

RETENTION PAY

VICTORY FOR CALIFORNIA'S HEALTH CARE WORKERS

It took the COVID-19 pandemic for the public to finally understand what SEIU members have always known: health care workers are essential to our survival. California's health care workers have long endured dangerous and punishing working conditions. We've experienced the ordeal and physical strain of fighting to keep the public safe during a fast-spreading, deadly and prolonged event.

We know that the extraordinary commitment and sacrifice we make every day deserves more than lip service. That's why **SEIU members fought for and won more than \$1 billion** to recognize and retain California's underappreciated healthcare workforce.

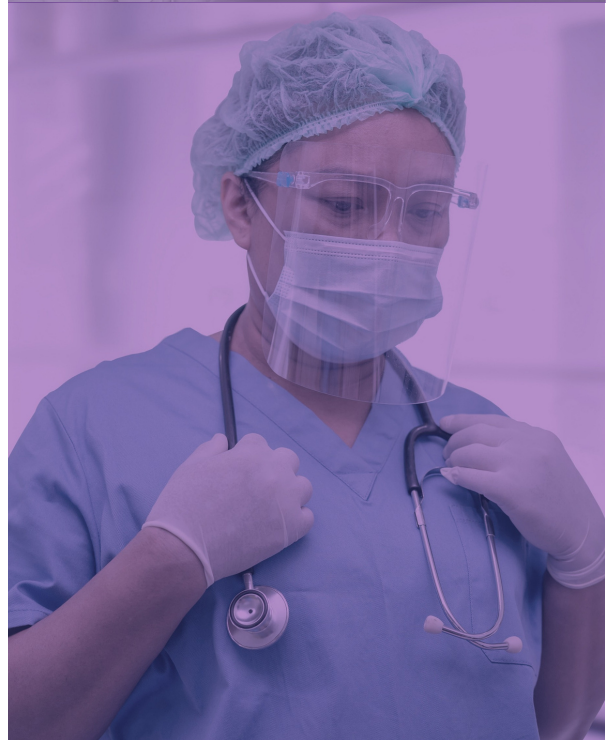
WHAT IS RETENTION PAY?

Retention Pay is a one-time payment of up to \$1,500 for all healthcare workers working in:

- Hospitals
- Skilled nursing facilities
- Acute psychiatric hospitals
- Medical groups affiliated with a hospital
- Clinics affiliated with a hospital system



SEIU MEMBERS KNOW: HEALTH CARE WORKERS ARE ESSENTIAL



RETENTION PAY VICTORY continued

AM I ELIGIBLE?

To be eligible for the retention payment, you must be employed between July 30th to October 28th at an eligible employer and meet the following eligibility requirements:

To receive the **full-time** bonus you must be designated as a full-time employee or worked more than 400 hours on-site during the qualifying work period.

To receive the **part-time** bonus, you must be designated as a part-time employee or work less than 400 hours but more than 100 hours on-site during the qualifying work period.



PAYMENTS

Full-time workers:

Receive a base bonus payment of \$1,000

May be additionally eligible for up to \$500 in matching funds*

Part-time workers:

Receive a base bonus payment of \$750

May be additionally eligible for up to \$500 in matching funds*

*A qualifying matching bonus payment is one that was paid between December 1st, 2021, and December 31st, 2022.

TIMELINE

- Qualifying Work period: July 30, 2022, through October 28, 2022
- The deadline for employers to submit the names of eligible employees to DHCS is December 12.
- DHCS will process and cut the checks, the legislation does not specify an exact time period however it is expected to take a month.
- Once employers receive the check they have 60 days to provide the funding to workers.
- Bonus payments will likely be distributed by mid-January to March.