

Welcome to SEIU Healthcare 775NW

Individual Provider Home Care Worker Union Contract

Highlights of Our Union Contract July 1, 2009- June 30, 2011

Wages and Raises

July 1, 2008: \$10.03/hour is the minimum hourly pay rate.

You earn an additional pay increase for each 2000 hours you work. Wage scale steps range from **\$10.17** at 2,001 hours of work to **\$11.07** at 14,001+ hours of work.

Wages have increased 40% since IPs voted to unite with **SEIU Healthcare 775NW!**

Paid Mileage Started July 1, 2008!

As of July 1, 2008, IPs can now claim mileage reimbursement of up to **60 miles per client each month**. Mileage will be paid at the IRS rate, currently **55 cents per mile**.

Paid Vacation

IPs earn one (1) hour of paid vacation for every forty (40) hours of work.

IPs can take the vacation as **paid time off or cash-out** the earned time. The Invoice Express system or your timesheet shows you how to claim your vacation.

Health, Dental, Vision and Pharmacy Benefits for \$17/month

IPs who work at least 86 hours a month qualify for employee-only health, dental, vision and prescription drug benefits for a co-premium of \$17/month through the SEIU Healthcare 775NW MultiEmployer Health Benefits Trust.

There is NO annual deductible for insurance coverage. Health (medical), vision and prescription drug insurance is through **Kaiser Permanente** in SW Washington or through **Regence Blue Shield** or **Group Health Cooperative** for the rest of the state. Premera BlueCross and Willamette Dental are the options for dental insurance.

If you already have insurance (through your spouse or other job) you must choose between the Trust health plan and the other insurance. Once you have worked 86 hours for three consecutive months, you may enroll at any time by sending in an enrollment form and authorizing your \$17 co-payment. It will take an additional month to authorize your \$17 premium payment before coverage starts. You should receive insurance cards in the mail.

To enroll or for more information about benefits:

You can call Trust benefits office toll free at **1 (866) 771-7359**. Translation is available.

You can also call our Member Resource Center at 1 (866) 371-3200

Workers Compensation (Labor & Industries Insurance)

All IPs are covered by L&I workers compensation, which pays for medical bills and treatment for on-the-job injuries or illness, as well as for time-loss when you are unable to do your IP home care job.

Under our contract, the State now pays the entire premium for L&I. This was another raise of approximately 16-17 cents per hour!

Sedgwick CMS handles L & I claims: contact them toll free at 1-866-897-0386.

No more “Shared Living” rule; millions of hours won in contract!

Starting September 2007, the hours which DSHS cut from clients and workers who share a residence were restored as part of our union contract. For thousands of workers this was a 10-15% pay increase. New hours were also added for clients with behavioral or mental health assistance needs.

Caregivers teaching caregivers

A special feature of the new training system will be a peer mentoring program, to match new caregivers with experienced home care workers.

Our goals are to improve the quality of care and the quality of jobs, to help reduce turnover and increase job satisfaction and to create a career ladder for long-term care workers.

Contact us to find out how you can participate!
Call toll-free at 1 (866) 371-3200 or visit www.seiu775.org