

Tentative Agreement Highlights

We did it! After tough negotiations with the State, members' collective action paid off. Our Bargaining Team recommends that we VOTE YES!

- ❖ **Wage Increases for PCAs who make less than \$15/hour:** PCAs who make less than \$15/hour will enjoy a 30% increase in our minimum rates, up to \$15/hour by July 2018 and up to \$16.25 by July 2020.
- ❖ **Wage Increases for Companions and Hourly Respite Caregivers:** Companions and hourly respite caregivers will enjoy a 43% increase in our minimum rates, up to \$15/hour by July 2019.
- ❖ **Wage Increases for home care workers who make more than \$15 /hour and daily per diems:** For those caregivers making more than \$15/hour (including ILSTs) AND those making daily per diem rates, we will receive an overall 6.5% increase between July 2018 and January 2021.
- ❖ **Workers Compensation:** All PCAs will gain Workers Compensation insurance, which will be implemented after July 1, 2018 and no later than January 1, 2019.
- ❖ **Holiday Pay:** All PCAs will be eligible for time-and-a-half pay if they work on 4 holidays in the first year of the agreement (Independence Day, New Year's Day, MLK Day, and Memorial Day) and on 6 holidays in the second year (all of the above plus Thanksgiving Day and Christmas day).
- ❖ **No Cap on Wage Ranges:** The State will not cap on our wage ranges.
- ❖ **Protection Against Attacks Against our Union:** If ultra right-wing, anti-worker groups with out-of-state funding try to attack our organization and our ability to pay dues through paycheck deductions, members will still be able to pay dues so we can win future campaigns.
- ❖ **Training and Orientation:** The State will increase funding for our training and orientation programs. The State will provide also increase the stipend amount for orientation completion from \$37.50 to \$48.00 by the end of the contract.
- ❖ **Direct Deposit:** All PCAs will be on direct deposit by July 1, 2018 or a payment card by August 1, 2018.
- ❖ **Late Pay Issues:** The head of the Office of Policy Management and the Commissioner of the Department will meet with home care union members about the challenges we face getting paid on time by Allied.
- ❖ **Term of the Agreement:** The term of the Agreement shall be July 1, 2018 till June 30, 2021.