
KNOW YOUR RIGHTS AS A CONSUMER EMPLOYER

Knowledge Is Key to Successful Self-Direction

COLLECTIVE BARGAINING AGREEMENT - ARTICLE 6 - CONSUMER RIGHTS

1. General Rights

As provided in chapter 319pp, Consumers and/or Surrogates shall retain all rights including but not limited to the right to/of:

- (A) Hire or refuse to hire PCAs;
- (B) Supervise, direct, manage and train PCAs in their employ;
- (C) Determine the work schedules of PCAs in their employ;
- (D) Terminate PCAs from their service at will;
- (E) Determine under any circumstances who may and may not enter their home or place of residence;
- (F) Determine wages within established wage ranges;
- (G) Maintain levels of services; and
- (H) Self-determination and self-direction

Such authority and control on the part of the Consumer/Surrogate is not and shall not be diminished in any way by this Agreement.

In construing this Collective Bargaining Agreement as a whole, all other provisions of this Agreement shall be construed as subordinate to the rights preserved to Consumers/Surrogates in this Article.

2. Confidentiality Rights

The Union shall not seek information regarding the name, address, phone number or any other personal information regarding Consumers. The Union and PCAs shall maintain strict standards of confidentiality regarding Consumers and shall not disclose any personal information obtained, from whatever source, pertaining to Consumers, unless disclosure is compelled by legal process or otherwise required by law.

3. **Non-Waiver of Consumer Rights**

The above enumerations of Consumer rights are not exclusive and do not exclude other rights as provided by all applicable law. The exercise or non-exercise of rights retained by the Consumer shall not be construed to mean that any Consumer right is waived.

You Can...

**Self-Hire; Self-Direct and Achieve
Self-Determination**