



540 Main Street, B1314
Roosevelt Island, NY 10044
718.233-3312
Fax: 718.233.3312
www.consumerdirectedservices.com

December 12, 2014

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

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

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

- [Consumers / Advocates](#)

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

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

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

Previously distributed Newsletters (**from January 12, 2011 to present**) have been archived on the [Consumer Directed Services](#) home page.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

Best Regards, Ed Litcher

Consumers Searching

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

Fern Cohen () on Wednesday, December 3, 2014 at 15:49:23

Neighborhood Name: Rego Park, Queens, NYC
City, Town or Borough: Rego Park
Available Transportation: Subway,, Bus,, Auto,
Description of Other Transportation: R,M train, Q60/Q72 bus, Queens Blvd
Phone: 347-579-7252
Best Time: pls text
E-mail:fec139@gmail.com
Email Authorization: Yes
Consumer Age: Between 51 and 70
Consumer Gender: Female
Payroll Method: Agency
Type of Candidates: Personal Care / Home Health
Candidate Experience: Paraplegia,, Wheelchairs,, Lifters,, Other Equipment,
Preferred Candidate Gender: Female
Required Documentation: Social Security Number,
Hours: 12
Days: 1
Start Time: 7:00am
Pay Per Hour: 11
Comments: Patient uses speech devices to communicate; need to commit to

Saturdays 12 hours, but also would prefer person who could do "fill-ins" from time to time when other aides travel. Three aides traveling in Jan, Feb and March, so opportunities available for extra shifts this winter and spring.

Ms. Stern () on Wednesday, **November 24, 2014**

Neighborhood Name: Roosevelt Island

City, Town or Borough: Manhattan

Nearest - Bus Stop, Subway Station and Line or Train Station: Subway - F
(Roosevelt Island Station)

Best Time: 4pm - 8pm

Phone: 212-758-1274

E-mail: (sstern1008@aol.com)

Email Authorization: Yes

Consumer Age: Between 51 and 70

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Ventilators,, Wheelchairs,, Lifters,, Languages

Description of Languages: English

Preferred Candidate Gender: Female

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

Hours: 12

Days: 5

Start Time: 8 am/pm

Description of Schedule: Two 12hr shifts per day,

Pay Per Hour: 10

Comments: Consumer is searching for PCAs to work 4 or 5 days per week during the day or night shift. The final schedule will be developed as the Consumer and PCA develop a working relationship.

BETTY TOLLIVER () on Sunday, November 16, 2014

Neighborhood Name: ROOSEVELT ISLAN, NY, NY
Available Transportation: Tramway,, Subway,, Bus,
Description of Other Transportation: Q102 BUS OR "F" TRAIN
Phone: 212-593-1882
E-mail: bettytolliver@verizon.net
Email Authorization: Yes
Consumer Age: Between 51 and 70
Consumer Gender: Female
Payroll Method: Agency
Type of Candidates: Personal Care / Home Health
Candidate Experience: Seniors,, Paraplegia,, Wheelchairs,, Lifters,, Visual /
Auditory Impairments,, Special Diets,
Description of Special Diets: NONE
Description of Languages: ENGLISH ONLY
Preferred Candidate Gender: Female
Required Documentation: Social Security Number,, Proof of Identity,,
Recommendations
Hours: 12 Days: 3-5 DAYS
Start Time: 8AM/8PM
Pay Per Hour: 10 OR 11
Comments: I AM LOOKING FOR SOMEONE THAT IS SERIOUS AND
WANTS A PERMANENT JOB. WE CAN DISCUSS HOURS AND DAYS
FACE TO FACE. THANK YOU HOPE TO SEE YOU SOON. BETTY
TOLLIVER

PCA Candidates

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

Dear Personal Care Assistant Candidate,

*I would like to thank you for your participation in Consumer Directed Services. If you submitted your **more than one year ago**, please complete and submit a new*

[Personal Assistant Enrollment Form](#). When the updated information is received, your new profile will be added to the next newsletter. Again thank you for your participation.

Elizabeth Poodoon () on Tuesday, December 9, 2014 at 03:03:39

Address: 123-16 116th Avenue South Ozone Park Queens NY 11420

Phone: 718-350-6989

E-mail: eveerasammy@gmail.com

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,, Special Diets,

Description of Special Diets: Diabetes, High Blood Pressure, Renal Failure

Description of Languages: English

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

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

Description of Other Certificate/License: Some College

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 9am

Days I Would Like to Work: Mon-Fri

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

Target Salary Per Hour: 15

Comments: I'm a certified HHA . I have experience in bathing, dressing, grooming, doctors appointments, light meal preparation, grocery shopping, light housekeeping, companionship and transferring patients from bed to wheelchair. I have experience in dealing with Alzheimer's, Parkinson's, Dementia, and stroke patients. I am medically knowledgeable and can administer insulin and other medications, I enjoy taking care of the elderly and I do this with the utmost care and patience. I am a very caring, responsible, and trustworthy person, punctuality is very important. I sincerely have a passion for helping those who in some way or the other cannot do it themselves... Looking forward to hearing from you I can be reached at 718-350-6989

Dorothy Adobebea () on Monday, December 8, 2014 at 14:30:23

Address: Bronx, New York

Phone: 3479633414

Best Time: Anytime

E-mail: addodott@yahoo.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: Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Ventilators,, Wheelchairs,, Lifters,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,

Description of Special Diets: low fat, low sodium, vegetarian, pureed diet.

Description of Languages: English

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

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

Hours per Week: 40+

Days per Week: 7

Preferred Start Time: ASAP

Days I Would Like to Work: Monday - Sunday

Target Salary Per Hour: open

Target Salary Per Day: open

Target Salary Per Week: open

Comments: specialized in caring for the depressed and people with Dementia or Alzheimer's, Diabetes, Parkinson's disease, ALS, Stroke, hypertension, cancer, and also transferring either manually or using transfer equipments. I am a compassionate, respectful, honest, hardworking, and an intelligent young lady with a significant educational background. Microsoft Office applications, Internet, power-point, excel.

Derrick Bimpong Donkor () on Monday, December 8, 2014 at 14:23:41

Address: Bronx New York

Phone: 3477849306

Best Time: Anytime

E-mail: derrickbimpongdonkor@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: Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Ventilators,, Wheelchairs,, Lifters,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,

Description of Special Diets: low fat, low sodium, vegetarian, pureed diet.

Description of Languages: English

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

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

Hours per Week: 40+

Days per Week: 7

Preferred Start Time: ASAP

Days I Would Like to Work: Monday - Sunday

Target Salary Per Hour: open

Target Salary Per Day: open

Target Salary Per Week: open

Comments: I have been a certified home health aide for the past 6 years and I have experience in caring for people with dementia, stroke, cancer, diabetes and people who just need a companionship. I'm able to do transfer manually and with equipments. I'm kind, hard working, intelligent and very compassionate

Jermaine Carlton Frazier () on Sun, Dec 7, 2014 at 3:01 PM

Phone: 917- 688- 4820

E-mail: Jfraz2108@gmail.com

Comments:

Professional Experience

FEGS health and human services, NYC Porter / Maintenance 02/2013-09/2013

Extensive cleaning and waste removal from multiple facilities including patient rooms and bathrooms. Responsible for replenishing inventory and security of supplies. Documented water temperature, light maintenance and cleaning waxing and buffing of facility floors. Maintained four facilities housing developmentally disabled adults

HR Dynamics, NYC Residential Habilitation aide 10/2011-02/2013

Assisted developmentally disabled adults with daily functions and tasks in home and habilitation settings. Maintained records of patient care, condition, progress or problems to report and discuss observations with supervisor or case manager.

Columbia University, NYC Porter 09/2011-12/2011 (seasonal)

Cleaned entire kitchen facility and all public spaces. Dish washing and daily trash removal for entire facility. Swept, mopped, polished and buffed floors.

Lifespire day habilitation, NYC Direct Care Counselor 03/2007-03/2011

Taught valuable social and interpersonal skills to developmentally disabled adults to meet their special needs. Facilitated and participated in recreational activities with patients to keep them active and motivated.

Education Graphic Communication Arts High School New York City, NY

Obtained High School Diploma

College of New Rochelle. New York City, NY Obtaining Bachelors degree in Social Services

Seyngolly Angibeau () on Saturday, December 6, 2014 at 16:19:57

Address: Manhattan

Phone: 646-262-3106

Best Time: 8pm

E-mail: Dpf768@live.com

Gender: Female

Type of Position: Personal Care / Home Health

Description of Other Type of Position: Either

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Concepts

Experience: Seniors,, Quadriplegia,, Ventilators,, Wheelchairs,, Lifters,

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

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

Days I Would Like to Work: When available

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

Comments: Can do everything

Ruth Soriano () on Wednesday, December 3, 2014 at 11:21:06

Address: 66-31 Clinton Avenue, Maspeth, Queens, New York 11378

Phone: 3474470740

E-mail: ruthsoriano0418@yahoo.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

Years Employed with a Consumer/Surrogate: 1 year

Enrolled with a CDPAP: No

Experience: Seniors,

Description of Special Diets: low salt diet

Description of Languages: English, Tagalog

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

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

Hours per Week: 40

Days per Week: 3

Days I Would Like to Work: Wed. - Thurs. - Friday

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

Target Salary Per Hour: 11/hour

Comments: I worked as Home Attendant for a year, then I took a training for Home Health Aid last Sept. 2014. I am also a Registered/Licensed Pharmacist in my native country, Philippines.

DOMINIC EWUSI () on Wednesday, November 26, 2014 at 15:32:27

Address: 36 NAPOLI DRIVE. WHEATLEY HEIGHTS. NEW YORK.11798

Phone: 5167070294

Best Time: ANY TIME

E-mail: ewusidominic@yahoo.com

Email Authorization: Yes

Gender: Male

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Enrolled with a CDPAP: No

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

Description of Languages: ENGLISH

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

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

Days per Week: 7

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

Target Salary Per Hour: OPEN

Comments: Certified home health aid with 5years working experience. Have received multiple awards as best caregiver of the year and the month with agency I worked with . Holds college degree in Chemistry looking forward to enter into pharmacy school. Very flexible and easy going but most importantly my clients safety and and overall health needs are my number priority.

Antonia Seaton () on Monday, November 24, 2014 at 11:17:02

Phone: (347)593-3762

Best Time: anytime

E-mail: antoniaseaton73@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: Yes

Enrolled with a CDPAP: No

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

Description of Languages: English

Documentation Available: Proof of Identity,, Recommendations

Hours per Week: 40+

Days per Week: 6

Preferred Start Time: anytime

Days I Would Like to Work: Mon-Sat

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

Target Salary Per Hour: 10-13+

Target Salary Per Day: 80-120+

Comments: I am seeking to help serve , I am compassionate ,reliable and dependable. I am looking to care for the person that in need of help. I am able you work 12 hr shifts also. I am available for sleep in as well as live in. I am experience with caring for elderly, disabled and children. You will not be disappointed with my work performance. I do have references if needed.

Juliet Kong () on Thursday, November 20, 2014 at 09:47:37

Address: 6416 99th St., Rego Park, NY 11374

Phone: 937-554-3077

Best Time: any time

E-mail: indays2000@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,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,

Description of Languages: English

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

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

Hours per Week: 50

Days per Week: 5

Preferred Start Time: 9am

Days I Would Like to Work: Monday -Friday

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

Comments: My experience with my patients made me so compassionate and understand how they feel. Working with seniors I have learned wisdom. I am hard working, happy, and can cook. Thank you and I hope to find my match interested in me too.

Rayna Beale () on Friday, November 14, 2014 at 16:59:51

Address2816 west 36th Street

Phone: 347 775 1769

E-mail: beale92@gmail.com

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: Yes

Enrolled with a CDPAP: No

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

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

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

Hours per Week: 40

Days per Week: 6

Preferred Start Time: 8

Days I Would Like to Work: anytime

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

Target Salary Per Hour: 10

Carolyn Taylor () on Thursday, November 13, 2014 at 18:52:39

Phone: 212-865-1876

Best Time: 9 to 9

E-mail: necey56@yahoo.com

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Experience: Children,, Paraplegia,, Quadriplegia,, Amputation,, Lifters,, Other Equipment,, Visual / Auditory Impairments,, Special Diets,

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

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

Description of Other Certificate/License: nursing assistant

Hours per Week: 40hr

Days per Week: 5, 6

Preferred Start Time: anytime

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

Target Salary Per Hour: 10.30

Comments: Have been Concepts worker for 20 years.

Articles Related to the CDPAP

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Emptying the Full House

By Christine Blandhol

The United States is all grown up, and the wear and tear is starting to show in all the wrong places. The baby boomers, the largest generation in American history, are aging out — by the year 2050, the population of American adults over the age of 65 is expected to double, making up a projected 20 percent of the population. Improvements in medicine and living standards have steadily increased life expectancy in the United States, presenting a unique problem: The very health care system that is responsible for higher life expectancies is unequipped to handle the burden of an aging population. While the demand for long-term care becomes greater and greater, the go-to caretakers have become those who are often the least prepared to handle the challenges of elder care: family members. As the United States grows old, it is the government's turn to become the caretaker and provide resources for the aging.

Informal care has always been an essential part of the US health care system. Today, 39 percent of American adults — mostly between the ages of 30 and 64 — find themselves caring for a sick or elderly family member. These unpaid and usually untrained caregivers provide 84 percent of total long-term care hours to the elderly. Most are not qualified or equipped to provide geriatric care, especially

when chronic illness is involved. Nevertheless, the role of informal care has been perceived as a complete substitute for professional care. Society views formal care as a necessity for patients with illnesses such as cancer, but for the elderly, family-based care is often glorified as a virtuous commitment, even though the task puts emotional and fiscal strain on the caregiver. Studies suggest that, despite largely considering their care to be important, as many as 84.6 percent of caregivers feel that the burden of their responsibilities is too great, and many report feeling unqualified or unable to provide adequate care for the individual whom they are responsible for. The failure to recognize the costs and difficulties of caring for the elderly masks the need for collaboration between formal and informal care. The first challenge in preparing an infrastructure that can adequately care for a growing elderly population is acknowledging the need for formal health care and de-stigmatizing professional involvement in the day-to-day well-being of older family members.

Elder care has broad economic ramifications: The total opportunity cost of taking time off from work in order to care for elderly family members is estimated at \$522 billion annually. Moreover, 40 percent of individuals requiring long-term care live near the poverty line, so low-income families bear a disproportionate share of the burden and cost. Private home care costs range from \$10 to \$40 an hour, and the average cost of one year spent in a nursing home is \$76,680. Given the current inadequate state of government funding for long-term care, the high cost of alternative options gives low-income families little choice but to bear the economic load and provide the care themselves.

Medicare provides limited coverage for professional in-home care, but it does not provide adequate support for long-term care. It fails to cover 24-hour in-home care, and it usually does not cover personal care (including bathing, dressing and bathroom assistance). Furthermore, Medicare does not underwrite stays in assisted living facilities and only covers the first 100 days of long-term care after a hospitalization. In fact, Medicare's first official line of advice for those seeking home care is to "talk to your family to see if they can help with your care or help arrange for other care providers." In this way, the program plays into the cultural status quo which dictates that informal care is an adequate, if not desirable, substitute for professional care.

Despite its shortcomings, public insurance has improved upon earlier systems in which families were solely responsible for elder care — previous programs didn't provide for the limited in-home care that Medicare now covers. Important services now available include some in-home nursing services and in-home physical therapy. Additionally, some programs have improved upon Medicare's system of long-term care. The Program of All-Inclusive Care for the Elderly (PACE), for example, allows Medicare recipients to receive in-home help by offering assistance in the form of meals, nursing and adult day primary care. In addition, PACE focuses on training familial caregivers and supporting them through social services. Rather than being the sole source of care, loved ones are used as a complement to formal care under the PACE model. But only 31 states currently implement this program, and even then the services are only offered on a small-scale basis.

Meanwhile, Medicaid coverage of long-term care — which often serves as a supplement for the low-income elderly population — still leaves much to be desired and varies significantly from state to state. Washington's Medicaid program, for example, provides for two nursing visits daily, whereas Oklahoma's provides for just 36 visits a year. Cash and Counseling, a Medicaid program that seeks to account for the financial strain put on caregivers, pays family members to provide care and offers them counseling, but only 15 states have implemented the program thus far. Although these programs are limited steps forward, they are not available to all, even in the states where they are implemented. In order to qualify for any of these programs, the elderly must be eligible for Medicaid in the first place, which excludes middle-class elders from its benefits. While the Affordable Care Act sought to expand the coverage of Medicaid, many states chose to bypass the expansion, and those that have implemented it have done so unequally. As a result, many people still struggle to finance long-term care options. Given the low income level of many individuals needing long-term care, equalizing and expanding reforms to Medicaid's long-term care policies are all the more urgent.

The reliance on informal elder care carries specific implications for women in the workforce. Since women are typically paid less than men, the opportunity cost of female family members staying at home is often lower. Although societal expectations also play a role, this economic argument helps explain why the

average caregiver is a middle-aged, married female. In total, the annual worth of informal care provided by women ranges from \$148 billion to \$188 billion. When women take time off of work to care for family members, they are more likely to earn lower wages and benefits upon returning to work. Even when women don't leave their jobs, 33 percent of working women providing informal care reduce their work hours, while 29 percent pass up career-furthering opportunities. A lack of affordable professional care in the future would not only stymie women's advancement in the workforce, but also cause substantial harm to companies — it costs businesses an estimated \$3.3 billion annually to replace women who quit their jobs to act as caregivers.

One common argument for family care is that geriatric patients are widely considered safer in the home of a relative. But elder abuse is actually more likely to be committed by family members than by professionals: 89.3 percent of reported abuse “occurs in domestic settings,” according to the National Institute of Justice. This abuse, affecting 11 percent of the older population, takes on many forms, including financial exploitation, neglect and physical abuse. However, considering the difficulties of reporting elder abuse, the rates are likely even higher — for every reported case, it is estimated that five more go unreported. Elderly people with certain diseases are at an even higher risk of abuse: Almost 50 percent of those with dementia were found to have experienced mistreatment at the hands of their caregivers. Regardless of whether elder abuse is fundamentally a product of overburdened families, intentional mistreatment or unintentional neglect caused by a lack of expertise, it's clear that more comprehensive fixes need to be implemented to prevent this problem.

As the US population continues to age, the financial and personal burdens of providing predominantly informal elder care will only increase. Because of this, it's necessary for federal and state governments to take prompt action. To their credit, some states have recognized the intense struggle of informal long-term care and have begun taking steps in the right direction. In July 2013, Rhode Island became the third state to pass the Temporary Caregiver Insurance bill. The legislation guarantees four weeks of leave for employees at two-thirds of their normal pay in order to take care of loved ones who have fallen ill. Unfortunately, only a few states currently have a form of paid family leave. Efforts by Democrats to pass a national family leave insurance act have been unsuccessful so far, due to staunch resistance

by pro-business conservatives. The Family and Medical Leave Act allows family members to take up to 12 weeks of unpaid leave — but without compensation, this initiative does little to help the financial strain put on caregivers. In a Republican-dominated Congress, those dynamics look unlikely to change anytime soon. But if Americans continue to rely primarily on informal eldercare, establishing paid family leave will be essential to financially protect the increasing number of people who need to take time off to care for their aging relatives.

An increase in spending on in-home care will be necessary to address the challenges millions of Americans face as they provide for a booming elderly population. Professional in-home care preserves the autonomy of the elderly and provides much needed relief for families without putting additional strain on the capacity of expensive nursing homes. Failing to enact reform threatens the sustainability of informal care. If these options are not expanded, the United States may reach a tipping point where families can no longer absorb the extra strain on the health care system. As more baby boomers retire, that tipping point will come soon. Without governmental preventative measures, this aging country will soon find itself on life support.

<http://www.brownpoliticalreview.org/2014/12/emptying-the-full-house/>

**Consumer Directed Personal Assistance Association of New York State
119 Washington Ave Suite 3A
Albany, NY 12210
PH: 518-813-9537
FAX: 518-813-9539
www.cdpaanys.org**

To the thousands of consumers, personal assistants and allies in New York whose tireless advocacy through letters, stories and phone calls convinced the Governor's office to cover part of the FLSA overtime costs:

We need to work together and keep fighting!

WHAT: CDPAANYS and NYAIL Joint Legislative Day

WHEN: Wednesday, February 11, 2015 (exact time TBA)

WHERE: The Well, Legislative Office Building, Albany

On February 11, 2015, your voices are needed in Albany!

Read more on the issues:

FLSA OVERTIME CHANGES: PARTIAL FUNDING OF OVERTIME PAY IS NOT ENOUGH.

\$5 million from Cuomo's office is a good start, but overtime costs across thousands of personal assistants add up quickly. New York State has resources that, if utilized properly, could cover the costs of overtime, which would allow personal assistants better wages for the important and complex work that they do. Tell legislators exactly what will happen if they don't take action to pay workers what they deserve and ensure funding for overtime pay!

"FLSA will reduce my hours from 60 to 40 a week. It will impact my ability to pay my rent, food and child support for my 3 children as well as transportation and taxes. The impact will be devastating for me. Please do whatever you can so I am able to survive and not forced to go live in a shelter, where I lived before I had this job." -James, Bronx

"More caregivers in and out of my home means higher risk to me of flu or other illnesses, the challenges and health risks of lack of communication between caregivers (they never communicate because they're never on site at the same time!), and a lack of consistency in the way my care is performed." -Kendra, Orange County

BETTER WAGES FOR PERSONAL ASSISTANTS: FAIR PAY FOR HARD WORK.

What does it say about a society's priorities when the rate of pay for people providing critical care services for the elderly, disabled and vulnerable people in our state is comparable to the fast food and retail industries? In several regions of New York, personal assistants are exempt from wage parity and are paid less than what is considered a "living wage." If their hours are cut to 40 a week, many will become eligible for Medicaid themselves. Consumers encounter a great deal of hardship when hiring new personal assistants because the pay is not competitive.

"Louise has cared for my mother from December 2012 to the present. My mother is attached to her, and when she is relieved on the weekends, my mother's confusion and hostility increases. Personal assistants' salaries have already been reduced by 2% with a pay reduction at an amount of approximately \$580 per month." -Barbara, Nassau County

"Mom and I again reiterate our enthusiastic approval of wage increases for Mom's aides. They really do deserve it, however, with the "local living wage laws" and the localized "Wage Parity Law" and the Federal Companionship Exemption ruling, there has been no increase in Medicaid reimbursements to cover these costs, and that is the root of the problem. Mom's weekday aide left the agency she was employed by to find work as an independent contractor at a salary that was comparable to the 50 hour per week wages she was earning working with Mom." Daniel, Westchester County

"Hiring live-in caregivers is easier said than done, in fact next to impossible to do even before 1/1/15. Over two years ago when we signed up for CDPAP, we tried to find local caregivers, but were unsuccessful. They either wanted more than the program paid, cash or both. This has not changed." - David, Suffolk County

LICENSURE FOR FISCAL INTERMEDIARIES: THE STATE NEEDS TO SET STANDARDS!

Fiscal intermediaries are one of the last remaining unregulated entities in the health care industry. This means that currently, agencies operating as fiscal intermediaries are free to enter into illegal contracts with managed care plans, undermine the consumer's rights and responsibilities to self-direct services, and use CDPA as a loophole to avoid honoring labor contracts for home care workers. It also means that agencies who wish to offer CDPA are unable to do so because the existing guidance for fiscal intermediaries is outdated. The State has a responsibility to set standards for fiscal intermediaries that are up to date with the world we live in!

More details on Lobby Day 2015 will be sent soon.

In the meantime, **SAVE THE DATE** and pledge you will be here.

If enough people commit to coming, we can work with providers to arrange transportation!

United Spinal Member Newsletter, December 2014

<http://www.icontact-archive.com/l-xV4bIuEzA8X-8A2gYLT1YevFCm2PPG?w=4>

Local Independent Living Centers

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

PCA Employment Agencies

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

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

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

Center For Family Life Employment, Maria Ferreira
443 39th St, Brooklyn, New York 11232
mferreira@cflsp.org
718-633-4823

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

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

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

Home Instead Senior Care
400 East 56th Street, Professional Wing, Suite #2,
New York, NY 10022
Recruiting.NYC@homeinstead.com
Phone: 212-614-8057

Kingsborough Comm. College, Marisa Joseph
2001 Oriental Blvd, Brooklyn, NY 11235
marisa.joseph@kbcc.cuny.edu
718-368-5563

Konedu Home Care, LLC, Carie Jones Smith
140 Captain Thomas Blvd West Haven, CT 06516
helpingfamilies@koneduhomecare.com
Phone: [800 418-3299](tel:8004183299)

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

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

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

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

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

YWCA of NYC, Anne Alfred
50 Broadway, New York, NY 10004
aalfred@ywcanyc.org
718-723-6170

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<http://newyork.craigslist.org/>

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<http://newyork.backpage.com/MedicalHealthJobs/>

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<http://www.classifiedads.com/post.php>