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Week Starting – November 10, 2017

Published 11/11/2017 – 2:25PM (1Consumer)
Updated 11/12/2017 11:42AM (2Consumers, 1PCA)
Updated 11/14/2017 9:42AM (2Consumers, 1PCA, 1Article)

Mon, Nov 13, 2017 at 11:23 AM

[Update on Home Care Worker Pay Issues](#)

Previous 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)

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?](#)

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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 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.

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.*

Kyra () on Monday, November 13, 2017 at 18:24:01

Neighborhood Name: Upper East Side

City, Town or Borough: New York, New York

Available Transportation: Subway, Bus,

Phone: 917-697-4694

Best Time: 11am

E-mail: caryluzelac@gmail.com

Email Authorization: Yes

Consumer Age: Between 21 and 30

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Teens, Young Adults, Visual / Auditory Impairments, Languages

Description of Languages: English

Preferred Candidate Gender: Female

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

Hours: 6

Days: 3-4

Start Time: 4.00pm

Pay Per Hour: 15.00

Mr. A () on Monday, November 13, 2017 at 17:07:06

Neighborhood Name: Brooklyn

City, Town or Borough: Brooklyn

Available Transportation: Subway, Bus, Train, Auto,

Phone: 646 481 4458

Consumer Age: Between 51 and 70

Consumer Gender: Male

Type of Candidates: Personal Care / Home Health

Description of Schedule: TBD

Comments: Personal care / home health any I can train You no experience: needed I need a person who is reliable, a person who truly understands the importance of their work, a who takes pride in a job. I live in a safe community with excellent transportation. I can train anyone. If you call please leave a message and I will call you back. Required documentation: social security number, proof of identity, good pay and benefits

Jackie () on Sunday, November 12, 2017 at 11:32:30

Neighborhood Name: Whitestone / Flushing

City, Town or Borough: Queens

Available Transportation: Subway, Bus, Train,

Phone: 917 658 7299

Best Time: any time

E-mail: creative3ds@nyc.rr.com

Email Authorization: Yes

Consumer Age: Between 21 and 30

Consumer Gender: Male

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Young Adults, Special Diets,

Description of Special Diets: no wheat/milk

Preferred Candidate Gender: Either

Required Documentation: Social Security Number, Proof of Identity,

Hours: 8

Days: 2

Start Time: 12pm

Description of Schedule: needs someone for Sundays and a fill in for during the week

Pay Per Hour: 12.20

Comments: I'm a sweet and cant talk but I understand everything that is being said to me and not behavioral boy. I need someone to help with my ADL skills. I don't mine having a women or a male to help me.

Rachel () on Saturday, November 11, 2017 at 18:32:29

Neighborhood Name: Uniondale
City, Town or Borough: Nassau County
Available Transportation: Bus, Train,
Description of Other Transportation: LIRR to Hempstead or N6 Bus Jamaica to Hempstead
Phone: 516-978-7683
Best Time: 9AM-8PM
E-mail: james@jamesjkeefepc-law.com
Email Authorization: Yes
Consumer Age: Older than 70
Consumer Gender: Female
Payroll Method: Agency
Type of Candidates: Personal Care / Home Health
Candidate Experience: Hemiplegia, Wheelchairs, Lifters,
Preferred Candidate Gender: Female
Required Documentation: Social Security Number, Proof of Identity, Recommendations
Hours: 13
Days: 3
Start Time: 8:00 AM
Description of Schedule: You must be present 24 hours, but there is free time for meals and
sleep
Pay Per Hour: \$14
Pay Per Day: \$182.00
Pay Per Week: \$546.00

Comments: Transportation by Bus (N6 from Jamaica to Hempstead Terminal, then N16 or N27 toward Glen Cove/Garden City (approx. 8 minutes); by Train LIRR to Hempstead, then N16 or N 27 as above. I am 84 years old, hemiparetic due to a birth injury, and require a Hoyer lift to transfer from bed to wheelchair and back; need assistance with bathing and toileting; laundry, meal preparation and light housekeeping. Agency is Recco. If you are not currently enrolled with Recco I will help you through the process of applying.

Marcie () on Friday, November 10, 2017 at 10:58:45

Neighborhood Name: Rego Park
City, Town or Borough: New York
Available Transportation: Subway, Bus,
Phone: 770-532-3178
E-mail: marciemarcie12@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, Wheelchairs, Mental Impairments / Alzheimer's Disease,
Preferred Candidate Gender: Female
Hours: 24
Description of Schedule: On call HHA needed
Pay Per Day: 143

Comments: Home Health Aide Wanted: Hiring On Call backup HHAs.

Patient, cheerful, neat, organized, home health aide needed for patient that requires assistance using wheelchair/walker/cane in quiet, clean setting in Queens, NY. Provide total assist with all activities of daily living: bathing, cleaning, laundry, toileting, change diapers, light meal prep, walking, games, and community activities. Must be US citizen or have legal authorization to work in the United States. Job skills for this position include a positive attitude, team player, ability to follow directions, ability to maintain structured environment for patient, read and write in English, climb stairs, push wheelchair, ride in elevators & change adult diapers. Must be hard working, in good physical health and a great motivator. Flat rate \$143 for 24 hour shift. Must pass background check and register with patient's Home Health Agency.

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
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

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

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

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

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
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

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

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: Aqueboug

City, Town or Borough: Riverhead NY

Available Transportation: Train, Auto,

Phone: 1-646-584-1961

Best Time: any

E-mail: 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
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

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

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.

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

Jeselle Charles Veloz () on Monday, November 13, 2017 at 22:41:22

Address: 426 East 22nd St Brooklyn New York 11226

Phone: 347 440 8443

Best Time: Any Time

E-mail: Jcharlesveloz@yahoo.com

Gender: Female

Type of Position: Other Type of Position

Description of Other Type of Position: Phlebotomy and EKG Technician

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 2 Years

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Concept Of Independence

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

Description of Languages: English Only

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,

Description of Other Certificate/License: Certified Phlebotomist & EKG Technician currently doing CNA to be Licensed PCA/PCT

Hours per Week: 36

Days per Week: 4

Preferred Start Time: ASAP

Days I Would Like to Work: Friday sat sun

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

Target Salary Per Hour: 14

Target Salary Per Day: 150

Target Salary Per Week: 580

Comments: Currently employed with a Concepts client

Teresa Williams-Green () on Saturday, November 11, 2017 at 22:49:03

Address: 255 East 93rd St., Brooklyn, NY 11212

Phone: 917-627-5282

Best Time: EVENINGS
E-mail: no emails at the moment.
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: 2+ years
Enrolled with a CDPAP: Yes
CDPAP Agency Name(s): Concept of Independence
Experience: Children, Young Adults, Seniors, Paraplegia, Quadriplegia, Amputation, Ventilators, Wheelchairs, Lifters, Other Equipment, Mental Impairments / Alzheimer's Disease, Special Diets, Languages
Description of Special Diets: low sodium, puree
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: Personal Care,
Hours per Week: 3-4
Days per Week: wk
Preferred Start Time: 8am-8pm
Days I Would Like to Work: Mondays, Tuesdays, Fridays and Saturdays
I am willing to work a 24 Hour Sleep-In schedule: yes
Target Salary Per Hour: \$15
Target Salary Per Day: \$160
Comments: Experienced in many different types of care. 8years of working with Diabetic, Paraplegia, Amputation, Alzheimer's, Stroke, Ventilator, Bed-ridden and more Patients. A non smoker, so I prefer non smoking clients. Efficient and prompt worker.

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
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
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

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

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
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: Jenniferreid2010@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 Vassellmcomb () on Sunday, October 22, 2017 at 18:52:09

E-mail: 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
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
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

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

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

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
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.

Articles Related to the CDPAP

Update on Home Care Worker Pay Issues

Mon, Nov 13, 2017 at 11:23 AM

An update to the news below about the recent [NYS Appellate Division decisions](#) ([http://www.wnylc.com/health/news/78/#Home care aide wages](http://www.wnylc.com/health/news/78/#Home%20care%20aide%20wages)) that allow lawsuits to go forward by home care aides challenging a [2010 NYS Dept. of Labor policy \(RO-09-0169 Live-In Companions\)](#)

([https://labor.ny.gov/legal/counsel/pdf/Other/RO-09-0169 - Live-In Companions.pdf](https://labor.ny.gov/legal/counsel/pdf/Other/RO-09-0169%20-%20Live-In%20Companions.pdf)) that allows live-in aides to be paid only 13 hours/day. The courts found that the 2010 policy is contrary to the state labor regulations that require that the minimum wage be paid for every hour worked, unless the worker actually resides in the consumer's home.

On Oct. 25, 2017, the NYS Dept. of Labor published an "[emergency regulation](#)" (<https://docs.dos.ny.gov/info/register/2017/oct25/rulemaking.pdf>) (p. 5 of link) that amends the NYS minimum wage regulations in a way that appears to attempt to undermine the recent appellate court decisions. Those decisions found that the 2010 NYS Dept. of Labor policy [RO-09-0169 Live-In Companions](#) that allowed live-in aides to be paid 13 hours for a 24-hour day, if they do not actually live with the consumer, conflicted with the actual state minimum wage regulations. Now the State amended the minimum wage regulations to state that live-in aides need not be paid for the 3 1-hour meal periods and 8 hours of sleep time (totaling 11 hours/day) that are excluded from hours worked under the federal minimum wage regulations as amended by the Obama administration. The amendments appear to be intended to adopt the 2010 policy guidance [RO-09-0169 Live-In Companions](#) and allow payment of 13 hours/day.. If the Court of Appeals accepts review of the Appellate Division cases, the impact of the regulatory amendments will no doubt be disputed.

In the meantime, it is not clear what is the impact of the amendment to the regulations.

- **Appellate Division decisions strike down state rule that allows 24-hour live-in aides to be paid only 13 hours/day.** Decisions state that 24-hour case home care workers must be paid for all 24 hours if they are “nonresidential,” meaning they do not exclusively reside in the consumer's home. The decisions were based, in part, on rejecting a 2010 state Dept. of Labor policy guideline [RO-09-0169 Live-In Companions](#) as in conflict with state minimum wage regulations. [Tokhtaman v. Human Care, LLC](#) (<https://law.justia.com/cases/new-york/appellate-division-first-department/2017/3671-151268-16.html>) (1st Dept. 2017 NY Slip Op 02759); [Andreyeva v. NY Home Att. Agency](#) (<https://law.justia.com/cases/new-york/appellate-division-second-department/2017/2014-09087.html>); [Moreno v Future Care Health Serv](#) (<https://law.justia.com/cases/new-york/appellate-division-second-department/2017/2016-03709-0.html>). (2nd Dept.)

The million (or billion?) dollar question is how State will fund the additional pay for live-in workers in MLTC, mainstream managed care, CHHA, and in fee-for-service home care authorized by local Medicaid districts as "immediate need" services or for people excluded or exempt from MLTC or managed care.

Consumers are seeing ripple effects of the ruling in home care agencies refusing to accept new "live in" cases. While rulings may be appealed, the decisions are not "stayed" and are arguably the binding interpretation of the law in NYC and the entire metro area covering about 12 other counties.

Meanwhile, it remains difficult for consumers to obtain authorizations from MLTC plans for split shift or 2-12 hour shifts/day, despite helpful [clarification of the standard for split shift "continuous" care in state regulations](#),

(<http://www.wnylc.com/health/index.php?View=entry&EntryID=7#standards> 24 hour care) and despite helpful [MLTC Policy 16.07](#)

(https://www.health.ny.gov/health_care/medicaid/redesign/mrt90/mltc_policy/16-07.htm).

http://www.wnylc.com/health/news/78/#Home_care_aide_wages

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/) 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 or by calling the DIA answering machine at 718-261-3737, 30 minutes after sundown on Saturday

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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 (Espanol) 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 631-880-7929 / 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

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
718-368-5563

NYC Technical College Placement Office
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

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

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