund shall provide grants to eligible organizations to support the training and  
7 retraining of health care employees to address changes in the health workforce. Requests for  
8 proposals shall be issued by the director of workforce development annually by the first day of  
9 March. All proposals shall be due not later than 60 days after the issuance of the request for  
10 proposals, and all grant awards shall be made not later than 120 days after the date on which the  
11 proposals are due. Eligible organizations shall be limited to long-term care facilities, hospitals  
12 and community health centers.

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14           (b) The department of workforce development in consultation with the division of medical  
15 assistance, shall determine eligibility based on whether the program provides 1 or more of the  
16 following services in connection with training an eligible worker to (i) obtain a new position, (ii)  
17 continue to meet the requirements of an existing position, or (iii) otherwise meet the  
18 requirements of the changing health care industry: (1) assessments to help determine training

19 needs; (2) remediation, including preparation in English for speakers or writers of other  
20 languages, instruction in basic reading or mathematics, or completion of requirements for a  
21 general equivalency diploma (GED); (3) basic skills development; (4) reorientation; and (5)  
22 skills and educational enhancement, including, where appropriate, the provision of college  
23 level or college degree course work. Grants from the program fund shall not exceed 0.5 per cent  
24 of the payroll cost of eligible workers. Any expenditure for eligible programs between fiscal  
25 years 2009 and 2010 shall be eligible for reimbursement.

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27 (c) For a specific facility to be eligible for reimbursement from the fund, the facility shall submit  
28 the following to the department of medical assistance and the department of workforce  
29 development:

30 (1) proof of a legally binding, written commitment to increase the salaries, wages, or benefits of  
31 existing and newly hired employees, excluding managers, administrators, and contract  
32 employees, during the fiscal year; (2) proof of the existence of a method of enforcement of the  
33 commitment, such as arbitration, that is available to the employees or their representative, uses a  
34 neutral decision maker and is expeditious and economical for the employees; and (3) proof that  
35 the specific facility has provided written notice of the terms of the commitment and the  
36 availability of the enforcement mechanism to the relevant employees or their recognized  
37 representative.

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39 (d) The public purpose of the fund shall be to stabilize and address changes in the health  
40 workforce and improve the quality of care in Massachusetts health care facilities by reducing the  
41 turnover rate among direct service workers.

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43 SECTION 2. Notwithstanding any general or special law to the contrary, not less than 10 days  
44 after the effective date of this act, the comptroller shall transfer \$1,000,000 from the General  
45 Fund to the Health Workforce Retraining Fund.

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47 SECTION 3. Requests for proposals under section 1 of this act in the first year after this act  
48 takes effect shall be issued by the director of workforce development within 60 days after the  
49 effective date of this act.

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