



### **Did You Know That....**

#### **The PCA Workforce Council Represents YOU in Collective Bargaining with Your PCA's Union?**

**The Council represents consumer-employers!** The Council was established in 2012 to represent the interests of the state and PCA employers (YOU!). The Council, and the Office of Policy & Management's Office of Labor Relations, negotiates and administers the PCA collective bargaining agreement (CBA) with the union that represents PCAs, 1199 SEIU-NE. Your PCA(s) are covered by a CBA that specifies many conditions of their employment, including: their minimum hourly wage rate, schedule of raises, training opportunities and other benefits. It also outlines a grievance process that PCAs can use to file formal complaints if they have not been paid on-time or feel the Council has breached a term of the CBA. The Council and 1199 SEIU-NE are currently engaged in negotiations for a new CBA that will be effective July 1, 2021.

#### **There Is a Formal Grievance Process If Your PCAs Are Not Paid On-Time or Accurately?**

**Article 10 of the current Collective Bargaining Agreement (CBA) details a "Dispute Resolution" (grievance) process for PCAs** to work with their Union to file formal complaints if they believe the Council has breached a term of the CBA. The CBA is a legal contract. PCAs, through their Union, have the right to grieve a matter pertaining to the CBA that they feel is being violated by the Council. The most frequent grievances filed by the Union pertain to PCAs who allege that they have not been paid on time or in-full. Since January 2019, when the first grievance was filed, through February 2021 only a few hundred grievances have been filed regarding pay. Of these, the majority were denied due to not being the fault of the Fiscal Intermediary (FI) who issues the pay on behalf of consumer-employers. When the Union files a grievance on behalf of a PCA (this is a rare occurrence, approximately 5-10 grievances are filed per week out of approximately 8,000 processed timesheets), Allied will often call the consumer-employer to let them know about the grievance and seek clarifying information or advise the consumer-employer as to what they need to do in order to correct timesheet errors so that their PCA(s) can be paid. If you are ever confused about how to properly complete and submit a timesheet do not hesitate to contact your FI. Also, if you become aware that your employee is experiencing a pay issue and you do not know why or what to do, you should contact your FI immediately. As always, the PCA Workforce Council is also here to answer any questions you may have regarding the grievance process or the CBA.

### **Questions or concerns contact us!**

**Website:** <http://portal.ct.gov/pcaworkforcecouncil/>

**Email:** [pcacouncil@ct.gov](mailto:pcacouncil@ct.gov)

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**Want to be more involved? Join the PCA Workforce Council. We are currently recruiting nominees. Contact the Council if you're interested. We are happy to talk with you.**