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New York's Home Care System is on the Verge of Collapse; It Can Be Fixed in the State Budget, published on March 31, 2022 in *Gotham Gazette*

2022 年 3 月 31 日《哥譚公報》(Gotham Gazette)發布，紐約家庭護理系統瀕臨崩潰；州政預算可解決問題

For people with disabilities and older New Yorkers, home care is the lifeline that enables them to stay in their homes and lead independent lives. Right now, the home care sector faces an alarming workforce crisis, jeopardizing the availability of at-home assistance and community living that enable people with disabilities and older New Yorkers to live their lives with dignity.

對於殘障人士和年長的紐約人來說，家庭護理是讓他們能夠留在家中並過上獨立生活的命脈。目前，家庭護理行業面臨著令人擔憂的勞動力危機，有損家庭援助和社區生活的可用性，而正是這些援助和社區生活使殘疾人和紐約老年人能夠過上有尊嚴的生活。

We are facing a growing demand to increase the home care workforce. While agencies managed to continue essential in-home care throughout the pandemic, we now face a nearly [insurmountable challenge](#), with nearly one in six home care jobs currently left unfilled. It is estimated that 26,510 new home care workers will be needed just to keep up with increasing demand in New York, and an additional 71,680 workers are required each year to address high annual turnover. If this issue is left unaddressed, vulnerable New Yorkers across the state will be left without needed care in their homes.

我們正面臨著日益增長的擴大家庭護理人員隊伍的需求。儘管服務機構在整個疫情期間設法繼續進行必要的家庭護理，但我們現在仍需要應對幾乎[無法克服的挑戰](#)，那就是目前有近六分之一的家庭護理工作崗位空缺。據估計，為了跟上紐約不斷增長的需求，將需要 26,510 名新的家庭護理人員，並且每年需要額外的 71,680 名工人來解決高人員變更率的問題。如果這個問題得不到解決，那州內那些脆弱的紐約人將不能在家裡得到必要的照顧。

The remedy is clear: it's imperative that advocates, providers, workers, consumers, families, and unions alike come together to support several new pieces of legislation that offer long-term, sustainable change in an industry that is vital to our nation's most vulnerable populations. And that starts in the state budget deal being negotiated in Albany.

補救措施很明確：倡導者、醫護人員、工人、消費者、家庭和工會等齊心協力支持幾項新的立法，為這個對我們國家最弱勢群體至關重要的行業提供長期的、可持續的變革。這將從在奧爾巴尼(Albany)談判中的州政預算協議開始。

The [Fair Pay for Home Care](#) bill (S5374A May/A6329A Gottfried) would raise home care worker pay to 150% of the highest area minimum wage across the State. By increasing home care wages, the Fair Pay for Home Care bill would make home care compensation more attractive, with the goal of addressing worker burnout and incentivizing new people to join the workforce.

[家庭護理公平薪酬法案](#) (S5374A May/A6329A Gottfried) 將把家庭護理工作者的工資提高到全州最高水平的區域最低工資的 150%。通過提高工資，家庭護理公平薪酬法案將使家庭護理薪資更具吸引力，能解決工人倦怠問題並激勵新人加入護理人員隊伍。

Currently, home care agencies face restrictive limitations on the compensation that workers receive because many are 100% funded by Medicaid. Importantly, the Fair Pay bill contains provisions designed to ensure Medicaid reimbursement supports fair pay. To carry out the bill's purpose and support these improvements, New York State must enact a budget that fully funds these reimbursement provisions. Home care agencies acting alone cannot rectify the problem.

目前，家庭護理機構在工人獲得的薪酬方面面臨限制，因為許多機構是 100%由醫療補助 (Medicaid)撥款資助的。更重要的是，公平薪酬法案包含了旨在確保醫療補助報銷能支持公平薪酬的條款。為了實現該法案的目的並支持這些改進，紐約州必須制定一項預算來為這些報銷條款提供全額資金。單靠家庭護理機構無法解決這些問題。

This session, the Legislature is also considering another home care bill ([A3145A Epstein/S359A Persaud](#)) that aims to address another flaw in the current system. If passed, this bill would split all 24-hour shifts for home care workers into two, separate 12-hour shifts. The bill would effectively end legacy practices that reimbursed Medicaid-funded nonprofit home care agencies for 13 hours of a given worker's pay in a 24-hour shift, with the understanding that the other 11 hours were unpaid time for sleep and meals.

在本屆會議上，立法機關也在考慮另一項家庭護理法案 (A3145A Epstein/S359A Persaud)，旨在解決當前系統中的另一個缺陷。如果能通過，該法案將把家庭護理人員所有的 24

小時輪班分成兩個單獨的 12 小時分班輪班。該法案將有效地結束傳統慣例，即在 24 小時輪班中，為醫療補助資助的非營利性家庭護理機構報銷工人的 13 個小時的工資，並將其他 11 個小時理解為無償的睡眠和用餐時間。

These antiquated government policies have, for far too long, placed an undue burden on New York's home care workers. In order to make this bill work for agencies and ensure that it does not lead to a reduction in care for people who need care in their homes, the bill must change Medicaid reimbursement rules and managed care service authorization, helping to ensure there are sufficient workers to care for the most vulnerable. As with fair pay, home care agencies alone cannot solve these challenges.

長期以來，這些過時的政府政策給紐約的家庭護理人員帶來了過分的負擔。為了使該法案適用於服務機構，並確保它不會導致需要居家護理的人的看護減少，該法案必須更改醫療補助報銷規則和管理式護理服務授權，以確保有足夠的工人來照顧最需要被照顧的人。與公平薪酬一樣，僅靠家庭護理機構無法單獨解決這些問題和挑戰。

In many ways, the Fair Pay for Home Care bill is a complement to the shift-rule bill, ensuring that Medicaid resources are made available to fund these structural and comprehensive reforms to home care compensation. Bills like these represent a timely and much-needed step in the right direction – but in order for these reforms to be successful, both bills must work in tandem.

在許多方面，家庭護理公平薪酬法案是對輪班制法案的補充，確保了醫療補助資源可用於資助這些結構性和全面性的家庭護理薪酬改革。此類法案代表了朝著正確方向邁出的及時和急需的一步，但為了使這些改革取得成功，兩項法案必須齊頭並進。

If we hope to build an equitable and caring home care system to meet growing demand, one fact remains abundantly clear: we must pass systemic reforms which come from government leaders. Time is of the essence.

如果我們想建立一個公平和關愛的家庭護理系統，來滿足不斷增長的需求，一個不爭的事實是：我們必須通過由政府領導人發起的系統性改革，而且時不我待。

On Friday, March 18, home care agencies, workers, and consumers came together to rally in front of the governor's office in New York City to fight for the Fair Pay for Home Care

bill. Our coalition, which includes stakeholders from across the home care sector, called on our executive and legislators to invest in the future of the home care industry and our communities, empowering home care workers with the tools and resources required to provide the best care possible for people in need across New York State. We've relied on home care workers' unconditional kindness, generosity, and passion for caretaking for too long. It's time for Albany to equitably and fairly compensate home care workers.

3 月 18 日星期五，家庭護理機構、工人和消費者聚集在紐約州長辦公室前，為家庭護理公平薪酬法案爭戰。我們的聯盟，包括來自整個家庭護理行業的利益關係人，呼籲我們的行政人員和立法人員投資家庭護理行業和我們社區的未來，為家庭護理工作者提供必要的工具和資源，使他們能給紐約州內有需要的人提供最佳的護理。長期以來，我們一直依賴家庭護理人員無條件的仁慈、慷慨和對護理的熱情，而現在是奧爾巴尼公平和公正地補償家庭護理人員的時候了。

Wayne Ho is President and Chief Executive Officer of the Chinese-American Planning Council, Inc. Kathryn Haslanger is CEO of JASA.

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