

The following information is provided by the New York State Association of Health Care Providers (HCP) and is accurate to the best of our knowledge as of 8/31/2022.

This information is intended for HHAs and PCAs.


Questions About Bonuses	Answers
Are Home Health Aides (HHA) and Personal Care Aides (PCA) eligible for the Health Care Worker Bonuses, or “HWB”?	No. According to the NYS Division of the Budget and the NYS Department of Health (DOH), HHAs and PCAs are not eligible for the Bonus Program because they will be eligible for a minimum wage increase. (See below.)

Slides From the NYS Division of Budget and Department of Health:

Health Care Workforce Bonuses (continued)

Article VII – ELFA Part ZZ

- **Eligible Worker Titles are listed directly in Statute (ELFA Part ZZ)**
 - Examples include but are not limited to: Physician assistants, dental hygienists, dental assistants, psychiatric aides, pharmacists, pharmacy technicians, physical therapists, physical therapy assistants, physical therapy aides, occupational therapists, occupational therapy assistants, occupational therapy aides, speech-language pathologists, respiratory therapists, exercise physiologists, recreational therapists, all other therapists, orthoptists, prosthetists, clinical laboratory technologists and technicians, certified first responders, emergency medical technicians, advanced emergency medical technicians, paramedics, surgical technologists and all other health technologists and technicians, orderlies, medical assistants, phlebotomists and all other healthcare support workers, nurse anesthetists, nurse midwives, nurse practitioners, registered nurses, nursing assistants and licensed practical and licensed vocational nurses, as well as various mental hygiene workers.
- **Home care aides are not an eligible title, and so employees of Art. 36 entities that fall under such titles (e.g. Home health Aide, Personal Care assistant, home maker, etc.) are not eligible.** However, certain Art. 36 entities, such as Certified Home Health Agencies (CHHAs) and Licensed Home Care Services Agencies (LHCSAs), employ eligible titles (e.g. Nurses, PT/OT Therapists, Speech Pathologists, etc.) that provide hands on services, and would be eligible for the bonus.



Health Care Worker Bonus Program Frequently Asked Questions

https://health.ny.gov/health_care/medicaid/providers/h...

Questions

HOW DO I APPLY FOR MEDICAID?

You can apply for Medicaid in any one of the following ways:

- Write, phone, or go to your [local department of social services](#).
- In New York City, contact the [Human Resources Administration](#) by calling (718) 557-1399.
- Pregnant individuals and children can apply at many clinics, hospitals, and provider offices. Call your local department of social services to find out where you can apply.
- If you are in a facility operated by the [New York State Office of Mental Health](#), contact the patient resource office.
- If you are in a facility operated by

Q. Is the bonus for the Home Attendants/Aides? Are any staff for CHHAs, LHCSAs and FIs included?

A. Homecare aides are not an eligible title for the bonus program as they will be eligible for increased minimum wage payments pursuant to PHL 3614-f. As such, employees of Article 36 entities that fall under such titles (e.g., home health aide, personal care assistant, home maker, etc.) are not eligible for the bonus. However, certain Article 36 entities, such as Certified Home Health Agencies (CHHAs) and Licensed Home Care Services Agencies (LHCSAs), may employ eligible titles (e.g., Nurses, PT/OT Therapists, speech pathologists, etc.) that provide hands-on services, and may be eligible for the bonus if they meet all of the employee eligibility requirements. Fiscal intermediaries under SOS section 365-f do not employ eligible titles that provide hands-on services, and so are not subject to the requirements under the bonus program.

Questions About Bonuses (cont.)	Answers
What about other types of workers? Who can get the bonuses?	As shown in the Department of Health answer on the previous page, depending on their title, some other home care employees will be able to get bonuses under this program. These workers are not getting a home care worker minimum wage increase.
Why don't HHAs and PCAs qualify under "All Other Health Care Support Workers"?	Per the Department of Health, "All Other Health Care Support Workers" only applies to workers in hospital or other institutional medical settings. These workers are not getting a home care worker minimum wage increase.
Can I claim the bonus for myself?	No. Only an eligible employer may claim a bonus on your behalf.
Where can I get more information?	The Department of Health has a dedicated webpage for the bonus program: https://health.ny.gov/health_care/medicaid/providers/hwb_program/index.htm There is also a phone number you can call: Health Care Worker Bonus (HWB) Call Center: (866) 682-0077

Questions About Minimum Wage	Answers
Will Home Care Workers (HHAs and PCAs) get a \$2.00/hour raise in October?	This is not a raise. The law sets a new, special, higher minimum wage for Home Care Workers (PCAs, HHAs, Personal Assistants) to recognize the essential work they do. Only those earning less than the new minimum wage will automatically receive an increase.
What is the current minimum wage?	The regular NYS minimum wage is currently: <ul style="list-style-type: none"> • In NYC and Nassau, Suffolk and Westchester Counties: \$15.00/hour. (Additional Wage Parity benefits are added on to that where required). • All other regions ("Upstate"): \$13.20/hour.
What is the new minimum wage for Home Care Workers and when does it take effect?	The new minimum wage for Home Care Workers (PCAs, HHAs, Personal Assistants) takes effect on October 1, 2022 and will be: In NYC and Nassau, Suffolk and Westchester Counties: \$17.00/hour. All other regions ("Upstate"): \$15.20/hour. If your wage is already above these amounts, you may not receive an automatic increase.
Are there other minimum wage increases coming?	On October 1, 2023, an additional \$1.00 will be added to the Home Care Worker minimum wage.

The New York State Association of Health Care Providers, Inc. (HCP) is a statewide trade association representing home and community-based care providers through information, advocacy, and education. HCP represents approximately 350 offices of licensed home care services agencies, certified home health agencies, hospices, fiscal intermediaries and related health organizations.