FEATUER ARTICLE

EEOC Approves Some COVID Vaccine Requirements, Incentives

New federal guidance from the Equal Employment Opportunity Commission (EEOC) issued on May 28 permits policies requiring employees who enter a workplace to receive a COVID-19 vaccine, provided those policies comply with the reasonable accommodation provisions of the Americans with Disabilities Act (ADA), as well as Title VII of the Civil Rights Act and any other relevant statutes.

Under the new guidance, employers are permitted to offer incentives to employees to confirm they have received a COVID-19 vaccine, as long as the incentives are not so substantial as to be coercive. Employers may also offer incentives to employees to get their family members vaccinated.

However, because vaccinations require employees to answer screening questions about disabilities, incentives substantial enough to pressure employees into disclosing protected medical information are likely to be considered coercive and, therefore, prohibited.
Please Participate in the 2021-2022 Home Care Salary & Benefits Study

Hospital & Healthcare Compensation Service (HCS) announced the 2021-2022 Home Care Salary & Benefits study is now underway. The study are published by HCS in cooperation with the National Association for Home Care & Hospice (NAHC).

The published results cover marketplace data for 60 jobs and 21 fringe benefits. The results cover job data by salary, hourly, and per visit rates with data breakouts by auspice, revenue size, region, state, and CBSA. Planned salary increases, turnover, caseload, and shift differential data are also covered.

NAHC encourages all members to participate in the Home Care Salary & Benefits Study so that the information will be as comprehensive and helpful as possible. In addition, if you participate, you get a 50 percent discount on the price. You can’t beat that.

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June 2021 Data Point: Caregiver Turnover

Despite the caregiver shortages, caregiver turnover rate stayed relatively flat for the industry. While this may be considered good news, we are still in a turnover crisis and it’s more important than ever to pay competitively, create a culture of recognition, invest in thorough training, and otherwise create an exceptional employment experience that retains caregivers.
To get your full copy of the 2021 Study, visit benchmarking.homecarepulse.com and use the code NAHC25% for 25% off.

CLICK THRU TO SEE THE DATA POINT

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Pre-Order the 2021 Home Care Benchmarking Study (We've got a discount code!)

The Benchmarking Study from Home Care Pulse is the home care industry’s most comprehensive national study — featuring over 175+ insights and benchmarks inside six categories: Sales & Marketing, Recruitment & Retention, Finance, Operations, Technology, and Client & Caregiver Experience.

A few insights that you can look forward to are:

- Which recruitment sources yielded the most caregivers in 2020
- Data on what kinds of benefits and training other agencies are offering
- Analysis on how COVID-19 impacted home care over the last 14 months and how other agencies’ operations have been affected
- A full financial analysis showing the average expenses that other agencies are paying, broken out by state and size of agency
- Hiring analysis showing how many of their applicants other agencies are hiring

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Private Duty Home Care at NAHC Extends our Congratulations to our Newest Certified Agencies!

The National Association for Home Care and Hospice unveiled its Private Duty Home Care Certification Program late last year, and we are excited and delighted to extend our congratulations to or two newest certified agencies!
This program is the only national certification created by private duty leaders, exclusively for the private duty community. Certification offers providers the opportunity to demonstrate their commitment to quality and service delivery excellence through formal certification and requires each agency location to conduct a comprehensive examination relating to nineteen (19) separate but interrelated aspects of business and operations providing documentation and an attestation statement showing adherence to all Certification program standards in each category in order to achieve the distinction.

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Biden's FY 2022 Budget Proposal Includes Lots of Healthcare Spending

President Biden released a proposed $6 trillion budget Friday for fiscal year 2022, promising to "reinvest in education, research, public health, and other foundations of our country’s strength."

The proposal contained a variety of healthcare-related initiatives, including:

- $97.5 billion to improve access to Department of Veterans Affairs (VA) healthcare, including increases in funding for women's health, mental health, suicide prevention, and veterans' homeless programs. The budget also proposes $882 million for medical and prosthetic research to advance VA's understanding of traumatic brain injury, the effects of toxic exposure on long-term health outcomes, and the needs of disabled veterans.
RESOURCES

**The Human Experience 2020: Vision for the Future of Health Care** - The Beryl Institute

**Littler Operational Guidelines for the Home Care Industry Amid COVID 19** - Littler Mendelson, P.C.

**PDHCA Education** - PDHCA Website

Private Duty Home Care at NAHC is a fully integrated service line of the National Association for Home Care & Hospice focused on Leadership, Education, Advocacy, and Innovation exclusively for the private duty home care community.

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