



# 2019 Homecare/Personal Support Worker Bargaining Survey

## Part 2 — Improving Payroll Systems

Negotiations for our next union contract start in March 2019, and caregivers like you will sit down with representatives from the State of Oregon to bargain our next contract. We need to know what changes you'd like to see.

We know there are many important issues to tackle, so we are launching a three part survey.

- November: Wages, Benefits & Retirement
- **December: Improving Payroll Systems**
- January: Training, Registry & other important issues

### **While wages are an important priority for workers, so is getting paid on time.**

While we made some gains in our last contract, like requiring the state to pay our late fees/overdraft when we're paid late, we must continue to fight for improvements to ensure workers get paid on time, every time.

### **Have you ever received your pay late due to error by the State, local office or Fiscal Intermediary (FI)?**

- Yes
- No

*If you answered yes, what caused your late pay (check all that apply)*

- Late or incorrect processing by local office
- Consumer assessment was not completed on time
- Lost or late voucher (homecare only)

### **How did receiving your pay late affect you?**

### **What was your experience like trying to get your late pay fixed?**

### **Do you get your pay through the direct deposit system?**

- Yes
- No

*If you answered no, why not?*

- I don't have a bank account
- I have a bank account but never signed up for direct deposit
- Other (please specify)

### **Have you heard of Electronic Visit Verification (EVV)?**

- Yes
- No

### **How do you feel about EVV?**

- |   |  |
|---|--|
| <input type="radio"/> Not concerned at all              | <input type="radio"/> Moderately concerned                     |
| <input type="radio"/> A little concerned                | <input type="radio"/> Very concerned                           |
| <input type="radio"/> Neither concerned nor unconcerned | <input type="radio"/> Not applicable - I have not heard of EVV |

**What are your main concerns about EVV? (select all that apply)**

- Privacy
- Difficulty using
- Disruptive to me or my client
- It doesn't make a sense for me as a family caregiver
- Not applicable - I have not heard of EVV
- Other (please specify)

**Is there anything else you want us to know about the EVV requirement?**

**Are there any other issues regarding payroll system that you would like to share with our elected-SEIU Bargaining Team?**

**For Personal Support Workers (PSWs) only**

***Only fill out this section if you are a PSW. You are a PSW if you provide services to people with developmental disabilities. If you are not a PSW, please skip to the next section.***

During our last round of bargaining we considered moving from pay periods that are the 1st-15th/16th-end of the week to a 14 day pay period. We ended up maintaining the current pay cycles after surveying PSWs on what they preferred. But we continue to hear that people want more consistent pay days so we want to revisit hearing from PSWs on this issue.

We know that anything that changes how we are paid should only be done after careful consideration—and that recent transitions, like the change to PPL, have been very stressful for many of us. As we are narrowing the issues left at the bargaining table, we wanted to get feedback one more time about this proposed change and more clearly get a sense of whether or not PSWs are interested in this change.

**Please read the below pros and cons of each pay cycle and then let us know what you think:**

**Current 1st-15th/16-end of month cycle:**

***Pros:***

- Two pay periods fit into an exact month, which makes reconciling the Consumer's monthly allotment of hours easier.
- Avoids another system change
- Workers could continue to bill once a month vs twice a month if preferred

***Cons:***

- Maintains current payroll schedule, where the dates paychecks are cut varies month to month and is impacted by weekends. For instance, if the pay period ends on a Thursday, timesheets aren't due until close of business the next Tuesday. After that, the State needs eight business days to process (because of local office process, ODDS approval and PPL processes). Paychecks aren't cut until 15 calendar days after the pay period ends.
- Confusion around overtime will continue, as the work week (Sun-Sat) will not match the pay period.

## For Personal Support Workers (PSWs) only (continued)

### Moving to a 14 day/2 week pay cycle

#### Pros:

- Would allow for a consistent schedule for when paychecks are cut. For instance the pay period would always end on a Saturday. Timesheets would be due by close of business Wednesday and we'd push for a consistent every-other-week pay processing date. For workers eligible for overtime, it would align your work week with your pay period. This would speed up how quickly workers would receive their overtime pay and make it easier to understand which weeks of overtime pay you are receiving. Currently, when a pay period ends mid-week, it can be very confusing because workers don't receive their overtime payment for the first part of that week until a month later. Workers could choose to bill once every four weeks, instead of once every two weeks if they wanted to.

#### Cons:

- Consumers' hours are allotted on a monthly basis. It could be confusing for both workers and Consumers to have hours allotted on a monthly basis, but the pay cycle running every 14 days.
- Requires workers and Consumers to go through another system change, which can be stressful.

### Based on the above pros and cons, which pay cycle would you prefer?

- Maintain the current 1-15th and 16th-end of month pay cycle
- Move to an every 14 day/2 week pay cycle
- Not sure / either option is fine

▼ ALL HOMECARE WORKERS **AND** PERSONAL SUPPORT WORKERS: PLEASE PROCEED TO THIS SECTION ▼

### Private Home Care

Private Home Care Providers do the same work as Consumer-Employed Providers, but are paid less and don't have any of the protections of being united in a union. Having a large group of providers doing the same work we do but for lower pay weakens our negotiating power — the State points to the standards in private agencies when we negotiate our contract. The first step in an organizing campaign is mapping our relationships to the industry.

### Do you or anyone your know work for a Private Home Care or Home Health agency?

- No
- Yes

### Do you or anyone you know receive services from a Private Home Care or Home Health agency?

- No
- Yes

### Contact Information

FIRST NAME

LAST NAME

STREET ADDRESS

CITY  STATE  ZIP

CELL PHONE\*

EMAIL

\*By providing my phone number, I understand that the Service Employees International Union (SEIU), its local unions, and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Reply STOP to stop receiving messages; reply HELP for more information.

## Optional Demographic Information

SEIU Local 503 is committed to honoring the diversity of all members. This optional demographic information helps us understand the social identities of our membership.

Gender

- Female  Male  Non-Binary  Other

Preferred pronouns

- She/Her/Hers  He/Him/His  They/Them/Their(s)  Other (please specify) \_\_\_\_\_

Which of the following most closely represent your race/ethnicity (check all that apply):

- African or African-American  
 Asian or Asian American  
 Arab American, Middle Eastern, or North African  
 Hispanic or Latinx  
 Native American or Indigenous  
 Native Hawaiian or Other Pacific Islander  
 White  
 Other (please specify)

Preferred language

- English  ASL (Sign Language)  Cantonese  
 Mandarin  Russian  Spanish  
 Vietnamese  Amharic  Haitian Creole  
 Hmong  Korean  Nepali  
 Romanian  Somali  Tagalog  
 Tigrinya  Toishanese  Other (please specify)

Turned in by/Organizer Name: \_\_\_\_\_ Date: \_\_\_\_\_