



Family caregiver employment options

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

Both options require you to complete 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 to the caregiver and they must work under 20 hours per week. The hourly pay to the caregiver is not impacted by the rate.

| | CDWA | 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 | Depends on 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 |
| Will I be offered health insurance? | *Standard rate: Yes *Family rate: No | Yes, if full-time |
| Will I have vacation time and holiday pay? | Yes | Yes |
| Will I get paid overtime if I work more than 40 hours? | Standard rate: Yes Family rate: No (must work under 20 hours/week) | Yes |
| Will I get retirement benefits? | Standard rate: Yes, vested after six | Depends on agency benefits |

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| | CDWA | HOME CARE AGENCY |
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| | months Family rate: No | |
| If I cannot work a shift, will there be a substitute caregiver? | No | Yes, if one is requested and available |
| Will I have to take training? Spouse/domestic partner: 16 hours to start, plus 12 hours annually Other family relation: 30 hours to start, plus 12 hours annually If not related: 70 hours to start plus 12 hours annually | Yes | Yes |
| Could I work for more than one beneficiary/client? | Standard rate: Yes Family rate: Can only work for related WCF beneficiaries under 20 hours/week total | Yes |
| 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 agreement to follow? | Beneficiaries are encouraged to have a care agreement | Yes, agencies are required to create a care plan |