Collective Bargaining Agreement Incentive Payment and Bonus Plan
Frequently Asked Questions

What is "Incentive Payment and Bonus Plan"?
The CBA Incentive Payment and Bonus Plan offers funding for employees who were paid for work between June 29, 2025, and July 4, 2026 . The payment amount depends on the number of work hours paid during that time by check date July 24th 2026. Each employee will receive a letter which states the amount they could receive based on the hours submitted and paid.

Who is Eligible for Incentive Payment and Bonus Plan?
To be eligible for Incentive Payment and Bonus Plan an individual:

* must be an active employee,
* was paid for work between June 29, 2025, and July 4, 2026,
* was paid for at least 500 hours between June 29, 2025, and July 4, 2026, with one employer and
* commits to working for three (3) months after receipt of the payment.

How Did ARIS Solutions Pre-Screen Employees for Eligibility?
ARIS Solutions ran a report of individuals who were paid for hours worked during the determined period (June 29, 2025, and July 4, 2026) to determine if employees met the threshold of hours by an employee/employer relationship.

Daily rate hours ("overnight respite") are paid at 16 hours per day and are not counted at 24 hours.

Our pre-screen report does not automatically determine the employee meets all eligibility criteria and will be issued an Incentive Payment and Bonus Plan grant check.

What does it mean to commit to continuing working for an employer of independent direct support providers?
You agree to work for an employer of independent direct support providers for at least three months after you receive the payment. You are making the commitment in good faith, meaning you expect to continue working with your current employer or another employer of independent direct support providers during this time.

Is the Money for This Payment Coming from the Budget that I Manage?
No. The Vermont Legislature authorized special funds for this grant. This payment will not take money out of the budget that you manage or impact the services available for the individual who receives care.

I get public benefits from the Department of Children and Families. Will I lose them if I get this extra pay?
This CBA will **not** make you lose:
• General Assistance, Fuel Assistance, Essential Person, or Reach Up.

If you receive 3SquaresVT, and had to pass a resource test to receive it, this payment counts as a resource the month you get it. If you did not have to pass a resource test, the extra pay does not count as income for 3SquaresVT. You can call Vermont Legal Aid at **1-800-889-2047** if you have questions.

I get other public benefits. Will the extra pay change my public benefits?
Call the Health Care Advocate at **1-800-917-7787**. They can answer questions about your health care benefits, including Medicaid. Call Vermont Legal Aid at **1-800-889-2047**. They can answer questions about other public benefits. Or go to www.vtlawhelp.org.

Is the Incentive Payment and Bonus Plan Taxable Income?
Yes. The payment that the employee receives will be reduced by the employer portion of Social Security and Medicare taxes (7.65%) as well as employee withholdings and garnishments. The payroll deduction will be based on the employee's typical payroll information.

What if I Cannot Locate the Form that Was Mailed?

Mailing address	Physical address (for dropping off forms)
ARIS Solutions **PO Box 4409** **White River Jct., VT 05001**	**ARIS Solutions** **72 So. Main Street** **White River Jct., VT 05001**

Please contact our Customer Service team to ask that the form be resent.

Can the Form be Sent by Fax or Email?

Yes. It can be emailed to financial@arissolutions.org. The form can also be sent via USPS.

What if I do not want this extra pay?
You have the right to turn down the payment. If you chose to **opt** out, you must sign the form and return it to ARIS by August 14th 2026.

What is the Due Date for the Form If Choosing To Opt Out Of Receiving Payment?
The form must be received at the ARIS Solutions office by **August 14th 2026,** if the employee chooses to opt out. The form can be mailed, hand delivered, or emailed to ARIS Solutions.

When will the payment be issued?
Payments will be issued following the first full pay period in August 2026 via the payment method on file with ARIS Solutions.

Who Do I Call with Questions?
If you have any questions, please contact ARIS Solutions. Our Customer Service team is available Monday through Friday, from 8:00 a.m. to 4:00 p.m., by calling (800) 798-1658.