

**Week Starting – November 03, 2017**

Published 11/03/2017 – 9:36AM (2PCAs)  
Updated 11/05/2017 – 12:21AM (1PCA)  
Updated 11/05/2017 4:32PM (1Consumer)  
Updated 11/08/2017 8:10AM (1Consumer)

**Previous Week Starting – October 27, 2017**

Published 10/27/2017 – 9:54AM (2Consumers, 1PCA)  
Update 10/29/2017 – 4:51PM (2 Consumers, 1PCA)  
Updated 11/01/2017 – 9:29AM (3Consumers, 1PCA)

*Mon, Oct 23, 2017 at 9:21 AM*

*Home Health Providers Eye 24-Hour Payments in New York State*

*Thu, Oct 12, 2017 at 2:50 AM*

*Applying the (Wage Parity Act) WPA to CDPAP -How Do You Do It?*

**Index:**

**Intro Statement – Pages 1**  
**Consumer Listings – Pages 3**  
**PCA Requirements – Pages 14**  
**PCA Candidates – Page 15**  
**Articles – Pages 27**  
**Independent Living Centers – Page 33**  
**Alternative Resources - Page 34**  
**CDPAP Agency Listing – Being Planned, Suggestions Welcome**

On September 16, 2013 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.*

On November 12, 2015 the United States Internal Revenue Service determined that Consumer Directed Services, Inc. is exempt from Federal Income Tax under Internal Revenue Code **Section 501 (c) (3)**.

*We are pilgrims on a journey; we are travelers on the road;*

*We are here to help each other walk the mile and bear the load*

Excerpt from - *The Servant Song*- Richard Gillard (1974)

To assist Consumers with the problem of finding new Personal Care Assistants, [Consumer Directed Services, Inc.](#) created a FREE Employment Information Bridge between Consumers and Personal Care Assistant (PCA) Candidates.

### **Consumers / Advocates**

To search for a PCA Candidate complete the form at the following link [Consumer / Advocate - Search for a PCA Candidate](#). When your information is received it will be enrolled in the email database, and posted on the website for a month, distributed to all of the members of the Consumer Directed Services database (Consumers, PCA Candidates, and a variety of other Employment Resources), and published in the Consumer Directed Services Newsletter for a month.

To just add your information to the Consumer Directed Services database, 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**. When your information is received it will be enrolled in the email database and you will begin receiving future issues of the Consumer Directed Services Newsletter and other emails related to the program's goal.

### **Personal Care Assistant (PCA) Candidates**

To include your information in the Newsletter and email database, complete the form at the following link: [Look for a PCA Job \(FREE\) - New York City Metro](#). When your information is received, your information will be published in the Newsletter for a month, and you will begin receiving future issues of the Consumer Directed Services Newsletter and other emails related to the program's goal.

Also, to access our list of Currently Available Jobs, please use the following link: [JOBS](#)

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.*

**Lavern () on Tuesday, November 7, 2017 at 16:01:43**

---

Neighborhood Name: Fordham

City, Town or Borough: Bronx

Available Transportation: Subway, Bus,

E-mail: [bct19204@gmail.com](mailto:bct19204@gmail.com)

Email Authorization: Yes

Consumer Age: Older than 70

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors, Special Diets,

Description of Special Diets: low sodium

Description of Languages: English

Preferred Candidate Gender: Female

Required Documentation: Social Security Number, Proof of Identity,

Hours: 6

Description of Schedule: flexible schedule

Pay Per Hour: 11.00

Comments: Looking for non-smoker. Must be willing to register with agency for CDPAP program.

**Nancy () on Sunday, November 5, 2017 at 14:32:03**

---

Neighborhood Name: Sag Harbor / Southampton

Available Transportation: Auto,

Phone: 631-680-3894

Best Time: any time

E-mail: [ndee-garnold@gmail.com](mailto:ndee-garnold@gmail.com)

Email Authorization: Yes

Consumer Age: Older than 70

Consumer Gender: Male

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors, Wheelchairs, Other Equipment,

Description of Special Diets: low sodium

Description of Languages: English

Required Documentation: Social Security Number, Proof of Identity,

Description of Schedule: 8 or 12 hour shifts, care needed 24 x 7

Pay Per Hour: 13.69

Comments: Willing to go through CDPAP program at Recco Home Care. Experience and/or certified Home Health Care Aid to take care of 97 year old male.

**Sharon () on Monday, October 31, 2017 at 15:25:20**

---

Neighborhood Name: Roosevelt Island

City, Town or Borough: NYC

Available Transportation: Subway (F), Bus (Q102), Tramway, and Ferry from Long Island

City, Astoria and Manhattan.

Phone: 212-758-1274

Best Time: Tuesday, Thursday, Friday and Weekend

E-mail: [sstern1008@aol.com](mailto:sstern1008@aol.com)

Consumer Age: Between 51 and 70

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Quadriplegia, Ventilators, Wheelchairs,

Description of Languages: English

Preferred Candidate Gender: Female

Required Documentation: Social Security Number,

Description of Schedule: flex

Pay Per Hour: Determined by Agency

Comment: Although the salary and full benefit program is provided by Concepts of Independence. The Consumer paid salary bonus will depend upon the PCA's willingness to remain on the job and their ability to do their job effectively.

**Susan () on Tuesday, October 31, 2017 at 15:11:03**

---

Neighborhood Name: Noyac  
City, Town or Borough: Sag Harbor  
Available Transportation: Other Transportation,  
Description of Other Transportation: own  
Phone: 516-581-4584 / 631-680-3894  
E-mail: [susanapeler@gmail.com](mailto:susanapeler@gmail.com)  
Email Authorization: Yes  
Consumer Age: Older than 70  
Consumer Gender: Male  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Seniors, Wheelchairs, Other Equipment, Visual / Auditory Impairments,  
Languages  
Description of Languages: English  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity, Recommendations  
Description of Schedule: 8-12 hour shifts plus back up for 24 hour care  
Pay Per Hour: \$13.69  
Comments: Immediate assignment in private home. Building team to support my father for 24\*7 care, self sufficient mother also in the home. Familiar with medication administration and 24/7 oxygen use. Proficient in all aspects of home care, Meal preparation, laundry and light housekeeping. Must be non-smoker; experienced with elderly and compassionate. Must be enrolled or willing to enroll with CDPAP (Medicaid payroll service, CDPAP registered with Recco a plus. Proof of citizenship / immigration status required and must be willing to submit to full background check.

**Daphne () on Tuesday, October 31, 2017 at 05:30:10**

---

Best Time: Evening  
Email Authorization: Yes  
Public E-mail: [masonan@gmail.com](mailto:masonan@gmail.com)  
Consumer Age: Older than 70  
Consumer Gender: Female  
Payroll Method: Agency

Type of Candidates: Personal Care / Home Health  
Candidate Experience: Mental Impairments / Alzheimer's Disease,  
Preferred Candidate Gender: Female  
Required Documentation: Proof of Identity,  
Hours: 12

**Healthylife723 () on Sunday, October 29, 2017 at 12:25:18**

---

Neighborhood Name: Mastic Beach  
City, Town or Borough: Brookhaven, Suffolk County  
Available Transportation: Auto,  
Phone: 631 478 2455  
Best Time: Day  
E-mail: [Healthylife723@gmail.com](mailto:Healthylife723@gmail.com)  
Email Authorization: Yes  
Consumer Age: Younger than 21  
Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Children, Mental Impairments / Alzheimer's Disease, Visual / Auditory  
Impairments, Special Diets, Languages  
Description of Special Diets: Soft  
Description of Languages: English  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity, Recommendations  
Hours: Evening  
Days: 5  
Pay Per Hour: 13.56  
Comments: 2 shifts. After school from 315pm to 8 and over night hours

**Bonner () on Saturday, October 28, 2017 at 16:49:42**

---

Neighborhood Name: Upper East Side/East Harlem  
City, Town or Borough: Manhattan  
Available Transportation: Subway, Bus,  
Phone: 917-763-3639  
Best Time: evening  
E-mail: [auchingirls@gmail.com](mailto:auchingirls@gmail.com)  
Email Authorization: Yes  
Consumer Age: Younger than 21

Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Teens, Young Adults, Quadriplegia, Wheelchairs, Special Diets,  
Description of Special Diets: G-TUBE  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity, Recommendations  
Hours: 48  
Days: 4  
Start Time: 8pm  
Description of Schedule: overnight Position  
Pay Per Hour: 11  
Pay Per Week: 580

Comments: Manhattan family seeking an overnight caregiver for 15 year-old girl with cerebral palsy. This is an overnight position, hours 8pm-8am, 4 week day nights. Sunday - Friday with Mondays and Thursdays off. Experience working with disabled children who are wheelchair users. Duties include basic living needs such as toileting and bathing. There is a fully accessible bathroom with roll-in shower and lift. However, caregiver must feel comfortable physically transferring the child. Compensation is \$572 per week gross (before taxes). Legal to work in the U.S. Compensation is provided by a fiscal intermediary (agency) and may increase in 2018. Health insurance as a benefit from the agency. Start date November 15th. Please send resume and 3 references.

**Andrew Heller () on Wednesday, October 25, 2017 at 16:19:22**

-----  
City, Town or Borough: Valley Stream, NY  
Available Transportation: Bus, Train, Auto,  
Phone: 516-350-8191  
Best Time: anytime

E-mail: [andrewhheller@gmail.com](mailto:andrewhheller@gmail.com)

Email Authorization: Yes

Consumer Age: Older than 70

Consumer Gender: Female

Payroll Method: Self Pay

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors, Mental Impairments / Alzheimer's Disease, Special Diets,

Description of Special Diets: swallowing difficulty

Preferred Candidate Gender: Female

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

Pay Per Hour: 15-20

Comments: Hospice Home Health Aides Needed (On-Call Backups)

Humble family seeking professional, compassionate home aides for bed bound hospice patient in her safe and comfortable private home. Building team to support my mother for 24\*7 care.

### REQUIREMENTS

\*\*\* LOCAL candidates only: Long Island, Queens, Brooklyn

\*\*\* 2-3 references

\*\*\* Must be enrolled or willing to enroll with CDPAP (Medicaid payroll service - on the books with family supplemental private pay)

- current valid HHA, CNA or LPN license
- original proof of employment eligibility
- original proof of citizenship / immigration status
- must be willing to submit to full background check
- current or readiness to obtain physical, MMR and PPD test

\*\*\*\*\* this is a rare very stable position with friendly senior and kind family \*\*\*\*\*

### STEADY POSITION

Every other Monday day 9:00am - 7:30pm (flex)

Every other Tuesday overnight 8:00pm - 8:00am

### ON-CALL BACKUP POSITIONS NEEDED (flex hours)

Weekdays 9:00am - 2:00pm, 3:00pm - 7:00pm, 9:00am - 7:00pm

Weekends 9:00am - 7:00pm

Overnights 8:00p. - 8:00am

### Requirements

- female aide only
- non smoker
- comfortable with cats

### Profile

- compassionate care for dementia
- ability to work with team of home aides and family
- companionship with patient

### Education

- high school diploma
- CHHA, CNA or equivalent experience

### Experience

- bed bound patient (200 pounds)

- dementia care
- hospice care

Medication Management  
- administer and log medications

Other  
- swallowing difficulty

We're looking for:

High school graduate  
Non-smoker  
Comfortable with pets  
Feeding  
Bathing / Dressing  
Companionship  
Meal Preparation  
Errands / Shopping  
Light Housekeeping  
Medication Management

**Suzanne Grieco () on Wednesday, October 25, 2017 at 13:51:43**

---

Neighborhood Name: Aquebougue  
City, Town or Borough: Riverhead NY  
Available Transportation: Train, Auto,  
Phone: 1-646-584-1961

Best Time: any

E-mail: [griecos1@aetna.com](mailto:griecos1@aetna.com)

Email Authorization: Yes

Consumer Age: Older than 70

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors, Hemiplegia, Wheelchairs, Other Equipment, Mental  
Impairments / Alzheimer's Disease,  
Preferred Candidate Gender: Female

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

Hours: 13

Days: 7

Start Time: 8am  
Description of Schedule: live in for 7 days every other week  
Pay Per Week: 750  
Comments: would prefer a female aide in her 50's or older

**POA for Dorothy Allen () on Wednesday, October 18, 2017 at 16:23:28**

---

Neighborhood Name: Rockville Center  
City, Town or Borough: Nassau  
Phone: 917-715-9184  
Consumer Age: Older than 70  
Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Seniors, Languages  
Description of Languages: English  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity, Recommendations  
Hours: 24  
Days: 7  
Start Time: Nov. 1,2017  
Comments: live in 24 hrs. per day, 7 days a week must be CDPAP

**Tabitha Haly () on Tuesday, October 17, 2017 at 14:55:45**

---

City, Town or Borough: NY  
Available Transportation: Subway, Bus, Train,  
Phone: 845-480-6882  
Best Time: Afternoon  
E-mail: [tabi119@yahoo.com](mailto:tabi119@yahoo.com)  
Email Authorization: Yes  
Consumer Age: Between 31 and 50  
Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Ventilators, Wheelchairs, Lifters,  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number,  
Hours: 12  
Days: 2

Start Time: 7

Description of Schedule: Looking for one person to work both a night shift and one day time shift. Pay Per Hour: \$12.

**93 yr old () on Monday, October 16, 2017 at 17:18:03**

---

Neighborhood Name: Upstate New York

City, Town or Borough: Albany, NY area

Available Transportation: Auto,

Phone: 518-424-8604

E-mail: [weimarbrudder@gmail.com](mailto:weimarbrudder@gmail.com)

Consumer Age: Older than 70

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors, Other Equipment, Visual / Auditory Impairments, Languages

Description of Languages: English

Preferred Candidate Gender: Female

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

Hours: 24

Days: 3/4

Description of Schedule: live-in 4/days for 24 hrs p/day; live-in for 3/days for 24 hrs p/day; back up for both

Comments: Three-five years of experience. Must be non-smoker; experience with elderly, bed-ridden; familiar with medication administration, 24/7 oxygen, nebulizer treatments. Proficient in all aspects of home care, Meal preparation, laundry and light housekeeping.

**Anne () on Friday, October 13, 2017 at 04:47:10**

---

Name: Anne

Neighborhood Name: Elmhurst

City, Town or Borough: Queens

Available Transportation: Subway, Bus, Train, Auto,

Phone: 646.489.1828

Best Time: evenings

Consumer Age: Between 31 and 50

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Young Adults, Quadriplegia, Wheelchairs, Special Diets,

Description of Special Diets: vegetarian

Preferred Candidate Gender: Female

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

Comments:

Home Health Aide Needed. Seeking responsible, energetic woman to care for physically disabled young woman with specialized care needs. Must speak English. Must have working papers. 3 days available to start. Work is located in Elmhurst, Queens. It is through a legal, legitimate agency. No certificates necessary. Resume and references are preferred. Call and leave a message for Anne at 646.489.1828.

**M Stone () on Tuesday, October 10, 2017 at 08:41:53**

---

Neighborhood Name: Upper East Side

City, Town or Borough: New York

Phone: 718-404-5203

Best Time: 7:00am-9:30pm

E-mail: [lparadise@triad.rr.com](mailto:lparadise@triad.rr.com)

Email Authorization: Yes

Consumer Age: Older than 70

Consumer Gender: Female

Payroll Method: Self Pay

Type of Candidates: Domestic / Homemaking

Candidate Experience: Seniors, Visual / Auditory Impairments,

Description of Languages: English; Norwegian

Preferred Candidate Gender: Female

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

Hours: 4

Days: 6

Start Time: 7 or 8 am

Description of Schedule: 7a-11a and 5p-9p

Pay Per Hour: 15

Comments: Looking for 2 shifts to be filled. 7a-11a and 5p-9p 6 days per week. Light housecleaning and 1 meal (breakfast and/or dinner, depending on shift filled). 101 year-old lady with impaired hearing but otherwise in good condition. Need a caring individual to assist with light cleaning and prepare a meal, perhaps local grocery shopping. Upper East Side in NYC.

**M.B. Guerra () on Monday, October 9, 2017 at 22:23:41**

---

Neighborhood Name: Sag Harbor

City, Town or Borough: in the town of East Hampton

Available Transportation: Train, Auto,

Phone: 516-297-7881  
E-mail: [broderickguerra@juno.com](mailto:broderickguerra@juno.com)  
Email Authorization: Yes  
Consumer Age: Older than 70  
Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Seniors,  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number,  
Days: 1  
Start Time: 10am  
Description of Schedule: Live-in, paid for 13 hours  
Pay Per Hour: \$18  
Comments: Help is needed Mondays or Thursdays.

**Cici () on Monday, October 9, 2017 at 13:53:11**

---

Neighborhood Name: Babylon Village  
City, Town or Borough: Babylon,  
Available Transportation: Bus, Auto, Other Transportation,  
Description of Other Transportation: Taxi, Uber  
Phone: 631-943-2383  
Best Time: 2p-10p  
E-mail: [sweetcici165@gmail.com](mailto:sweetcici165@gmail.com)  
Consumer Age: Older than 70  
Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Mental Impairments / Alzheimer's Disease,  
Description of Languages: English  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity, Recommendations  
Hours: 8-12  
Days: 3  
Start Time: 8a  
Description of Schedule: Full Care  
Pay Per Hour: 13.12  
Comments: This consumer requires full/total care

# ***PCA Information***

*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.*

**Note: If you are seeking employment from a Consumer who is receiving their service authorization from a New York State Medicaid funded Consumer Directed Personal Assistance Program, the Consumer is permitted to consider your employment only if you can pass ALL of the following New York State reviews.**

1. You are an adult of at least 18 years of age.
2. The Consumer is not your spouse or (if the Consumer is younger than 21) is not your child.
3. You do not live in the home of the Consumer (unless their service requires it).
4. You are not the Designated Representative (Surrogate) of the Consumer.
5. You do not have any financial control over the Consumer.
6. Your information must pass a Federal and State Government Exclusion List Review.
- 7 You have a verifiable Social Security number and the qualified documents needed to prove that you are eligible to work in the United States.

**The State of New York also requires each Personal Care Assistant to complete a Health Assessment BEFORE you begin work.**

The Health Assessment includes:

- A basic physical exam - blood pressure, height, weight, etc.
- A TB (Tuberculosis) Screen (PPD) or a chest x-ray if the test is positive or if the test would not be appropriate
- A Measles and Rubella Screen or Vaccine
- A drug test of Urine (forensic toxicology)
- Documentation of vaccination against influenza, or wearing of a surgical or procedure mask during the influenza season

**In addition to the above New York State requirements,** the municipality in which the Consumer lives may also impose additional health assessments or legal reviews. The Consumer Directed Personal Assistance Program your Consumer chooses will require the completion of a Memorandum of Understanding (Consumer / Personal Care Assistant Agreement) to clarify the employment relationship, and they may require other documents to help them effectively complete their role as the Consumers Fiscal Intermediary.

# *PCA Candidates*

**Kamala Singh () on Saturday, November 4, 2017 at 04:06:07**

---

Address: 8676 208th St

Phone: 3475484087

Best Time: 7 pm

E-mail: [kamala1931@live.com](mailto:kamala1931@live.com)

Email Authorization: Yes

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): Concepts of Independence

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

Description of Special Diets: Diabetic

Description of Languages: English

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity,

Hours per Week: 24

Days per Week: 2

Preferred Start Time: 8 am/8pm

Days I Would Like to Work: Friday night, Saturday night or Sunday night

Target Salary Per Hour: 12/13

Comments: I have many years experience working with different type of cases. Adult, Seniors, Paraplegia, Quadriplegia, Stroke, Heart, Ventilators, Lifters, Wheelchairs and other equipment. Also, meal preparation, personal care, appointments, recreation activities, grocery shopping, laundry and light housekeeping. I am currently working for a 91 years old Alzheimer Consumer. However, I need more hours. I am willing to work two or three 12 hours shifts on the weekend. Day or night.

**Astrid Van Vlaanderen () on Thursday, November 2, 2017 at 16:52:42**

---

Address: 1199 Park Ave

Phone: 917-868-0600

E-mail: [astridvv@gmail.com](mailto:astridvv@gmail.com)

Gender: Female

Type of Position: Domestic / Homemaking

Worked with a CDPAP Consumer/Surrogate: No

Experience: Children, Teens, Young Adults, Seniors, Wheelchairs, Other Equipment, Mental Impairments / Alzheimer's Disease,

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity, Recommendations

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 9am

Days I Would Like to Work: M-F

Target Salary Per Hour: 15-20

**Gloria Jones () on Wednesday, November 1, 2017 at 17:53:38**

---

Address: 275 West144th. Street#7

Phone: 347-820-0073

Best Time: Anytime

E-mail: [Gjbambi144@gmail.com](mailto:Gjbambi144@gmail.com)

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 yrs.

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Concepts of independence

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

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity,

Certificate/License: Home Health Aid,

Hours per Week: 40 h

Days per Week: 5 days

Preferred Start Time: 8pm

Days I Would Like to Work: Sat-Wed

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

Target Salary Per Hour: 11.00 /h

Target Salary Per Day: 150.00

Comments: I have many yrs of experience with working n this field love doing my job I am very committed.

**Jessica D. () on Saturday, October 28, 2017 at 12:33:42**

---

Address: Bronx

Phone: 347-273-7277

Best Time: Anytime

E-mail: [Jessicad15@hotmail.com](mailto:Jessicad15@hotmail.com)

Email Authorization: Yes

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): Concepts of Independence

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

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity,

Certificate/License: Home Health Aid, LPN or PN, Other,

Description of Other Certificate/License: CCMA, CNA

Days I Would Like to Work: M-F

**William Londono () on Monday, October 23, 2017 at 18:14:44**

---

Address: 6 Andover Rd Apt3 Yonkers NY

Phone: 914-954-3171

Best Time: 5pm

E-mail: [williamlondono317@hotmail.com](mailto:williamlondono317@hotmail.com)

Email Authorization: Yes

Gender: Male

Type of Position: Personal Care / Home Health

Experience: Young Adults, Seniors, Quadriplegia, Wheelchairs, Lifters, Other Equipment,

Description of Languages: English and Spanish  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity,  
Certificate/License: Driver's License,  
Hours per Week: 24  
Days per Week: 3  
Preferred Start Time: 8am  
Days I Would Like to Work: Monday Wednesday Saturday  
I am willing to work a 24 Hour Sleep-In schedule: no  
Target Salary Per Hour: 15

**Jennifer Reid Sampson () on Sunday, October 22, 2017 at 19:25:53**

---

Address: 160 E 4th St, Apt 4D, Mount Vernon NY 10550

Phone: 914-294-9915

Best Time: Anytime

E-mail: [Jenniferjreid2010@yahoo.com](mailto:Jenniferjreid2010@yahoo.com)

Email Authorization: Yes

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

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

Description of Special Diets: Diabetes

Description of Languages: English

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: No

Other Documentation Available: Proof of Identity, Recommendations

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

Hours per Week: 60

Days per Week: 5

Preferred Start Time: 2 weeks

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

Target Salary Per Hour: 17

Comments: Certified HHA Certified PCA Over 10 years experience in healthcare

**Terri Ann Vassellmccomb () on Sunday, October 22, 2017 at 18:52:09**

---

E-mail: [Bazzterr@hotmail.com](mailto:Bazzterr@hotmail.com)

Email Authorization: Yes

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

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

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity,

Certificate/License: Personal Care, Home Health Aid,

Hours per Week: 48

Days per Week: 4

Days I Would Like to Work: Monday Tuesday Wednesday Thursday

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

Target Salary Per Hour: 14

Comments: I am a certified Home Health Aide and Personal Care Aide. I am currently attending the College of Westchester, majoring in Computer Science

**Lume Mor () on Tuesday, October 17, 2017 at 10:24:34**

---

Address: 1144 31 St Drive

Phone: 201-397-0181

Best Time: 11am

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, Teens, Young Adults,

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: No

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity, Recommendations

Certificate/License: Personal Care, Driver's License,

Hours per Week: 40

Days per Week: 4-5  
Preferred Start Time: 8 am  
Days I Would Like to Work: Mon.-Fri.  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: 19\$

**Shamonte Ashley () on Monday, October 16, 2017 at 14:53:10**

---

Phone: 347-513-7289  
Best Time: Anytime  
E-mail: [travisbently89@gmail.com](mailto:travisbently89@gmail.com)  
Email Authorization: Yes  
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: 5 years  
Enrolled with a CDPAP: Yes  
CDPAP Agency Name(s): Concepts of Independence  
Experience: Paraplegia, Quadriplegia, Wheelchairs, Lifters,  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Hours per Week: 12  
Days per Week: 3  
Preferred Start Time: 8 PM  
Days I Would Like to Work: 3 days Monday through Friday currently worked 12 hours at night on the weekends.  
Target Salary Per Hour: \$11.00  
Comments: I currently work for a consumer who is a quadriplegic on Saturdays and Sundays nights. I'm looking for 2 to 3 more nights during the week. I prefer to work in the Bronx or Manhattan.

**Faleisha Escort () on Monday, October 16, 2017 at 11:14:48**

---

Address: 30 Richman Plaza  
Phone: 347-591-4621  
Best Time: 10am-4pm  
E-mail: [foreverfaleisha@optimum.net](mailto:foreverfaleisha@optimum.net)

Email Authorization: Yes  
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, Quadriplegia, Ventilators, Wheelchairs, Other Equipment, Mental Impairments / Alzheimer's Disease, Visual / Auditory Impairments, Special Diets,  
Description of Special Diets: Diabetics, Stroke victims, etc.  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Certificate/License: Home Health Aid,  
Hours per Week: 30  
Days per Week: 5-7  
Preferred Start Time: 10am  
Days I Would Like to Work: M-F & every other weekend  
I am willing to work a 24 Hour Sleep-In schedule: No  
Target Salary Per Hour: \$11-15  
Comments: I have 5years of work experience as a Home Health Aide and seeking stable employment.

**Brian Scott () on Saturday, October 14, 2017 at 23:36:49**

---

Address: 115 Magnolia Ave Apt GLF , Jersey City NJ 07306  
Phone: 646 837 1643  
Best Time: Anytime  
E-mail: [triniboy3110@yahoo.com](mailto:triniboy3110@yahoo.com)  
Email Authorization: Yes  
Gender: Male  
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, Paraplegia, Quadriplegia, Hemiplegia, Amputation, Ventilators, Wheelchairs, Lifters, Other Equipment, Mental Impairments / Alzheimer's Disease, Visual / Auditory Impairments, Special Diets, Languages  
Description of Languages: English  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity,  
Certificate/License: Home Health Aid, Driver's License,  
Hours per Week: 80  
Days per Week: 6  
Preferred Start Time: 10/16/17  
Days I Would Like to Work: Monday to Saturday  
I am willing to work a 24 Hour Sleep-In schedule: YES  
Target Salary Per Hour: 20.00  
Target Salary Per Day: 250.00  
Target Salary Per Week: 1,500  
Comments: Am a qualify private HHA with 12 years experience working with the elderly. I have worked with many different patients on a wide scope of range. I can provide references and resume upon request. I'm able to do light house keeping, shopping, laundry, take patients to appointments, indoor/ out door activities. Personal care and grooming for the patient for example dressing, meals prep, remind the patient to take meds, bed bath etc. Am willing to travel local and aboard. If am working a by the hours it's \$20.00 per hour, a 12 hours shift at \$230.00 Am able to do live in at \$270.00 to \$250.00 for a 24hours shift.

**Loretta Thomas () on Friday, October 13, 2017 at 10:48:31**

---

Address: 3250 Broadway APT 20E  
Phone: 347-353-2631  
E-mail: [mslrthomas@gmail.com](mailto:mslrthomas@gmail.com)  
Email Authorization: Yes  
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: Young Adults, Seniors, Quadriplegia, Wheelchairs, Lifters, Other Equipment, Mental Impairments / Alzheimer's Disease, Visual / Auditory Impairments, Special Diets,  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Certificate/License: Home Health Aid,

**Biddiawatie Ganga () on Tuesday, October 10, 2017 at 19:15:19**

---

Address: 39-15 62 Street Woodside NY 11377  
Phone: 917-529-2313  
Best Time: all day  
E-mail: [bg085422@gmail.com](mailto:bg085422@gmail.com)  
Email Authorization: Yes  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: Yes  
Consumer/Surrogate References Available: No  
Years Employed with a Consumer/Surrogate: more then 1 yea  
Enrolled with a CDPAP: No  
Experience: Seniors, Amputation, Wheelchairs, Lifters, Other Equipment,  
Description of Special Diets: low salt no sugar steam food  
Description of Languages: English  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Certificate/License: Personal Care, Home Health Aid, Driver's License, Other,  
Hours per Week: 60  
Days per Week: 6  
Preferred Start Time: ASAP  
Days I Would Like to Work: Monday to Saturday  
I am willing to work a 24 Hour Sleep-In schedule: yes 5 days  
Target Salary Per Hour: 15 hour  
Target Salary Per Day: 150  
Target Salary Per Week: 800  
Comments: I like to make a different in people life and I like to take care of people which are needed help and the end of the day it make me my self proud that I can help a human being that need help in life time and maybe one day I may need some one help to.

**YVONNE DOUGLAS () on Tuesday, October 10, 2017 at 00:04:21**

---

Address: 1548 East New York Ave ,#10E  
Phone: 347-405-6847  
Best Time: EVENINGS  
E-mail: [yvonnehemmings@yahoo.com](mailto:yvonnehemmings@yahoo.com)  
Gender: Female  
Type of Position: Personal Care / Home Health  
Description of Other Type of Position: Companion Care  
Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes  
Years Employed with a Consumer/Surrogate: Recently  
Enrolled with a CDPAP: Yes  
CDPAP Agency Name(s): Concept of Independence  
Experience: Children, Seniors, Paraplegia, Amputation, Ventilators, Wheelchairs, Lifters, Other  
Equipment, Mental Impairments / Alzheimer's Disease, Visual / Auditory Impairments, Special  
Diets, Languages, Other,  
Description of Special Diets: low sodium  
Description of Languages: English  
Description of Other: no  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Certificate/License: Home Health Aid,  
Hours per Week: 36  
Days per Week: 3  
Preferred Start Time: 7am  
Days I Would Like to Work: Mondays, Tuesdays, Wednesdays  
I am willing to work a 24 Hour Sleep-In schedule: yes  
Target Salary Per Hour: \$15  
Comments: I have many years of experience, working with different cases. I have experiences  
working with stroke, amputation, paraplegia, diabetic, hemodialysis Clients with many other  
ailments. References will be available upon request.

**Cecilia Brown () on Monday, October 9, 2017 at 19:38:16**

---

Address: 2070 Seward Ave  
Phone: 917-402-1070  
Best Time: Evenings  
E-mail: [Cecilianbrown@yahoo.com](mailto:Cecilianbrown@yahoo.com)  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: No  
Enrolled with a CDPAP: No  
Experience: Teens, Young Adults, Seniors, Wheelchairs, Lifters, Mental Impairments /  
Alzheimer's Disease, Other,  
Description of Languages: English  
Description of Other: Zambian  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity,  
Certificate/License: Driver's License, Other,  
Description of Other Certificate/License: Gerontology/Health & Aging AAS  
Hours per Week: 40  
Preferred Start Time: Afternoon  
Days I Would Like to Work: Weekend or night  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: 16  
Target Salary Per Day: 180  
Target Salary Per Week: 800  
Comments: I am a trained nurse Aide CNA and have worked in Nursing home, rehabilitation  
and private cases. I have Associate Degree in Gerontology, Health and Aging and 130 College  
credits toward BA in Sociology.

**Shanay Francis () on Monday, October 9, 2017 at 18:36:22**

---

Address: 220E 179th St Bronx, NY, 10457  
Phone: 347-513-0025  
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, Ventilators, Visual / Auditory Impairments,  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: No  
Other Documentation Available: Proof of Identity,  
Certificate/License: Driver's License,  
Hours per Week: 40  
Target Salary Per Hour: 15

**Sampa Das () on Monday, October 9, 2017 at 17:02:28**

---

Address: 33-16-61 St. 11377  
Phone: 929-462-9072  
Best Time: 3pm  
E-mail: [Piku2012@yahoo.com](mailto:Piku2012@yahoo.com)  
Email Authorization: Yes  
Gender: Female  
Type of Position: Domestic / Homemaking

Worked with a CDPAP Consumer/Surrogate: No  
Consumer/Surrogate References Available: No  
Enrolled with a CDPAP: No  
Experience: Children, Languages  
Description of Special Diets: No  
Description of Languages: English , Bangla  
Description of Other: Na  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity,  
Certificate/License: Personal Care,  
Hours per Week: 40  
Days per Week: 6  
Preferred Start Time: 10/10/17  
Days I Would Like to Work: Every time  
I am willing to work a 24 Hour Sleep-In schedule: Any time  
Target Salary Per Hour: 14  
Target Salary Per Day: 100  
Target Salary Per Week: 40

# *Articles Related to the CDPAP*

## *Home Health Providers Eye 24-Hour Payments in New York State*

*Mon, Oct 23, 2017 at 9:21 AM*

By Amy Baxter | October 19, 2017  
Assistant Editor at Home Health Care News

This week, home health care providers in New York may have been breathing a [sigh of relief](https://homehealthcarenews.com/2017/10/ny-upholds-13-hour-pay-rule-for-in-home-caregivers/) after the state's Department of Labor (DOL) re-emphasized that employers should pay caregivers for 13 hours of any 24-hour shift. However, conflicting statements are leaving providers in the state in limbo.

The DOL issued an [emergency statement](https://www.labor.ny.gov/formsdocs/wp/CR142.pdf) in amended regulations reinforcing the 13-hour rule after a court decided that caregivers should be paid for all hours of a 24-hour shift. Home health care stakeholders have argued that paying for all hours, particularly if the pay is retroactively mandated through a court order, could bankrupt providers.

The conflicting actions left some home health care providers unsure of how to proceed with 24-hour shifts—and what they were on the hook for when it came to hourly pay.

The 13-hour rule is a “letter of guidance that the Medicaid program, managed care plans and providers have followed in good-faith that allows employers to only pay for work hours, not including sleep and meal times,” Roger Noyes, director of communications of the Home Care Association of New York State, told Home Health Care News

“Essentially, the courts have said that this opinion letter is in conflict with DOL’s own underlying regulations, putting providers in limbo over the right course of action,” Noyes said.

The [court conflict \(https://homehealthcarenews.com/2017/09/payment-ruling-for-live-in-care-could-collapse-home-health-system/\)](https://homehealthcarenews.com/2017/09/payment-ruling-for-live-in-care-could-collapse-home-health-system/) stems from two rulings issued in September by the New York Appeals Court, which said providers would have to pay caregivers back wages for 24-hour shifts. However, the DOL issuance may not be enough to combat the court outcomes.

“Importantly, while the emergency, revised regulations may provide some basis for the 13-hour standard, these regulations do not appear to directly address the massive retroactive legal or cost exposure for home care providers that has been prompted by the recent court decisions on this issue,” Noyes said.

At this point, providers may be standing by for more information from New York.

“More information is needed to understand the full intent and implications of this recent regulatory posting,” Noyes said. “In fact, the state is expected to issue a regulatory impact statement next week which we hope will offer a clearer window into the state’s intent and expectations for providers going forward. We also hope it addresses the question of retroactive liability.”

As is standard for state rulemaking, the emergency regulation lasts 90 days initially, and can be renewed for additional 60-day periods.

<https://homehealthcarenews.com/2017/10/home-health-provider-eye-24-hour-payments-in-new-york-state/>

## **Applying the (Wage Parity Act) WPA to CDPAP - How Do You Do It?**

Thu, Oct 12, 2017 at 2:50 AM

By Stephen Zweig on 10/11/2017  
[Ford Harrison](#)

Introduction. HOW you do things, it is said, is as important as WHAT you do. Operating a Fiscal Intermediary ("FI") under New York's Consumer Directed Personal Assistant Program ("CDPAP") epitomizes this. Do you know the difference between operating as a "Fiscal/Employer Agent" and an "Agency with Choice"? Do you know how to incorporate the Wage Parity Act ("WPA") into your wage and benefits package under CDPAP? The risks for getting it wrong are enormous. Here is a summary of what you need to know. Our goal is to teach how to get it right, with all the agreements, documents, and consumer orientation materials you need.

How do You Choose Between a "Fiscal/Employer Agent" and an "Agency with Choice"?

You choose or the choice is made for you. If you do not set yourself up to operate as a Fiscal/Employer Agent, you will likely default to being an Agency with Choice. An Agency with Choice is a joint employer with the consumer of the consumer's personal assistants. A Fiscal/Employer Agent is not. Beginning October 13, 2017, you must add a WPA Package of benefits or additional wages (\$4.09 in NYC/\$3.22 in LI and Westchester) to minimum wage rates. Use this introduction of the WPA Package as an opportunity to choose the Fiscal/Employer Agent model.

Fiscal/Employer Agent Model. The consumer is the sole employer of his or her personal assistant(s) and has total freedom of action and choice in whom to employ, where and when to receive services, how they are delivered, and how much to pay in benefits. You are only a payroll and benefit administration company. You are not in charge of a consumer's care. If you operate correctly as a Fiscal/Employer Agent, you do not take on any liabilities that you cannot control, such as unpaid wages for hours worked and overtime you did not know about, personal injury liability for the consumer and others, and penalties for not providing health benefit coverage under the Affordable Care Act. Also, because NYC has a two-tier minimum wage schedule until 2019 and a consumer with less than 11 employees in NYC is considered a "small employer," the "total compensation" due the consumer's personal assistant(s) is only \$14.59 per hour until December 31, 2017 under the Fiscal/Employer Agent Model, as compared with \$15.09 under the Agency with Choice model, where the agency is considered a large employer. This year, the minimum wage for a consumer's personal assistant is \$.50 lower for a small

employer than for a large employer, \$1.00 lower next year, and \$1.50 lower the following year. This can enable you to take cases where the managed care reimbursement rate would otherwise be too low to take the case.

Agency with Choice Model. You and the consumer are joint employers of the consumer's personal assistants. Even though you do not receive the consumer's plan of care, or hire, fire, train, schedule hours or decide when or where services may be rendered, in a home or car or anywhere else, you are jointly and separately liable for how the consumer's personal assistants perform their services and any hours worked and unpaid and overtime unpaid. Because past and present liability for 24-hour cases is still unsettled, and the ten largest shareholders of a non-publicly held corporation in New York can be held personally liable for unpaid wages and benefits, this is particularly troublesome. This, alone, is reason enough not to be an Employer with Choice.

How Do You Provide the WPA Package Under the Fiscal/Employer Agent Model?

Types of benefits. To attract cases, you want to provide benefits that personal assistants want to receive. Benefits that are not taxable to personal assistants are the obvious choice. For example, if a consumer allocates \$1.00 per hour to a pre-tax transit plan, a personal assistant working 40 hours per week, in a 30% tax bracket, can receive a \$121 monthly Metrocard tax-free, whereas the personal assistant would have had to earn \$173 in order to have, after taxes, the \$121 necessary to buy the card herself -- a \$52 per month saving! Another desirable benefit is a Qualified Small Employer Health Reimbursement Account ("QSEHRA"), which only became available this year. A personal assistant who purchases a subsidized health plan on the NYS Health Insurance Exchange (<https://nystateofhealth.ny.gov/>) can be reimbursed tax-free for the premiums they pay by allocating part of their \$4.09/\$3.22 Package to this benefit. Open enrollment for Exchange plans for 2018 is November 1, 2017 to January 31, 2018, just in time for personal assistants to apply. For those who need health insurance because their wages, with minimum wage increases, will make them ineligible for Medicaid, this can be a great benefit. Other pre-tax benefits that can be made available include dependent care, whether for child or elder care, and educational benefits for personal assistants to continue their education or learn new skills.

Designing and Delivering the Benefits. Here is where "HOW" you do it becomes so important. Tax-free benefits must meet Internal Revenue Code, ERISA, and WPA requirements. If you do not want to be considered a joint employer of a consumer's personal assistants, do not sponsor a "cafeteria plan," do not cover pre-tax benefits through a funded trust to which you contribute amounts per hour, unless it is properly constructed and qualified by the Internal Revenue Service as a "voluntary employees' beneficiary association"; and do not pay exorbitant administrative fees for delivering benefits. Auditors from the NYS Medicaid Inspector General, NYSDOL and IRS will scrutinize administrative fees, among other things, to see how much of the WPA Package is actually reaching personal assistants. Plaintiffs' attorneys are already bringing WPA cases, suing for failure to pay the full Package.

How Do You Orient a Consumer Under the Fiscal/Employer Agent Model?

Have a system in place for enrolling (or re-enrolling with the added WPA Package) consumers into your Fiscal/Employer Agent, which includes an orientation script that protects you against claims of joint employment, and all 21 agreements and documents to be used with the consumer or the personal assistant during the orientation, with you as the consumer's agent for this express purpose. Don't "set the wage rate" or determine the benefits package for personal assistants. Place wage and pre-tax benefit choices in front of consumers, and let the consumers decide on their own which they want to give their personal assistants. Also allow consumers to choose to give taxable benefits allowed under the WPA, such as more rest or sick days than those required by the NYS Domestic Workers Bill of Rights and the NYC Earned Sick time Act.

### ***DIA meeting dates for 2017***

General Membership Meetings are held monthly.

We meet at **Selis Manor**, 1st Floor Auditorium  
135 West 23rd Street (between 6th and 7th Avenues)

New York City

1:30 PM to 4:00 PM

***Sunday, November 19, 2017***

*Sunday, January 21, 2018*  
*Sunday, February 18, 2018*  
*Sunday, March 18, 2018*  
*Sunday, April 15, 2018*  
*Sunday, May 27, 2018*  
*Sunday, June 10, 2018*  
*Sunday, July 15, 2018*  
*Sunday, August 19, 2018*  
*Sunday, October 21, 2018*  
*Sunday, November 18, 2018*

All DIA meetings are open to the public and are wheelchair accessible. We require that all attendees refrain from smoking, wearing any fragrance or carrying devices that beeps (turn off electronic devices or put them on vibrate), as these are all harmful to some of our members and guests. Please support our scent-free environment by abstaining from perfume and cologne! In the event of bad weather, visit [www.disabledinaction.org](http://www.disabledinaction.org) or by calling the DIA answering machine at 718-261-3737, 30 minutes after sundown on Saturday

## **Don't miss a single issue of Able Newspaper**

the newspaper for, by and about the disabled,

Get a Free Subscription by visiting [www.ablenews.com](http://www.ablenews.com).

Just click the FREE ONLINE EDITIONS button at the top left of the homepage.

Able Newspaper is an established, widely read publication in the disabled community. Able is read by a specific population that includes People with Disabilities; Families and Friends of People with Disabilities; Involved Professionals; Volunteers and other interested parties. For information about our website or print editions call 516-939-2253

## *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 (Espanol) 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 631-880-7929 / 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

# *Alternative Resources*

*The following resources MAY help Consumers find new Personal Care Assistant (PCA) Candidates and manage the CDPAP. (Suggestions Welcome)*

## *Employment*

**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

**NYC Technical College Placement Office**  
[pdc@citytech.cuny.edu](mailto:pdc@citytech.cuny.edu)  
(718) 260-5050

## *Advertising*

**Able Newspaper**  
Cost \$5 for each 5 word line (or part) – 30days  
Phone: 516-939-2253 [www.ablenews.com](http://www.ablenews.com)

**Backpage - Basic Cost - Free (7 days)**  
Available Updates - Auto Repost + Sponsor Ad  
(cost determined by number of weeks)  
<http://newyork.backpage.com/MedicalHealthJobs/>

**Classified Ads, Cost Free**  
<http://www.classifiedads.com/post.php>

**Craigslist, Cost \$45.00 (30 days)**  
<http://newyork.craigslist.org/>

## *System Navigation*

**Homecare Planning Solutions**  
<http://www.hpsny.org/learning-center/home-care/enroll-in-cdpap/>  
718-215-0926

Assistance with enrolling in a CDPAP, or questions about CDPAP,  
Call to speak with a specialist. Never any charge for their help,

**Independent Consumer Advocacy Network (ICAN)**  
ICAN helps people in New York's Managed Care Plans  
Call (844) 614-8800 TTY Relay Service: 711  
<http://icannys.org/>

**Evelyn Frank Legal Resources Program**  
Focus - Medicaid, Medicare, home care services, and public benefits issues affecting older adults & people with disabilities  
212.613.7310 Monday through Friday 9:00 am – 5:00 pm  
[EFLRP@nylag.org](mailto:EFLRP@nylag.org)

**Plan: a data entry form and page for CDPAP agencies, suggestions welcome.**