The Private Duty Source
Issue: September 17, 2021

FEATURE ARTICLE

Vaccine Mandates: What they Mean for Home Care

- Monday, Sep. 20, 2021
- 2:00PM-4:00PM Eastern
- Free to everyone
- REGISTER NOW

The National Association for Home Care & Hospice (NAHC) will present an important new webinar, Home Care Vaccine Mandate Discussion with Industry Leaders and Legal Experts, on Monday, September 20, 2021 from 2:00PM to 4:00PM Eastern.

Description:

COVID-19 continues to have an impact on the home care and hospice communities across the United States. Now, conversation is swirling around
vaccinations. Some organizations and states have already implemented requirements for employees to be vaccinated or face weekly testing. We ask you to join NAHC and other industry leaders, as well as legal experts from Polsinelli, for an open conversation about vaccine mandates and the impact they could have and are already having on our industry.

**TOP STORIES**

**Results from the 2021 Home Health and Home Care Staffing Survey**

The results of this survey from NAHC member Axxess and Home Health Care News show the views of 753 home-based care professionals polled about their thoughts on home health and home care staffing in 2021. The survey, conducted online between July 21 - August 6, 2021, asked about how companies are:

- Dealing with the impact on staff shortages resulting from the pandemic
- Solving recruitment and open position fulfillment challenges
- Investing in professional development and training
- Addressing staff turnover and employee retention
All respondents identified as working for organizations that provide home-based care.

What Home Care Providers Must Know about the OSHA COVID-19 Standards

As per President Biden’s Executive Order to protect health care workers from COVID-19 exposure, OSHA has promulgated an extensive and comprehensive standard for employers. The Emergency Temporary Standard for all health care workers which was released on 6/21/2021 is a heavy hitter. Do not let the word TEMPORARY fool you. The home care and hospice industry should expect inspections and enforcement. This standard intersects with three other OSHA standards and OSHA is prepared to deliver financial penalties for non-compliance.

READ THE REST @ PD Home Care at NAHC
NAHC Summer Backyard Advocacy: the Choose Home Care Act

The NAHC Summer backyard advocacy bash is in full swing, even as the temperatures begin to cool, and students make their way back to the classroom. Congress is headed back to Washington, D.C. and getting to work on several pieces of landmark legislation, we are asking you to focus your advocacy efforts on one of our most import key initiatives, The Choose Home Care Act of 2021 S. 2562.

- Factsheet
- Section-by-section
- FAQs
- Supporting Organizations

Home care has long been a safe and effective alternative to care in an institutional setting. Reform of Medicare is overdue to provide viable, extended care services at home for patients who otherwise have only one choice, the Skilled Nursing Facility benefit. The COVID-19 pandemic has vividly shown the limitations and risks of skilled nursing facilities (SNFs). Beyond the pandemic crisis, extended care at home also makes sense. Nearly 33 percent of patients who go to SNFs have identical frailty scores to those who receive care at home. The main difference in these patients is that they lack access to extended caregiver services and certain other supplemental health care supports.

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Emerging Legal Trends in Home Care & Hospice Part 6: Wage & Hour Law

Please join Polsinelli Shareholder Angelo Spinola for a comprehensive overview of the most common pay practices utilized by home-based care providers that are targeted by the DOL and plaintiffs’ attorneys. This presentation will include:

- a review of the common challenges and best practices related to live-in and extended shift care programs,
- pay per visit and salary plus compensation structures for skilled clinicians,
- on-call, travel time, utilizing multiple pay rates and other common wage hour issues.

Mr. Spinola will also review the status of the litigation seeking to reinstate the prior overtime exemptions available to home care providers and other litigation and legislative developments.

Vaccine mandate brings relief to home care agencies
but raises questions

President Biden’s [vaccine mandate for workers at healthcare agencies](https://discussion.nahc.org/?newsletters_method=newsletter&id=2316) receiving Medicare and Medicaid was the kind of good news Louisiana home care agencies needed. As the COVID-19 pandemic rages across the Bayou State, vaccination rates against the virus continue to hover around 40%.

Warren Hebert, Home Care Association of Louisiana CEO, told McKnight’s Home Care Daily many agencies wanted to mandate vaccinations for workers but were afraid they would lose staff.

**EDITOR’S NOTE:** Get your questions answered at NAHC’s [Home Care Vaccine Mandate Discussion with Industry Leaders and Legal Experts](https://discussion.nahc.org/?newsletters_method=newsletter&id=2316) webinar. [LEARN MORE & REGISTER](https://discussion.nahc.org/?newsletters_method=newsletter&id=2316). It is free to all NAHC members!

Older Americans Overwhelmingly Support Choose Home Care Act

The vast majority of older Americans want to age in place, several past surveys have found.

Unsurprisingly, that desire has translated into overwhelming support for the Choose Home Care Act.
Introduced in July by Sens. Debbie Stabenow (D-Mich.) and Todd Young (R-Ind.), Choose Home is legislation designed to give nursing home-eligible Medicare beneficiaries more options for how and where they recover following a hospital stay. If enacted, Choose Home would make “extended care services” an add-on to the existing Medicare home health benefit for a 30-day window.

EDITOR’S NOTE: Polls are great, but action is better. GO HERE to help us make the Choose Home Care Act of 2021 the law of the land!

READ THE REST @ Home Health Care News

Essential Workers of COVID Pandemic to be Inducted in Dept. of Labor's Hall of Honor

New digital campaign asks people to share stories of essential workers in their lives

To recognize their sacrifices and ceaseless efforts to protect our health and keep our country moving forward amid the coronavirus pandemic, the U.S. Department of Labor announced
the induction of Essential Workers of the Coronavirus Pandemic into the department’s Hall of Honor.

Through so many difficult months, frontline workers have helped to provide safety, healthcare, education, food and groceries, delivery service and many other necessities, kept our nation strong and made its recovery possible.

“Amid the pandemic, our nation’s essential workers redefined what it truly means to show up for your neighbor,” said U.S. Secretary of Labor Marty Walsh. “As a country, we have a new understanding and appreciation of the vital work and the service these people provide to us every single day. The Department of Labor will ensure that their sacrifice and commitment are never forgotten as the Essential Workers of the Coronavirus Pandemic become the newest inductees in our Hall of Honor.”

Creating a New Generation of Home Care Leaders with the NAHC Mentoring Program

The National Association for Home Care and Hospice (NAHC) is pleased to announce the launch of a new membership benefit, the NAHC Mentoring Program. This program seeks to pair individuals at the early and middle growth stage of their careers with current established leaders of the home care and community-based service industry for a structured mentorship with the goal of fostering involvement and growth in the NAHC Community through:

- Networking
Navigating Conferences
Committee Engagement
Leadership Development
Advocacy Efforts

The NAHC Mentoring Program is a great new opportunity for up-and-coming industry professionals to learn how to navigate and excel in the Association and how best to use membership to benefit their career. For established industry veterans, the NAHC Mentoring Program is a great opportunity for established leaders to give back to the industry and lay a strong foundation for the next generation of home care and hospice executives.

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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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