

CHART: United for a Better Oregon: HCW/PSW Bargaining Update

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	Our Union Proposal	State's Proposal to Us
Cost of living increases (COLAs)	5 % cost of living increase effective October 1, 2019 5 % cost of living increase effective October 1, 2020	No proposal as of yet. No raises in the contract unless money is secured in the legislative budget.
Retirement Benefit	Effective May 15, 2020 workers will begin to receive a employer-funded contribution to the Oregon Saves Retirement Program equal to 5% of your paycheck.	No proposal on a retirement benefit for workers.
Payroll Related Issues	Stronger consequences for paying us late, including a \$30 per day inconvenience fee for every day that our pay is late. Language related to the implementation of the Electronic Visit Verification law, including protecting worker and Consumer privacy and clear criteria for exceptions.	Moving to a two-week pay period for PSWs starting September 1, 2019. For PSWs, reducing the number of days we have to turn in our completed timesheets (after the end of a pay period) from 3 days to 2 days No proposals or solutions for paying us timely.
Improved Referral System	Develop a new Referral and Retention tool to better meet the match-making needs of Workers and Consumers.	No proposal on this issue.
Other	Additional days of paid time off. Holiday pay of time-and-a-half when we work on Oregon and federal holidays. Simplifying the process for earning the \$0.50 per hour Professional Development Certification. Increasing the mileage rate from \$0.48 per mile to the IRS rate of \$0.58 per mile.	
Length of Contract	2-year term expiring 6/30/21	4-year term expiring 6/30/23 Economic re-opener 6/30/21

Professional Development Certification (PDC): An Opportunity To Earn A Higher Wage

The Professional Development Certification (PDC) offers PSWs and HCWs a way to earn a higher wage of .50 cents above the base rate. Courses and requirements offer an educational opportunity intended to help the worker build skills to be applied in their day-to-day work experience.

Applications must be in the OHCC (Oregon Home Care Commission) office by the first day of the month to be eligible for certification approval. If all requirements have been met, then approval and certification will begin the first pay period of the following month. *Example: an emailed application is sent to OHCC on January 12, 2019; it would qualify to have certification begin on the first pay period around March 1, 2019. The reason February 2019 was not the start date was because the application was received later than January 1, 2019.*

Once approved, a confirmation email informing you of the two-year certification period with your attached Professional Development Certificate will be sent. **IMPORTANT:** PSWs need to provide a copy of their certificate and approval letter to the CDDP or brokerage each time they begin working for a new individual.

For more information on how to acquire your PDC, go to: <http://bit.ly/PDC-cert>