

# 2008 Homecare Bargaining Survey

## 2 Better Jobs for Ourselves – Wages & Benefit Improvements

**Wages** – Homecare is hard work, physically and emotionally. Our pay needs to reflect the value of the work, the value of allowing our consumer/employers to live at home with dignity and independence...and the savings the state enjoys in what it would pay in nursing home costs. We have bargained regular pay raises in the past three contracts. In July, 2008 our wages went up to \$10.20 per hour.

1. In our 2009-2011 contract, we will again push for increases in wages, which is clearly a priority. How much of a wage per hour increase should we fight for? a.  
 \$10.50 per hour     \$10.75 per hour     \$11.00 per hour     Other \_\_\_\_\_
2. Should homecare workers who provide care to ventilator dependent quads receive a higher pay scale?  
 Support     Do Not Support     Need more Information     No Opinion
3. Should homecare workers have career ladder opportunities, such as higher pay to act as a trainer or mentor?  
 Support     Do Not Support     Need more Information     No Opinion

**Health Insurance** - We have been able to make improvements in our health plan design over the past 4 years, adding dental and vision coverage and lowering co-pays. We also have been able to bargain for the state to pay the total cost of the health insurance premium for homecare workers who work over 80 hours a month.

How important is it to you to continue to have fully paid health insurance premiums?

- Very Important     Important     Not Very Important     Not Important

**Retirement Benefits** – homecare workers have no retirement security through our jobs. How important is it to you to negotiate pension benefits:

- Very Important     Important     Not Very Important     Not Important

**Mileage Reimbursement** – Gas prices are at an all-time high. How important is it to you to increase your mileage reimbursements for consumer/employer service and medical related travel?

- Very Important     Important     Not Very Important     Not Important

Is public transportation available in your community?  Yes     No

If Yes, is public transportation an option to meet your consumer/employer's transportation needs?  Yes     No

What barriers would prevent you and your consumer/employer from using public transportation? \_\_\_\_\_

**For 24-Hour Caregivers** – Currently you earn 24 hours of paid time off (PTO) per month until your balance reaches 144 hours. After your PTO reaches 144 hours, you no longer earn 24 hours until you use some of your PTO hours. You are required to take PTO in 24 hour blocks under our current agreement. How important is it for you to take PTO in smaller blocks of time than 24 hours?

- Very Important     Important     Not Very Important     Not Important

**Registry** – "As a Union, we fought hard to establish a registry of homecare workers, making it easier for us to communicate with potential clients and vice versa. How effective do you think the registry is working?

- Very Effective     Effective     Not Very Effective     Not Effective