



# State of Connecticut

## Department of Developmental Services & Department of Social Services

### Collective Bargaining Agreement (CBA) Wage Increases

This communication is to notify you as an Employer of Record that the new Collective Bargaining Agreement (CBA) has been approved by the legislature.

The CBA is an agreement between the Personnel Care Attendant Workforce Council, who represents consumer employers, and the New England Health Care Employees Union, District 1199, SEIU who represents your employees, (Direct Support Professionals (DSPs)/ Personal Care Attendants (PCAs)). The previous CBA expired on June 30, 2021 and negotiations have concluded for the current contract period of 7/1/21-6/30/23.

The recently signed CBA includes many new benefits for the DSPs/PCAs that you employ under DDS/DSS self-directed Medicaid programs. This new CBA is giving your employees a raise. It is important to note that (like in previous CBAs) the funds will **not** come out of your current allocation so services will not be impacted. This CBA is increasing the minimum rate of pay for the work that your employees do. Employees who currently earn less than the new minimum hourly wage will have their hourly rates of pay increased over the next 8 months, as detailed below. Employees who already make the minimum or higher will receive two general wage increases of 2% each. Wage increases for employees who work per diem are subject to final Center for Medicaid and Medicare Services (CMS) approval.

Effective **Sunday, May 8<sup>th</sup>, 2022**, the minimum rate of pay and general wage increases will go into effect for **all hourly** workers. The Fiscal Intermediaries have received instruction from both DDS and DSS to begin calculating these new minimum rates for each employee. See below for the new minimum wage and general wage increase amounts and the dates that these go into effect. All new employees hired on or after May 8<sup>th</sup>, 2022 will be subject to the new minimum wage rates.

#### 1. Minimum Wage increases

- Individual Home Supports/Personal Support/Individual Day Support
  1. Effective 5/8/2022 \$17.25
  2. Effective 7/1/2022 \$17.75
  3. Effective 1/1/2023 \$18.25
- Hourly Respite and Adult Companion minimum rate increases:
  1. Effective 5/8/2022 \$16.30
  2. Effective 7/1/2022 \$16.72
  3. Effective 1/1/2023 \$17.25
- Sleep Assignment: Increases will follow the CT Minimum wage schedule (no increases through the CBA)
  1. Effective 7/1/2022 \$14.00
  2. Effective 6/1/2023 \$15.00
    - During periods where the consumer-employer is sleeping, the PCA shall be paid a “sleeper” rate that is equal to the State minimum wage. Consistent with current practice, during periods when the consumer-employer is awake and requires care, the PCA shall be paid at the rates and in accordance with the terms set forth in the Collective Bargaining Agreement.

## 2. General Wage increases (GWI)

- Hourly workers
  1. Effective 5/8/2022 2% for all hourly wage workers currently earning the minimum rate or more than the minimum
  2. Effective 7/1/2022 2% for all hourly wage workers currently earning the minimum rate or more than the minimum.
  3. PCAs on “sleeping assignments” shall not receive the GWI.
- Per Diem (Daily Rates)
  - Effective upon CMS approval 4%.
  - Effective 7/1/2022 & pending CMS approval 4%

Other benefits approved through the new CBA such as: Per Diem General Wage Increases, Lump Sum Payments, Paid Time Off and Health Care Premium Assistance do require Center for Medicare and Medicaid Service (CMS) approval before those can be provided. You will receive more information about these wonderful benefits once approved by CMS and a start date has been determined.

See below for a summary of the new benefits that have been included in the new CBA.

Contract Term	Agreement that Expired <i>June 30, 2021</i>	Final Signed Tentative Agreement <i>April 11, 2022</i>
Wages		
PCAs	\$16.25	\$17.25 upon ratification \$17.75 as of 7/1/22 and \$18.25 as of 1/1/23
Respite Workers	\$15.30	\$16.30 upon execution; \$16.72 as of 7/1/22 and \$17.25 as 1/1/23
General Wage Increase	1.5%	Hourly Wage Workers: 2.0% upon ratification and 2.0% and on 7/22 = 4.0% Total Per Diem Workers: 4.0% upon ratification and 4.0% and on 7/22 = 8.0% Total
Lump Sum NEW!	Benefit did not exist	1 lump sum payment of 6.0% 45 days after legislative & CMS approval calculated on total earnings from April 1, 2021 – March 31, 2022.
Paid Time Off NEW!	Benefit did not exist	Hourly Wage & 12 hr. Per Diem Workers: eligible to earn up to 40 hrs per year & may carry over 40 hrs per year not to exceed 80 hrs accrued in any given year. Per Diems may earn the equivalent of 5 shifts off per year & may carryover 5 PTO shifts per year not to exceed 10 shifts accrued in any given year.
Health Care Premium Assistance NEW!	Benefit did not exist	6% of pay w/ a per person/per year cap of \$5,000 **Must provide proof of denial for HUSKY and Covered CT. Also, must attest to lack access to spousal insurance or insurance through other employment. Maintain semi-annual payments in case a worker separates from employment or received a raise.
PCA Training and Orientation	\$600,000	\$750,000 - The Training Fund shall receive \$750,000 every July 1 <sup>st</sup> , \$150,000 of which must be used for the purpose of employee skills enhancement. Funds that are unobligated by 6/30 of each year return to the state general fund. This is a \$150,000 increase over the annual training allocation in the prior Agreement.

# Provisions Maintained from Prior Agreement

<b>Holiday Pay</b>	Employees will continue to be paid 1.5 times their hourly rate of pay for time worked on the following six holidays: Independence Day, New Year's Day, Martin Luther King Jr. Day, Memorial Day, Thanksgiving Day and Christmas Day.
<b>No Cap on Wages</b>	Effective July 1, 2018, there is no cap on wage ranges. This remains in effect.
<b>Orientation Stipends</b>	\$48 – Employees receive a \$48 one-time stipend for attending a three-hour mandatory new hire orientation program.
<b>Workers' Compensation Coverage</b>	Consumer-Employers and their workers will continue to receive protection through the provision of Workers' Compensation Insurance.
<b>Consumer-Employer Rights</b>	Consumer-Employers will continue to receive (1) all rights as specified in Sections 17b-706 through 17b-706d of the Connecticut General Statutes related to self-direction and (2) protection against their information being sought by the Union. It also includes a general statement that reads: <i>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.</i>