



Providing Benefits to Oregon Homecare
and Personal Support Workers

Supplemental & Benefits Trusts

September 9, 2016

Dear Participant,

This document describes certain changes to the Benefit Booklet of the Oregon Homecare Workers Supplemental Trust (“Supplemental Trust”) and the Oregon Homecare Workers Benefit Trust (“Benefit Trust”) (collectively, the “Trusts”). Please read this summary carefully, and keep it with your Benefit Booklet.

Paid Time Off (“PTO”) Rates of Pay

1. To clarify the rules relating the calculation of PTO benefits under the Trusts, the Benefit Booklet is revised as follows:

(a) The first two paragraphs in the sub-section entitled “Personal Support Worker Rate of Pay” on page 7 of the Plan Booklet are revised to read as follows:

Rate of pay means the Personal Support Worker’s gross wages for a month (excluding any increase in wage rate due solely to overtime hours worked during the month), divided by the covered hours worked that month. The rate of pay used to calculate a PSW’s PTO benefit during the benefit period will be the rate of pay earned during the first month that 80 hours were worked during the determination period.

For example, if a PSW worked 80 hours in October, 48 hours in November and 120 hours in December, they will be determined eligible for PTO benefits effective February 1st. In this example, October becomes the month to use for determination of the PTO rate, using the total pay (excluding any increase in pay resulting from overtime work) divided by total hours for that month. If the Participant’s applicable pay in October is \$1000, and their gross hours in that month were 80, their PTO rate of pay for the next benefit period would be \$12.50 per hour.

(b) The first two paragraphs of the sub-section entitled “Live-In Homecare Worker Rate of Pay” on page 8 of the Plan Booklet are revised to read as follows:

The benefits of the Homecare Workers Supplemental and Benefits Trusts were negotiated for you by SEIU Local 503.

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Rate of pay means the Live-In's gross wages for a month (excluding any increase in wage rate due solely to overtime hours worked during the month) divided by the covered hours worked that month. The rate of pay used to calculate a Live-In's PTO benefit each month will be the rate of pay earned during the eligibility month.

For example, the rate of pay used to determine your PTO benefit for January 2016 will be the rate of pay earned in November 2015. If your applicable wages (excluding any increase in pay resulting from overtime work) were \$3,136, and you worked 320 hours of covered employment that month, your rate of pay for November would be \$9.80.

(c) The first two paragraphs of the sub-section entitled "Hourly Homecare Worker Rate of Pay" on page 9 of the Plan Booklet are revised to read as follows:

Rate of pay means the HCW's gross wages for a month (excluding any increase in wage rate due solely to overtime hours worked during the month) divided by the covered hours worked that month. The rate of pay used to calculate a HCW's PTO benefit during the benefit period will be the rate of pay earned during the eligibility first month that 80 hours were worked during the determination period.

For example, if a HCW worked 80 hours in October, 48 hours in November and 120 hours in December, they will be determined eligible for PTO benefits effective February 1st. In this example, October becomes the month to use for determination of the PTO rate, using the total pay (excluding any increase in pay resulting from overtime work) divided by total hours from that month. If the Participant's applicable pay in October is \$1000, and their gross hours in that month were 80, their PTO rate of pay for the next benefit period would be \$12.50 per hour.

(d) Paragraph C.1 of the section entitled "Benefits Information – Summary of Benefits" beginning on page 13 of the Plan Booklet is revised to read as follows:

C.1 A Participant who works as either a Personal Support Worker or Hourly Homecare Worker (or both) and meets the eligibility



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requirements for PTO benefits will be eligible to receive 20 hours of paid time off each February 1 and July 1. The amount of a Participant's PTO benefit will be calculated based on her or his gross rate of pay (excluding any increase in wage rate due solely to overtime hours worked) for the first 80 hours of bargaining unit employment accrued during the applicable eligibility period (i.e. October, November, and December, for February 1 benefits; and March, April and May for July 1 benefits). For purposes of determining PTO eligibility, hours worked as a Personal Support Worker and hours worked as an Hourly Homecare Worker shall be combined. If a Participant works as a Live-In Homecare Worker, the Participant shall instead receive the benefit described in C.2

Coverage Options to Replace the Oregon Health Co-Op

2. The following language is added to the sub-section entitled "Participants Residing in Oregon" in the section entitled "Enrolling During Open Enrollment" on page 11 of the Plan Booklet, and also to the end of the first full paragraph in the sub-section entitled "Oregon" in the section entitled "Exchange Medical Insurance" on page 17.

Effective August 1, 2016, the Oregon Health Co-Op is no longer a Trust-approved Plan. For participants residing outside of the Kaiser Service Area, the following are added as Trust-approved plans effective August 1, 2016: the Pacific Source \$2,500 Deductible OR Standard Silver Plan PSN (AI) PPO and the BridgeSpan \$2,500 Deductible Oregon Standard Silver Plan Value PPO.

Miscellaneous

1. The third sentence of the sub-section entitled "Who directs the Trusts?" in the "Frequently Asked Questions" section on page 5 of the Plan Booklet is revised to read as follows:

The current Boards were appointed by the Union's Homecare Council and include Brian Rudiger, Deputy Executive Director of your SEIU Local 503 OPEU, eight Homecare and Personal Support leaders and a Union staff person.

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More Information or Questions

If you have any questions about benefits that you may be eligible to receive through the Oregon Homecare Workers Supplemental Trust or the Oregon Homecare Workers Benefit Trust, you can visit <https://www.orhomecaretrust.org> or call your Trust office at 1-844-507-7554, select Option 3 and then Option 2.

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