



CONSUMER DIRECTED ACTION OF NYS

BUILDING SELF-DIRECTED POWER

Fair Pay for Home Care

- We can't pass a budget that does not invest in home care. The budget must invest in home care to undo a decade of disinvestment and cuts, bring up wages, and end our worst-in-the-nation workforce crisis.
- The final budget must hold managed care plans accountable. Last year we put \$720 million into higher wages for workers, most of which was kept by insurance companies. By establishing benchmark rates providers must receive from the plans, like we do for nursing homes, we will provide accountability and oversight.
- The budget must continue to increase the indexing of home care wages from \$3/hr above the minimum wage to \$5/hr above the minimum wage. This will further address the benefits cliff workers face and move us closer to our final goal of 150%.
- If we do not fix our home care system now, we will face an even worse crisis in years to come. By 2035, all Baby Boomers will have hit age 65, with most being over 75. We cannot leave this to future generations to solve.

Don't end wage parity for CDPA

- The Legislature rejected the Governor's proposed wage cuts of up to \$4/hr for CDPA workers in New York City, Long Island, and Westchester. These cuts would have created a second-class home care worker. We must hold strong to ensure these cuts are not included in the final budget.
- This proposal is based on bad facts she is using to replace wages with health insurance workers don't need or want. 92% of home care workers have health insurance. When given the choice of additional wages or benefits, they almost always choose wages.
- CDPA was added to wage parity in 2015 to stop bad actors who were using the loophole to run scofflaw home care. Agencies would switch cases from PCA to a CDPA in order to pay less while changing nothing about the case other than the worker's title. Carving these workers back out will lead to a return of this practice.
- CDPA is the only program propping the long-term care system up. A 20% wage cut will immediately force tens of thousands of workers to quit, throwing fuel on the fire of our already worst-in-the-nation home care worker shortage.

Minimum Wage

- We are living through the gravest cost of living crisis in 40 years. And New York faces the worst home care shortage in the nation — because the state underpays home care workers.

- Home care workers won an important first step last year when the Governor agreed to pay workers \$3 above the minimum wage.
- Now, the Governor wants to *slash* home care wages by removing the law that mandates home care workers are paid \$3 above the minimum wage.
- As the final budget is negotiated, the Governor wants to hold the minimum wage hostage unless home care wages are cut.
- We should not have to choose between giving 3 million underpaid workers a raise and giving home care workers the wages they fought for.
- If Hochul betrays home care workers, the home care shortage will only worsen — and more older adults and disabled New Yorkers will be left without care or forced into nursing homes.
- Low wage workers and home care workers keep our communities afloat, and we will not be pitted against one another.
- We stand united: New York must raise the minimum wage to \$21.25 AND home care wages.

Fiscal intermediary contracting

- The Governor’s proposal to repeal four years of carefully negotiated language on CDPA contracting for fiscal intermediaries will create chaos and break the continuity of care after careful agreements and compromise between the Governor and Legislature.
- The Governor wants to give control to the Department of Health and the very managed care plans that have been taking money meant to allow these providers to pay workers.
- Her plan would allow DOH to replace carefully negotiated language with emergency regulations nobody can even comment on.
- The Governor’s plan would seek to transfer up to 150,000 consumers causing chaos and interrupting the continuity of care.
- The remaining FIs would be impacted by the sudden influx of new cases and may not be equipped for consumers and PAs with specific linguistic and cultural needs met by their current FIs, or in some cases make payroll.

Restore access to home care

- The budget must undo harsh eligibility cuts enacted just as COVID-19 was beginning, cuts that will prevent cost-effective care for lower-need individuals, forcing them to wait until they need more costly services or institutionalization.
- The eligibility cuts will make institutionalization worse - raising costs for New York in the not-too-distant future.
- These cuts are not intended to better serve consumers. They are designed to “save” millions of dollars at the expense of the freedom of disabled and older adults who will wind up in institutional care without services.
- These cuts were put on hold in an agreement with the federal government in exchange for Coronavirus relief funds. That agreement expires in March 2024, which will trigger these changes. This may be our last chance to save thousands of New Yorkers from being forced into nursing homes, which COVID-19 proved to be a death sentence.