

Executive Summary: Health Impact Review of Funding the Wage and Retirement Components of the Individual Provider Home Care Contract & Agency Parity

Evidence indicates that funding the wage and retirement provisions of the 2015-2017 Individual Provider Home Care Contract would likely improve health outcomes for home care providers, thereby decreasing health disparities by race/ethnicity and income in Washington State.

CONTRACT INFORMATION

Summary of Contract:

- The 2015-2017 Individual Provider Home Care Contract is a tentative agreement between the State of Washington and SEIU 775 regarding individual providers who have contracted with the Department of Social and Health Services (DSHS) to provide personal care, respite care, or residential services as defined by [RCW 74.39A.240](#).
- This health impact review analyzes the likely health effects of the wage (Article 9) and retirement (Article 22) provisions of this contract.
- Article 9 creates a new wage scale under Appendix A of the contract. This new wage scale will increase the wages for caregivers twice a year over the next two fiscal years. This will lead to a 12 dollar wage in the second half of the 2017 fiscal year for providers with 700 or fewer hours of experience (currently \$11.06 per hour). This wage increases with experience so those at the top step of the scale with 16,001 or more hours of experience will earn \$15.40 per hour by the second half of the 2017 fiscal year (currently \$14.53 per hour).
- Article 22 requires that the State and SEIU 775 create and sponsor a joint labor and management (Taft-Hartley) defined contribution plan and trust fund. The State will contribute twenty-three cents per DSHS paid hour worked by all home care workers covered under the contract. The State must also make an initial grant of \$200,000 to fund the infrastructure of the trust fund.
- [RCW 74.39A.310](#) requires the hourly value of individual provider wages and benefits to be added to the home care agency vendor rate through a parity formula which must be used exclusively for improving the wages and benefits of home care agency workers (agency providers) who provide direct care.

HEALTH IMPACT REVIEW

Summary of Findings:

This health impact review found the following evidence regarding funding the wage and retirement components of the Individual Provider Home Care Contract:

- Very strong evidence that funding the wage provisions will improve health outcomes for home care providers and their families.
- A fair amount of evidence that funding the retirement provisions will improve health outcomes for home care providers.
- Very strong evidence that improving health outcomes for home care providers and their families will decrease health disparities by race/ethnicity and income.

FULL REVIEW

For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full health impact review:

<http://sboh.wa.gov/Portals/7/Doc/HealthImpactReviews/HIR-2015-11-fundingIPcontract.pdf>

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