Current News

CT Comp Hosts Tech Showcase Focused on Innovation and Data Security

Dean Rustic and the team from CT Comp held their annual Technology Showcase on Oct. 29 at the Hilton Hotel in Hartford engaging small and midsized businesses in office solutions and emerging technology. Deborah Hoyt and Alison Clark attended on behalf of the Association to explore virtual meetings and conferencing capabilities. CT Comp provided the Association staff with new desktop computers this summer as part of a budgeted upgrade of outdated equipment.

HHS/OCR Issues Final Rule on Nondiscrimination in Health Programs and Activities
On May 18, 2016, the U.S. Department of Health and Human Services Office for Civil Rights (HHS/OCR) issued Nondiscrimination in Health Programs and Activities; Final Rule, implementing the broad prohibition of discrimination under Section 1557 of the Affordable Care Act (ACA) that makes it unlawful for any healthcare entity receiving funds from the federal government to refuse to treat or otherwise discriminate against an individual based on race, color, national origin, sex, age, or disability.

**Read the legal advisory**

**U.S. Dept. of Labor Actively Enforcing "Kickback" Rule when Employers Must Reimburse Employees for Mileage and Expenses**

The Dept. of Labor is actively conducting compliance investigations in many "low-wage" businesses including home care as employees to provide their own transportation to perform assigned duties. The question of whether employers must reimburse their employees for work related expenses is becoming an area of scrutiny. Although the answer is not always clear, the FLSA does not require employers to reimburse for mileage or other expenses -- unless it affects the employee’s minimum wage.

Even though mileage and expense reimbursement is not mandated by the FLSA, sometimes reimbursement is necessary in order to remain compliant with minimum wage as the regulations state, *"wages must be paid free and clear of impermissible deductions - such as the cost of operating the vehicle or traveling on the road - that would reduce pay below the federal minimum wage."*

What this means is that an employee must make minimum wage after any business related expenses are paid (provided) by the employee. For example, if an employee works full-time, making $7.25 per hour (minimum wage) but spends $20.00 per week on gas, then the real wage is $6.75 per hour and thus a compliance violation is created.

When an employee spends his or her own money on work related expenses, it is called a kickback (to the employer). Essentially, an employee is kicking back money from their own pocket to the employer, bringing the employee's total wage below the federal or state minimum.

**Enterprise Fleet Management Saves Agencies on Mileage Reimbursement, Creates Reliability, Improved Efficiencies**

Enterprise Fleet Management has partnered with home health agencies in CT and nationwide to analyze staff mileage reimbursement costs and administration efficiency and explore fleet leasing options. Fleet leasing has grown more popular with home health agencies recently as it provides reliable budgeting and transportation, including required vehicle maintenance. The fleet approach also provides recruiting and retention of
clinical staff and can add a 24/7 vehicle advertising "wrap" as a traveling billboard for your agency.

**Read a case study that saved an agency $107,000 annually.**

Contact Jayson Greene [Jayson.D.Greene@efleets.com](mailto:Jayson.D.Greene@efleets.com) for a no obligation analysis

**New England Seniors Lead the Way in Using Home Care**

Seniors in New England are more likely to use home health care services than seniors anywhere else in the United States, while seniors in Alaska and Hawaii use home health the least, according to a [new survey](https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1126205768944&format=html&print=true) from the Centers for Disease Control and Prevention (CDC).

Massachusetts has the highest rate of seniors using home health care, with 133.85 out of 1000 persons 65 years of age or older, whose last episode of home care ended in 2013. Closest to Massachusetts was another New England state, Rhode Island, which came in at 125.91 out of 1000 seniors using home care.
Upcoming Events

For all upcoming events check out our online [calendar of events](#).

Government Relations Committee Meeting
Date: 11/7/2016

Interpreting the 2017 Medicare HHPPS Final Rule
Date: 11/9/2016
Location: Wallingford, Connecticut
Time: From 11:30-1:00pm
Register

Business and Finance Committee Meeting
Date: 11/9/2016

Fall 2017 Home Health Aide Teleconference Series: The Aide's Role in Patient Centered Care
Date: 11/10/2016
Time: From 3:00-4:00 PM
Register

Community Awareness Committee Meeting
Date: 11/11/2016
Location: Wallingford, Connecticut
Time: 9 - 11 am

Bracing for a Breach
Date: 11/16/2016
Time: From 2:00-3:00PM
Register

Driving Decisions with Data
Date: 11/30/2016
Location: Wallingford, Connecticut
Time: From 9:00 AM to 3:00 PM
Register

All workshops and meetings are held at 110 Barnes Road, Wallingford - unless otherwise noted.
Please register for SIG meetings on www.cthealthcareathome.org.

Please call (203) 265-9931 with questions or register online by visiting www.cthealthcareathome.org

Career Center

Featured Jobs
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Registered Nurse Clinical Manager - Home Care in Bridgeport
VNS of Connecticut
Bridgeport, CT

Home Healthcare Agency Administrator
Masonicare Partners Home Health & Hospice
East Hartford, CT

Homecare Rehabilitation Supervisor
Masonicare Home, Health & Hospice
Norwalk, CT

RN-Community Health Coordinator
Visiting Nurse & Hospice of Fairfield County