

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, 2009: \$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

IPs can claim mileage reimbursement of up to **60 miles per client each month**. You will get information about how to claim mileage soon. Mileage will be paid at the IRS rate, currently **50 cents per mile** as of January 2010.

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. You have a choice of a plan administered by **Premera BlueCross** or **Willamette Dental** 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:

Member Resource Center: toll free at **1 (866) 371-3200**. Translation is available.

Download the application form at www.seiu775.org

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 pays the entire premium for L&I. This benefit is worth approximately 16-17 cents per hour!

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

A Voice in Professional Training and Quality Care

Grassroots advocacy to hold politicians accountable for quality care is an important part of what caregivers do together through our union. Advocates for better training and quality care turned in 317,000 signatures to qualify a training initiative for the ballot and **I-1029 passed with a higher vote total than any other candidate or initiative in Washington state history.**

The **State of Washington now contributes 10 cents per hour to the Training Partnership** to fund the training of all IPs. On July 1, 2010, the State will increase its contribution to **22 cents per hour**. These contributions will pay for a sizable increase in the amount of training workers receive and allow workers to earn a new Home Care Aide certification starting in January 2011.

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