

Cathy Cooper

Authorized Signature

Number: SPD-PT-06-028
Issue Date: 07/06/2006

Topic: Provider Information

Transmitting (check the box that best applies):

- New Policy
 Policy Change
 Policy Clarification
 Executive Letter
 Administrative Rule
 Manual Update
 Other: _____

Applies to (check all that apply):

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

Policy/Rule Title:	Homecare Workers' Live-in Paid Leave - Change in Payment Levels		
Policy/Rule Number(s):	OAR 411-031-0040	Release No:	
Effective Date:	07/01/2006	Expiration:	
References:	2005-2007 Home Care Commission's Collective Bargaining Agreement with SEIU Local 503, OPEU (Homecare)		
Web Address:	http://www.dhs.state.or.us/spd/tools/homecare/index.htm		

Discussion/Interpretation:

Discussions have taken place between the DAS Bargaining team representing the Home Care Commission and the Homecare Workers' Union over the intent of article 14, section 2 "Relief for Live-in Workers." As the result of these discussions, the bargaining team has agreed to apply live-in relief worker payments as follows until further formal bargaining discussions can take place.

This payment agreement replaces the Live-in Relief Worker payment chart released in Policy Transmittal 05-038. The new payment chart is not connected to the client's assistance need in 24 hour availability. A copy of the new payment chart showing the hourly rates effective 07/01/2006 is attached.

The interim agreement is as follows:

Relief Workers who fill in for the regular live-in HCW, while the regular live-in HCW takes paid leave, will be paid \$9.40 per hour effective 7/1/05 or \$9.65 per hour effective 07/1/06 for the first sixteen hours out of every 24 hours of leave taken.

For the 17th-24th hour out of every 24 hours of leave taken, the Live-in Relief Worker will be paid \$3.80 per hour effective 7/1/05 or \$4.05 effective 7/1/06.

Please note that the regular Live-in HCW should continue to receive their normal rate of pay while taking leave.

Local offices should begin using this payment structure immediately and should discontinue using the relief worker payment chart issued in Policy Transmittal 05-038.

Some people may notice that the Live-In Relief Worker could be receiving considerably more payment than the regular Live-in Homecare Worker would during normal work hours. Higher rates were negotiated through the collective bargaining process due to the difficulty of finding available relief workers to substitute during short absences. Any concerns by Homecare Workers about the negotiated rates of pay should be directed to the Homecare Workers' Union 1-800-452-2146.

Implementation/Transition Instructions: Begin following this payment agreement immediately using the appropriate hourly rates according to the bargaining agreement.

Training/Communication Plan: Training on the new service categories: "Live-In Relief Initial" and "Live-In Relief Additional" was provided in Homecare Worker Payment Changes Netlink sessions conducted on 6/14/06 and 6/15/06. An email alert about this issue was also sent to an email list of CEP Program Support Specialists.

Local/Branch Action Required: Begin paying live-in paid leave at these rates.

Central Office Action Required: Provide technical assistance as needed.

Field/Stakeholder review: Yes No

If yes, reviewed by: SPD Policy Workgroup, SPD Operations Committee

If you have any questions about this policy, contact:

Contact(s):	Mary L. Lang, In-Home Services Program		
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E-mail:	mary.l.lang@state.or.us		

Live-In Relief Worker Payment Chart (Effective 07/01/2006)

For rates paid to relief Homecare Workers filling in for the regular live-in Homecare Worker when the regular live-in takes paid leave.

	24 Hours – 1 day			48 Hours – 2 days			72 Hours – 3 days		
	Hr	Rate	Total	Hr	Rate	Total	HR	Rate	Total
LI Relief Initial	16	\$9.65	\$154.40	32	\$9.65	\$308.80	48	\$9.65	\$ 463.20
LI Relief Addl	8	\$4.05	\$32.40	16	\$4.05	\$64.80	24	\$4.05	\$ 97.20
Total	24		\$186.80	48		\$ 373.60	72		\$ 560.40

	96 Hours – 4 days			120 Hours – 5 days			144 Hours – 6 days		
	HR	Rate	Total	HR	Rate	Total	HR	Rate	Total
LI Relief Initial	64	\$9.65	\$ 617.60	80	\$9.65	\$ 772.00	96	\$9.65	\$ 926.40
LI Relief Addl	32	\$4.05	\$ 129.60	40	\$4.05	\$ 162.00	48	\$4.05	\$ 194.40
Total	96		\$ 747.20	120		\$ 934.00	140		\$ 1120.80

For leave periods of fewer hours than 24 hour blocks, pay the first 16 hours out of every 24 at the “Live-In Relief Initial” rate of \$9.65 per hour and pay any remaining hours at the “Live-in Relief Additional” rate of \$4.05 per hour.

Example: 68 hours of live-in paid leave

68 hours contains two 24 hour periods plus one twenty hour period

Three x 16 hours (LI Relief Initial) equals 48 hours paid at \$9.65

68 minus 48 hours equals 20 remaining hours (LI Relief Additional) paid at \$4.05

48 hours LI Relief Initial at \$9.65 = 463.20

20 hours LI Relief Addl at \$4.05 = 81.00

\$544.20