



# **AFSCME Council 75**

**December 2022 presentation to House Behavioral Health on  
Mosman Decision and Impacts on the Community**



# Over 2,000 - Oregon AFSCME Council 75 Behavioral & Mental Health Members

Peers - Counselors - Substance Use - Crisis - Marriage Family - Nurses -  
Doctors - Social Workers - Support Specialists - Case Managers

- Counties
- State - Department of Corrections & OSH
- OHSU
- Private sector both clinical and residential



# Community Behavioral Health Impact

## Residential

Unsure of impact on their services

Still seeing beds always full

Waitlists

People placed in what's available instead of right level of care

## Clinic & Crisis Response

Unsure of impact on their services

Waitlists for clinical care

High demand for crisis

Hard to know



# Frontline worker solutions:

(An update from 2020 slides - things we are working on!)

1. **Pay Parity** -in progress! AFSCME represented employees have seen increases to wages
2. **Training Fund** - **United We Heal** is up and running - a partnership between employers and the union to provide more accessible training opportunities and apprenticeships
3. **Building Caseload Standards** - manageable workloads & caseloads means better care
4. **Appropriate and Accessible Placements** - **working on it** the right level of care to ensure all are getting adequate & the right level of treatment
5. **Ensuring Workers Have a Voice in their Workplaces** - unionized workplaces have lower turnover there are many reasons for this...



# Oregon State Hospital

Many of the pre-existing issues compounded by the increasing stress causing high turnover in staffing.

The Aid & Assist population brings unique challenges to the hospital due to their - the majority of patients at OSH

- 1) Higher acuity
- 2) Difficulty finding appropriate placements in the community
- 3) Despite the high acuity, we are not staffed as an acute care facility, and
- 4) Judge Mosman's ruling speeds up patient turnover with shorter timelines of treatment

All of these factors contribute to a depleted morale and burned-out workforce.



## Ongoing investments in Recruitment and Retention

- June 2022 analysis (pre-Mosman) showed needed 33% increase in physicians to meet the hospitals needs
- Previous work through the Labor/Management Staffing Solutions Workgroup Findings
- Still competing with outsized recruitment efforts and wages from the private sector

The \$20 million Special Purpose Appropriation was much appreciated it was a first step.



Thank you!