

Memorandum of Understanding  
Between  
Home Care Services, LLC (Employer) and SEIU 775 (Union)  
Effective June 16, 2024

To further Home Care Services continuing effort to increase Recruitment & Retention of PCAs, and provide authorized services, the Parties agree to the following:

Effective with the pay period beginning June 16, 2024, the base hourly rate for PCAs will increase as indicated in the chart below. In addition the 638 and DCWI wage differentials will each increase by \$.15

The following are updated charts from Article 23: Wages and Premiums of the 2023-2025 CBA:

Personal Care Attendant (probationary wage for Regular): Updated to ~~\$15.34~~ **\$17.64**, plus DCWI and 638 for a total of \$20.34/hr.  
Waived for those new hires that have certification or experience that meet DPHHS (SLTC) standards.

Personal Care Attendant (Hourly Regular Wage):

CBA 2023 - 2025	Current Starting Wage	Start Date 2011-2022	Start Date 1995-2010	New as of June 16, 2024	Starting Wage	Start Date 2011-2022	Start Date 1995-2010
HomeCare Montana	\$16.00	\$16.15	\$16.50	HomeCare Montana	\$18.30	\$18.65	\$19.50
DCWI	\$.80	\$.80	\$.80	DCWI	\$.95	\$.95	\$.95
HB638	\$1.60	\$1.60	\$1.60	HB 638	\$1.75	\$1.75	\$1.75
Wage	\$18.40	\$18.55	\$18.90	Wage	\$21.00	\$21.35	\$22.20
Completion Advanced Training		\$.25	\$.25	Completion Advanced Training		\$.25	\$.25
Total PCA Wage	\$18.40	\$18.80	\$19.15	Total PCA Wage	\$21.00	\$21.50	\$22.45

Personal Care Attendant (Hourly Wage for PIB)

CBA 2023 - 2025	Current Starting	Start date 2011-2022	1995-2010	New as of June 16, 2024	Starting	Start Date 2011-2022	Start Date 1995-2010
HomeCare Montana	\$16.13	\$16.28	\$16.63	HomeCare Montana	\$18.43	\$18.78	\$19.63
DCWI	\$.80	\$.80	\$.80	DCWI	\$.95	\$.95	\$.95
HB638	\$1.60	\$1.60	\$1.60	HB 638	\$1.75	\$1.75	\$1.75
Total PCA Wage	\$18.53	\$18.68	\$19.03	Total PCA Wage	\$21.13	\$21.48	\$22.33

Union Representative:



Collective Bargaining and Employer Relations

Date: 6/12/2024

Employer Representative:



Dawna R Brinkel  
Home Care Services Executive Director

Date: 6/12/2024