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[www.consumerdirectedservices.com](http://www.consumerdirectedservices.com)

July 25, 2014

On September 16<sup>th</sup> the New York State Department of State accepted the Certificate of Incorporation submitted by **Consumer Directed Services, Inc.** under section 404 of the Not-for-Profit Law. A certificate that included the following statement:

*To insure that the corporation remains focused on the empowerment of the people being served, as the service population grows, the corporation will expand the Board of Director Membership to insure that a majority of its seats are held by people with disabilities.*

To assist Consumers with the problem of finding new Personal Care Assistants, [Consumer Directed Services](http://www.consumerdirectedservices.com) created a FREE Employment Information Bridge between Consumers and PCA Candidates.

- [Consumers / Advocates](#)

- To receive a copy of the weekly Newsletter, a Consumer or Advocate need only send me an email to [elitcher@consumerdirectedservices.com](mailto:elitcher@consumerdirectedservices.com) and include your name and the text **Newsletter Request**.
- To search for a New Personal Assistant go to the [Consumer Directed Services](#) website and complete the form at the following link [Consumer / Advocate - Search for a PCA Candidate](#). When your information is received it will be distributed to all of the PCA Candidates enrolled in the database and a variety of other Employment Resources.

- [Personal Care Assistant \(PCA\) Candidates](#)

To include your information in the Newsletter and Database, go to the [Consumer Directed Services](#) website and complete the form at the following link: [Look for a PCA Job \(FREE\) - New York City Metro](#).

Previously distributed Newsletters (**from January 12, 2011 to present**) have been archived on the [Consumer Directed Services](#) home page. Finally, if you have any questions, comments, or recommendations about this service, or should you wish to remove your address from this list, please contact send an email to [elitcher@consumerdirectedservices.com](mailto:elitcher@consumerdirectedservices.com).

Best Regards, Ed Litcher

## **Consumers Searching**

**Consumers Wanted:** For an Employment Information Bridge to work it requires traffic to flow in both directions. If you are in a Consumer Directed Personal Assistance Program, you will eventually need to find a new Home Care Worker. And up to now you may have relied upon Friends, Family, an Agency or you may have chosen to put your own advertisement on the Internet (See the list of Internet resources on the PCA Employment Agency page of this newsletter). Therefore, to help you find the PCA Candidate of your choice, I urge you, to do everything you ordinarily do, to consider an Internet resource and to try [www.ConsumerDirectedServices.com](http://www.ConsumerDirectedServices.com). Finally, if you try Consumer Directed Services, please spread the word. Tell your friends and associates about this **FREE** service.

## **PCA Candidates**

Consumer Directed Services is not an Agency and makes no representation (positive or negative) regarding the appropriateness of any PCA Candidate, or the terms and conditions of any employment relationship. All employment and payment decisions are the exclusive responsibility of the Consumer.

## **Dear Personal Care Assistant Candidate,**

I would like to thank you for your participation in Consumer Directed Services. If you submitted your **more than one year ago**, please complete and submit a new [Personal Assistant Enrollment Form](#). When the updated information is received, your new profile will be added to the next newsletter. Again thank you for your participation.

**([Sadaradanita@gmail.com](mailto:Sadaradanita@gmail.com)) on Tuesday, July 22, 2014 at 20:00:53**

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Personal Assistant Candidate: Sadara Lewis  
Address1: 1330 Fulton St  
Phone: 3474553167  
Best Time: Anytime  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): COI

Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,, Ventilators,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,

Description of Languages: English

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Hours per Week: 40+

Days per Week: 5-7

Preferred Start Time: 8pm-8am

Days I Would Like to Work: Weekends

I am willing to work a 24 Hour Sleep-In schedule: Yes

Target Salary Per Hour: \$10-\$11

Target Salary Per Day: \$80-\$120

Comments: I am seeking to serve and help those in need of personal care services . I am reliable and dependable, if you're looking for a personal assistant with love and compassion. Please feel free to call on me. I am flexible with my schedule and ready and willing to work.

**[Khadija.flemming1@gmail.com](mailto:Khadija.flemming1@gmail.com) on Monday, July 21, 2014 at 09:50:48**

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Personal Assistant Candidate: Khadija Flemming

Address1: 529 Watkins Street

Phone: 3474357668

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

Experience: Children,, Seniors,

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Personal Care,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 6-9

Days I Would Like to Work: Monday-Friday

I am willing to work a 24 Hour Sleep-In schedule: Yes

Target Salary Per Hour: 9

Target Salary Per Day: 100

Target Salary Per Week: 600

**[parmesta@gmail.com](mailto:parmesta@gmail.com)** on Sunday, July 20, 2014 at 20:44:57

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Personal Assistant Candidate: Parmesta Armstrong  
Address1: 14 N Bond St Apt 3F  
Phone: 9142941551  
Best Time: 9:30 am  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: No  
Consumer/Surrogate References Available: No  
Enrolled with a CDPAP: No  
Experience: Seniors,, Wheelchairs,  
Documentation Available: Social Security Number,, Proof of Identity,  
Certificate/License: Home Health Aid,  
Hours per Week: 40  
Days per Week: 5  
Preferred Start Time: 8am  
Target Salary Per Hour: 12.00

**[Betha.carter42@gmail.com](mailto:Betha.carter42@gmail.com)** on Sunday, July 20, 2014 at 13:54:55

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Personal Assistant Candidate: Beth Carter  
Address1: 141 Chauncey Avenue, New Rochelle, New York 10801  
Phone: 347-740-7907  
Best Time: Up to 6pm  
Gender: Female  
Type of Position: Other Type of Position  
Description of Other Type of Position: PC, HH and Medical  
Worked with a CDPAP Consumer/Surrogate: Yes  
Consumer/Surrogate References Available: No  
Enrolled with a CDPAP: No  
Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,,  
Wheelchairs,, Lifters,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory  
Impairments,  
Description of Special Diets: Diabetic, low sodium  
Description of Languages: English  
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations  
Certificate/License: Other,  
Description of Other Certificate/License: Caregiver  
Hours per Week: 10

Days per Week: 5/6

Days I Would Like to Work: Mon- Fri, possible Saturdays

I am willing to work a 24 Hour Sleep-In schedule: Depends upon cleanliness and case.

Target Salary Per Hour: TBD

Target Salary Per Day: TBD

Target Salary Per Week: TBD

Comments: I am a Caregiver who's been in the Medical and Human Service fields for 20+ years

**[tmasterson37@gmail.com](mailto:tmasterson37@gmail.com)** on Saturday, July 19, 2014 at 19:56:33

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Personal Assistant Candidate: Theresa Masterson

Address1: 222 MacDougal St, #3, Brooklyn

Phone: 3474447960

Best Time: any

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Experience: Children,, Seniors,, Paraplegia,, Quadriplegia,, Wheelchairs,, Lifters,, Visual / Auditory Impairments,

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, Home Health Aid,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 8 am

Days I Would Like to Work: Monday - Friday

I am willing to work a 24 Hour Sleep-In schedule: yes

Target Salary Per Hour: 10

**[Newworld14@hotmail.com](mailto:Newworld14@hotmail.com)** on Thursday, July 17, 2014 at 22:19:14

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Personal Assistant Candidate: Norha Mejia

Address1: 93 Fulton St., Brentwood, NY 11717

Phone: 6313834966

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 3

Enrolled with a CDPAP: No

Experience: Children,, Seniors,, Wheelchairs,, Lifters,, Other Equipment,, Mental Impairments /

Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,, Languages

Description of Special Diets: Diabetic, low salt,

Description of Languages: Spanish

Documentation Available: Social Security Number,

Certificate/License: Personal Care,, Home Health Aid,, Driver's License,

Hours per Week: 40

Days per Week: 3

Preferred Start Time: September

Days I Would Like to Work: Mondays, Tuesdays , Thursdays

I am willing to work a 24 Hour Sleep-In schedule: Yes I am

Target Salary Per Hour: 15.00

Target Salary Per Day: 360.00i

Comments: Hi, I am a CHHA , with more than 15 years of experience. I have a lot of TLC to give. I am Compassionate and love to work with seniors, enjoying their experience in life.

**[Maquela18@hotmail.com](mailto:Maquela18@hotmail.com)** on Thursday, July 17, 2014 at 21:01:01

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Personal Assistant Candidate: Maquela Garvey

Address1: 101 Woodruff Ave, Brooklyn NY 11226

Phone: 347-420-5679

Best Time: 10:00am

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

Experience: Children,, Young Adults,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,

Description of Languages: English

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Personal Care,

Hours per Week: 40

Days per Week: 7

Preferred Start Time: 9:00 am

Days I Would Like to Work: All Day Is Fine

I am willing to work a 24 Hour Sleep-In schedule: Yes

Target Salary Per Hour: 11.00

Target Salary Per Day: 120.00

**[Hipolitomae@msn.com](mailto:Hipolitomae@msn.com)** on Thursday, July 17, 2014 at 19:14:14

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Personal Assistant Candidate: Mae Lee Hipolito

Address1: 30-42 93rd Street D7

Phone: 9174999501

Best Time: After 5 p,

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: Yes

Enrolled with a CDPAP: No

Experience: Seniors,, Languages

Description of Languages: Tagalong

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Driver's License,

Days per Week: 3

I am willing to work a 24 Hour Sleep-In schedule: Yes

Target Salary Per Week: 300

[vicki Mercedes@ymail.com](mailto:vicki Mercedes@ymail.com)) on Thursday, July 17, 2014 at 19:13:49

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Personal Assistant Candidate: Vickie Mercedes

Address1: 2343 Wallace Avenue #1st fl, Bronx New York 10467

Phone: 347-366-6530

Best Time: 12.00pm

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No

Enrolled with a CDPAP: No

Experience: Seniors,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Languages

Description of Languages: Spanish

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Personal Care,, Home Health Aid,, Driver's License,, Other,

Description of Other Certificate/License: medical billing and coding certifications

Hours per Week: 25

Days per Week: 4

Preferred Start Time: 9.am

Days I Would Like to Work: Monday/Wednesday/Thursday/Saturday

I am willing to work a 24 Hour Sleep-In schedule: Yes

Target Salary Per Hour: 13

Target Salary Per Day: 160

Target Salary Per Week: Open

Comments: Well am bilingual Spanish I have worked with the elderly as an HHA and PCA as well as a nurse Interpreter am also certified as a medical biller and coder I have volunteer for a senior facility I have recommendation letters

**[facebaby43@gmail.com](mailto:facebaby43@gmail.com)** on Thursday, July 17, 2014 at 11:29:04

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Personal Assistant Candidate: Donniece Masterson

Address1: 54 east 179th St Bronx N.Y.

Phone: 3477344214

Best Time: any

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): concepts of independent

Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Wheelchairs,, Lifters,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Personal Care,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 8am

Days I Would Like to Work: any

I am willing to work a 24 Hour Sleep-In schedule: yes

Target Salary Per Hour: 10

**[thomastanique@hotmail.com](mailto:thomastanique@hotmail.com)** on Sunday, July 13, 2014 at 12:52:13

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Personal Assistant Candidate: Nikki Thomas

Address1: 5411 Glenwood Rd., Brooklyn NY 11234

Phone: 9292935820

Best Time: anytime

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Years Employed with a Consumer/Surrogate: 1

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): concepts of independence

Experience: Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,,



Wheelchairs,, Lifters,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,

Description of Languages: English

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, LPN or PN,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 8am

Days I Would Like to Work: Monday, Tuesday, Wednesday, Thursday, Friday and some Saturdays

I am willing to work a 24 Hour Sleep-In schedule: only on a weekend

Target Salary Per Hour: 10

Target Salary Per Day: 120

Target Salary Per Week: 500

Comments: I am an LPN graduate. I have experience with most types of cases. I am honest, reliable and hard working

**[gaudrey48@gmail.com](mailto:gaudrey48@gmail.com) on Friday, July 11, 2014 at 11:26:04**

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Personal Assistant Candidate: Audrey Grant

Address1: 289 East 94 Street, Brooklyn NY 11212

Phone: 6463622755

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No

Enrolled with a CDPAP: No

Experience: Children,, Seniors,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,

Description of Languages: English

Documentation Available: Social Security Number,

Certificate/License: Personal Care,, Home Health Aid,, Driver's License,

Hours per Week: 48

Days per Week: 4

Preferred Start Time: 9am

Days I Would Like to Work: Tuesday to Friday

I am willing to work a 24 Hour Sleep-In schedule: no

Target Salary Per Hour: 20

Target Salary Per Day: 240

Target Salary Per Week: 960

Comments: Licensed certified home health aid.

**[esperanza24@verizon.net](mailto:esperanza24@verizon.net) on Sunday, July 6, 2014 at 16:13:33**

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Personal Assistant Candidate: Paul Longo

Address1: 578 Metropolitan Ave, Brooklyn NY 11211

Phone: 347 223 9016

Best Time: daytime

Gender: Male

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 12 years

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): concepts of Independence nyc

Experience: Paraplegia,, Wheelchairs,, Lifters,

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,

Hours per Week: 24

Days per Week: 2

Preferred Start Time: 10 am

Days I Would Like to Work: Saturday, Sunday

I am willing to work a 24 Hour Sleep-In schedule: yes

Target Salary Per Hour: 12

Target Salary Per Day: 144

Target Salary Per Week: 288

Comments: IAM WORKING FOR MY PRESENT CLIENT FOR 12 YEARS.MY DUTIES INCLUDE LIFTING BATHING COOKING CLEANING THE HOUSE.PLEASE CONSIDER ME FOR A FUTURE POSITION. THANK YOU. PAUL LONGO.

**[sadaradanita@gmail.com](mailto:sadaradanita@gmail.com) on Wednesday, July 2, 2014 at 14:43:20**

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Personal Assistant Candidate: Sadara Lewis

Phone: 3473222120

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): COI

Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,,

Hemiplegia,, Amputation,, Ventilators,, Wheelchairs,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,

Description of Languages: ENG

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Hours per Week: 32

Days per Week: 5-7

Preferred Start Time: 8PM

Days I Would Like to Work: Sat-Fri

I am willing to work a 24 Hour Sleep-In schedule: yes

Target Salary Per Hour: 10-11

Target Salary Per Day: 80-120

Comments: I am seeking to serve and help those in need of services. I am reliable and dependable, if you looking for a PA with love and compassion please feel free to call on me .I am flexible with my schedule and ready and willing to work

**[foreverfaleisha@optimum.net](mailto:foreverfaleisha@optimum.net) on Tuesday, July 1, 2014 at 17:53:11**

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Personal Assistant Candidate: Faleisha Escort

Address1: 30 Richman Plaza #LG, Bronx, NY 10453

Phone: 347-712-2030

Best Time: 9am-7pm

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

Experience: Children,, Seniors,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,, Special Diets,, Languages, Other,

Description of Special Diets: Diabetes, High Blood Pressure, etc.

Description of Languages: English

Description of Other: Bed Bound, Disabled, Hospice, etc.

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Home Health Aid,

Hours per Week: 30 Days per Week: 3-5

Preferred Start Time: 10AM

Days I Would Like to Work: Mondays, Tuesdays, Thursdays & Every Other Weekend

I am willing to work a 24 Hour Sleep-In schedule: No

Target Salary Per Hour: \$10-\$11

Comments: Hello,

My name is Faleisha Escort and I reside in the Bronx. I recently learned about CDPAP home care employment opportunities via [craigslist.org](http://craigslist.org) and I am interested in working a personal assistant position for a consumer located in the Bronx. I am a Certified Home Health Aide and have three years of experience working w/patients w/multiple conditions and disabilities. I recent re-entered the field via an agency, however, I do not have a case as of yet. So my

schedule is still flexible at the moment. I'm seeking part-time work in the Bronx. I hope to hear from you soon. Thank you. Faleisha Escort

**[Collettejackson21@gmail.com](mailto:Collettejackson21@gmail.com) on Monday, June 30, 2014 at 22:44:21**

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Personal Assistant Candidate: Collette Jackson

Address1: 147-29 230 Place

Phone: 646 600-2780

Best Time: Any

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 5 months

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): All Metro

Experience: Teens,, Young Adults,, Seniors,, Paraplegia,, Amputation,, Wheelchairs,, Lifters,, Mental Impairments / Alzheimer's Disease,

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, Home Health Aid,, Driver's License,

Hours per Week: 40-6 Days per Week: 4-5

Preferred Start Time: 8am

Days I Would Like to Work: Mon-Friday

I am willing to work a 24 Hour Sleep-In schedule: Sometimes

Target Salary Per Hour: 13 n up

Target Salary Per Day: \$145

Target Salary Per Week: \$715

Comments: I HAVE OVER 15 years ,I've worked with babies to seniors, I've also worked in the hospitals .I LOVE WORKING AND ADVOCATING FOR EVERYONE WHO DOESNT HAVE HELP.

**[ms.gibson33@gmail.com](mailto:ms.gibson33@gmail.com) on Monday, June 30, 2014 at 06:01:18**

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Personal Assistant Candidate: Debbie Gibson

Address1: 1520 Brook Ave, 5H, Bronx NY 10456

Phone: 3474071431

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 6months

CDPAP Agency Name(s): Chinese American Council

Experience: Seniors,, Paraplegia,, Amputation,, Mental Impairments / Alzheimer's Disease,

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, Home Health Aid,

Hours per Week: 30 Days per Week: 5

Preferred Start Time: 9am

Days I Would Like to Work: Mon-Fri

I am willing to work a 24 Hour Sleep-In schedule: no

Target Salary Per Hour: 10

Comments: I have experience working as an HHA private and with an agency. My experience working is with clients who have Dementia and Alzheimer

**[sdroukas@gmail.com](mailto:sdroukas@gmail.com)** on Thursday, June 26, 2014 at 11:25:02

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Personal Assistant Candidate: Sara Droukas

Address1: 514 West 146th Street, #3B, New York, NY 10031

Phone: 347-490-0749

Best Time: anytime

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Concepts of Independence

Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Amputation,, Wheelchairs,,  
Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,

Description of Special Diets: organic, low sodium, liquid, vegetarian

Documentation Available: Social Security Number,, Proof of Identity,, Recommendations

Certificate/License: Driver's License,

Hours per Week: 20 Days per Week: 5

Preferred Start Time: 8:00pm

Days I Would Like to Work: M-F

I am willing to work a 24 Hour Sleep-In schedule: no

Target Salary Per Hour: \$11-12

Comments: I am a 38 year old compassionate woman who has experience helping people. I am patient, physically strong, and a good listener. I am willing to help the consumer with anything that is needed, from cooking to cleaning, to assisting with personal hygiene, really anything at all. I was the primary caregiver for my late boyfriend who survived bone marrow cancer for 6 years. I have also assisted my 92 year old grandmother who is blind due to glaucoma. My 32 year old cousin recently became a paraplegic due to an auto accident and I am becoming very familiar with the care that she needs to maintain her quality of life. I am also in school to become a respiratory therapist.

## **Articles Related to the CDPAP**

### **[CPANYS] 10 Things You May Not Know about the ADA**

**1. A New Perspective on Disability Facts and Figures.** In preparation for the anniversary of the Americans with Disabilities Act (ADA) in July, the U.S. Census Bureau released its collection of the [most recent data](#) pertaining to Americans with disabilities. The numbers are striking. Approximately *57 million* Americans have a disability. Since this figure may be difficult to comprehend, let's take a look at some facts for comparison: There are more people with disabilities living in America than the entire population of Canada or the Caribbean. The number of Americans with vision impairments is comparable to the entire population of Switzerland, and there are more Americans with hearing impairments than in all of Denmark, Paraguay or Hong Kong. If you take the population of Ireland and cut it in half, that's roughly the number of Americans living with Alzheimer's or other neurocognitive disorders. Additionally, more Americans with disabilities require the assistance of others to perform basic activities of daily living than the entire population of Greece.

**2. Breaking Down the ADA.** [The ADA](#) of 1990, including its [Amendments Act of 2008 \(ADAAA\)](#), covers five different areas:

- [Title I](#) requires employers with 15 or more employees to treat qualified individuals with disabilities equally in all stages of employment. From the hiring process to full employment, this includes compensation, benefits, trainings, promotions and other aspects, such as offering reasonable accommodations to workers with disabilities. This section also restricts hiring managers from asking certain questions about an applicant's disability during the hiring process or retaliating against someone for opposing discriminatory employment practices.
- [Title II](#) prohibits public entities like state or local government agencies from discriminating against individuals with disabilities. All programs and services, such as public transportation, recreational activities, courts and town meetings, should be available to people with disabilities. In addition, state and local government buildings must be accessible, and accommodations should be

available to communicate effectively with those who have vision, speech or hearing disabilities.

- **Title III** requires public accommodations and commercial facilities to offer equal access and treatment, effective communication and removal of existing barriers for people with disabilities. Examples of such facilities include restaurants, retail stores, hotels, movie theaters, private schools, convention centers, doctors' offices, homeless shelters and recreational facilities. Any altered or newly constructed buildings must follow architectural and design standards to ensure accessibility. Additionally, classes and examinations for professional, educational or trade-related purposes, licensing and certifications should be accessible to people with disabilities or alternative arrangements must be offered.
- Under **Title IV**, telecommunications companies must establish telecommunications relay services for callers with hearing and speech disabilities.
- **Title V** includes various provisions that are not necessarily covered by other titles, but have been used to clarify the application of the law. For example, this section notes that the ADA does not invalidate or override any other federal, state or local laws that provide equal or greater protections for people with disabilities. It also defines conditions that are not covered under the term “disability,” as defined by the ADA.

**3. Preserving Our History.** “Those who cannot remember the past are condemned to repeat it.” This quote, spoken by philosopher George Santayana, reflects the missions of both the [ADA Legacy Project](#) and the [Disability Visibility Project](#). The ADA Legacy Project has a threefold mission: to preserve the history of the disability rights movement, celebrate the impact of legislation like the ADA and educate the public on improving inclusion and equal rights for those with disabilities. In partnership with [StoryCorps](#), the aim of the Disability Visibility Project is to record the stories of those in the disability community. You can [participate in the project](#) until July 2015 by attending a recording session in the San Francisco Bay area, Chicago, Atlanta or one of the [Mobile Tour locations](#). All stories will be archived by [The American Folklife Center](#) at the Library of Congress. You can also visit [adalegacy.com](#) to [find ADA events or programs near you](#) and prepare for the [25<sup>th</sup> anniversary of the ADA](#) next year. There’s even a countdown calendar!

**4. Job Accommodations** enable people with disabilities to perform essential job functions, be productive and accomplish work tasks with greater ease and independence. Examples include modifications such as ergonomic desk chairs, reserved parking, flexible schedules, telecommuting, alternate workstations and periodic rest, food or bathroom breaks. According to the [Job Accommodation Network \(JAN\)](#), a free source of expert one-on-one guidance on workplace accommodations and disability employment issues, nearly 60 percent of the accommodations needed by workers with disabilities cost absolutely nothing, and only 36 percent of employers incurred a one-time cost of roughly \$500. JAN's publication, the *Employees' Practical Guide to Requesting and Negotiating Reasonable Accommodations under the Americans with Disabilities Act (ADA)* summarizes the provisions of the ADA, common accommodation issues and JAN's practical solutions for resolving them. For additional guidance on reasonable accommodations and enforcement, visit the [Equal Employment Opportunity Commission \(EEOC\) website](#).

**5. The Rights of Pregnant Workers** are generally protected by three laws: the [ADA Amendments Act \(ADAAA\)](#), the [Family and Medical Leave Act \(FMLA\)](#) and the [Pregnancy Discrimination Act \(PDA\)](#). Although pregnancy is not considered a disability under the ADAAA, pregnancy-related impairments, such as gestational diabetes, severe nausea, sciatica or preeclampsia, may be recognized as a disability and could require an accommodation. Nursing mothers also have protections under the [Fair Labor Standards Act](#). According to the [National Partnership for Women and Families](#), 10 states and two cities have implemented laws requiring employers to provide reasonable accommodations for pregnancy. These include Alaska, California, Connecticut, Hawaii, Illinois, Louisiana, Maryland, New Jersey, Texas and West Virginia, in addition to New York City and Philadelphia. The Women's Legal Defense and Education Fund's [interactive map](#) details pregnancy discrimination laws, as well as breastfeeding and leave rights, in each state. An article from the Society for Human Resource Management (SHRM), "[Accommodating Pregnant Employees](#)," highlights real-life situations and offers helpful suggestions on reasonable accommodations for pregnant workers. If you feel you have been discriminated against, visit the EEOC's [Pregnancy Discrimination](#) page, which provides contact and other useful information about how to file a complaint.



**6. Does Your School Pass with Flying Colors?** Students with disabilities attending post-secondary schools are protected from discrimination by both the [ADA](#) and [Section 504 of the Rehabilitation Act of 1973](#). In accordance with these laws, a school must make its programs, including its extracurricular activities, accessible to students with disabilities in an integrated setting. This includes providing accessible architecture, such as classrooms and housing, accessible transportation and [auxiliary aids and services](#), if requested. Examples of auxiliary aids include interpreters, electronic readers and talking calculators. A student must disclose his or her disability to the school in order to receive these accommodations; however, if no accommodations are needed, then students are not required to disclose this information. When choosing a school, students with disabilities should consider factors such as the type of services already in place, accommodations they will require and the school's overall attitude and reputation towards providing accommodations. Students should talk to their school's ADA coordinator, Section 504 coordinator or Disability Services coordinator [for more information](#) or if problems arise.

**7. Get the 5-Star Accessibility Treatment.** The ADA (i.e., Title III) requires all hotels and motels in the U.S. to make their facilities equally accessible to people with disabilities. There are two types of accessible guest rooms: those with "mobility" features and others with "communication" features. For guests with mobility impairments, roll-in showers and grab bars, lower counters and closet bars are a few of the structural features that should be offered. For guests who are deaf or hard-of-hearing, hotels and motels are required to provide rooms equipped with visual notification devices, telephone amplifiers and TDDs (Telecommunication Devices for the Deaf). According to the [2010 ADA Standards for Accessible Design](#), accessible guest rooms must be dispersed among different classes of guest rooms and provide choices in the type of guest rooms, number of beds and other amenities comparable to those offered to other guests. A fact sheet from the Northwest ADA Center, "[Accessibility for People with Disabilities at Hotels and Places of Lodging](#)," gives an overview of the different elements accessible hotels should include. For more tips on finding an accessible hotel room, read the post, "[Disability Travel...a Dream or a Reality?](#)" on Disability.Blog.

**8. Accessible Public Transportation**, such as buses, trains, subway systems, paratransit and ferries, makes it possible for people with disabilities to get to work, medical appointments and social activities in their communities. According to the

U.S. Census 2009 American Community Survey, six percent of workers with disabilities age 16 and older use public transportation to commute to work. Common accessibility features include accessible parking, elevators, raised lettering and Braille signage, automatic doors, wheelchair turnstiles and lifts, public address systems, curb cuts, elevator status announcements and TDDs. Air travel is regulated under the [Air Carrier Access Act](#), which prohibits domestic and foreign passenger airlines from discriminating against people with mental or physical disabilities. For additional information on transportation, read the May 2014 *Disability Connection* newsletter, “[10 Things You Need to Know about Planes, Trains and Automobiles](#),” or read Easter Seals Project ACTION’s [Glossary of Disability and Transit Terms](#).

**9. Technology and the ADA.** Let’s first discuss the difference between accessible technology and assistive technology. [Accessible technology](#) can be used by people with a wide range of abilities, whether they use assistive technology or not. [Assistive technology](#) allows individuals with disabilities to perform tasks or functions they might otherwise be unable to do. For example, someone with low vision may not be able to read a book without a video camera magnifier. [Under the ADA](#), governments and public entities must provide devices temporarily to help individuals with disabilities access their programs and services. For example, a movie theater should loan you an assistive listening device if you have a hearing disability. The [Assistive Technology, Accommodations and the Americans with Disabilities Act](#) brochure from the ILR School at Cornell University explains more fully how assistive technology is covered under the ADA. If you are interested in learning more, the [ADA Online Learning Center](#) offers webinars on a variety of technology-related topics.

**10. People You Should Know.** The enactment of the ADA would not have happened without the hard work of these advocates and many others:

- [Justin Dart, Jr.](#), who is known as the “father” of the ADA, held public forums across the U.S., Guam and Puerto Rico at his own expense to converse with people with disabilities and advocate for their civil rights.
- [Dr. Fred Fay](#), who was a quadriplegic and prominent advocate for disability rights, won support for not only the ADA, but also the federal Architectural Barriers Act of 1968.

- [Patrisha Wright](#), who is known as "the General" of the ADA, was also a driving force behind the Handicapped Children's Protection Act of 1986 and amendments to the Fair Housing Act, which prevented landlords from discriminating against people with disabilities.
- [Robert Burgdorf, Jr.](#), a professor at the University of the District of Columbia, wrote the original version of the ADA that was introduced in Congress.
- [Lex Frieden](#), the former director of the National Council on the Handicapped (now the [National Council on Disability](#)), helped craft the language of the ADA. The concept of "reasonable accommodation" stemmed from his experience in college when his classes were moved to a building that could better accommodate his wheelchair.
- [Tony Coelho](#), a former Congressman, was the primary author and sponsor of the ADA. He stated the law was urgently needed to prevent the discrimination against individuals with disabilities that he experienced as a person with epilepsy.
- [Senator Tom Harkin](#), whose brother is deaf, authored, sponsored and introduced the ADA to the Senate. He considers it to be his signature legislative achievement and continues to advocate for the rights of people with disabilities.
- [Evan Kemp, Jr.](#), a former chairman of the EEOC, worked closely with President George H.W. Bush during the ADA deliberations. He even wrote several of the President's speeches for disability-related events.

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## **Local Independent Living Centers**

- Bronx Independent Living Services, Inc. (BILS)  
4419 Third Ave, #2C, Bronx, NY 10457  
TEL [718 515-2800 x 116](tel:7185152800) / TTY [718 515-2803](tel:7185152803) / FAX [718 515-2844](tel:7185152844)
- Brooklyn Center for Independence of the Disabled (BCID)  
27 Smith St, #200, Brooklyn, NY 11201  
TEL [718 998-3000](tel:7189983000) / TTY [718 998-7406](tel:7189987406) / FAX [718 998-3743](tel:7189983743)
- Center for Independence of the Disabled in NY (CID-NY) (Manhattan)  
841 Broadway, #301, New York, NY 10003  
TEL [212 674-2300](tel:2126742300) V / TTY [212-674-5619](tel:2126745619) / FAX [212-254-5953](tel:2122545953)
- CID-NY/Queens  
137-02A Northern Blvd, Flushing, NY 11354  
Phone: [646-442-1520](tel:6464421520) / Sorenson VP [866-948-1064](tel:8669481064) / TTY [718-886-0427](tel:7188860427) / Fax 718-886-0428
- Harlem Independent Living Center (HILC) (Manhattan)  
289 St. Nicholas Ave, #21 Lower Level, New York, NY 10027  
TEL 212-222-7122 / Sorenson VP 646-755-3092 / Relay 866-326-5876 / FAX 212-222-7199  
[info@hilc.org](mailto:info@hilc.org)
- Staten Island Center for Independent Living (SIILC)  
470 Castleton Ave, Staten Island, NY 10301  
TEL 718-720-9016 / TTY 718-720-9870 / FAX 718-720-9664
- Long Island Center for Independent Living (LICIL) (Nassau Co)  
3601 Hempstead Turnpike, #208, Levittown, NY 11756  
TEL 516-796-0144 / TEL (Español) 516-796-6176 / TTY 516-796-0135 / FAX 516-796-0529 [licil@aol.com](mailto:licil@aol.com)
- Self Initiated Living Options, Inc. (SILO) (Suffolk Co)  
2111 Lakeland Ave, Ronkonkoma, NY 11779  
TEL (31-880-7929 / TTY 631-654-8076 / FAX 631-946-6377  
[contact@siloinc.org](mailto:contact@siloinc.org)
- Westchester Independent Living Center (WILC) (Westchester/White Plains)  
200 Hamilton Ave, White Plains, NY 10601  
TEL 914-682-3926 / TTY 914-682-0926 / Sorenson Video Phone 866-933 5390 / FAX 914-682-8518
- Westchester Disabled on the Move, Inc. (WDOM) Westchester/Yonkers)  
984 No. Broadway, #L-10, Yonkers, NY 10701  
TEL 914-968-4717 V & TTY / FAX 914-968-6137

## PCA Employment Agencies

*If your Personal Care Assistant (PCA) Employment Service assists Self-Pay and CDPAP Consumers in the NYC Metro Area, you can have your agency information added to the following list by completing the [Employment Service Enrollment Form](#).*

**All American Home Care Agency, Albert Isakov, CEO**  
1113 Avenue J, Brooklyn, NY 11230  
[aisakov@allamericanny.com](mailto:aisakov@allamericanny.com)  
Phone: 718-717-8800

**Bronxwork Inc, Kedon Wilson**  
391 E 149th St, Bronx, NY 10455  
[kwilson@bronxworks.org](mailto:kwilson@bronxworks.org)  
(718) 993-8880 ext. 237

**Center For Family Life Employment, Maria Ferreira**  
443 39th St, Brooklyn, New York 11232  
[mferreira@cflsp.org](mailto:mferreira@cflsp.org)  
718-633-4823

**El Barrio's Operation Fight, Gustavo Rosado**  
413 E 120th St # 403 New York, NY 10035-3602  
[ebobf413@aol.com](mailto:ebobf413@aol.com)  
212-410-7900

**Fifth Avenue Committee, Aaron Shiffman**  
621 DeGraw Street, Brooklyn, New York 11217  
[ashiffman@fifthave.org](mailto:ashiffman@fifthave.org)  
718-237-2017

**Goldenhearts Elderly Care Services, Geanette Browder**  
244 5th Avenue, suite G256 New York, NY 10001  
[contact@GoldenElderlyCare.org](mailto:contact@GoldenElderlyCare.org)  
Phone: (866) 531-4620

**Kingsborough Comm. College, Marisa Joseph**  
2001 Oriental Blvd, Brooklyn, NY 11235  
[marisa.joseph@kbcc.cuny.edu](mailto:marisa.joseph@kbcc.cuny.edu)  
718-368-5563

**Konedu Home Care, LLC, Carie Jones Smith**  
140 Captain Thomas Blvd West Haven, CT 06516  
[helpingfamilies@koneduhomecare.com](mailto:helpingfamilies@koneduhomecare.com)  
Phone: 800 418-3299

**Mercy Center, Mary Ellen Gianino**  
377 East 145th Street, Bronx NY 10454-1006  
[meg@mercycenterbronx.org](mailto:meg@mercycenterbronx.org)  
(718) 993-2789

**Reliable Homecare Solutions LLC**  
Contact: Reshmi Maharaj, Director  
104-28 117 St, 2E, Richmond Hill New York 11419  
917 378 5769  
[caresolutions09100@gmail.com](mailto:caresolutions09100@gmail.com)

**New York City College of Technology**  
NYC Technical College Placement Office  
300 Jay St, Brooklyn, NY 11201  
[employmentsvc@citytech.cuny.edu](mailto:employmentsvc@citytech.cuny.edu)  
(718) 260-5050

**Northern Manhattan Improvement Corp**  
Evan Hess  
76 Wadsworth Ave, New York, NY 10033  
[evanhess@nmic.org](mailto:evanhess@nmic.org)  
212-822-8300

**Our Planet Management Institute, Lisa Ying**  
116 John Street, #200, New York, NY 10038  
[lisa@opmi.org](mailto:lisa@opmi.org), 212-269-4000

**YWCA of NYC, Anne Alfred**  
50 Broadway, New York, NY 10004  
[aalfred@ywcanyc.org](mailto:aalfred@ywcanyc.org)  
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