

Family caregiver employment options



To become a paid family caregiver for a WA Cares beneficiary, you must be an employee of either Consumer Direct Care Network Washington or a registered home care agency. There are important differences between the two employers, and you can choose whichever option works best for you and your loved one.

Both employers will require you to submit an application, pass a background check, complete an I-9 form and complete five hours of online orientation and safety training.

If you choose to work for CDWA and are a relative (including a spouse or domestic partner), the beneficiary will have two rates to choose from: a standard rate or a family rate. The family rate does not include health benefits, retirement or overtime pay for the caregiver and they must work under 20 hours per week. The hourly pay to the caregiver is not impacted by the rate.

PROVIDER COMPARISON

	CONSUMER DIRECT CARE NETWORK WASHINGTON	HOME CARE AGENCY
Who will be my legal employer?	CDWA	The agency
Who will be my supervisor?	The beneficiary	An agency supervisor
What will my hourly wage be?	Check CDWA's website	Check with the agency
Will I have worker's compensation coverage?	Yes	Yes
Will I be reimbursed for mileage if I use my car to take the beneficiary somewhere?	Yes	Yes
Will I have to fill out a time sheet?	Yes	Yes

CONTACT



Phone

844-CARE4WA (844-227-3492)



Email or chat

wacaresfund.wa.gov/contact

Language assistance is available.

PROVIDER COMPARISON (CONTINUED)

	CONSUMER DIRECT CARE NETWORK WASHINGTON	HOME CARE AGENCY
Will I be offered health insurance?	Standard rate: Yes Family rate: No	Yes, if full-time
Will I have vacation time, sick leave and holiday pay?	Yes	Yes
Will I get paid overtime if I work more than 40 hours in a week?	Standard rate: Yes Family rate: Yes, but CDWA may contact you about switching to the standard rate	Yes
Will I get retirement benefits?	Standard rate: Yes, earned after six months Family rate: No	Depends on agency benefits
If I cannot work a shift, will there be a substitute caregiver?	No	Yes, if one is requested and is available
<p>Will I have to complete any training?</p> <p>Training requirements are the same for both:</p> <p>Spouse or domestic partner: 16 hours to start, plus 12 hours annually</p> <p>Other family relation: 30 hours to start, plus 12 hours annually</p> <p>If not related: 70 hours to start, plus 12 hours annually</p>	Yes	Yes



PROVIDER COMPARISON (CONTINUED)

	CONSUMER DIRECT CARE NETWORK WASHINGTON	HOME CARE AGENCY
Can I work for more than one beneficiary or client?	<p>Standard rate: Yes</p> <p>Family rate: Only for beneficiaries you are related to. Total hours worked for all beneficiaries must be less than 20 hours per week.</p>	Yes, per agency policy
How often will I be paid?	Every two weeks	Depends on the agency
Is there a union?	Yes	Depends on the agency
Will I have to pay taxes?	Yes	Yes
If my family member transitions to Medicaid, can I still be their caregiver?	Yes, unless you are a spouse or domestic partner	No
Will I have a care plan to follow?	Beneficiaries are encouraged to complete a WA Cares care agreement, but it is optional.	Yes, agencies are required to create a plan of care

