



EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES
COMMONWEALTH OF MASSACHUSETTS
OFFICE OF MEDICAID
ONE ASHBURTON PLACE, BOSTON, MA 02108



MAURA T. HEALEY
GOVERNOR

KATHLEEN E. WALSH
SECRETARY

KIMBERLEY DRISCOLL
LIEUTENANT GOVERNOR

MIKE LEVINE
ASSISTANT SECRETARY
FOR MASSHEALTH

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NOTICE: Collective Bargaining Agreement PCA Program Changes

Dear PCA Consumer,

Several changes to the MassHealth Personal Care Attendant (PCA) Program recently went into effect or will go into effect over the next several years. The purpose of this notice is to inform you of these important changes and to explain how they affect you and your PCAs.

Change in Pay Day

A. Prioritized Payroll Processing

- PCAs who submit an error-free timesheet using e-timesheet or Electronic Visit Verification (EVV) by 4:00 p.m. on Monday following the end of the applicable payroll will be paid on Thursday.
- PCAs who submit an error-free paper timesheet by 4:00 p.m. on Monday following the end of the applicable payroll period, Tempus will make best efforts to pay such PCAs' timesheets on the following Thursday but no later than Friday.

Wage Updates

A. Standard Wage Increases

- As of September 1, 2023, all PCAs receive a wage of \$19 per hour. Additionally, PCAs received a one-time payment that equals \$1 per hour worked from July 1, 2023 through August 31, 2023.
- As of July 1, 2024, PCAs will receive a wage of \$19.50 per hour.
- As of April 1, 2025, PCAs will be eligible for seniority-based rates (see Table A below) after they complete New Hire Orientation (NHO)
- As of July 1, 2025, the base rate will remain at \$19.50, and PCAs who complete NHO will receive a wage based on seniority (see Table B below).

B. Seniority Payment Model

A seniority pay differential will take effect on April 1, 2025. PCAs will be paid according to their length of time working as a PCA in the PCA program. Please see wage details below.

- As of April 1, 2025, the seniority model becomes effective. PCAs who have completed new hire orientation (NHO) will be paid based on total number of hours worked. (See Table A below).

- As of July 1, 2025, the wage increases will take effect for PCAs who have completed new hire orientation (NHO). (See Table B below). Note: PCAs who do not complete NHO will continue to be paid based on the \$19.50 per hour wage rate and will not be eligible for the seniority-based step increases.

TABLE A: Wages as of April 1st, 2025: PCAs who have completed NHO will receive a rate applicable based on number hours worked as a PCA.

Base Rate (for PCAs who have not completed NHO)	<u>Step 1</u> 0-3640 hours	<u>Step 2</u> 3641-7280 hours	<u>Step 3</u> 7281-12740 hours	<u>Step 4</u> 12741-18200 hours	<u>Step 5</u> 18201+ hours
\$19.50	\$19.50	\$20.10	\$20.70	\$21.30	\$21.90

TABLE B: Wages as of July 1st, 2025: Based on Total Number of Hours Worked as a PCA and whether the PCA has completed NHO.

Base Rate (for PCAs who have not completed NHO)	<u>Step 1</u> 0-3640 hours	<u>Step 2</u> 3641-7280 hours	<u>Step 3</u> 7281-12740 hours	<u>Step 4</u> 12741-18200 hours	<u>Step 5</u> 18201+ hours
\$19.50	\$20.00	\$20.60	\$21.20	\$21.80	\$22.40

New Hire Orientation Acknowledgement Form

An acknowledgement form has been created and will be included in the new hire packets for newly hired PCAs.

Racial Justice and Equity Committee

The PCA Workforce Council has formed a Racial Justice and Equity Committee. This committee will focus on discussing and creating awareness and solutions that reduce or eliminate racial disparities and inequities within the PCA program.

Two Additional Paid Holidays

PCAs are now eligible to be paid a holiday premium rate (equal to the applicable rate at time-and-a-half) for working on two additional holidays per year – Martin Luther King Jr. Day and Juneteenth. The six holidays applicable to the PCA Program are: New Year’s Day, Martin Luther King, Jr., Day, Juneteenth, Independent Day (July 4th), Thanksgiving Day, and Christmas Day. PCAs must work on the holiday in order to receive holiday pay.

Increased Flexibility for Paid Earned Time, or “Paid Time Off (PTO)”

PCAs can now use PTO hours at any time. This includes when the PCA is not scheduled to work as a PCA. PCAs may not submit time, or be paid, for PTO during the same time they provide PCA services.

PCA Identification Cards

PCAs will have the option to obtain a PCA Program identification card for use when providing PCA services. This option is not yet available; EOHHS is currently in the planning stages to provide this service.

Retirement Strategy

The Commonwealth committed to identifying a retirement strategy where PCAs may enroll and contribute a percentage of their own pay towards retirement. EOHHS will provide more information to consumers and PCAs when available.

Complex Care Differential Plan

Effective January 2026, there will be an increase in the applicable wage rate by \$3.25 per hour for PCAs who work for Consumers who are designated based on MassHealth-established clinical criteria to have Complex Care needs. EOHHS will be engaging with stakeholders on aspects of this Complex Care designation.

If you have questions about any of these changes, please reach out to your Personal Care Management Agency who can assist you further.

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MassHealth