



# Update: Collective Bargaining Agreement 2018

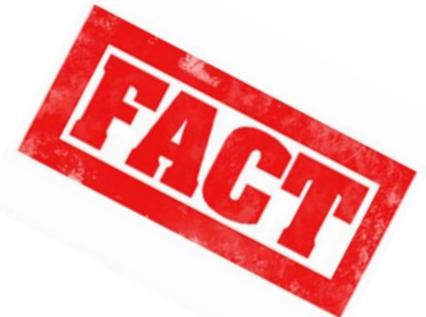
**Between the PCA Workforce Council and New England Health Care  
Employees Union, District 1199, SEIU**

**October 27, 2018**



# Quick Facts

- The CBA is between the PCA Workforce Council and the New England Health Care Workers, SEIU, District 1199
- Passed by the CT General Assembly on March 21, 2018
- The majority of the CBA was effective July 1, 2018 with some exceptions.
- The CBA is in effect through June 30, 2021



# Who Is Covered By The CBA?



- Article 3 of the CBA defines who is covered by the Agreement
- In general, workers who provide personal assistance services for specific state programs are covered by the CBA. Including:
  - ✓ **Personal Care Attendants (PCAs)**
  - ✓ **Hourly Respite Workers and Companions**
  - ✓ **Independent Living Skills Trainers (ILSTs)**
  - ✓ **Per Diem workers**

# Wages



dreamstime.com

## A. Personal Care Attendants (PCAs)

The hourly rate for PCAs working in programs administered by either DSS or DDS who earn less than \$15.00/hour as of April 1, 2018 shall be increased according to the following schedule:

Effective Date of Hourly Rate Increase	New Minimum Hourly Rate
April 1, 2018	\$14.75
July 1, 2018	\$15.00
January 1, 2019	\$15.25
July 1, 2019	\$15.50
January 1, 2020	\$15.85
July 1, 2020	\$16.25

# Wages (continued)



## B. Hourly Respite Workers and Companions

Effective Date of Hourly Rate Increase	New Minimum Hourly Rate
April 1, 2018	\$14.50
January 1, 2019	\$14.75
July 1, 2019	\$15.00

# General Wage Increases

## C. General Wage Increases (GWI) for Employees Making \$15.00/Hour or Above (Excludes employees in Section A)

- This specifically excludes PCAs receiving the increases set forth in Section A, and applies only to PCAs who are already at or above \$15.00/hour as of April 1, 2018. The GWIs for these workers are effective as follows:

Effective Date of Wage Increase	Percent of Wage Increase
April 1, 2018	1.5%
January 1, 2019	1.5%
July 1, 2019	1.5%
July 1, 2020	1.5%
January 1, 2021	0.50%

- Note: Respite Workers and Companions receive the GWIs on July 1, 2020 and January 1, 2021, but not before then.

# Per Diems and Independent Living Skills Trainers (ILSTs)

## Per Diems

- The daily per diem rates will be increased by the amount of the GWIs
- The minimum rate effective April 1, 2018 is \$32.54

## ILSTs

- ILSTs receive GWIs as outlined Article 13, Section D of the CBA



# “Sleeper” Rates

- During periods where the Consumer is sleeping, the PCA shall be paid a “sleeper” rate as follows:

Effective Date	Percentage Increase	New Rate
April 1, 2018	1.5%	\$10.25
January 1, 2019	1.5%	\$10.40
July 1, 2019	1.5%	\$10.56
July 1, 2020	1.5%	\$10.72
January 1, 2021	0.5%	\$10.77



- During periods when the Consumer is awake and requires care, the PCA shall be paid at the rates and in accordance with the practices set forth in the Collective Bargaining Agreement.

# Holiday Pay

- **Effective July 1, 2018:** Employees will be paid 1.5 times their hourly rate of pay for time worked on the following holidays:



Martin Luther King Jr. Day



- **Effective July 1, 2019:** Two additional holidays will be subject to holiday pay rates:





# Workers Compensation Insurance

- The State must provide and cover the cost of workers' compensation insurance for ALL employers regardless of the number of hours worked by the PCA as of January 1, 2019.
- Individual employer budgets will NOT be negatively impacted by the workers' compensation requirement.
- The provision of workers' compensation insurance does NOT mean that employees can automatically start working over 26 hours per week.

# Electronic Funds Transfer

- Moving away from paper paychecks
- Encourage your employees to utilize direct deposit or a pay card –  
Benefits:
  - Workers have immediate access to their pay
  - Workers know faster if there is an issue with their pay
  - Can allow for transition to weekly payroll





# Orientation and Training

- Maintains orientation requirement within 90 days of hire
- Expands voluntary training offerings for employees:
  - **CPR**
  - **Alzheimer's training - CT Alzheimer's Association**
  - **Managing Personal Finances – CT Money School**
  - **Coming Soon! Food Preparation and Safety – Manchester Community College**

Q: What Hasn't Changed?



# A: Your Rights As An Employer



Collective Bargaining Agreement – Article 6 – Consume Rights

***Such authority and control on the part of the Consumer/Surrogate is not and shall not be diminished in any way by this Agreement.***

Full text of Article 6 is on the left side of your packet.

# Contact Information

## PCA Workforce Council

**PCA Workforce Council Hotline: 860-418-6370**

**PCA Workforce Council Dedicated E-mail: [PCACouncil@ct.gov](mailto:PCACouncil@ct.gov)**

