

Paid Time Off & Holidays Proposal

Prepared for the Consumer Directed Rate Setting Board

April 2022

Overview



1. Paid time Off

- Current status
- Impacts of current policy
- Proposal

2. Holidays

- Current status
- Proposal

Paid Time Off

Current status

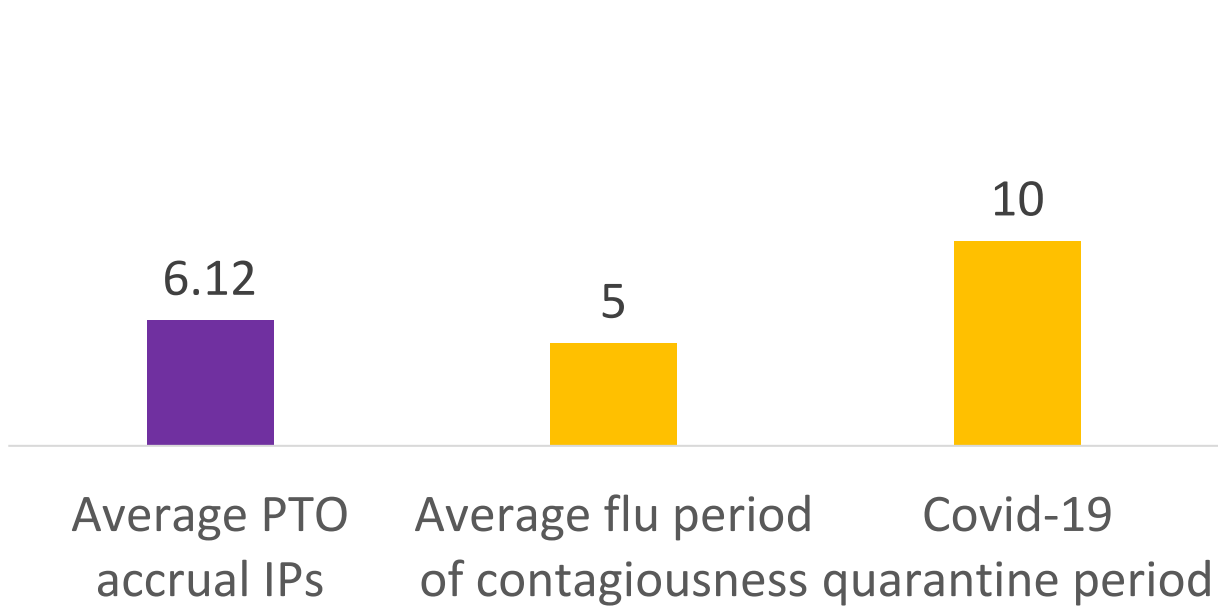


**1 hour for every 25 hours worked,
capped at 130 hours**

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- 10 days for a full-time worker
- Average IP (102 hours/month) accrues 6.12 days per year

Current PTO accrual is not sufficient

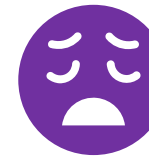


Source: own elaboration with information from the CDC.

Leaves no time for



Emergencies



Rest to prevent burnout



Even a small vacation

The majority of caregivers who used PTO for COVID used ALL their available PTO for COVID-19 related reasons

41% of respondents to 2022 SEIU 775'S member said survey they had to use PTO or sick time for reasons related to COVID-19.

Among caregivers using PTO for COVID-19 reasons,

60%

used all their available PTO



Impacts of PTO policy



Retention & recruitment



Caregivers and clients' health



Public Health



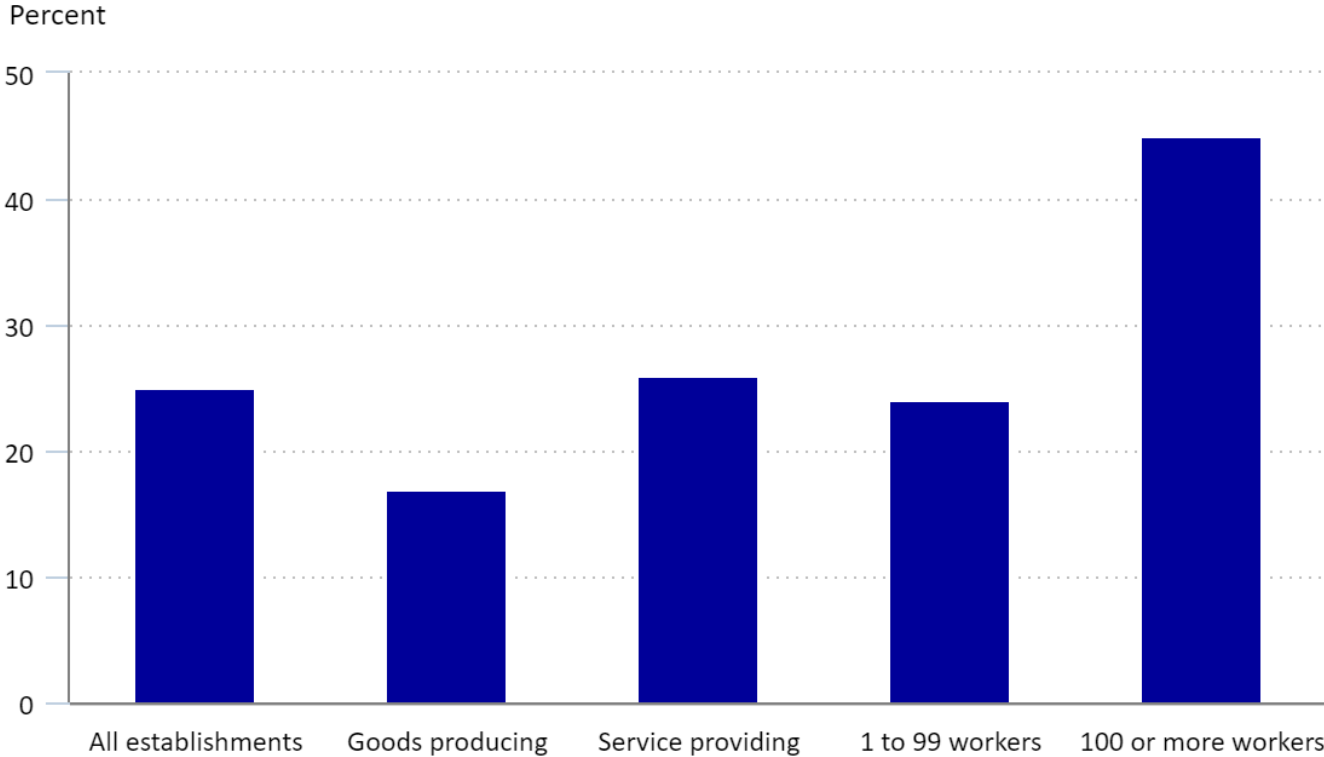
Equity

Recruitment & retention

- Over half (58%) of employers say that offering paid leave helps them attract talent (The Workforce Institute at UKG, 2021)
- Paid sick leave decreases the probability of job separation by at least 2.5 percentage points or 25%. The association is strongest for workers without paid vacation leave and for mothers. (Hill 2013)

Companies are expanding paid time off policies

Chart 4. Percentage of establishments that created or modified sick leave or paid-time-off plans because of COVID-19, June 2020



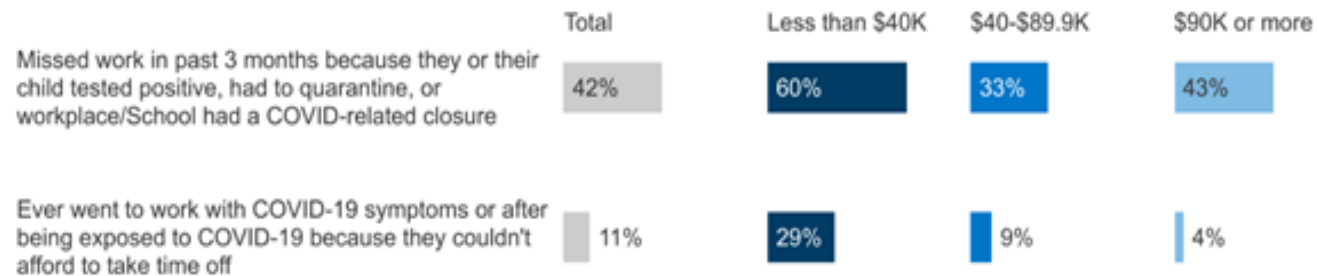
Hover over chart to view data.
Note: COVID-19 = coronavirus disease 2019.
Source: U.S. Bureau of Labor Statistics, National Compensation Survey supplement.



Caregivers and clients' health & well-being

Six In Ten Lower-Income Workers Report Missing Work In Past Three Months Due To COVID-19, Three In Ten Went To Work With COVID-19 Symptoms Or After Exposure

Percent of workers who report experiencing each of the following, by household income:



NOTE: Among those who are employed, but not self-employed. See topline for full question wording.

SOURCE: KFF COVID-19 Vaccine Monitor (February 9-21, 2022)

[KFF COVID-19 Vaccine Monitor](#)

“Without adequate paid sick leave and needing a paycheck, it’s not surprising that some workers – especially those with lower incomes – went to work with COVID-19 symptoms or after being exposed because they couldn’t afford not to.”

Drew Altman
KFF President and CEO

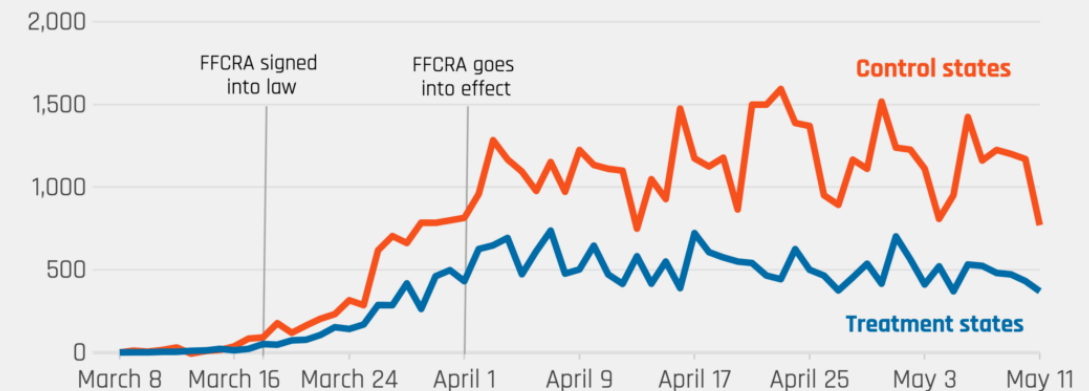
Public Health

Local paid sick time laws have been found to reduce influenza-like infections by 30% to 40%.

Pichler & Ziebarth, 2019


States where workers gained access to emergency sick leave experienced significantly fewer COVID-19 infections

Estimated average new daily cases, relative to March 8, between states with existing and new paid sick leave guarantees after passage of the Families First Coronavirus Response Act



Source: Stefan Pichler, Katherine Wen, and Nicolas R. Ziebarth, "COVID-19 Emergency Sick Leave Has Helped Flatten The Curve In The United States," Health Affairs 39 [12] [2020], available at <https://www.healthaffairs.org/doi/10.1377/hlthaff.2020.00863>.

Note: Excluding states with city-only paid sick leave [Illinois, New York, Minnesota, Pennsylvania].

 Equitable Growth

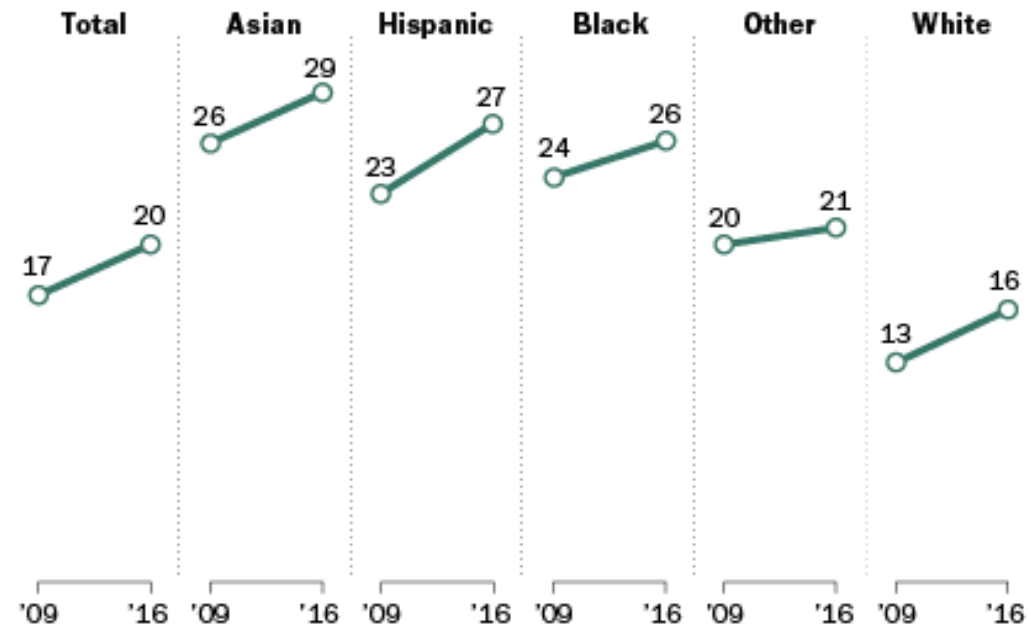
Racial Equity

Home care workers are disproportionately women of color

- One in three (36%) home care workers are people of color
- Black people make up 11% of caregivers, but only 4% of the state overall
- 97% of caregivers are female

Whites less likely than other racial and ethnic groups to live in multigenerational households

% of population in multigenerational households

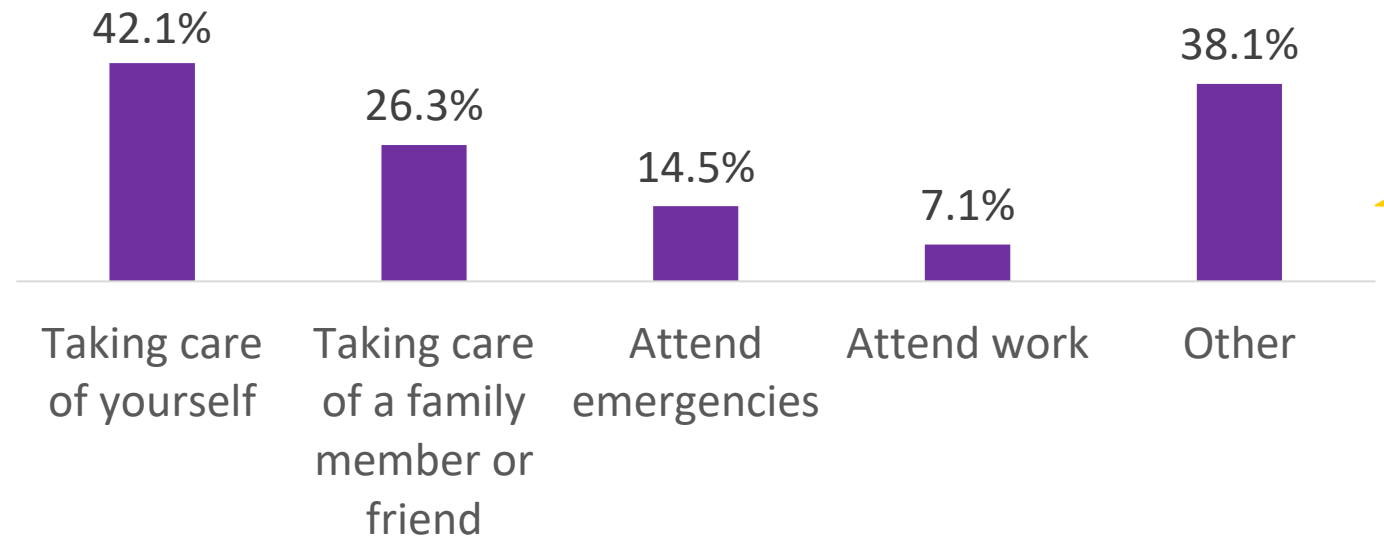


The current cap on PTO impacts caregivers' ability to take care of themselves and their loved ones

27%

of respondents to member survey 2022 reached the PTO cap over the last two years

Activities reaching PTO cap prevented caregivers from doing



Source: SEIU 775 Member survey, March 2022.

Comps



- **WA State – CNAs (part-time, pay status for 80 non-overtime hours in a calendar month):**
 - Vacation leave: estimated 7 days per year during the first and second year of employment and up to 25 days for 25 years or more of employment.
 - Sick days: Up to 12 sick days per year (max. 8 hours per month)
- **Full Life Care (WA Home Care agency):**
 - 1/20 with 125 hours cap
 - 13 days for a full-time worker
 - 8 days for an average of 102 hours per month
- **Catholic Community Services (WA Home Care agency):**
 - 1/25 with 187.5 cap



1 hour for every 25 hours worked, capped at 130 hours

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- 10 days for a full-time worker
- Average IP (102/month) accrues 6.12 days per year

Sources:

WA State CNAs: “Collective Bargaining Agreement between The State of Washington and Washington Federation of State Employees” Effective July 1, 2021, through June 30, 2023, https://ofm.wa.gov/sites/default/files/public/labor/agreements/21-23/wfse_gg.pdf

WA home care agencies: Collective Bargaining agreements 2021 – 2023 found at <https://seiu775.org/findyourcontract/>



SEIU 775 Proposal

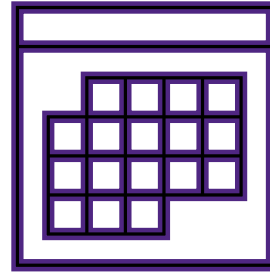
Include sufficient funds to:

- Increase PTO accrual to *1 hour for every 20 hours* worked
 - Full time worker – 13 days
 - Average worker - 7.65 days



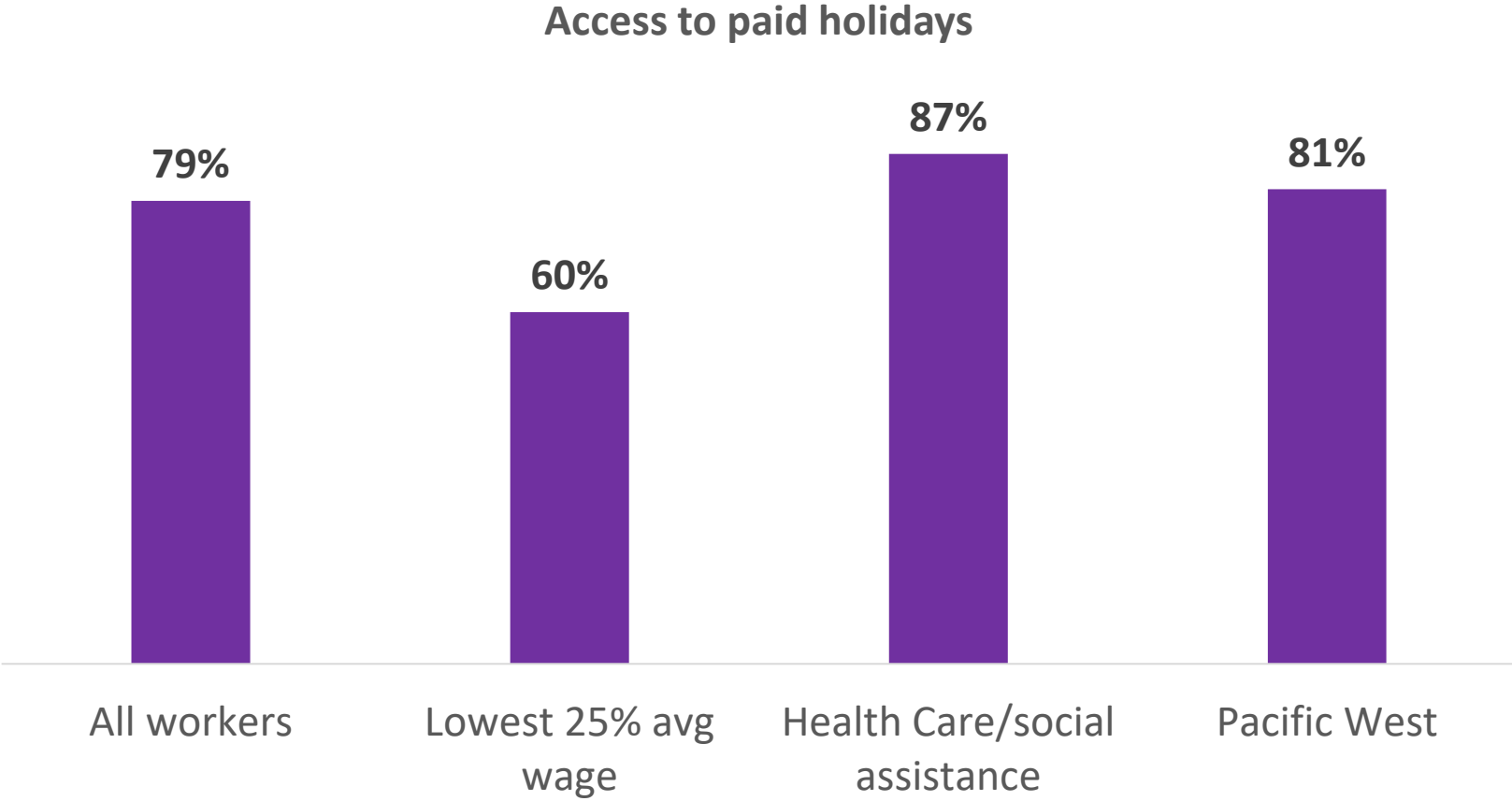
Holidays

Current status



- Currently, IPs have two paid holidays per year: New Years Eve and the 4th of July
- On these holidays, caregivers are paid at 1.5x their current hourly wage (including differentials)

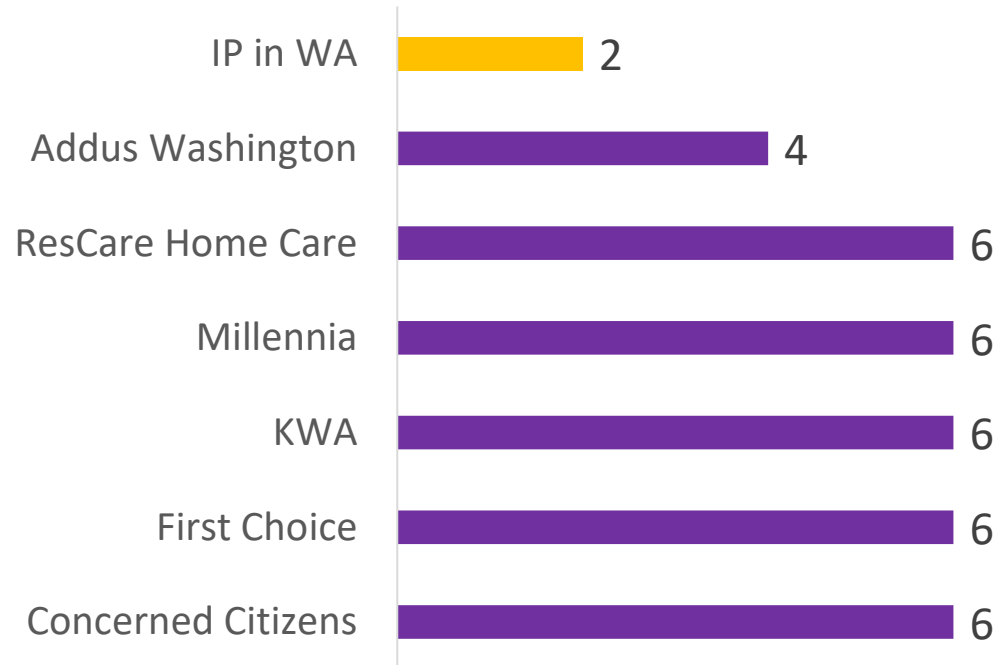
Most Workers Have Paid Holidays



Source: US Bureau of Labor Statistics <https://www.bls.gov/news.release/ebs2.t06.htm>

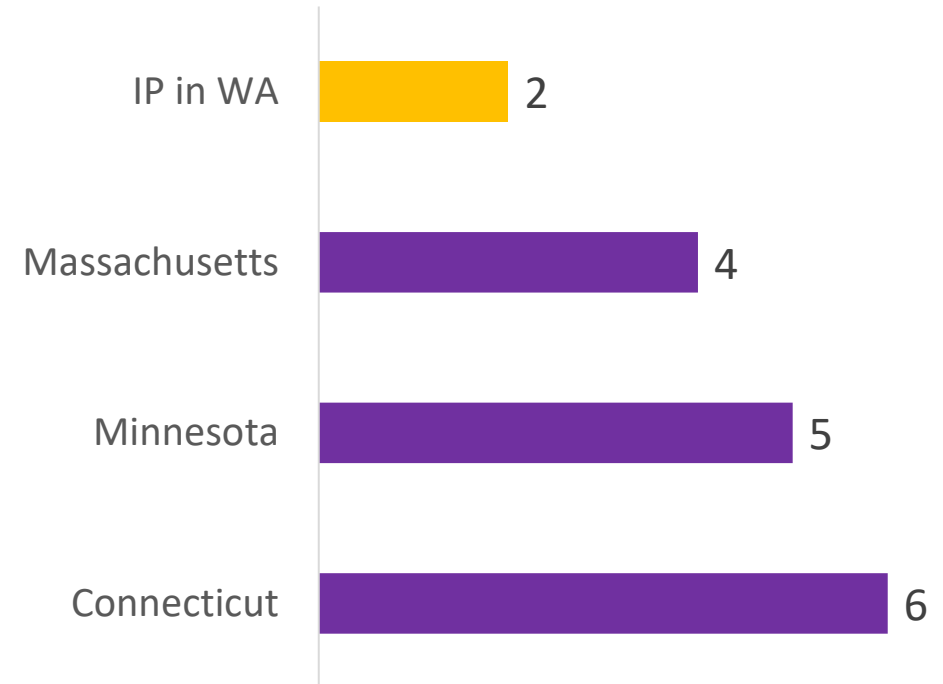
Examples of HCA Paid Holidays

Home care agencies in WA state



Source: Own elaboration with information from Collective Bargaining agreements 2021 – 2023 found at <https://seiu775.org/findyourcontract/>

Other states



Source: Own elaboration with information from States Collective Bargaining agreements

Holidays are an equity issue too...

- *“Holidays however deserve consideration simply from an equity basis. The Arbitrator is not aware of any work group in the public or private sector that does not have some provision for Holidays.”*
- *“Given the emotional and physical nature of the work of the Individual Providers, the Arbitrator views one Holiday as a small step toward filling an essential need of the IPs...”*

Arbitrator Skratek, pp. 33-34.

SEIU 775 Proposal

Include sufficient funds to:

- Add **2 paid** holidays per year to get to **6** holidays total



Thank you!

