

Medicaid Redesign – How It Impacts Home Care/Personal Care

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Two types of home care workers

- “Living Wage” Workers
 - ✓ Work for agencies contracting with NYC HRA Home Attendant Program. Subject to the New York City living wage law.
 - ✓ Earning \$10 per hour.
 - ✓ 1199 members have health insurance for those working more than 80 hours/month, a small pension and an additional \$2.00 in paid time off and differentials.

Types of home care workers, con't

- “Subcontract” workers (Home Health Aides)
 - ✓ Work for agencies subcontracting with Managed Long Term Care Plans, Certified Home Health Agencies and Long Term Home Health Care Programs
 - ✓ Until recently, many earned close to the minimum wage.
 - ✓ Union workers had an average wage of \$8.50 with limited health benefits and little paid time off.

Medicaid Redesign Team changes affecting home care workers

“Wage Parity” law will bring subcontract workers (home health aides) up to living wage worker levels, phased in over 2 years.

3/1/12: 90% of NYC Living Wage Law
(\$9 plus benefits or \$1.35)

3/1/13: 95% of NYC Living Wage Law
(\$9.50 plus benefits or \$1.43)

3/1/14: Living wage law or standards in
the home attendant contract,
whichever is greater

Medicaid Redesign Team changes affecting home care workers

- Persons needing community-based long term care services, including clients of NYC HRA, will be required to enroll in Managed Long Term Care Plans (MLTCPs).
- We expect NYS to require that MLTCPs contract with HRA agencies and pay the home attendant posted rate in order to ensure continuity of care.
- Workers should be able to go with their clients without receiving lower wages or losing their health insurance.

Challenges ahead

- Transitions and new requirements will create confusion for both clients and workers – information and communication is key.
- Managed care companies will prefer that workers are certified as home health aides, not just personal care aides. Need to identify more resources to pay for upgrade training.
- Working with Legislature to approve new advanced aide certification recommended by Medicaid Redesign Team Workforce Flexibility Committee.