

# HOME CARE SURVIVAL BOOTCAMPS

February 12

9:30am – 2:15pm



**PART  
THREE**

## Understanding Labor Law Regulations to Ensure Compliance

**Location:**

Conference Center  
130 East 59<sup>th</sup> Street  
(near Lexington Ave.)  
7<sup>th</sup> floor  
New York, NY 10022

**Fee:**

\$99 for HCA members;  
\$199 for Non-members

HCA is offering a series of Home Care Survival Bootcamps throughout the coming months to provide tools, tips and strategies that will help home health providers thrive in an increasingly challenging marketplace and regulatory environment. This series focuses on specific issue areas, offering practical ideas and methods for skill building.

Part III in this series, on February 12, offers vital information on labor law regulations for any home care agency operating in New York State.

This educational series will provide the opportunity to retool, refocus and re-energize your agency. All programs in the series will be held at the Conference Center in New York City and will include expert presenters, valuable handout materials and lunch.



Registration Deadline: February 6, 2015

# HOME CARE SURVIVAL BOOTCAMPS

February 12 9:30am - 2:15pm



**PART THREE**

## Location:

Conference Center  
130 East 59<sup>th</sup> Street  
(Near Lexington Ave.)  
7<sup>th</sup> floor  
New York, NY 10022

Lunch Sponsored by:



## February 12 – Part Three

# Understanding Labor Law Regulations to Ensure Compliance

9:30 am – HCA Welcome

9:45 to 11:00

### Paid Sick Leave Law for NYC

This workshop will cover the Paid Sick Leave law, including:

- covered and exempt employees;
- accrual process;
- employer tracking tools;
- interaction with collective bargaining agreements;
- retaliation;
- effects of the law on agencies that employ themselves or contract for aides and professional staff (nurses, physical therapists, etc.); and other issues.

**Albert Wu**, Legal and Policy Analyst, Paid Sick Leave Division, NYC Dept. of Consumer Affairs

**Tanjila Rahman**, Outreach Coordinator, Paid Sick Leave Division, NYC Dept. of Consumer Affairs

11:15 to 12:15

### Labor Law Rules for Home Care Agencies

This presentation will cover a multitude of labor law issues that affect home care agencies, including:

- any responsibility to notify aides of increases in the minimum wage;
- how to compute hours worked by aides on sleep-in cases;
- recordkeeping requirements for home care agencies that provide sleep-in cases;
- payment rules for individuals who work on overnight cases that are not "sleep-in" cases;
- how to calculate an aide's regular rate of pay when the aide is paid different hourly amounts in one week;
- requirements related to reimbursement to aides for travel time and use of cell phones;
- whether an agency can pay the same aide different hourly amounts for the same services but for different hours;
- findings of NYS Department of Labor investigators related to home care; and more.

**Lety Escobar**, Senior Labor Standards Investigator, Division of Labor Standards, New York State Dept. of Labor

12:15 to 1:00 – Lunch

1:00 to 2:00 – Labor Law – continued

2:00 to 2:15 – HCA Wrap Up and Adjourn

## REGISTRATION – (Deadline February 6)

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Ext. \_\_\_\_\_

Email: \_\_\_\_\_

## REGISTRATION FEE

HCA Members \$99 \_\_\_\_\_ Non-Members \$199 \_\_\_\_\_

## PAYMENT

\_\_\_ MasterCard \_\_\_ VISA \_\_\_ American Express \_\_\_ Check\*

\*Make checks payable and mailed to: HCA Education and Research  
388 Broadway, 4<sup>th</sup> Floor, Albany, NY 12207

Credit Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_ Security Code: \_\_\_\_\_

\_\_\_\_\_  
Name and/or Company Name on Card

\_\_\_\_\_  
Billing Address of card (including City, State and Zip Code)

\_\_\_\_\_  
Authorized Signature

Cancellations received by February 6 are refundable less a 25% administrative fee. Cancellations must be received in writing via e-mail to [info@hcanys.org](mailto:info@hcanys.org). No refunds after that time or for no shows. Substitutions are permitted.

**FAX TO: (518) 426-8788**