

Consumer Directed Employer (CDE) Project Talking Points #18 – Paid time off and cumulative career hours

Important information on what to expect when an Individual Provider (IP) is hired by the CDE.

Question	Answer
What will happen to my Paid Time Off (PTO)?	All PTO will be transferred to your new employer.
What will happen to my Cumulative Career Hours (CCH)?	All CCH will be transferred to your employer, including any training differentials and certifications.
Do I have to do anything with my PTO and CCH if I'm actively working when the CDE starts?	Please review your CCH and PTO balances. As part of the hiring process, the Consumer Directed Employer will verify your CCH, differential, and PTO balance prior to launch.
What if I stop working for the CDE and then start working for them again?	Your CCH never expires with an employer, so you will start up again with the same level number of CCH hours. PTO never expires with an employer. Any unclaimed PTO available when you stopped working will still be available should you return to the employer.
Can my previous CCH be counted if I stopped being an IP before the CDE started and I want to provide services again after the CDE becomes the employer?	Yes. You will need to provide proof to your employer of your previous CCH hours prior to the CDE changeover. This can be done using an old pay stub or other method approved by the employer.
What about my CCH if I also worked at an agency?	Per the current collective bargaining agreement, CCH hours do not transfer from an agency to being an IP.

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Visit the [CDE website](http://www.dshs.wa.gov/altsa/cde) at www.dshs.wa.gov/altsa/cde to:

- Sign up to receive **Consumer Directed Employer** updates by email
- Sign up to attend a monthly informational webinar or stakeholder meeting
- Review the latest Materials & Resources

For more information:
Contact the CDE Project Team at
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