

# Paid Time Off: Use It or Lose It

***"Paid time off" balances for hourly caregivers are subject to a "use it or lose it" if not taken by June 30, 2007.***

Any balance will revert to "0" on July 1, 2007, so make sure you are making plans to take advantage of well deserved paid time off. In February, 2007 you will earn another 16 hours of paid time off if you worked 80 hours in November, December 2006 or January, 2007. Paid time off balances should be reflected on your pay stub.

Live in providers earn 24 hours per month of paid time off up to a maximum of 144 hours which is not subject to the "use it or lose it" provision. However, once a live in provider reaches 144 hours, there are no further hours earned, so it is

important for live-in providers to access their paid time off as well.

Remember, you need to authorize your plans before you take time off with your consumer-employer. You must also notify the case manager with enough notice so relief can be arranged (if needed) and the appropriate vouchers prepared. A relief caregiver can be a paid caregiver with an active provider number, or an unpaid caregiver if the consumer-employer requests that a family member or friend provide care temporarily while you are taking a break.



Addus Healthcare is also a resource for relief caregivers when your client or the case manager is having difficulty finding a relief worker. Addus operates in the Portland, Salem, Eugene and Medford areas and can be reached toll free at 888-249-3726.

## Adult Foster Care - When Policy Changes Hurt

Over the past several months, homecare workers and their consumer employers have had their lives turned upside down by what SPD terms a "clarification" of their rules regarding how a homecare client defines "home". Previously, a client could reside in their homecare worker's home, if the intent of moving in was for reasons "other than receiving care".

Caregivers have lost income, health insurance and have been required to provide 24/7 care to their clients, even when they do not require 24 hour care. Clients have been told they can move or get an outside caregiver to come in and care for them. Harsh and hurtful.

Many caregiver/client arrangements have been upended, uprooted and transferred to Adult

Foster Care, creating emotional and economic distress. On November 2, 2006, affected homecare workers traveled from across the state to Salem to testify before the

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**With the new policy "clarification" the only way a consumer can receive homecare services is if their name is placed on the rental or lease agreement. If the homecare worker is fortunate enough to be a homeowner, the client's name would need to be added to the mortgage, which is impractical at best, impossible for most.**

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Homecare Commission. (See our web site at [www.seiu503.org](http://www.seiu503.org) to read their stories).

As a result of that testimony, the Homecare Commission wrote a letter to James Toews, the Administrator for Seniors and People with Disabilities urging an exceptions policy for those in unique situations, especially when they were entered into in the past in good faith by the client and provider and local office...a review of these cases on a case-by-case basis with the potential to grandfather currently eligible cases, including those where it is in the best interest of the client.

We will be looking for support within the legislature to help resolve this issue if we're unable to gain better language within SPD.