

**House Human Services
DAIL Testimony
Thursday, April 16, 2020**

12:00 PM- 2:00 Covid-19 Impact: Home Care Workers

Testimony

DAIL Testimony today is specific to Home Care Workers- the Independent Support Workers (ISW), employed by individuals and/or families, utilizing ARIS as the entity to facilitate payroll and all related payroll functions for those independent individual or family employers.

DAIL Major Principles:

- 1) **Home Care Workers, in all DAIL programs, have been deemed as essential workers and can continue to work as needed based on the desires of the Independent Employers.** DAIL memo on **March 25th** reinforces that staff of the provider agencies and independent support workers are considered healthcare service providers and caregivers providing essential services. This followed a memo issued to providers on **March 17th** about essential services and service delivery.



FINAL DAIL Memo re
Essential Services 3.25

- 2) **DAIL worked to create flexibility in payment options that would enable maximum flexibility for Independent Employers in their use of available dollars, and available workers.**
- 3) **DAIL has been issuing guidance to independent employers for use with their Independent Support Workers** – 4 specific documents in addition to all that is available on our website or has been sent to provider agencies. Additionally, ARIS posts those same guidance documents on their website and continues to offer updated information.



Recommended
precautions for careg



DAIL.Essential
Person.3.30.20.pdf



COVID guidance to
independent employe



COVID guidance to
independent employe



Final ASD Guidance
Memo on Independen

March 10- Recommended Precautions for Caregivers

Summary document for homecare providers and caregivers on symptoms, prevention and precautionary measures for an individual experiencing symptoms

March 30- DAIL Essential Persons Template Letter

A template for identification of independent employers to use should they wish to identify their ISW as essential for use during the *stay home, stay safe* order

April 3rd- Guidance to Independent Employers and their Employees

Discusses the virus and transmission, defines essential services and non-essential services, affirms that employers must make the decision about essential services, discusses the need for back up planning in case workers are unavailable and encourages employers to continue to hire as they can, discusses PPE and how to request it through case managers or VDH directly, sick leave, unemployment, health insurance and links to the Governor’s Executive orders, DOL, and VDH

Longer version on the ARIS website includes information on Developmental Disability services, and additional VDH information on transmission and precautions (included in word version).

April 9- Final ASD Guidance to Independent Employers Paying People Living in the Home (ASP, CFC, TBI)

Offers flexibility during the pandemic and a blanket variance to allow employers to temporarily to pay people ages 16-17, parents, spouses, guardians and people who serve as employers

ARIS Website:

<http://www.arisolutions.org/>

Payment Flexibilities:



Final_ASD_Guidance_
Memo_on_Program_C



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Emergency Relief to P

- 1) ASP/TBI Payment Flexibilities
 - a. Offers flexibility during the pandemic and a blanket variance to allow employers temporarily to pay people ages 16-17, parents, spouses, guardians and people who serve as employers

- 2) CFC Payment Flexibilities
 - a. Adult Family Care (AFC) – temporary blanket variance to utilize unused respite/companionship dollars to be used to support increased difficulty of care stipends for AFC providers
 - b. Flexibility about who can be paid to provide home care supports

- 3) DS Payment Flexibilities
 - a. Conversion of unused respite or family managed funds to support families providing care to minor or adult children- flexibility about who can receive those funds
 - b. SLP- temporary ability for providers to shift unused respite dollars typically managed by SLP’s to support increased difficulty of care stipends

Other Payment Opportunities:

- 1) Unemployment insurance through SOV
 - a. An unemployment insurance factor is built into all service packages for individuals who utilize ISW. That factor is collected by ARIS so all ISW are eligible for unemployment insurance through the SOV
 - b. Sick leave legislation was passed two years ago, although modest, it is available to eligible ISW

Important to Consider:

- There is a Collective Bargaining Agreement that covers Independent Support Workers and addresses wages and benefits; we are in Year 2 of the current agreement and in the middle of discussions for the next agreement.