

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 st , \$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

Holiday Pay	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.
No Cap on Wages	Effective July 1, 2018, there is no cap on wage ranges. This remains in effect.
Orientation Stipends	\$48 – Employees receive a \$48 one-time stipend for attending a three-hour mandatory new hire orientation program.
Workers' Compensation Coverage	Consumer-Employers and their workers will continue to receive protection through the provision of Workers' Compensation Insurance.
Consumer-Employer Rights	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>