

PCA Council Paid Time Proposal
October 15, 2009

Effective September 1, 2009 all PCAs who have worked a minimum of 1500 total PCA Hours (cumulatively since starting PCA work) and who averaged at least 25 hours total PCA work/week for the preceding quarter (June, July, August 2009) shall receive a paid time off payment by December 15, 2009. The amount of the payment shall be determined by dividing \$1.25M by the number of eligible PCAs.

Effective September 1, 2010 all PCAs who have worked a minimum of 1500 total PCA hours (cumulatively since starting PCA work) and who averaged at least 25 hours total PCA work/week for the preceding quarter (June, July, August 2010) shall receive a paid time off payment by December 15, 2010. The amount of the payment shall be determined by dividing \$1M by the number of eligible PCAs.

The above procedure will have no force as precedent and will not be binding on either party in the future.