

**PCA Union Security
October 16, 2009**

Amend the current collective bargaining agreement to remove the current “Article 4: Union Rights, Section 1: Union Security” and replace it with the following language:

The payment of dues or agency service fees is required as a condition of employment for all PCAs covered by this contract. An authorization form will be designated and provided by the Union to the Fiscal Intermediaries. This form shall be included in the new PCA hiring packet distributed to the consumer.

Effective January 1, 2010, all persons currently employed as PCAs and future hires who have not signed a membership form will have the agency service fee deducted by the Fiscal Intermediary without a signature required for the deduction to be implemented. This paragraph shall sunset as of June 30, 2011.

No deduction shall be made from any PCA during any pay period in which the PCA works 16 hours or less, subject to the FIs ability to implement this provision.

The Employer shall receive ninety (90) days advance notice of any planned change of dues and fees.

Amend the current collective bargaining agreement in “Article 4: Union Rights, Section 2: Payroll Deduction” as follows:

In the first paragraph of Article 4, Section 2, delete the following language: “upon receipt of a signed authorization form or as permitted by state law.”

In the last paragraph of Article 4, Section 2, Subsection 1, delete the following language: “Eighteen (18) months after the date on which this contract is signed, the labor management committee shall review the number of PCAs who have signed authorization cards. If the percentage of signors is 90% or lower of the most recently calculated population of PCA workers, 1199SEIU may seek to reopen negotiations solely on the content of Article 4.”