

Appendix J. PTO, Holidays and Differentials WA Home Care Agencies comparisons

Comps



- **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



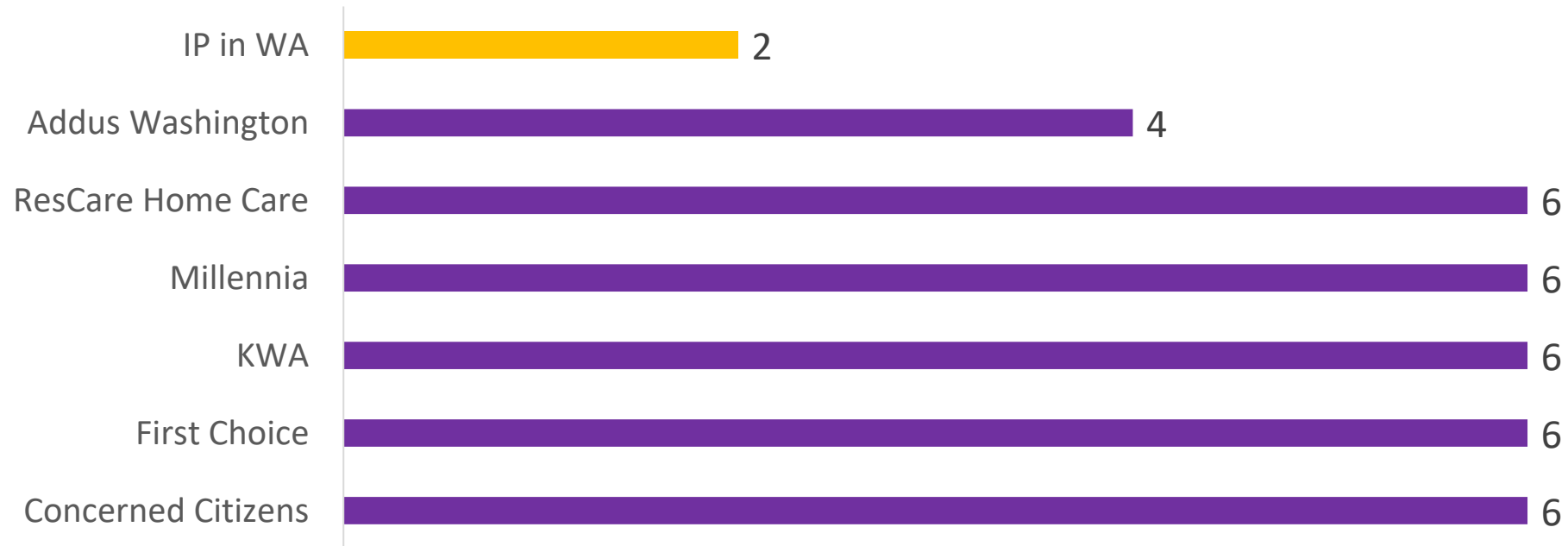
**1 hour for every 25
hours worked,
capped at 130
hours**

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

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

Examples of HCA Paid Holidays



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

Most
Washington
Agencies have
a paid Nurse
Delegation
Differential



Organization	Nurse Delegation Differential
Catholic Community Services	50 cents
Full Life Care	50 cents
ResCare	50 cents
Amicable	25 cents
Chesterfield	25 cents
Concerned Citizens	25 cents
Millennia	25 cents
KWA	25 cents

Source: own elaboration with information from Collective Bargaining Agreements 2021 – 2023.

Other acuity differentials in Washington

WA Home Care Agency	Special / Extraordinary Care / Behavioral needs Differential	Transfer / Toileting Differential
Addus Washington	50 cents	
Amicable	25 cents	25 cents
CCS	50 cents	50 cents
Concerned Citizens	25 cents	25 cents
First Choice	50 cents	
Full Life Care	1 dollar	
KWA	50 cents	
ResCare	50 cents	

Source: own elaboration with information from Collective Bargaining Agreements 2021 – 2023.