



Support Home Care, Seniors, Caregivers, Small Businesses and the Economy

HCAOA Connecticut **supports** several policies and legislation in the 2025 legislative session that would help improve the delivery of in-home care; protect caregivers, seniors, veterans, persons who are disabled and consumers; and support small businesses and the economy, including:

Industry standards such as licensure that would increase qualifications and skills, improve oversight and consumer confidence, and ensure accountability for home care agencies and caregivers.

Increase Medicaid reimbursement rates so they keep pace with the amount and correspond to the timing of minimum wage increases. Additional costs such as transportation and implementing new policies such as a home care provider registry and expansion of paid sick leave have made it more difficult for home care agencies to remain competitive, adequately provide essential in-home care services to vulnerable persons and attract, retain and adequately pay a viable workforce.

Caregiver safety. Policies to protect caregivers working in the home should allow a home care agency to have time-limited and narrow agreements with their employees they have interviewed, trained and placed in clients' homes and prevent private contracts with agency clients that owners have developed and cultivated. Nonsolicitation (or no-hire) agreements were customary in the industry and many industries and worked for many years without complaint or problems. The legislation would restore balance to the employer-employee relationship in the home care industry, protect caregivers and consumers, and preserve state revenue.

Transfer registration and oversight of home care agencies from the Department of Consumer Protection to the Department of Public Health.

HCAOA Connecticut and member agency owners seek to serve as a resource to officials and participate as stakeholders in the study adopted by Public Act 23-48, advise on the plan and ensure a smooth transition in order to help the state and preserve limited resources and protect caregivers, consumers, small businesses and the economy.

Caregiver shortage. As the aging population continues to expand, more seniors prefer to age in place in their own homes, and demand for in-home caregivers rises, the supply of caregivers has not kept pace. Policymakers can recognize and support caregivers with dedicated training and education programs, and raise income limits for participation in state programs and benefits such as HUSKY Health. For example, a benefits cliff mitigation pilot program would support the economic self-sufficiency of assistance program beneficiaries by gradually reducing, instead of automatically eliminating, benefits when income from employment causes beneficiaries to exceed income eligibility thresholds for the assistance programs.

Home Care Association of America Connecticut advocates for home care agencies that employ, train, monitor, screen and supervise caregivers; create a plan of care for the client; and work toward a safe and secure environment for the person at home. More than 100 HCAOA Connecticut members employ several thousand caregivers providing quality, affordable care in the home to thousands of elderly consumers, persons with disabilities and veterans across the state. For additional information, visit www.hcaoa.org.

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