

INTRODUCTION

Background

This study was conducted under the auspices of the Iowa Commission on the Status of Women. It is cosponsored by:

- Iowa CareGivers Association
- Iowa Workforce Development
- Office of the Long Term Care Ombudsman
- American Federation of State, County & Municipal Employees, Iowa Council 61
- Iowa Department of Elder Affairs
- Iowa Department of Inspections and Appeals
- AARP
- Board of Church and Society, Iowa United Methodist Church
- Council on Ministries Contingency Fund, Iowa United Methodist Church

Purpose

The purpose of the study is to determine the wage and benefit status of Iowa Certified Nursing Assistants (CNAs).

METHODOLOGY

Population and sample

- Mail was selected as the methodology for this study.
- The population is CNAs who are listed on the State of Iowa Nurse Aide Registry.
- From the Registry, a random sample of 3,000 names was drawn.

The survey

- The survey was mailed on March 23, 2001.
- The returns were collected until April 25, 2001
- Of the 3,000 surveys mailed, 744 were completed and tallied; 147 came back in the mail marked “undeliverable.”
- The sample size is therefore 26% [744/(3,000-147)].

Data analysis

- Frequencies have been calculated for all the questions on the survey.
- Special cross tabulations have been done for several key factors related to wage and benefit issues.
- Statistically significant relationships among the variables have been identified.
- The maximum standard error range at the 95% confidence level for this sample of 744 respondents is $\pm 3.6\%$.

FINDINGS - DEMOGRAPHICS

How long a CNA?	Number of respondents	(744)
	Less than 1 year	2%
	More than 1 year, but less than 3 years	20%
	3 - 5 years	20%
	6 - 10 years	20%
	11 - 20 years	25%
	More than 20 years	14%
Total hours of CNA training	Number of respondents	(721)
	60 hours	7%
	75 hours	37%
	120 hours	18%
	More than 120 hours	39%
Age	Number of respondents	(726)
	17 to 20 years	12%
	21 to 30 years	25%
	31 to 40 years	20%
	41 to 50 years	21%
	51 to 60 years	16%
	Over 60 years	7%
	Mean age 38.48 years	
Gender	Number of respondents	(738)
	Female	94%
	Male	6%

FINDINGS – JOB CHARACTERISTICS

Tenure on current job	Number of respondents	(743)
	Less than one year	19%
	More than one year, but less than three years	29%
	3 to 5 years	19%
	6 to 10 years	14%
	11 to 20 years	14%
	More than 20 years	6%

Job title	Number of respondents	(744)
	Certified Nursing Assistant (CNA)	68%
	CNA plus CMA (Certified Med Aide)	15%
	Home Health Aide (HHA)	7%
	CNA plus title other than CMA	9%
	Health Care Technician	2%
	Other	5%
Totals more than 100% due to multiple responses		

Job status	Number of respondents	(723)
	Full time	68%
	Part time	23%
	On call	4%
	Pool	3%
	Other	1%

- Job status:
Statistically significant difference**
- The following is a statistically significant difference:
- CNAs who work part time are more likely to be age 60 or over.

FINDINGS – WORK PLACE CHARACTERISTICS

Site of job		Number of respondents	(720)
	Nursing home		74%
	Home care		7%
	Hospital		14%
	Assisted living		3%
	Adult day center		0%
	Other		2%
Job at a union facility?		Number of respondents	(729)
	Yes		8%
	No		91%
If yes, which union?		Number of respondents	(56)
	AFSCME		27%
	Service Employees International Union		18%
	Teamsters		7%
	Other		5%
	No answer		43%

Rural/Urban facility	Number of respondents	(621)
Rural		63%
Urban		37%

**Rural/urban facility:
Statistically significant
differences –**

- The following are statistically significant differences related to rural vs. urban facilities.
- CNAs who have been on the job for less than one year are more likely than those with longer tenure to work at facilities in urban counties.
 - CNAs who work in nursing homes rather than hospitals or other places are more likely to work in rural counties.
 - CNAs who work at for-profit rather than not-for-profit nursing homes are more likely to work in rural counties.
 - CNAs who are over sixty are more likely than younger CNAs to work in rural counties.

For-profit/Not-for-profit facility (Nursing homes only)	Number of respondents	(515)
For-profit		44%
Not-for-profit		56%

FINDINGS – WORKING CONDITIONS

Number residents/patients assigned per day

	Number of respondents	(498)
1 to 5 residents/patients		6%
6 to 10 residents/patients		23%
11 to 15 residents/patients		21%
16 to 20 residents/patients		18%
Over 20 residents/patients		33%
Mean 20.7 residents/patients per day		
Median 16 residents/patients per day		

Satisfaction with number hours worked in a typical week

	Number of respondents	(735)
Too many hours		9%
Just about right		84%
Not enough hours		7%

Number of days per week asked to “work over” on main CNA job

	Number of respondents	(508)
0 days		48%
1 day		18%
2 days		17%
3 days		9%
4 days		5%
5 days		2%
More than 5 days		1%
Mean 1.2 days	Median 1 day	

Number of CNA jobs worked		Number of respondents	(717)
	1 job		89%
	2 jobs		9%
	3 or more jobs		3%
	Mean 1.3 CNA jobs	Median 1 CNA job	

Number of days asked to “work over” on additional CNA job		Number of respondents	(60)
	1 day		28%
	2 days		35%
	3 days		18%
	4 or more days		18%

Number of additional non-CNA jobs		Number of respondents	(651)
	0 jobs		77%
	1 job		20%
	2 or more jobs		4%

Number of hours in typical week for the following:		Number of respondents	(563)
Main CNA job	0 to 8 hours		7%
	9 to 16 hours		8%
	17 to 32 hours		24%
	33 to 40 hours		51%
	More than 40 hours		10%

Additional CNA jobs	0 to 8 hours	79%
	9 to 16 hours	12%
	17 to 32 hours	8%
	33 to 40 hours	1%
	More than 40 hours	0%
Non-CNA jobs	0 to 8 hours	65%
	9 to 16 hours	11%
	17 to 32 hours	14%
	33 to 40 hours	7%
	More than 40 hours	3%

FINDINGS – WAGES AND BENEFITS

Regular hourly pay main CNA job	Number of respondents	(700)
Up to \$6.50		1%
\$6.51 to \$7.00		1%
\$7.01 to \$7.50		5%
\$7.51 to \$8.00		12%
\$8.01 to \$8.50		13%
\$8.51 to \$9.00		15%
\$9.01 to \$9.50		16%
\$9.51 to \$10.00		11%
\$10.01 to \$10.50		11%
\$10.51 to \$11.00		7%
\$11.01 to \$11.50		3%
\$11.51 to \$12.00		3%
\$12.01 to \$12.50		1%
\$12.51 to \$13.00		2%
\$13.01 to \$13.50		0%
\$13.51 to \$14.00		<1%
\$14.01 to \$14.50		<1%
\$14.51 to \$15.00		<1%
\$15.01 to \$15.50		<1%
Mean hourly wage \$9.31		
Median hourly wage \$9.16		
Seventy three percent (73%) earn under \$10.00		
Ninety six percent (96%) earn under \$12.00		

**Regular hourly pay
on main CNA job:
Statistically significant differences**

- CNAs who earn \$10.00 per hour are more likely to have been a CNA for a longer time (11 years or more) than other CNAs.
- CNAs who earn \$11.00 or more per hour are more likely than CNAs paid less to have more than 120 hours of training.
- CNAs who are paid \$10.00 or more per hour are more likely to have been on their current job over 10 years.
- CNAs who work in nursing homes are more likely to earn \$8.00 to \$10.00 than are those working in other settings.
- CNAs who work in home care are more likely to earn \$8.00 or less per hour.
- CNAs who work at hospitals are more likely to earn \$10.00 or more per hour.
- CNAs who work full time are more likely to earn \$9.00 to \$11.00 per hour while CNAs who work part time are more likely to earn under \$9.00.
- CNAs who work in urban counties are more likely to earn \$10.00 or more per hour while CNAs who work in rural counties are more likely to earn \$9.00 or less per hour.
- The older a CNA is, the higher the hourly pay rate is. Older CNAs tend to be paid at higher hourly rates than younger CNAs.

**Overtime hourly pay
on main CNA job**

	Number of respondents	(511)
Up to \$10.00		11%
\$10.01 to \$12.00		17%
\$12.01 to \$14.00		33%
\$14.01 to \$16.00		26%
\$16.01 to \$18.00		8%
Over \$18.00		5%
Mean overtime hourly rate	\$13.43	
Median overtime hourly rate	\$13.42	

Benefits offered at main CNA job

	Number of respondents	(744)
Health insurance		77%
Paid sick time		59%
Paid vacation		82%
Pension		32%
Dental insurance		51%
Long term disability insurance		31%
Totals more than 100% due to multiple responses		

Statistically significant differences – Benefits offered on main CNA job

- CNAs who work at not-for-profit nursing homes are more likely to be offered **health insurance, paid sick time, dental insurance, and pension** than are CNAs who work at for-profit nursing homes.
- See the table below for details.

Benefits offered at main CNA job

	Not-for-profit	For-profit
Health insurance	82%	74%
Paid sick time	67%	51%
Pension	37%	17%
Dental insurance	55%	43%
Paid vacation*	86%	87%
Long term disability insurance*	29%	23%

* There is not a statistically significant difference between not-for-profit and for-profit on these benefits.

If health insurance is offered, do you take it?

	Number of respondents
(694)	
Yes	42%
No	58%

If no, why not?

Cost/affordability	41%
Have alternate	37%
Not eligible	13%
Dissatisfied with health insurance	3%
Minor	1%
Medicare	1%

If yes, who pays for it?

CNA pays for all of it.	26%
Employer pays for all of it.	10%
CNA and employer share the cost	64%

If yes, level of satisfaction with coverage.

Very satisfied	15%
Satisfied	49%
Not satisfied	28%
Don't know	8%