

Information on SEIU Union For PCAs

We have had numerous calls asking questions about the SEIU Union for PCAs. We have received information from the Union to the most frequent questions:

1. Union Membership Dues – 3% of all gross wages. (So if a worker works 40 hours every week, and makes \$10.00 an hour, union dues deducted would be 3% of \$800, which is \$24.00 every pay period.)
2. Other Contribution – Union members could sign up to contribute to a Political Education Fund. Members elect how much they want to donate.
3. Only PCA's who work for Choice clients and joined the union will have dues deducted.
4. If a PCA joined the union, but only works with a Traditional client, no union dues will be deducted unless they start working with a Choice client.
5. Superior Home Care is required by the state to give information about all PCA's who work with a Choice client whether they have joined the Union or not. ie, name, address, phone #, pay rate, hours worked, etc.



Facts About Fraud

You are breaking the law if you claim even one hour of PCA service on your timecard that was not provided. Under Minnesota law, theft of any amount of public funds is a felony and PCAs are paid with state funds. To avoid the risk of being charged with fraud, only document hours of work when you are present in your role as a PCA and when you engage in PCA work activity based on your client's care plan.

Red flags arise when the state sees a PCA working every single day without ever taking time off, and working consecutive 10-12 hours days.

Do Not...

- Photocopy the client's signature on timecards. Each signature has to be original.
- Add PCA hours after the client has signed the form.
- Ask the client to sign a partially completed time card so the client is unable to verify the hours worked before the time card is submitted.
- Claim more hours of work with the understanding that the hours will be made up at a later date.
- If you are asked to write down hours without working them and to share the money, this is fraud and should be reported.

MEDICAL INSURANCE for EMPLOYEES

Open enrollment for medical insurance through Superior Home Care will be during the month of August. Employees who work at least 30 hours a week are eligible to sign up for insurance at that time. New employees are eligible for insurance the beginning of the month after 90 days with Superior Home Care. Premiums are based on age. You will be receiving information in the mail from our insurance agent. Please take the time to read it, fill it out, and return it as soon as possible.

Have you heard of the Silver Sneaker Program? If not, let me enlighten you just a little. This program allows disabled people that have PCAs to join any Dakota County YMCA for free. This includes your PCA. For instance, I can take my PCA anytime and go to the pool. If you can stand a sauna, they have one as well. They have dumbbells anywhere from one pound to 60. You have to bring your own Velcro to use them (in my case anyhow).

I go there and work on my neck muscles where my breakpoint was and I have a lot less muscle spasms because of it. All you have to do is call any of the YMCAs and ask about the Silver Sneaker Program.

Submitted by Jim (client)

AUGUST BIRTHDAYS



- | | |
|-----------------|----------------|
| 02 - Eileen | 15 - Farhat |
| 02 - Rajin | 16 - Ann |
| 03 - Benjamin | 16 - Rhonda |
| 04 - Gary | 18 - Micah |
| 04 - Linda | 18 - Susan |
| 04 - Eleanor | 18 - Kyle |
| 04 - Nancy | 18 - Allen |
| 04 - Linda | 19 - Alan |
| 04 - Miles | 19 - Caroline |
| 05 - Dillon | 20 - Winifred |
| 05 - Alicia | 20 - Kim |
| 06 - Tere-Ka | 20 - Rosemary |
| 06 - Michael | 20 - Marcia |
| 06 - Danie | 21 - Kayla |
| 07 - Melissa | 22 - Rita |
| 07 - Marchel'le | 23 - Tasha |
| 07 - Sophia | 24 - Cassandra |
| 08 - Thu Thi | 25 - Muhammed |
| 09 - Desirae | 25 - Joseph |
| 09 - Terri | 26 - Kyle |
| 09 - Sandra | 26 - Sandra |
| 10 - Amy | 26 - Jessica |
| 10 - Michael | 27 - Abigail |
| 12 - Dana | 28 - Stacy |
| 12 - Susan | 28 - Abigail |
| 12 - Stacy | 29 - Emily |
| 13 - Teairra | 30 - Joseph |
| 13 - Dianne | 30 - Luz |
| 13 - Karen | 30 - Milton |
| 14 - Audrey | 30 - Nancy |
| 15 - Carol | 31 - Gabrielle |

Did you know.....The #1 Natural Disaster is Flooding, each year affecting over 11,000 households on average.



Act Quickly!

If flooding is imminent, turn off all the utilities like power supply, water supply, gas supply, etc. at its main source. Disconnect all electrical appliances and store valuables as high in the home as possible.



Adrienne Suess has been selected for Superior Home Care's Employee of the Month for August 2015. Adrienne has been a PCA with Superior Home Care for over one year. We are grateful for her hard work and dedication.

WEB RESOURCES

Here are some web sites that provide a variety of services to people of all ages and abilities in Minnesota.

• **River Valley Project Explore:**

www.district196.org/projectexplore. The Project Explore brochure and pictures from events can be viewed on our web site.

• **Arc of Minnesota:** www.TheArcOfMinnesota.org

Advocacy and support for people with developmental disabilities and their families.



"Why fit in when you were born to stand out?"

-Dr. Seuss-

A toaster uses almost half as much energy as a full-sized oven.

Submitted by Sandy (client)

Skunk Stump

A skunk sat on a stump and thunk the stump stunk, but the stump thunk the skunk stunk.

Submitted by Sandy (client)



ACCREDITED BUSINESS



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