

Thank you for the opportunity to provide testimony in my support for Bill HB0489. I hope some of you will share my sentiment that the job of caring for disabled or elderly is second only to parenthood. You are dealing with individuals who are often at their most vulnerable. The expectations include being compassionate, kind, selfless and often have endless patience.

Classified as contractors, Personal Care Aides are often not covered by such protections as workers compensation and unemployment insurance. They do not earn sick time or vacation time. They are not reimbursed for Overtime or Travel time. All the protections that are implied and are mandated by law if you are hired and classified as a W-2 employee.

I am speaking from personal experience. For the past 15 years, I run and manage a Residential Service Agency. In 2019, our company successfully transitioned close to 400 Personal Care Aides working for us as contractors to employees. The conversion did present new challenges, additional indirect cost and more compliance, but overall, it was an astounding success. As a result of reclassifying workers as employees from contractors, our company did not suffer from undue financial hardship. Our staff is overall happier as a result. Employee turnover is down. Our staff appreciates stability that comes having access to health benefits, sick time and a retirement plan.

Personal Care Aides command utmost respect and admiration for the work that they do. This means they should have protections set in place to allow them concentrate on their work. Bill HB0489 will afford them this opportunity.

Respectfully,
Daniel Trosman
Owner/General Manager
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