The Private Duty Source
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FEATURE ARTICLE

OSHA Issues Mandatory COVID-19 Vaccination Emergency Temporary Standard

The Occupational Safety and Health Administration (OSHA) has issued the much anticipated COVID-19 vaccine mandate emergency temporary standards (ETS) for all employers.

This ETS applies to all employers with a total of 100 or more employees at any time this ETS is in effect.

However, the requirements of this ETS do not apply to:

- workplaces covered under the Safer Federal Workforce Task Force COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors (Contractor Guidance);
- settings where any employee provides healthcare services or healthcare support services when subject to the requirements of 29 CFR 1910.502 (i.e., the Healthcare ETS).
- employees of covered employers: (1) who do not report to a workplace where other individuals, such as coworkers or customers, are present; or (2) while working from home; or who work exclusively outdoors.

Based on this scope, employers in nearly every sector are expected to be covered by this ETS.

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TOP STORIES

Join NAHC in Celebrating National Home Care and Hospice Month!

November is National Home Care and Hospice Month and agencies and caregivers across the United States will be raising awareness about the unique and irreplaceable value of health care delivered in the home. Care in the home is high-quality care that empowers patients to take control of their own health and treatment while remaining independent in their own homes and communities, where 90 percent of Americans want to be while dealing with chronic illness.

Throughout the month of November, NAHC and home care and hospice providers will wage a public campaign to inform the public and policymakers about the impact of home health and hospice on the people in their communities and the value it brings to the entire country. We will be providing you with:

- **NAHC Report articles** about the value of home care and hospice and how to spread that message;
- **videos** about the value of home care and hospice;
- **key facts** about home care and hospice;
- **social media** images you can use, and suggested posts for Facebook, Twitter to spread the message that home care and hospice are a great health care option for people who want to maintain their independence while getting quality care at home;
- **Celebration Ideas**;
- **NAHC Advocacy Center** to turn appreciation into advocacy;
- **Sample Proclamation** of support for home care and hospice;
- **Press Release Template** for your organization to distribute to promote home care and hospice;
- **Posters to Download**;
- **GO HERE** to see a full list of the resources NAHC has made available to you!
Learn How Good Leaders Can Become Great at the NAHC Fall Forum

Everyone knows that having a motivated and well-trained staff is critical to the success of any home care or hospice agency. However, if the agency’s leadership isn’t well informed about the latest policy developments impacting the industry, that agency will struggle to survive. In addition, agency leaders need to be well-educated about trends in home care and hospice, to adjust their business plan to changing times and circumstances.

The Leadership track at the NAHC Fall Forum will provide industry leaders with the most up-to-date and insightful policy information that will affect their business, as well as offer expert advice on how to master concepts like social determinants of health to improve patient care, and using data to build a stronger workplace culture based on collaboration and effective communication.

On November 10, the final day of the NAHC Fall Forum, you won’t want to miss:

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EEOC Issues Updated COVID-19 Technical Assistance

- Provides Additional Information on Equal Employment Opportunity Laws and Religious Objections to Workplace Vaccine Requirements

The U.S. Equal Employment Opportunity Commission (EEOC) posted updated and expanded technical assistance related to the COVID-19 pandemic, addressing questions about religious objections to employer COVID-19 vaccine requirements and how they interact with federal equal employment opportunity (EEO) laws.
The expanded technical assistance provides new information about how Title VII of the Civil Rights Act of 1964 applies when an applicant or employee requests an exception from an employer’s COVID-19 vaccination requirement that conflicts with their sincerely held religious beliefs, practices, or observances. Title VII prohibits employment discrimination based on race, color, religion, sex, and national origin.

Having Trouble Getting Meetings with Congress? Here are 6 Ideas That Work

Imagine that you are the head of government relations for a major organization, and you have a C-suite executive in town for meetings. Will you get that executive some time with a member of Congress?

Many of the organizations we work with say that it is harder to get facetime—virtual or in person—with lawmakers in Washington than it has been in the past. A poll by the Public Affairs Council in April showed government affairs professionals were optimistic. Almost two thirds said reaching lawmakers via phone or video conference was easier than expected during the pandemic.

Now, that appears to be changing. A combination of enhanced security on Capitol Hill, pandemic-related health concerns and a scramble to reach lawmakers as they negotiate major bills on domestic policy and infrastructure is making lawmakers harder to reach. Add to that a wave of Zoom fatigue, and the traditional trepidation about meeting with lobbyists, and the situation presents a real barrier for government relations professionals.
What the Build Back Better Legislation Means for Home Care

The Build Back Better (BBB) plan is a $1.85 trillion social spending package released last week by the House of Representatives and NAHC has analyzed the legislation to see how it will impact our members and the wider home care and hospice community.

- A summary post on the bill’s framework developed by the White House can be found HERE

Bill text can be found HERE

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NAHC to Congress: Fund Vital HCBS Programs in Reconciliation Package

The National Association for Home Care and Hospice (NAHC) and a group of other leading health care and aging organizations is urging Congress to support legislation to help elderly Americans maintain their health, well-being, and independence.

As with many previous efforts, NAHC has collaborated with the Leadership Council of Aging Organizations (LCAO) on aligning priority issues in supporting these shared proposals. Specifically, NAHC/LCAO urged Senators and Representatives to include provisions vital to building a sustaining robust home and community-based services in the reconciliation package under development in Congress.

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Congratulations to our Newest Certified Agencies!
The National Association for Home Care & Hospice is delighted to extend our congratulations to our newest certified private duty home care agencies!

**Always Best Care Senior Services Mesa/Scottsdale**
- 7165 E. University Dr. STE 144
- Mesa, AZ 85207

**Always Best Care Senior Services**
- 20 Ives Rd. Suite 202B
- Wallingford, CT 06492

**Always Best Care Senior Services Jacksonville Home Health Agency**
- 4711 Highway 17, Suite B2
- Fleming Island, FL 32003

**Always Best Care**
- 905 Tarpon Springs, FL 34689

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**Statement from HHS Secretary on COVID-19 Vaccine for 5-11-year-olds**

Following the Centers for Disease Control and Prevention’s (CDC) recommendation to make 5-11 year old children eligible for COVID-19 vaccines after the Food and Drug Administration’s (FDA)’s authorization, HHS Secretary Xavier Becerra issued this statement on the landmark
moment to increase children’s protection during this pandemic:

“This is another major milestone in our efforts to protect more children, their families, and our communities as we work to end the pandemic. We are following the data and science, and after a thorough review by FDA and CDC, we are ready to get millions of children vaccinated. Thanks to their rigorous, comprehensive and independent review of the data, we know that vaccination of younger children against COVID-19 proved to be safe and effective.

Help Make an Impact on the Future of Healthcare at Home

“Healthcare at home has gained tremendous momentum in the last year, but we must keep moving forward. This includes positioning ourselves to succeed under the emerging value-based models with best practice research. By determining where and what resources should be used to achieve the highest clinical, operational and financial outcomes, we strengthen ourselves as an industry and also our ability to become a formidable partner within the healthcare continuum.”

– Brent Korte, Chief Home Care Officer, EvergreenHealth Home Care

We need your help! Take the pledge to move our industry forward by participating in the NAHC sponsored National Healthcare at Home Best Practices Study today. Click here to register.
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.

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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