

DOES UNION PRESENCE WORSEN THE RATING OF NURSING HOMES IN CALIFORNIA?

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In a 2022 press release, SEIU 2015 declared a desire to “truly transform the nursing home industry for the better.” The union bills itself as being “united in its commitment to caring for California’s older adults,” and represents a large number of employees at nursing homes in the state of California.

But does union presence at a nursing home actually benefit the health of residents?

Disturbingly, data taken from the Center for Medicaid Services (CMS) points to an opposite trend: Union presence in a CMS-certified registered home appears to lower its CMS rating by almost 10 percent.

SUMMARY OF KEY FINDINGS



CMS-registered nursing homes in California with a labor union have a rating that is roughly one-third of a star lower than homes without a confirmed union (out of five stars), controlling for median county household income.



This means that unionization could lower the rating of a nursing home in a median-income county by roughly 9.6 percent.



Having nurses unionized with the SEIU specifically had an even larger negative effect on star ratings of nursing homes.



Unionized nursing homes were 5.5 percent more likely to have an abuse indicator than non-union homes.

METHODOLOGY

The Center for Medicaid Services (CMS) publishes a list of certified nursing homes each year. The CMS-certified homes in California were exported and investigated for unionization status. This investigation involved searching for mention of specific homes as being unionized in materials published by relevant labor unions, newspapers, and online publications.

The list of California nursing homes was also cross-referenced with a list of California unionization election results exported from the National Labor Relations Board (NLRB). The NLRB has digitally available records for unionization elections that go back to circa 2006. Nursing homes found to have both voted for a union and to have been a CMS-certified home in California were also tagged as unionized. If a nursing home unionized prior to the NLRB data, and was not mentioned in an online publication, then it has not been considered in this analysis.

CMS-certified homes that did not have any evidence of unionization were identified as non-union and compared to those that did have evidence of unionization. These results were then put through a regression analysis controlling for median county household income. According to the latest data from the National Institute of Health.

APPENDIX A: Star ratings in unionized nursing homes vs. non-unionized nursing homes

REGRESSION STATISTICS

Multiple R	0.2745
R Square	0.0753
Adjusted R Square	0.0737
Standard Error	1.3593
Observations	1154

ANOVA

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	2	173.2742	86.6371	46.8860	0
Residual	1151	2126.8471	1.8478		
Total	1153	2300.1213			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%
Intercept	1.4657	0.1838	7.9732	0.0000	1.1051	1.8264
Union Status Dummy	-0.2821	0.1036	-2.7216	0.0066	-0.4854	-0.0787
Median Household Income	0.0000	0.0000	9.5671	0.0000	0.0000	0.0000

APPENDIX B: Star ratings in SEIU-unionized nursing homes vs. non SEIU-unionized homes

REGRESSION STATISTICS		ANOVA				
Multiple R	0.2792					
R Square	0.0780					
Adjusted R Square	0.0764					
Standard Error	1.3574					
Observations	1154					
		<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
		2	179.3351	89.6675	48.6647	0
		1151	2120.7863	1.8426		
		1153	2300.1213			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%
Intercept	1.4651	0.1836	7.9813	0.0000	1.1049	1.8252
Median Household Income	0.0000	0.0000	9.6371	0.0000	0.0000	0.0000
Union Status Dummy	-0.3475	0.1062	-3.2738	0.0011	-0.5558	-0.1393

APPENDIX C: Likelihood of having an abuse indicator in unionized nursing homes vs. non-unionized nursing homes

REGRESSION STATISTICS		ANOVA				
Multiple R	0.1203					
R Square	0.0145					
Adjusted R Square	0.0128					
Standard Error	0.2966					
Observations	1153					
		<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
		2	1.4879	0.7440	8.4574	0.0002
		1150	101.2504	0.0880		
		1152	102.7383			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%
Intercept	0.2309	0.0401	5.7559	0.0000	0.1522	0.3096
Median Household Income	0.0549	0.0226	2.4278	0.0153	0.0105	0.0993
Union Status Dummy	0.0000	0.0000	-3.6057	0.0003	0.0000	0.0000