



HB 1415 Health Facilities- Residential Services Agencies- Compliance with State Labor Laws

POSITION OPPOSE

Elizabeth Cooney Care Network **OPPOSES** HB 1415 because the bills subject licensed home care businesses to create more onerous laws in operation which may disqualify the ability to utilize Independent Contractor in the workforce.

Worker Shortage

Maryland is in a caregiver shortage. Workers are demanding to work as Independent Contractors for the flexibility and freedom to control their own hours and days. Companies are experiencing a massive shortage. This bill creates a hostile workplace for the worker to risk whether can operate as an Independent Contractor or not. Thus the negative effect is even less workers choosing the home care field and leaving home care and sourcing their income in more flexible environments.

Homecare providers rely on independent contractors to provide specialized care to home bound patients. Homecare independent contractors currently include: pulmonary specialists, nutritionists, physical therapists, speech therapists, occupational therapists, and a full range of other skilled health care professionals. Because of workforce shortages and their desire to work on a flexible schedule, these independent contractors work for multiple agencies and are an essential element of homecare services.

Medicaid

Reverse engineering is needed to address the payment method for all workers regardless of status.

Medicaid by contract does not pay time and one half, does not pay for holidays, and does not pay for clinical oversight. All of which the business and worker bear the burden on our backs in favor of the State of Maryland.

Medicaid payments needs to be brought into the 21 century and align with State law. Not crushing licensed business operating legally in Maryland.

Maryland Hire already requires this reporting mechanism **without punitive damages** to the legally licensed business. Tying the reporting to a business SDAT can cause banks to fail to lend money, can cause leases to break, can cause contracts to forfeit, cause consumers not to use them thus displacing their workforce into unemployment.

No other industry in Maryland is required to report their pay to the Maryland department of Labor in this format with punitive outcomes.

Please vote NO to HB 1415.

Thank you for supporting the home care and its workforce.

Please contact Elizabeth Waglein, 410.608.7966, for further questions.