# 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 time is available to use on the 1st day of the second month after the qualifying quarter. For example, if an attendant qualifies Quarter 2 (October-December) the attendant can use earned sick time beginning February 1st.
- 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?

- Questions may be directed to the following Fiscal/Employer Agent's (F/EA):
    - Consumer Direct Care Network
    - Public Partnerships, LLC
    - ACES$ Financial Management Services
- The Employer of Record Manual includes information on the sick leave policy.
- You may also submit questions to CDSF@dmas.virginia.gov

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