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October 10, 2014

On September 16th 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 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Previously distributed Newsletters (**from January 12, 2011 to present**) have been archived on the [Consumer Directed Services](#) home page.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.

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. Finally, if you try Consumer Directed Services, please spread the word. Tell your friends and associates about this **FREE** service.

The Consumer Form has been modified to help Consumers to become more comfortable with the search process. In addition to the form modifications, I include the following.

Being a member of a Consumer Directed Personal Assistance Program (CDPAP) there are a number of risks that you as the Consumer or Surrogate have been willing to accept. The most difficult risk to manage is the finding of appropriate Personal Care Assistants (PCA). Whenever you engage in a search, you open yourself to the risk of meeting new people, who are unknown to you, and who may or may not be appropriate for you. To help you manage this risk you may wish to:

- 1. Obtain a separate free email service (like Gmail) that you could use only for your searches.*
- 2. Use an online fax and voice mail service (like Maxemail) to obtain an alternative local number telephone number. When using a service like this, the PCA candidate would call this number and leave a message. You would receive their message as an email to which you could respond when and if you choose.*
- 3. Many Consumers are concerned about strangers coming into their homes, for this reason, I have modified the address section of this form. At this point in the process all the PCA needs to know is a name (your first name or a nick name should be adequate) and they need to know approximately where you live, so they can decide if it is someplace they could or would choose to work.*

4. *When setting up your initial meeting, you may wish to meet them at an alternative location with other people present. You could choose to have someone you trust, sit in on the initial interview, to get an additional perspective that you can use when you are making your hiring decision. Finally, you may wish to consider meeting in a public place where you and the candidate can both be comfortable.*

Note: I have personally used both Gmail and Maxemail but you may wish to consider alternatives. When making your decision you should consider the total price, the services they provide and any free promotions the companies may be offering.

Finally, Good Luck With Your Search.

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.*

(ashley.payton@my.uu.edu) on Tuesday, September 30, 2014 at 13:24:01

Personal Assistant Candidate: Ashley Payton
Address1: 516 W 136th St
Phone: 2059140896
Gender: Female

Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Enrolled with a CDPAP: No
Experience: Children,, Teens,, Seniors,, Wheelchairs,, Lifters,
Documentation Available: Social Security Number,
Certificate/License: Driver's License,
Hours per Week: 40
Days per Week: 4-5
Preferred Start Time: 9am
Days I Would Like to Work: Monday-Friday
I am willing to work a 24 Hour Sleep-In schedule: yes
Target Salary Per Hour: 20-25
Target Salary Per Week: 800
Comments: I worked for two years at an assisted living home where I assisted many residents with daily task, as well as scheduled games and things to do for all of the residents.

MS.BOYD512@GMAIL.COM on Monday, September 29, 2014 at 13:08:43

Personal Assistant Candidate: Nygeer Boyd
Address1: 405 E 92nd Street Apt 11J
Phone: 6463736829
Gender: Female
Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Wheelchairs,, Lifters,,
Other Equipment,, Mental Impairments / Alzheimer's Disease,, Special Diets,, Languages
Description of Special Diets: low sodium diet, low-carb diet
Description of Languages: Spanish
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Home Health Aid,
Hours per Week: 40+
Days per Week: 5
Preferred Start Time: 8pm
Days I Would Like to Work: Saturday, Monday Tuesday Wednesday Thursday Fridays
I am willing to work a 24 Hour Sleep-In schedule: twice every month on the weekend
Target Salary Per Hour: negotiable

nalcampbell63@gmail.com on Monday, September 29, 2014 at 12:27:00

Personal Assistant Candidate: Nadine Campbell
Address1: 109 Harbor Rd. Staten Island

Phone: (347)772-6149

Best Time: 10AM

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

Experience: Children,, Seniors,, Paraplegia,, Amputation,, Wheelchairs,, Lifters,, Special Diets,, Languages

Description of Special Diets: low sodium

Description of Languages: English

Description of Other: N/A

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

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

Hours per Week: 24

Days per Week: 2

Preferred Start Time: 7pm-7am

Days I Would Like to Work: Wed-Thurs/Fri-Sat

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

Target Salary Per Hour: \$12.00

Target Salary Per Day: \$120.00

Target Salary Per Week: \$328.,00

Comments: I am experienced in transferring clients from bed to wheelchairs, performing bed baths and assisting with personal hygiene, I have used the hoyer lifts, prepared meals, changed diapers, bed making and I have very good communication skills.

(fcnewme@gmail.com) on Monday, September 29, 2014 at 10:01:30

Personal Assistant Candidate: Falon Cooper

Address1: 1263 Findlay Ave

Address2: Apt 2

Address3: Bronx NY 10456

Phone: 917-9132-3128

Best Time: 1 pm

Gender: Female

Type of Position: Domestic / Homemaking

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

Experience: Seniors,, Special Diets,, Other,

Description of Special Diets: high blood pressure, soft foods,

Description of Other: mental disability

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

Certificate/License: Driver's License,, Other,

Description of Other Certificate/License: Direct Care Aide

Hours per Week: 50

Days per Week: 6

Preferred Start Time: 7am

Days I Would Like to Work: Monday through Saturday

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

Target Salary Per Hour: 11

Target Salary Per Day: 100

Target Salary Per Week: 300

Comments: I have experience with laundry care, housekeeping, homemaking, food preparation, child care, medication reminders, transportation assistance, and companionship

[\(\[amybuttsbk@gmail.com\]\(mailto:amybuttsbk@gmail.com\)\)](mailto:amybuttsbk@gmail.com) on Monday, September 29, 2014 at 08:03:56

Personal Assistant Candidate: Amy Butts

Address1: 2920 W 20TH ST, 11224

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: 1

Enrolled with a CDPAP: No

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

Description of Special Diets: soft

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

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

Description of Other Certificate/License: hospice, community advocacy

Hours per Week: 12

Days per Week: 4

Preferred Start Time: 8-8

Days I Would Like to Work: Sunday - Thursday

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

Target Salary Per Hour: 11.00

Comments: • Outstanding customer service and interpersonal skills

- Highly organized, with great attention to detail and follow through
- Able to quickly learn new procedures and methods
- Ability to exercises initiative, achievement, and independent judgment

- Dependable and able to perform without supervision
- Proficient in Microsoft Office: XP, Word, Excel, PowerPoint, and Outlook/Type: 45WPM

tpiotr101@gmail.com on Sunday, September 28, 2014 at 23:16:28

Personal Assistant Candidate: Teresa Piotrowski
Phone: 347-261-8113
Gender: Female
Description of Other Type of Position: Healthcare Administration
Worked with a CDPAP Consumer/Surrogate: No
Enrolled with a CDPAP: No
Description of Languages: Russian, Polish, English
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Home Health Aid,, Other,
Description of Other Certificate/License: BS in Health Administration
Hours per Week: 40
Days per Week: 5
Days I Would Like to Work: M-F

sierrachalrey@ymail.com on Sunday, September 28, 2014 at 22:30:29

Personal Assistant Candidate: Sierra Charley
Address1: 2346 Newbold ave, Bronx, NY
Phone: 6463995126
Gender: Female
Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Enrolled with a CDPAP: No
Experience: Children,, Seniors,, Mental Impairments / Alzheimer's Disease,
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Personal Care,
Hours per Week: 40
Days per Week: 6
Preferred Start Time: 6am
Days I Would Like to Work: All
I am willing to work a 24 Hour Sleep-In schedule: No
Target Salary Per Hour: 11.00

vanesav2792@gmail.com on Sunday, September 28, 2014 at 18:48:32

Personal Assistant Candidate: Vanesa Vargas

Address1: 53 E Poplar St
Phone: 631-398-7533
Best Time: AM
Gender: Female
Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Experience: Seniors,, Wheelchairs,, Lifters,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,
Description of Languages: Spanish and English
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Personal Care,, Driver's License,
Hours per Week: 45
Days per Week: 6
Preferred Start Time: 8
Days I Would Like to Work: Monday-Saturday
I am willing to work a 24 Hour Sleep-In schedule: no
Target Salary Per Hour: \$13

lisaemery40@gmail.com on Sunday, September 28, 2014 at 18:30:17

Personal Assistant Candidate: LISA EMERY
Address1: 50 LINCOLN RD
Address2: APT 3E
Address3: BROOKLYN NY
Phone: 929-258-6734
Best Time: ANYTIME
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,, Seniors,, Amputation,, Wheelchairs,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Personal Care,, Home Health Aid,
Hours per Week: 12
Days per Week: 5
Preferred Start Time: now
Days I Would Like to Work: MONDAY TO FRIDAY
I am willing to work a 24 Hour Sleep-In schedule: YES
Target Salary Per Hour: 20
Comments: YES I WOULD BRING IT.

jadevasquez1988@gmail.com on Sunday, September 28, 2014 at 18:12:58

Personal Assistant Candidate: Jade Vasquez
Address1: 2720 Broadway
Phone: 914-227-3401
Best Time: 7 am-3pm
Gender: Female
Type of Position: Domestic / Homemaking
Worked with a CDPAP Consumer/Surrogate: No
Experience: Children,, Seniors,
Documentation Available: Social Security Number,, Proof of Identity,
Certificate/License: Other,
Description of Other Certificate/License: currently in Certified Nurse's Assistant training
Hours per Week: 24
Days per Week: 2
Preferred Start Time: 8am
Days I Would Like to Work: Sat and Sun
Target Salary Per Hour: 13

hoshim.05@mail.ru on Sunday, September 28, 2014 at 17:29:34

Personal Assistant Candidate: Hoshimjon Begmatov
Address1: 98-25 Horace Harding Expressway
Phone: 3476815425
Gender: Male
Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Enrolled with a CDPAP: No
Experience: Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Ventilators,, Wheelchairs,,
Lifters,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Special Diets,,
Languages
Description of Special Diets: diabetic
Description of Languages: English, Russian
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Home Health Aid,, Driver's License,
Days I Would Like to Work: any
I am willing to work a 24 Hour Sleep-In schedule: I am looking a night shift

FRANKCHENDJOU@GMAIL.COM on Sunday, September 28, 2014 at 14:52:43

Personal Assistant Candidate: Frank CHENDJOU T

Address1: 133 W 145TH STREET

Address2: APT 52

Phone: 917-833-9755

Best Time: AM/PM

Gender: Male

Type of Position: Domestic / Homemaking

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

Experience: Young Adults,, Seniors,, Other Equipment,, Special Diets,, Languages

Description of Special Diets: Vegetarian

Description of Languages: French, Spanish, German

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

Certificate/License: Personal Care,

Hours per Week: 40

Preferred Start Time: PM/AM

Days I Would Like to Work: MON-SAT

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

Target Salary Per Hour: 15

Comments

Fluent in French, Spanish, German

Education:

Hunter College Pre-Nursing

New York City College of Technology

2013-2014 Nursing

Certification: Certified Nurse Attendant

August 2010 Day Spring Career Institute, Indianapolis

zhigalovael@gmail.com on Thursday, September 25, 2014 at 20:41:59

Personal Assistant Candidate: Elena Zhigalova

Address1: 8800 Shore Front Parkway

Phone: 13472796859

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: 2014

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): concepts of independence, Inc.
Experience: Children,, Seniors,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,
Description of Languages: Russian, English
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Driver's License,
Hours per Week: 60
Days per Week: 3-6
Preferred Start Time: today
Days I Would Like to Work: to take care of somebody
I am willing to work a 24 Hour Sleep-In schedule: yes, I do
Target Salary Per Hour: 15

swanholder@gmail.com on Saturday, September 20, 2014 at 14:35:36

Personal Assistant Candidate: Swan Rodriguez
Address1: 400 Convent Ave
Address2:New York, NY 10031
Phone: 3477921594
Gender: Female
Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Experience: Children,, Seniors,, Amputation,, Wheelchairs,, Lifters,, Mental Impairments /
Alzheimer's Disease,, Visual / Auditory Impairments,
Documentation Available: Social Security Number,, Proof of Identity,
Certificate/License: Home Health Aid,, Driver's License,
Hours per Week: 42
Days per Week: 5
Preferred Start Time: 8am
Target Salary Per Hour: 10.00

lisaemery40@gmail.com on Friday, September 19, 2014 at 14:23:44

Personal Assistant Candidate: LISA EMERY
Address1: 50 LINCOLN ROAD
Address2: APT 3E
Phone: 929-258-6734
Best Time: TOMORROW
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,, Amputation,, Wheelchairs,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,

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

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

Description of Other Certificate/License: BABY NURSE

Hours per Week: 12

Days per Week: 5

Preferred Start Time: NOW

Days I Would Like to Work: MONDAY TO FRIDAY

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

Target Salary Per Hour: 20

Comments: YES I WOULD BRING THEM.

Heliadora@gmail.com on Thursday, September 18, 2014 at 12:17:46

Personal Assistant Candidate: Heliadora Lorenzo

Phone: 917 231 6245

Best Time: anytime

Gender: Female

Type of Position: Personal Care / Home Health

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

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

Certificate/License: Personal Care,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 3pm/8pm

Days I Would Like to Work: Monday through Friday

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

Cecil Parvaiz on Thursday, September 17, 2014 at 10:15:20

Personal Assistant Candidate: Cecil Parvaiz, LPN

Phone: 201-658-0552

Best Time: anytime

Gender: Male

Type of Position: LPN/Personal Care / Home Health

Experience: Quadriplegia, Wheelchairs, Ventilator, Tracheotomy, Bed-Sore Prevention

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

Certificate/License: LPN

Comment: Recommended By:

Norma MT Braun, MD, FACP, FCCP
Ombudswoman
Clinical Professor of Medicine
Icahn School of Medicine
Mt. Sinai Health System
Senior Attending
Department of Medicine
Pulmonary/Critical Care/Sleep Division
St. Luke's-Roosevelt Hospitals

An excellent LPN with vast experience & patient advocate has just become available because his patient (& mine) died after more than 12 years. This man was a quadriplegic on a vent via tracheotomy who needed total care: never had a bed sore; always stable & even happy. I cannot recommend Cecil more highly. Only problem he is not e-connected.

bayaraxel@gmail.com on Thursday, September 11, 2014 at 22:58:21

Personal Assistant Candidate: Axel Bayard

Address1: 1362 New York Avenue

Address2: Apt 3F

Address3: Brooklyn NY11210

Phone: 3473035134

Gender: Male

Type of Position: Other Type of Position

Description of Other Type of Position: LPN

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No

Enrolled with a CDPAP: No

Experience: Children,, Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,, Wheelchairs,, Lifters,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,, Languages

Description of Special Diets: MECHANICAL SOFT, PUREED, THICKENED LIQUID

Description of Languages: Creole, French, English, Spanish(intermediate

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

Certificate/License: Home Health Aid,, LPN or PN,, Driver's License,

Days per Week: 3-5

Preferred Start Time: ASAP

Days I Would Like to Work: Wednesday, Thursday, Friday, Saturday

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

Comments: With regards to salary I am willing to consider the wage set by the agency paying for my service.

Articles Related to the CDPAP

Department of Labor - Announcement of Time-Limited Non-Enforcement Policy

BILLING CODE 4510-27-P
DEPARTMENT OF LABOR
Wage and Hour Division
29 CFR Part 552
RIN 1235-AA05

Application of the Fair Labor Standards Act to Domestic Service; Announcement of Time-Limited Non-Enforcement Policy

AGENCY: Wage and Hour Division, Department of Labor.

ACTION: Policy statement.

SUMMARY:

The Department of Labor's (Department) October 1, 2013, Final Rule amending regulations regarding domestic service employment, which extends Fair Labor Standards Act (FLSA) protections to most home care workers will become effective on January 1, 2015. The Department is not changing this effective date. This document announces a time-limited non-enforcement policy. For six months, from January 1, 2015 to June 30, 2015, the Department will not bring enforcement actions against any employer as to violations of FLSA obligations resulting from the amended regulations. For the following six months, from July 1, 2015 to December 31, 2015, the Department will exercise prosecutorial discretion in determining whether to bring enforcement actions, with particular consideration given to the extent to which States and other entities have made good faith efforts to bring their home care programs into compliance with the FLSA since promulgation of the Final Rule. Throughout the 12-month duration of this policy, the Department will continue extensive outreach and technical assistance efforts, in particular with States regarding publicly funded home care programs.

DATES: Enforcement of the final rule published October 1, 2013, at 78 FR 60454: From January 1, 2015, to June 30, 2015, the Department will not bring enforcement actions against any employer as to violations of FLSA obligations resulting from the amended regulations; from July 1, 2015, to December 31, 2015, the Department will exercise prosecutorial discretion in determining whether to bring enforcement actions.

FOR FURTHER INFORMATION CONTACT:

Michael Hancock, Assistant Administrator, Office of Policy, U.S. Department of Labor, Wage and Hour Division, 200 Constitution Avenue, NW., Room S-3502, FP Building, Washington, D.C. 20210; telephone: (202) 343-5940 (this is not a toll-free number), email:

HomeCare@dol.gov. Copies of this document may be obtained in alternative formats (Large Print, Braille, Audio Tape, or Disc), upon request, by calling (202) 693-0675 (not a toll-free number). TTY/TTD callers may dial toll-free (877) 889-5627 to obtain information or request materials in alternative format

http://www.ofr.gov/OFRUpload/OFRData/2014-24144_PI.pdf

CDPAANYS Reaction to DOL Announcement

Last night, the United States Department of Labor (DOL) announced that it would not be implementing a rational and sensible delay of its new changes to the Fair Labor Standards Act (FLSA) companionship rules. Instead, the DOL stated that it would adopt a “time-limited non-enforcement” strategy until June 30, 2015. This purported “solution” creates more problems than it solves and demonstrates that implementation of this rule is more about politics and the President appeasing his friends in Labor than it is worker rights.

In the last 5 days, CDPAANYS has sent a record number of advocacy messages from our website, asking DOL to delay implementation of the rule until States could have adequate time to put in place resources and policies to implement it. This effort was being matched by organizations throughout the country. DOL chose to ignore it.

DOL continues to cite the 14 month lead-up period as sufficient delay. However, what they fail to mention is the fact that much of that time was spent on their own fact-finding – a process that should have been completed before they ever published a draft of the rule, more or less the final copy.

It was not until July, 2014 – after the state budget was completed and the Legislature had gone home – that they finally issued guidance to states and programs. This left everyone trying to play “catch-up,” scrambling to implement a rule that they could not be prepared for.

DOL argues that it has put off worker’s rights for too long; however, it says that those rights can be put off even further as long as the rule is implemented. If this were actually true, it would be more of an insult to workers, as it acknowledge that the politics of the situation are more important than their rights.

However, the truly disgusting part is that proponents of this idea and DOL know that it is not a valid solution. The fact is, DOL cannot choose whether or not to enforce a law. As *Integrity Staffing Solutions v Busk*, a FLSA case just taken up by the Supreme Court yesterday, demonstrates, the DOL is not actually in charge of enforcing the FLSA in many instances, courts are. Regardless of DOL's determination to enforce a rule, workers and attorneys can and will file suits. Therefore, employers, including fiscal intermediaries, may not disregard the rule because DOL is engaging in its intentionally misleading "time limited non-enforcement" period.

The farce is furthered because DOL knows that FIs, like all providers, have contracts that require them to follow all State and Federal laws and regulations. There is no subclause to the contract that states FIs only have to follow the rules the government is enforcing. Therefore, if a FI takes advantage of the "time limited non-enforcement" period, it is immediately in breach of contract.

CDPAANYS made these points to high level officials of DOL at a recent event when SEIU brought up this possibility. They were acknowledged. The announcement yesterday is a disappointment, as it represents a disingenuous effort by DOL to mask the harm it knows the implementation of the rule will cause.

In the wake of this announcement, CDPAANYS will reassess our national lobbying efforts and continue our efforts to deliver changes to state policies and increase resources. Please pay attention for news.

<http://cdpaanys.org/cdpaanys-reaction-to-dol-announcement/>

DOL Ties Its Own Hands—and Only Its Own Hands—on Companionship Services

By Seyfarth Shaw LLP on October 8th, 2014 Posted in DOL Enforcement
Authored by Alex Passantino

On Thursday, the Department of Labor will publish in the Federal Register a notice announcing a limited duration non-enforcement policy regarding the Wage & Hour Division's companionship services regulation. The final rule was published more than a year ago and has an effective date of January 1, 2015.

The operational challenges faced by employers as a result of this regulation have been significant. As a result, numerous trade associations, disability advocacy groups, and states requested extensions of the effective date. The states, in particular, needed additional time "to

adjust their publicly funded home care programs in order to comply with the FLSA, and specifically noted that time was needed for budgetary, programmatic, and operational adjustments.”

The Department, however, has refused to extend the effective date. This means that employers, as of January 1, 2015, are obligated to comply with the regulatory provisions. Nothing about the Department’s notice changes this obligation. Instead, the Department has elected to take a non-enforcement position from January 1 through June 30, 2015, meaning that it will not itself enforce the law against employers. From July 1 through December 31, 2015, “the Department will exercise its prosecutorial discretion in a manner that is consistent with this document when making determinations on a case-by-case basis as to whether to bring enforcement actions in the home care context.”

Notably, in choosing to take a hands-off enforcement approach, instead of extending the effective date, the Department undoubtedly will cause confusion within the regulated community. The Department’s regulations are effective as of January 1, 2015. The FLSA provides a private right of action. The Department’s notice does nothing with respect to these private enforcement actions, and non-compliant employers unfortunately may have to find that out the hard way.

<http://www.wagehourlitigation.com/dol-compliance-rule-making/dol-ties-its-own-hands/>

State Associations Welcome DOL Temporary Non-Enforcement, but States Still Face Challenges

October 10, 2014

Washington, D.C. – The National Association of Medicaid Directors, the National Association of State Directors of Developmental Disability Services, and the National Association of States United for Aging and Disabilities issued the following statement in response to a Department of Labor announcement.

“On October 7, 2014, the U.S. Department of Labor (DOL) announced that it will uphold its January 1, 2015, effective date for extending federal minimum wage and overtime protections to home care workers. Importantly, DOL coupled this with a decision to temporarily delay the Department’s enforcement of the new rule.

Previously our associations – which represent the state Medicaid, developmental disability, and aging and disability directors -- notified DOL of our concerns that the rule presents significant

financial, policy and operational issues that many states could not resolve by the effective date of January 1, 2015.

We welcome DOL's decision to delay federal enforcement in response to our collective requests to delay the effective date. We believe DOL has sought to recognize the realities of what states must do to implement such a significant new federal policy. As part of the non-enforcement policy announcement, we also appreciate the Department clarifying its commitment to two goals: "extending basic labor protections to home care workers, and ensuring that people with disabilities and seniors continue to have access to critical home and community-based services, particularly services delivered through innovative models of care."

By removing the threat of federal penalties, we believe DOL mitigates some of the concerns states would otherwise have had as they rushed to meet the deadline while also endeavoring to minimize the impact on Medicaid enrollees. Non-enforcement will help states, providers, consumers and other stakeholders to continue a thoughtful planning and implementation process for compliance.

However, we want to be clear that hurdles still exist. There is uncertainty that private citizens may pursue legal action against states. Further, the operational and fiscal issues that require resolution are significant. For some states the changes often times require the approval of state and national entities, with time frames over which the states have limited control and states will need to forge their own paths towards resolution.

Our Associations will continue to work with the Department of Labor, the Centers for Medicare & Medicaid Services (CMS) and our state members to monitor implementation over the coming months. We will evaluate progress at key points in 2015 to determine the feasibility of compliance with DOL's policy."

http://medicaiddirectors.org/sites/medicaiddirectors.org/files/public/statement_response_to_dol_nonenforce_141010.pdf

National Association of State Directors of Developmental Disabilities Services - DOL Announces Time-Limited Non-Enforcement of Home Care Rule

Oct 7, 2014

The Department of Labor has announced that it will publish a Federal Register notice announcing a time-limited non-enforcement policy toward the Final Rule amending regulations

extending Fair Labor Standards Act (FLSA) protections to most home care workers. The rule will become effective on January 1, 2015, but for six months, from January 1, 2015 to June 30, 2015, the Department “will not bring enforcement actions against any employer as to violations of FLSA obligations resulting from the amended regulations.” For the following six months, from July 1, 2015 to December 31, 2015, the Department “will exercise prosecutorial discretion in determining whether to bring enforcement actions, with particular consideration given to the extent to which States and other entities have made good faith efforts to bring their home care programs into compliance with the FLSA since promulgation of the Final Rule.” Throughout the 12-month duration of this policy, the DOL says it “will continue extensive outreach and technical assistance efforts, in particular with States regarding publicly funded home care programs.”

DOL describes two goals which have guided the Department’s efforts around implementing the final rule: “extending basic labor protections to home care workers, and ensuring that people with disabilities and seniors continue to have access to critical home and community-based services, particularly services delivered through innovative models of care.” DOL cites requests to extend the effective date of the Home Care Final Rule from NASDDDS, the National Association of Medicaid Directors (NAMD), the National Association of States United for Aging and Disabilities (NASUAD), organizations representing disability advocates, and the states of Kansas, Oregon, Maryland and Pennsylvania. DOL also describes requests to maintain the implementation date of January 1, 2015 from Caring Across Generations, Direct Care Alliance, the National Domestic Workers Alliance, National Employment Law Project, Paraprofessional Healthcare Institute (PHI), the National Consumer Voice for Quality Long-Term Care, the American Geriatrics Society, and other organizations of worker advocates.

The Department says it “has carefully considered these requests and is not extending the Final Rule’s effective date.” However, DOL recognizes that “the implementation of the Final Rule raises sensitive issues,” in particular, the need to find “methods of complying with the FLSA in a manner that avoids harmful impacts on the individuals who rely on home care.” For this reason, DOL is instituting a non-enforcement policy from January 1, 2015 to June 30, 2015, which will apply to all employers. During this six-month period, the Department “will concentrate its resources on continuing to provide intensive technical assistance to the regulated community, in particular State agencies administering home care programs.” Although the Department will not conduct formal investigations of potential FLSA violations during this time, “any information received during this time period suggesting non-compliance with FLSA requirements will be used as an opportunity to provide additional technical assistance to States and other potential employers in order to facilitate efficient and effective implementation of the Final Rule.”

From July 1, 2015 until December 31, 2015, the Department “will exercise its prosecutorial discretion...when making determinations on a case-by-case basis as to whether to bring

enforcement actions in the home care context.” During this six-month period, the Department “will give strong consideration to an employer’s efforts to make any adjustments necessary to implement the Final Rule, and in particular a State’s efforts to bring its publicly funded home care programs into FLSA compliance, in determining how best to use its prosecutorial discretion in this area.” The Department will “consider a variety of other factors in making enforcement decisions, including the Department’s limited resources, the extent of the violations at issue, and the impact of a particular enforcement action on compliance more broadly.”

This non-enforcement policy, DOL states, does not apply to FLSA violations unaffected by the Final Rule, such as those involving home care services provided by registered nurses and licensed practical nurses, services provided in nursing homes, group homes, or other institutions in which the workers are not domestic service employees.

The non-enforcement policy makes clear DOL’s commitment to “implementing the rule in a manner that both protects consumers and expands wage protections for direct care workers.” However, the Federal Register notice and accompanying materials leave several questions unanswered. It is unclear, for example, what impact DOL’s non-enforcement policy would have on the disposition of a suit brought in the courts; it is also unclear whether complaints brought to DOL after July 1st, 2015 could result in the awarding of back wages based on liabilities incurred beginning January 1st, 2015. In discussions with state agency association leaders, DOL offered to conduct all-state calls to further clarify the ramifications of their non-enforcement policy.

FMI: Links to the Federal Register announcement and a DOL blog explaining the decision can be found at http://www.dol.gov/whd/homecare/non-enforcement_policy.htm.

<http://www.nasddd.org/news/dol-announces-time-limited-non-enforcement-of-home-care-rule/>

AFSCME statement on DOL announcement re: Overtime protections for home care workers

October 7, 2014

Contact: Erick Sanchez, [202-429-5074](tel:202-429-5074)

AFSCME supports the administration’s continuing commitment to implementation of overtime protections for home care workers as scheduled.

WASHINGTON, DC –AFSCME Pres. Lee Saunders issued the following statement in response to the Department of Labor’s announcement concerning the implementation of the overtime rule for home care workers:

“We support the administration’s continuing commitment to implementation of overtime protections for home care workers as scheduled. Home care workers finally will be afforded the same overtime protections as the rest of the U.S. workforce beginning Jan 1, 2015.

“Home care workers, many of whom are female, single heads-of-households and earn barely above the minimum wage, deserve the overtime protections that have existed for most of the American workforce for nearly 80 years. The disabled and elderly clients they serve deserve the quality services made possible by a stable and secure workforce.

“States and other employers have been on notice for more than a year that minimum wage and overtime protections would be extended to home care workers. Although some states continue to claim that they are unprepared to make the administrative changes to facilitate this basic protection, they should be able to fully comply in short order and the DOL has indicated it will assist them with implementation. Fortunately, states employing the vast majority of home care workers have indicated they will begin applying the overtime and minimum wage rule on January 1.

“We call on all states to act responsibly in order to extend the protections of the Fair Labor Standards Act (FLSA) to home care workers as quickly as possible.”

<http://www.udwa.org/2014/10/afscme-statement-dol-announcement-re-overtime-protections-home-care-workers/>

Statement by SEIU President Mary Kay Henry on Regulatory Changes for Home Care Workforce

Published 4:26 PM Eastern - Tuesday, October 7, 2014
Beau Boughamer, 202/765-9143, beau.boughamer@seiu.org

The U.S. Department of Labor issued an announcement Tuesday regarding new regulatory standards being applied to the nation's home care workforce. SEIU President Mary Kay Henry released the following statement:

"Extending federal minimum wage and overtime protections to America's 2 million home care workers was the right decision when it was announced last year and is the right decision now. Home care workers and consumers deserve a system that pays fair wages. These jobs are vital

to ensuring quality care, and paying the people who work at them is vital to getting the economy moving again.

"We are pleased Secretary Perez has indicated that implementation will proceed apace. Now attention turns to the states, and we will focus during the Department of Labor's non-enforcement period on working with state leaders to fully implement the new rules. Now is the time to accord this work the dignity and fair wage it has so long deserved -- and we are confident that, continuing to work with the states, we can and will make this happen.

"Home care work is the second fastest-growing job in the United States. Extending labor protections to working women and men in the home care field is a step toward making these jobs good jobs by improving wages, reducing turnover and creating a foundation on which quality care can truly be built."

<http://www.seiu.org/2014/10/statement-by-seiu-president-mary-kay-henry-on-regu.php>

DOL Won't Fully Enforce Final Regulation On Wages, Overtime Protections Until 2016

Thursday, October 9, 2014
from [Daily Labor Report®](#)
By [Gayle Cinquegrani](#)

Oct. 7 — The controversial [rule](#) that extends federal minimum wage and overtime protections to an estimated 2 million home-care workers won't be enforced fully until 2016, the Labor Department [announced](#) Oct. 7.

The rule still will take effect Jan. 1, but the DOL won't bring enforcement actions for six months, from Jan. 1 to June 30, the agency said in a [policy statement](#) published in the Oct. 9 Federal Register (79 Fed. Reg. 60,974).

Under this "time-limited non-enforcement policy," the DOL said, from July 1, 2015, to Dec. 31, 2015, the department "will exercise prosecutorial discretion in determining whether to bring enforcement actions." In deciding whether to prosecute, the DOL said, it will give "particular consideration" to "the extent to which States and other entities have made good faith efforts to bring their home care programs into compliance with the FLSA since promulgation of the Final Rule."

The department said it will continue extensive outreach and technical assistance efforts during the 12 months the limited enforcement policy is in effect.

In its policy statement, the Labor Department said it has received requests to extend the rule's effective date from the National Association of Medicaid Directors, the National Association of Directors of Developmental Disabilities Services, the National Association of States United for Aging and Disabilities, and several states and organizations representing disability advocates.

Paraprofessional Group: Delay Bad for Workers

The Paraprofessional Healthcare Institute is “disappointed by the Obama Administration's decision,” PHI President Jodi M. Sturgeon said in an Oct. 7 statement.

“The decision to delay means that 2 million home care workers—largely low-income women, and disproportionately women of color—will have to wait as long as another 12 months to receive even the most basic labor protections, guarantees that most other American workers take for granted,” she said. “Home care workers earn near poverty wages, averaging \$9.50 per hour; one in five live in households with incomes below the federal poverty level; and more than half rely on public assistance like Medicaid and food stamps to make ends meet,” Sturgeon said.

“It is far past time for states and providers to take the actions needed to implement these rules. States have had 15 months to prepare for the implementation of the new Department of Labor rule,” she said. “Where states recognized the need to act—for example, in California and New York—they have found solutions. Notably, these two states are home to the country's largest Medicaid home and community-based services programs, and state officials have been able to make reasonable adjustments to meet the needs of both workers and consumers,” Sturgeon said. “Other states must use the time afforded by the delay in enforcement to make the necessary budget commitments and program adjustments to ensure compliance by June 2015.”

PHI was one of 41 workers advocacy, civil rights and women's groups who sent a Sept. 29 letter to Perez urging him to implement the new rule in January, as planned. They asserted that the rule, which was published Oct. 1, 2013, has had “an unusually long 15-month phase-in period.”

Senators Want Rule Suspended

After the enforcement delay was announced, Sens. Lamar Alexander (R-Tenn.) and Mike Johanns (R-Neb.) renewed their call for the DOL to suspend the rule. “This announcement is further proof that this rule was misguided from the get-go and should be scrapped, as we requested,” Johanns said. “Even with the delay, this rule could disrupt care for senior citizens and individuals with disabilities by dramatically increasing costs for in-home care services.”

On Sept. 30, Alexander and Johanns and 22 other Republicans sent a letter to Labor Secretary Thomas Perez warning that state Medicaid programs haven't been given adequate time or instruction on how to implement the rule and calling on DOL to suspend its implementation. The senators said the rule could “result in sudden increases in institutionalized care, which is often more costly and frequently covered by taxpayer dollars.”

Rule Applies FLSA to Most Home-Care Workers

The rule will apply the Fair Labor Standards Act to most home-care workers. All home-care workers, including live-in workers, who are employed by a third party such as a home health-care agency will be covered, regardless of their job duties. The rule also will apply to workers who are employed directly by the consumer or consumer's family and who primarily perform medical duties or domestic duties that benefit other household members.

Only workers who are employed directly by a consumer or consumer's family and who provide companionship services will be exempt from the FLSA's minimum wage and overtime provisions. Companionship activities include playing cards, visiting with neighbors and taking walks.

Since publishing the rule, DOL's Wage and Hour Division has issued two administrators' interpretations to clarify specific issues that could arise. In April, it issued Administrator's Interpretation No. 2014-1 to explain the requirements for home care providers in shared living quarters in which older adults or people with disabilities live with the people who provide home care services.

In June, the WHD issued Administrator's Interpretation No. 2014-2 to clarify the effect of the new home care workers rule on public entities in Medicaid-funded programs.

The rule has ignited strong interest, generating more than 26,000 public comments when it was first proposed in December 2011.

To contact the reporter on this story: Gayle Cinquegrani in Washington at gcinquegrani@bna.com

To contact the editor responsible for this story: Susan J. McGolrick at smcgo1rick@bna.com

Text of the policy statement is available at <http://op.bna.com/dlrcases.nsf/r?Open=gcii-9pns8r>.

The senators' letter may be accessed at http://www.johanns.senate.gov/public/?p=PressReleases&ContentRecord_id=167f591d-f634-4afd-9e50-791c5fbfbc89.

<http://www.bna.com/dol-wont-fully-n17179896414/>

Amid Delay in Federal Wage Protections for Home Care Workers, NCLR (National Council of La Raza) Urges Swift Implementation

October 07 2014

Contact:

Joseph Rendeiro
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Late today, the U.S. Department of Labor (DOL) announced that it will delay enforcement of minimum wage and home care protections for nearly two million home care workers, 21 percent of whom are Latino. The new regulation takes effect on January 1, 2015, but DOL says it will not enforce the rule until July. NCLR (National Council of La Raza) urges DOL to work diligently during the next six months to assist states in complying with the federal regulations.

“Home care workers have endured 40 years of exclusion from minimum wage and overtime protections,” said Eric Rodriguez, Vice President of the Office of Research, Advocacy and Legislation at NCLR. “States like California and New York, which are adequately prepared to raise workers’ wages, should not hesitate to act. The next six months will be critical for the remaining states to effectively implement these long-overdue wage standards. We expect DOL to use every resource at its disposal to guide states swiftly into compliance to bring dignity to care work.”

One year ago, NCLR, along with civil rights and public health allies, celebrated the historic [victory](#) for home care workers, who won expanded coverage under federal minimum wage and overtime protections after being unjustly excluded since 1974. [Home care work](#) is the fastest-growing job in the U.S., projected to grow by 71 percent between 2010 and 2020. Most home care workers are the primary breadwinners for their families, but turnover in the industry is high because of substandard wages. In a [recent poll](#) by NCLR and Latino Decisions, 70 percent of Latinos reported that they are not earning enough to meet their basic needs.

In response to DOL’s stated plan to “exercise discretion” in enforcement during the second half of the year, from July 1, 2015 through December 31, 2015, NCLR was firm in its call to DOL to ensure fair pay for home care workers.

“We look forward to working with DOL to ensure proper monitoring and enforcement of these wage standards that are so important to Hispanic home care workers,” concluded Rodriguez.

http://www.nclr.org/index.php/about_us/news/news_releases/amid_delay_in_federal_wage_protections_for_home_care_workers_nclr_urges_swift_implementation/

Employers Get Limited Reprieve from Home Care Rule Enforcement

Posted on October 7, 2014

By Ilyse Wolens Schuman

The Department of Labor's Wage and Hour Division (WHD) has announced that it will hold off on bringing enforcement actions against employers for violating the new minimum wage and overtime requirements imposed by the controversial home care regulations that take effect on January 1, 2015. Issued over a year ago, the WHD rule eliminates the FLSA's minimum wage and overtime exemption for home care workers employed by home care agencies and other companies. The rule also significantly narrows the exemption for home care workers employed directly by the individuals or families receiving home care services.

The WHD emphasizes that despite many requests to delay the rule's implementation, it will adhere to the Jan. 1, 2015 effective date. However, as stated in the notice that will appear in the October 9 edition of the *Federal Register*, the WHD recognizes . . . that the implementation of the Final Rule raises sensitive issues. . . . Given the unique effects of this rule . . . the Department is announcing that between January 1, 2015 and June 30, 2015, it will not bring enforcement actions against any employer as to violations of FLSA obligations resulting from the Final Rule.

The agency notes that while it will not conduct formal investigations during this six-month grace period, "any information received during this time period suggesting non-compliance with FLSA requirements will be used as an opportunity to provide additional technical assistance to States and other potential employers in order to facilitate efficient and effective implementation of the Final Rule."

The WHD's announcement that it will not be enforcing the rule until June 30, 2015 is welcome news for home care agencies. However, because the agency did not delay the rule's effective date, home care companies may still be sued by their employees in private litigation if they fail to reclassify employees as non-exempt and begin paying overtime as of January 1, 2015. Thus, home care employers should continue efforts to comply with the new rule.

For more information on how this rule will impact employers, see the Littler Report, [Challenges and Best Practices for Home Care Employers Following the Elimination of the Companionship Exemption](#).

<http://www.littler.com/workplace-policy-update/employers-get-limited-reprieve-home-care-rule-enforcement>

<http://www.littler.com/category/wordpress-category/companionship-exemption>



Independence at Home Program Is Working, Study Shows

Posted On: October 7th, 2014 By Karen Utterback
Vice President, Strategy, McKesson

A new study shows the value of caring for patients in the lowest-cost setting – the patient’s home.

[MedStar Washington Hospital Center](#) recently published a study in the [Journal of American Geriatrics Society](#) (JAGS) that showed a 17% reduction in Medicare costs when care was extended to the home. The hospital participates in the Medicare [Independence at Home](#) demonstration program, an ongoing effort to study the effectiveness of delivering comprehensive home-based primary care services. The program is intended to determine whether such care helps Medicare beneficiaries with multiple chronic conditions and saves money at the same time.

The hospital’s [Medical House Call](#) program began in 1999, with an interdisciplinary team of physicians and nurse practitioners providing 24/7 telephone coverage. Team members visit patients at home and follow them during hospital admissions. Social workers coordinate psychosocial and supportive services.

The five-year study showed that home-based primary care saved an average of \$8,477 per patient over two years. While the overall death rate between the house call and control groups was similar, participants in the program benefited by having:

- 9% fewer hospitalizations
- 20% fewer emergency department visits
- 27% fewer skilled nursing home stays
- 23% fewer specialty visits

In the study, Dr. K. Eric De Jonge, co-founder of the program, said that he believes payers and the Centers for Medicare and Medicaid Services should [expand funding](#) for such programs.

Although the program didn't necessarily extend the lives of patients, it did improve the overall quality of life. Imagine if one out of every four of your clients could stay out of a nursing home or one in five could avoid an ED visit. How much better would their lives be?

Home health agencies are uniquely situated to create or participate in similar programs. Check with your local hospitals or regional health agencies. How can your agency [help them](#) keep patients where they want to be – at home?

For more information on the effectiveness of home-based primary care services, check out this [study](#) from the Johns Hopkins Hospital School of Nursing.

<http://www.mckessonhomecaretalk.com/posts/independence-at-home-program-is-working-study-shows/>

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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
- 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
- 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
- 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
Phone: 718-717-8800

Bronxwork Inc, Kedon Wilson
391 E 149th St, Bronx, NY 10455
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
718-633-4823

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

Fifth Avenue Committee, Aaron Shiffman
621 DeGraw Street, Brooklyn, New York 11217
ashiffman@fifthave.org
718-237-2017

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

Kingsborough Comm. College, Marisa Joseph
2001 Oriental Blvd, Brooklyn, NY 11235
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
Phone: 800 418-3299

Mercy Center, Mary Ellen Gianino
377 East 145th Street, Bronx NY 10454-1006
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

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

Northern Manhattan Improvement Corp
Evan Hess
76 Wadsworth Ave, New York, NY 10033
evanhess@nmic.org
212-822-8300

Our Planet Management Institute, Lisa Ying
116 John Street, #200, New York, NY 10038
lisa@opmi.org, 212-269-4000

YWCA of NYC, Anne Alfred
50 Broadway, New York, NY 10004
aalfred@ywcanyc.org
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