



# Paid Sick Leave – Consumer-Directed Attendants



The 2021 General Assembly passed HB2137 requiring employers of home health workers to provide paid sick leave benefits to essential employees who work an average of 20 hours per week or 90 hours per month. The Virginia Medicaid agency is in the planning phase of this important benefit for home care attendants employed through the Consumer-Directed program. *Our goal is to create an efficient process that works well for employers and their attendants. We are committed to keeping you informed as we continue this effort. As part of that commitment, we are sharing key information with you now and will provide additional details in training sessions later this summer. We thank you for your support as we work together on this initiative.*

## Who qualifies for paid sick leave?

- Home care attendants employed by Medicaid members or their designee to provide consumer-directed personal care, respite and companion services.
- Consumer-Directed attendants who work an average of 20 hours per work week or at least 90 hours per month.

## How will sick leave be earned?

- Qualified Consumer-Directed care attendants will earn 1 hour of sick leave per every 30 hours worked.
- Attendants may earn and use up to 40 hours of sick leave per fiscal year (July 1- June 30).

## When will sick leave be effective?

- Sick leave will be available to use in November 2021 for eligible home care attendants.
- Sick leave will be applied automatically for eligible attendants - no additional steps are necessary for qualified attendants to earn sick leave.

## Where can I get more information?

- In August, DMAS and the payroll vendors (Consumer Direct Care Network, Public Partnerships, LLC, and ACES\$ Financial Management Services) will provide training for members, employers, consumer-directed attendants, and services facilitators.
- Updates to The Employer of Record Manual are in process and include information on sick leave policies.
- Please submit questions to [CDSF@dmas.virginia.gov](mailto:CDSF@dmas.virginia.gov) after August