

Aging and People with Disabilities

Number: APD-PT-25-022

Authorized by: Jane-ellen Weidanz

Issue date: 12/9/2025

Subject: 2025-2027 HCW CBA Ratification

Transmitting (check the box that best applies)

- ☒ New policy ☒ Policy change ☒ Policy clarification ☐ Executive letter
☐ Administrative Rule ☐ Manual update ☐ Other:

Applies to (check all that apply):

- | | |
|--|--|
| ☐ All ODHS employees | ☐ County DD Program Managers |
| ☒ Aging and People with Disabilities | ☐ Developmental Disabilities Services |
| ☒ Area Agencies on Aging: Type A and B | ☐ Self-Sufficiency Programs |
| ☐ Child Welfare Division | ☐ Support Service Brokerage Directors |
| ☐ Children's Intensive In Home Services | ☐ Stabilization and Crisis Unit |
| ☐ Children's Residential Services | ☐ Other (please specify): Enter Text |

Policy/rule title: Ratification of the 2025-2027 Collective Bargaining Agreement Pertaining to HCWs

Policy/rule numbers:

Release number:

Effective date: Immediately

Expiration date: N/A

References: 2025-2027 Collective Bargaining Agreement Between the Oregon Home Care Commission and SEIU, Local 503

Web address:

Discussion/interpretation

The 2025-2027 Collective Bargaining Agreement (CBA) between the Oregon Home Care Commission (OHCC) and the Service Employees International Union (SEIU) Local 503 has been ratified. The purpose of this transmittal is to provide information from the agreement that impacts local offices, including specific actions that must be implemented.

Article 10- Carewell Registry (Carina)

- Effective August 2025, the OHCC Registry is no longer available for use. Carina will be the new registry. See [APD-AR-24-011](#).

Article 14- Service Payments

- The pay scale with step increases shall be as follows:

Step	Hours worked and accumulated since Jan. 1, 2023	Jan.1, 2025 Hourly rate	Jan.1, 2026 Hourly rate	Jan.1, 2027 Hourly rate
1	0 to less than 2000	\$20.00	\$21.25	\$23.00
2	2000 to less than 4000	\$21.00	\$22.25	\$24.00
3	4000 to less than 6000	\$22.00	\$23.25	\$25.00
4	6000 to less than 8000	\$23.00	\$24.25	\$26.00
5	8000 or more	\$24.00	\$25.25	\$27.00

- Rate increases begin at the beginning of the first pay period after the date indicated above. Step increases will continue to be evaluated on January 1 and July 1 of each year.
- No action from local offices is required to implement these new hourly rates.

Professional Development Certification

- Effective no later than July 1, 2026, for the Professional Development Certification (PDC) Differential, providers will be required to take a class called "Positive Behavior Supports".
- Effective the first pay period after July 1, 2026, the PDC differential will increase to \$1.25 an hour.

Article 15- Travel Time, Transportation and Mileage Reimbursement

- Effective on the first pay period after January 1, 2026, the mileage reimbursement rate will increase from \$0.56 to \$0.70.
- Providers may continue to be reimbursed for parking when free parking is not available in the community surrounding the service eligible individual's home. Now, providers may also be reimbursed for parking when the service eligible individual receives services

while in the community. Providers may visit the Oregon Home Care Commission website: <https://www.oregon.gov/odhs/providers-partners/homecare-workforce/Pages/default.aspx> for parking reimbursement.

- IT systems are being updated to ensure the mileage rate change occurs. No action is required from local offices.

Article 28- Language Access

- The 2025-2027 CBA requires translated Task Lists to be provided upon provider request. Moving forward, if a provider requests a translated Task List, please use the [Workfront process](#) to request consumer specific translation. Central Office is working on a more permanent solution and will communicate the proposed solution at a later date.
- The Oregon Department of Human Services (ODHS) and Oregon Health Authority (OHA) Background Check Unit (BCU) will translate and make available upon providers request background check information in the following languages: Arabic, Somali, Vietnamese, Russian, Spanish, Simplified Chinese and Traditional Chinese.
- OHCC will translate any OHCC created documents into the above languages and make them available on the website.
- All mailings to providers about provider enrollment shall include a [Language Insert for Providers](#). This insert will inform the provider whom to contact if the notice is not in their preferred language and include a phone number the provider can call to receive an explanation in provider's preferred language.

Article 29- Holidays

HCWs will receive holiday pay at time and a half for the first eight hours worked on the following additional holidays:

- New Year's Eve on December 31st
- Martin Luther King Jr. Day on the third Monday in January,
- Juneteenth on June 19
- Veteran's Day on November 11

No action is required from local offices. IT systems are being updated to ensure that holiday pay is paid. This excludes ICP Providers.

Article LOA- Indoor Animal Care

- Limited indoor animal care is allowable under the 2023-2025 CBA. Indoor animal care is not a task added to the task list and no additional hours shall be authorized to the consumer-employer for the purpose of animal care. See [APD-PT-25-018](#) for further detail.

Implementation/transition instructions

When available, a copy of the CBA will be posted on the [Case Management Tools Homecare Worker Page](#) and the [Oregon Homecare Commission Website](#).

Local/branch action required:

See above.

Central office action required:

A mandatory staff Webinar regarding this change was provided, per [APD-AR-25-023](#). A link to the recording of the webinar will be provided soon for those who were not able to attend.

Reviewed by impacted parties? ☒ Yes ☐ No

If yes, reviewed by: Operations and Internal Review

Filing instructions:

If you have any questions, please contact:

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