

**Aging and People with Disabilities**

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**Number: APD-IM-13-069**

**Issue date: 10/8/2013**

**Topic:** Long Term Care

Ratification of the 2013-2015 Homecare Worker/Personal Support Worker

**Subject:** Collective Bargaining Agreement

**Applies to (check all that apply):**

- |  |   |
|--|---|
| <input type="checkbox"/> All DHS employees                             | <input type="checkbox"/> County DD Program Managers     |
| <input checked="" type="checkbox"/> Area Agencies on Aging             | <input type="checkbox"/> County Mental Health Directors |
| <input checked="" type="checkbox"/> Aging and People with Disabilities | <input type="checkbox"/> Health Services                |
| <input type="checkbox"/> Children, Adults and Families                 | <input type="checkbox"/> Other (please specify):        |

**Message:**

The 2013-2015 Collective Bargaining Agreement between the Oregon Home Care Commission and the Service Employees International Union, Local 503 (SEIU) was ratified on October 3, 2013. Although a complete summary of changes impacting local APD/AAA offices will be forthcoming, the most immediate change is a rate increase for homecare workers retroactive to 10/1/13. The new homecare worker rates are:

**Hourly Homecare Workers**

ADLs: \$13.00 per hour  
IADLs: \$13.00 per hour

**Live-in Homecare Workers (including Spousal Pay)**

ADLs: \$13.00 per hour  
IADLs: \$6.50 per hour  
24-Hour Availability: \$6.50 per hour

**Paid Leave**

Hourly paid leave: \$13.00 per hour  
Live-in paid leave (1-12 hour blocks): \$13.00 per hour up to 12 hours  
Live-in paid leave in 24-hour blocks: \$175 (no change)

**\*\*Note\*\*:** Live-in provider can now take paid time off in one hour increments and do not have to take off a minimum of four hours.

### **VDQ Differential (New Category)**

This differential is only approved for homecare workers providing services to individuals who are dependent on a ventilator and have quadriplegia. This rate is not transferable to other individuals with whom the homecare worker is employed. Central Office had previously approved a higher rate for these individuals and will apply the new rate increase. The local office will not need to request a higher rate at this time.

The VDQ differential can only be approved by Central Office. If case managers determine a consumer meets the criteria (e.g. 24-hour awake staff), they should submit a request through the SPD exceptions mailbox.

### **Hourly VDQ Rate**

ADLs: \$16.00 per hour

IADLs: \$16.00 per hour

### **Live-in VDQ Rate**

ADLs: \$16.00 per hour

IADL: \$9.50 per hour

24-Hour Availability: \$9.50 per hour

### **Payment Vouchers**

Homecare worker payment vouchers that were created on 10/4/13 will reflect the new rates when the voucher is generated and mailed.

Homecare worker payment vouchers that were created prior to 10/4/13 will reflect the old rates. The local office **will not** need to authorize new vouchers. When the voucher for October is paid, the payment will be calculated using the new rate.

If a payment voucher for October has already been processed and paid, Central Office will make the adjustment and the local office will not need to take action.

### **Oregon ACCESS**

Oregon ACCESS forms pull rates directly from the mainframe rate table and the higher rates will now appear on forms generated from OACCESS (i.e. Service Plan; Task List; Pay-In Worksheet).

### **Health Insurance**

Homecare workers and personal support workers should be directed to contact SEIU at 1-877-451-0002 for information regarding health care. Homecare workers and personal support workers who receive a "Fast Track" enrollment form for the Oregon Health Plan should be encouraged to complete the form and send it back in the enclosed envelope they received.

Through collective bargaining efforts, health care will be expanded to cover over 15,000 homecare workers and personal support workers by leveraging coverage through the Affordable Care Act and setting up a Homecare Worker Trust to help cover premiums on the exchange, as well as dental and vision coverage. It is critical that homecare workers and personal support workers sign up for the Affordable Care Act with SEIU enrollment assisters and approved SEIU agents. This includes providers who qualify for Medicaid since they could still be eligible for dental and vision coverage through the Homecare Worker Trust.

### **Pay-In**

An Action Request will soon be issued that will address pay-in changes as a result of homecare worker wages and required timelines. At this time, action should not be taken to change the current pay-in amount for consumers receiving in-home services.

### **Future Actions**

An Action Request will soon be sent out summarizing the changes in the Collective Bargaining Agreement and required actions local APD/AAA office must take. As soon as the new collective bargaining agreement is available, it will be posted on the CM tools webpage.

*If you have any questions about this information, contact:*

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