

Contact Name	State	Statements in Support of CMS' NPRM on Ensuring Access to Medicaid
Ranoa, Regan	CA	<p>My name is Regan Ranoa and I write in support of CMS's proposed rule on ensuring access to medicaid. My parents are both aging and rely on Medicaid. In order to ensure their quality of life is high as they age, I need help from qualified home care workers to provide support at home. The quality of service my family received depends on the quality of home care workers. Better pay for workers helps ensures workers choose to do this work because it's satisfying and they can support their own families on their wages. It's time to care for the workers who care for our families.</p>
Vosburg, Robin	CA	<p>My name is Robin Vosburg, I live in California and I write in support of the CMS proposed rule. I live below the poverty line & have been chronically ill/disabled for 71 years. I am on a special diet. I fall frequently & sustain injuries. My physical & mental/brain conditions are steadily worsening. I have multiple physical & brain/mental conditions, disabilities, & sensitivities which would put me at extreme risk were I to be in a congregate living situation or unhoused. The 2 things which aggravate my risks the most are the lack of universal safe affordable housing & the lack of qualified well-paid home-care staff. I don't deserve to die or to go without care or just because I'm poor; the people who care for me deserve wages which are commensurate with the care which they give me. Pay home care givers the wages they deserve, & who knows how many lives you will save?</p>
richardson, Michael	CA	<p>My name is Michael Richardson, and I write in support of the proposed rule by CMS. My adult son is autistic. He resides in a residential home in Vancouver, Wa. in a program called, appropriately, Reside. He requires 24 hour assistance to enable him to be as independent as possible. If acceptable wages aren't provided, my son will not get the most optimal levels of assistance. Good people cost money because they're worth it, and my son is worth good people to help him flourish.</p>
Haines, Staci	CA	<p>My name is Staci Haines, from California and I write in support of the CMS rule to ensure fair pay for direct care workers. Please assure that care workers make viable wages, and can live good lives. Two care workers, supported me and my mother as she hospiced and passed at my house. I could've never done it without them. They should've made much more.</p>
Williams, Mark	FL	<p>My name is Mark Williams, I'm from Florida and I write in support of the CMS proposed rule on access to medicaid and the fair share of pay for direct care workers. My mother-in-law would need to be in an institutional facility if not for the care workers who take care of her in the home. And unfortunately, they do not get enough of the fees we pay for their services.</p>

Bernstein, Julie	MA	<p>I live in Massachusetts and I am writing in support of the CMS proposed rule. I was the parent of a profoundly disabled child with a terminal brain defect. For thirteen years, we cared for Leila at home until she passed away. She required seizure medications, a slow 24 hour feed through a GI tube and digital stimulation to help her move her bowels. We needed to stretch her muscles every few hours and change her diapers and during the last year of her life, when Leila's brain could no longer control her body temperature, she had to be under an electric blanket and required rotating decongestants to keep her from getting ear infections because her ears were cold and she found ear muffs annoying and would struggle to raise her arm up to push them off. Leila loved watching us shake rattles and shiny party favors where she could see them up close and enjoyed it when we sang to her. We had two other children, one of whom was a toddler. We depended upon relief from a local child care agency and sometimes we were lucky to get a few hours a week from a local college student studying rehabilitative therapy.</p> <p>Our years of experience taught us one thing, you get what you pay for and we ended up paying more money for dedicated and dependable people to work fewer hours because we couldn't bear for Leila to be neglected. We have lots of people who are willing to help the elderly, the disabled but they often move on from care positions because it pays so poorly. People who work hard have a right to be able to take care of themselves and their own family. Average annual pay for care workers is \$19,000. That is not a living wage so I urge you to pass your ruling to ensure that 80-percent of public funds spent on personal care services to support older adults and persons with disabilities in their homes and communities goes directly to worker compensation. Thank you for your consideration of this important issue.</p>
Harris, Rachel	NY	<p>My name is Rachel Harris, I live in New York and I support the CMS' proposed rule. My family has needed access to direct care services, and at times it has been difficult to hire workers to provide the care my elderly relatives need. I know that low wages are driving people out of these essential jobs, and direct care workers need and deserve fair wages now.</p>
Kirshenbaum, Gayle	NY	<p>My name is Gayle Kirshenbaum, I live in New York and I write in support of the proposed rule by CMS. The care workers in my parents' home are doing the hardest work imaginable. They are caring for my parents' bodies and spirits. They are doing it with patience and skill. We cannot afford turnover in the household. We want them to stay committed to their work with our family and their wages must reflect the value of their work. Worker turnover would be devastating to us. The US government MUST FINALLY invest in families who are in care crisis and the workers who take care of all of us!</p>

Yellen, Lynn	NY	<p>My name is Lynn Yellen, I live in New York and I write in support of CMS's proposed rule. I relied on home caregivers to look after my mom, who has Alzheimers, during the first two years of the pandemic. Most of us will need care some day. If we're lucky, we'll get to remain in our homes and receive the attention and care that my mom got from her caregivers. Right now, there's a shortage of caregivers because the pay is so low. It is a shortage easily addressed by providing fair pay for care workers.</p>
Kligerman, Nicole	PA	<p>My name is Nicole Kligerman and I live in Pennsylvania and write in support of the CMS' proposed rule My grandmother was able to die with dignity because of her direct care providers. They worked around the clock in her home to guarantee her a high quality of life, with safety, dignity, and so much care until the end. Their work enabled gave my family peace of mind and so much support. The work of direct caregivers is priceless - yet unfortunately they are not provided the wages they deserve. I strongly support the new rule to provide higher compensation to the workers so that they can continue to the incredibly important work of caring for people like my grandmother.</p>
Cordova, Simon	TX	<p>My name is Simon Cordova, I live in Texas and I am writing in support of the CMS proposed rule. I have 3 aunts who depend on direct care services. It gives me comfort they have help when I can't be there. Please consider raising wages for these wonderful people.</p>
Masiak, Susan	TX	<p>My name is Susan Masiak, I live in Texas and I write in support of CMS's proposed rule. I have used direct in-home care for months due to medical problems and could not have lived on my own without them. The pay these caring women received was terribly low; they couldn't support a child or two with it. And yet, people like me lack the resources to pay what they are worth. Using Medicaid funds (and increasing those funds to cover in-home care) makes sense. Unless we are comfortable with the idea of old or sick people falling, lying in bodily waste or dying in the street because there's no one to care for them. Can't believe that is acceptable to the American psyche.</p>
Brown, Robert	WA	<p>My name is Robert Brown, I live in Washington State, and I write in support of CMS' proposed rule. I cared for my father-in-law during the last two and a half years of his life. This was a voluntary service, and I did enjoy his company. We used his social security and retirement income to afford a worker to watch him for a while each weekday to give me some release time. When his end was coming, we hired a person to watch him during the night, so I could sleep as well as having hospice care. People who are employed caring for people are so important to the people receiving care; thus, they are important to the rest of us. They need to be earning a living wage, so that they can live well when they are not at work. Direct care workers, such as these, have no time to earn other money and care for the elderly can be very draining. They deserve support.</p>

Greene, Meredith	CA	<p>My name is Meredith Greene, I live in California and I write in support of CMS' proposed rule. I am a geriatrician and a caregiver for two family members with dementia. I have seen the turnover that occurs because of low wages for direct care workers. My patients depend on services as do my family members. Even my father with mild dementia has told me how someone he liked left because they could get a better paying job at McDonalds.</p>
Reyes, Berenice	TX	<p>Me llamo Berenice Reyes y dependo de las trabajadoras de cuidado directo. Vivo en Texas y soy madre de una adolescente con discapacidades. Estoy escribiendo mi apoyo a la regla propuesta de CMS y en particular las provisiones sobre los servicios basados en el hogar y comunidad. Mi hija ha recibido servicios de cuidado en el hogar por al menos 10 años. Durante este tiempo he batallado con todo el personal de al menos 2 agencias encargadas de administrar el presupuesto de los servicios, lo cual ha sido muy frustrante. Me parece injusto la forma en que estas agencias no mantienen una buena comunicación con los individuales o en mi caso los padres o tutores de los individuales, incluso algunas veces ni siquiera responden a las llamadas o correos electrónico. He tenido también que ir directamente a sus oficinas para ser escuchada y pelear Incluso por pagos atrasados a las cuidadoras de mi hija. De hecho la última agencia nunca le dio a mi hija los servicios en todo un año con el presupuesto ya aprobado. Sin embargo, yo tuve que pagar por el cuidado de mi hija. Soy madre soltera de 3 niños y tengo que salir a trabajar. Esto en especial me hizo pensar en que paso con ese presupuesto y en la posibilidad de que mi hija perdiera sus servicios por el abuso de esta agencia. Esto me motiva enormemente para exigir el cambio en las normas del departamento de salud y servicios humanos. Pienso que gran parte del presupuesto se queda en esas agencias que tienen empleados que no realizan su trabajo en absoluto y que no tienen ningún tipo de empatía por los individuales. Como en mi caso, es claro que ellos están cómodos con eso y no hay ley que regule a estas agencias o que los padres, tutores e individuales desconozcamos como reportar estos abusos a sus servicios.</p>
Wolfe-Lee, Terrie	CA	<p>My name is Terrie Wolfe-Lee, I live in California, and I am writing in support of the proposed rule by CMS. Few are willing to work for the current IHSS wages leaving an undue burden on the family. The quality of caregivers is poor leaving the disabled under supported. I have a severely disabled adult child who lives at home and depends on IHSS services. Better pay means better caregivers.</p>
Flaherty, Kathleen	IL	<p>I am Kathleen Flaherty. I live in Illinois and am writing in support of the proposed CMS rule, in particular the provisions on the home and community based services workforce wages. I am increasingly in need of in-home care. When my money runs out, I will need to rely on Medicaid for this essential help. The people who provide these services need to earn a living wage ; until then, there will always be shortages of skilled, compassionate workers.</p>

Higgins, Joyce	CA	My name is Joyce Higgins. I live in California and have depended on caregivers to help me in my home for the last three years. It helped keep me in my home for as long as possible. Their work is essential in our society of increasing percentages of elders. We want them to be paid decently. It's fair and important for equity in our society. This is why I am writing in support of the proposed CMS rule and the provisions on the home and community based services worker wages.
Cades, Linda	MD	My name is Linda Cades. I live in Maryland and am writing to express my support of the proposed CMS rule, in particular the provisions on the home and community based services workforce wages. The rule would make a huge difference. The agency that cares for my son, who has developmental disabilities, has an enormous problem recruiting, hiring and retaining direct care work workers. They can earn much more almost anywhere else. Until direct support people get the wages they more than earn, there will be no solution to that problem.
Raschke, Wendy	MN	My name is Wendy Raschke. I live in Minnesota and am writing to express my support of the proposed CMS rule, in particular the provisions on the home and community based services workforce wages. I have a friend who needed home health care to be able to stay in her condo. Because the rate of pay is so low for healthcare workers, there is a shortage of them where I live. My friend could not find a worker who could take care of her and ended up in a very bad assisted living facility. She lasted three miserable years and died when she was 74. Her last words to her sister were, "Please don't let them resuscitate me." We need to pay care workers better wages so that more people can stay in the profession and more people can live out their lives in their homes with a level of peace and comfort.
Hard, Cecelia	PA	My name is Cecelia Hard and I live in Pennsylvania. I am writing in support of the proposed CMS rule on HCBS direct care worker wages. My family depends on direct care workers. The US is facing a shortage of care workers even as the population is aging and more care workers will be needed. The best care workers will be available only if they receive a living wage. Workers who are respected and feel secure provide better care. My husband is living with dementia. I am only able to keep him at home because of excellent care workers. Home-based care is better for the patient and less costly for society.
D'Angelo, Georganne	NJ	My name is Georganne D'Angelo. I live in New jersey and rely on a direct care worker. Our caregiver works long hours, many of them at boring tasks. It is important that our elders are helped by satisfied employees, not dissatisfied caregivers who are worried about supporting themselves and their families. Let's put the respect of 'essential' into how we pay our essential workers! I support the proposed CMS rule and the HCBS provisions on the direct care workforce wages.

Matson, Samantha	PA	<p>My name is Samantha Matson. I live in Pennsylvania and depend on a direct care worker. Right now, agencies take such a significant cut from my worker's wages that the hourly rate is only \$12.94! This isn't enough to attract new attendants when Taco Bell will start them at \$15. This work is worth offering a dignified wage for often difficult tasks. Direct care workers do more than agencies who are most concerned with profits. This is why I am writing in support of the proposed CMS rule, in particular the provisions on home and community based services workforce wages.</p>
Wolfman, Jarret	NY	<p>I am Jarret Wolfman. I am writing in support of the proposed CMS rule, in particular the provisions on home and community based services workforce wages. I live in New York and manage the care of a loved one and the amount of money these home care workers are paid is abysmal. They are also forced to work twelve to twenty 4 hour shifts, back to back, with little to no sleep. If they get paid time off it's not enough because they always come to work sick and I don't blame them. A day off for them basically means no money that day. It's a cruel way to treat the people who take care of our seniors and really shows how we as a society value both our seniors and those who take care of them (mostly female immigrants of color). No wonder there aren't enough care givers to go around. I don't know how these people do it. It doesn't have to be like this. We the people can change the society that we've created. We can readjust our value systems, reallocate resources appropriately, justly. It's not rocket science.</p>
Pierce, Karl	CA	<p>My name is Karl Pierce. I live in California and my family relies on direct care workers. If care workers were better paid and better trained, perhaps it would be easier to find high quality care workers who care about their jobs and could be kept on the job longer. My 87 year old mother is dependent upon care workers to assist her with specific tasks. I support better pay, benefits and training for care workers. I support the proposed CMS rule, in particular the HCBS provisions on the direct care workforce wages.</p>
Leonard, Joe and Virginia	PA	<p>We are Virginia and Joe Leonard. We live in Pennsylvania and am writing in support of the proposed CMS rule, in particular the HCBS provisions on the direct care workforce wages. Our adult children with autism receive HCBS which enables them to live in their own homes. The care staff are absolutely vital to their health and safety. They need and deserve a LIVING WAGE! Better wages would make the recruitment of care workers easier and more certain. We are in our 80's and our ability to die in peace depends absolutely on the quality and availability of care workers.</p>
Gallagher, Denise	WI	<p>My name is Denise Gallagher. I live in Wisconsin and am writing to express my support for the proposed CMS rule, in particular the HCBS provisions on the direct care workforce compensation. It would help immensely. I have not had a caregiver in over a year that is able to survive on the average wage of \$15/hr without having a second job. There are no benefits. No security net. People</p>

		care but are tired of struggling to just live. It is proven to save money by keeping people out of institution care and in their own home.
Bush, Katie	KY	My name is Katie Bush. I live in Kentucky and am writing to express my support for the proposed CMS rule, in particular the HCBS provisions on the direct care workforce compensation. I believe if care workers received an equitable salary there would be a larger pool of qualified, available workers. My husband is terminally ill and has been ill for decades. I am in my 70s. My need for these types of workers will only increase as the years pass.
Newman, Carol	OR	My name is Carol Newman. I live in Oregon and my family has relied on direct care workers. Living far from my mother, I depended on care workers for her safety and well being in her final years. I strongly support fair wages to enable the workers to care for their own families while caring for ours and the proposed CMS rule, in particular the provisions on the wages of the home and community based services workforce.
Lozow Cleary, Karen and Will	IN	We are Karen and Will Lozow Cleary. We live in Indiana and have had great difficulties finding and keeping good staff for a family member who needs 24 hour care. It boils down to salaries that are far too low ,and the benefits are meager also. Most agencies are greedy and those at the top see much better salaries. This is why we are writing in support of the proposed CMS rule, in particular the provisions on the wages of the home and community based services workforce.
Galante, Nancy	CA	My name is Nancy Galante and I am in need of direct care. I live in California and have not been able to get the care I was approved for because there are not enough workers willing to be paid minimum wages! I'm desperate as I'm a dialysis patient whose health is being negatively impacted by this problem. It's literally costing me years off my life! This is why I am writing in support on the proposed CMS rule, in particular the HCBS provisions on increasing the direct care workers' wages.
Rachel Zohav, Aviva	MD	Dear HHS, My name is Aviva Rachel Zohav. I live in Maryland and depend on direct care workers. I am suffering from long haul Covid fatigue. I depend on my home health care workers for cooking, cleaning, grocery shopping and other errands. Without them, I would barely be able to manage. With them, I have a pretty decent if limited life. Of course they deserve a living wage, paid sick leave and health care! This is why I support the proposed CMS rule for the home and community based services workforce. Please continue to support these essential workers. Thank you. Sincerely, Aviva

JORDAN, PAMELA	WA	<p>My name is Pamela Jordan. I live in Washington State and am writing to express my support for the proposed CMS rule, in particular the HCBS provisions on the direct care workforce compensation. Due to a surgical complication, I am totally dependent on direct care workers [DCW] to meet my basic needs so I can remain in the comfort of my home. They bathe me, dress me, get me out of bed to the commode or wheelchair, prepare meals for me, and, most humiliating, but essential, wipe my bottom and/or change my diaper. Without DCWs, I would develop further complications, and die. DCWs are incredible people and extraordinarily hard workers. They care for me and about me, and go on to care for others in a 24 hour period in order to come closer to be able to support and care for themselves and their own. DCWs are embarrassingly underpaid. Until you need their care, they are invisible. Many assume that when or should they need such care, their family will come to their rescue. Very unlikely. You will need to pay DCWs. And DCWs deserve to be paid a living wage, which trickles down to the quality of care they provide to their clients, themselves, and their own people.</p>
Lieberman, Lisa	OR	<p>I am Lisa Lieberman and live in Oregon. My family depends on direct care workers. I am writing in support of the proposed CMS rule. Caring for people with complex disabilities in their home requires a professional level of expertise and education to ensure safe and effective care for those who would otherwise have to live in a care facility to survive. In order to attract quality care providers, they must be offered a sustainable hourly wage. I have two family members with complex care needs and my husband, for one, would not be able to live in his own home without trained in home providers.</p>
Roth, Lisa	CA	<p>My name is Lisa Roth. I live in California and am writing in support of the proposed CMS rule, in particular the HCBS provisions on direct care worker wages. Our communities need sufficient numbers of qualified, experienced and career oriented direct care workers: - to care for the youngest members in our community and allow their parents to contribute to society and realize their own potential - to provide essential services to keep our convalescing, mentally challenged, memory impaired and otherwise incapacitated and vulnerable family, friends and neighbors at home with appropriate care - to relieve family as well as other direct care worker employees from the grueling demands of their jobs by having enough workers available for vacation or personal time coverage. Increased wages for employees as well as benefits including healthcare, retirement, a certification program of best practices for patient safety, and for the self employed, a national liability insurance option, will encourage more to enter the field so as a country we will be able to meet the demand that is at present unmet and costing us in time, treasure, well-being and overall quality of life.</p>

Warden, Galen	SC	I am Galen Warden and I live in South Carolina. I am submitting a comment in support of the proposed CMS rule and the HCBS provisions on the wages for the direct care workers. It's impossible to find good, attentive people to care for my bedridden adult son when they are only paid \$10 an hour! Imagine bathing and toileting someone in the bed and providing intimate care like that and you can't go home and afford your own rent. It's criminal.
Snow, David	SC	My name is David Snow. My wife and I live in South Carolina and are full time care givets for our adult son who is disabled. Finding high quality caregivers to help us is not as easy as it should be because the generalized wages are so low. Our son is not on Medicaid however the low reimbursement rates affects the overall applicant pool adversely. This is why we are in support of the proposed CMS rule and the HCBS provisions on the wages for direct care workers.
Maxson, Betty	NY	I am Betty Maxson and live in New York. I am writing in support of the CMS proposed rule and specifically the provisions on the home and community based workforce. When my mom was sick and I was unable to be there, I relied on care workers. I know many of them do thankless work and really do a great job, They deserve more wages.
Ostlie, Susan	NM	My name is Susan Ostlie and I live in New Mexico. I have relied on direct care workers and am in full support of the CMS proposed rule and the HCBS provisions on the direct care workforce. We had to pay an extra caregiver \$15/hour in an assisted living facility just to make sure our mother had the care we were supposedly paying for. Even with that, she died due to medical neglect and we had to file a wrongful death lawsuit, which was successful. It surely would have been better for her and the facility to pay their workers adequately.
Isaacs, Elana	CA	I am Elana Isaacs and I live in California. I have depended on direct care workers and am in full support of the CMS proposed rule and the HCBS provisions on the direct care workforce. We could not have cared for my dad in the last part of his life without direct care workers. I am forever, grateful and feel very strongly they need to be able to make an excellent wage for the amazing work they do.
Blum, Karin	MA	I am Karin Blum. I live in Massachusets and am writing in support of the proposed CMS rule, specifically on the home and community based care provisions on the direct care workforce. As the daughter of a mother who has received direct care in past years, I support this rule that will benefit workers. I've seen how dedicated these workers are and they should be fairly compensated.

Fernandes, Marci	CA	I am Marci Fernandes. I live in California and have been trying to find a direct care worker. I am writing in support of the proposed CMS rule, specifically on the home and community based care provisions on the direct care workforce. I have been trying for a year and a half to get a worker to help me after my stroke. There is a severe shortage of care workers in my County. More people would do this kind of work if they got a decent wage.
Elias, Evan	CA	My name is Evan Elias. I live in California and have relied on direct care workers. I am writing in support for the proposed CMS rule and in particular, the HCBS provisions on direct care worker wages. Work done in homes has been undervalued consistently in our society. Yet it is some of the most important work and hardest. Domestic workers should be paid a living wage. When I came out of the hospital after surgery my in-home healthcare worker was essential. I could not have done it without her. As the boomers age and our life spans get longer, in home healthcare is going to become more important. We will need more workers, and those workers need to well reimbursed.
Senn-Burke, SUZANNE	TN	My name is Suzanee Senn-Burke and I live in Tennessee. I am writing to express my support for the proposed CMS rule, in particular the provisions on HCBS and the wages for the direct care workforce. My sister passed away from cancer. As she struggled with the illness and treatment, she needed help with activities of daily living and toward the end of her life, she needed help with positioning, medication monitoring, transportation to clinic appointments and so much more. It seemed that service agencies were unable to retain employees long term so continuity of care suffered. With the aging of baby boomers, the need for care will increase and unless wages improve, continuity of care will increasingly suffer.
Gownley, Karen	PA	I am Karen Gownley. I live in Pennsylvania and have relied on direct care workers for my family. I am writing in support of the proposed CMS rule HCBS provisions on the direct care workforce wages. We need more home care workers, and better paying job will achieve that! When my grandmother needed 24 hour care, we all wanted her to be able to stay in her home. But the wait list for home care workers was too long. It's terrible that we do not pay these workers enough so too many loving, caring people leave these jobs.
Davenport, June	MA	My name is June Davenport. I live in Massachusetts and am writing in support of the CMS proposed rule, in particular the provisions on direct care worker wages. My parents chose to stay in their home and avail themselves of direct care services. It was and is appalling to me that the workers they and I depended upon to care for the most precious people in my life were paid insufficiently. We must value these workers by paying them appropriately.

Gordon, David Gregg	AZ	<p>I am David Gregg Gordon and I am a person with disabilities that relies on direct care workers in Arizona. I am writing in support of the proposed CMS rule on the HCBS workforce. Increase in wages in direct care workers would keep them on the job. Direct care for me means showering 3 times a week. It means sheets changed once a week. When I'm losing caregivers to McDonalds because they make \$7 more on the hour, it doesn't make sense to me. I'm disabled and it is hard for me to get into the shower by myself. I have Diabetic Neuropathy in my hands and feet. Walking is difficult without support from a caregiver. I stand with the caregivers who need a living wage so they get what they have and I get the care I need.</p>
clark, cynthia	CA	<p>I am Cynthia Clark. I live in California and have depended on direct care workers. I am writing to support the CMS proposed rule and in particular, HCBS provisions on direct care worker wages. When my mom was alive with Alzheimer's, better pay for caregivers been great so they not are not always so tired with 2 to 3 jobs. Unfortunately, my dad and I are not able to afford a good Alz Facility or pay for more time for each day for caregivers. My dad ended up committing suicide as fear money running out.</p>
chu, phyllis	CA	<p>My name is Phyllis Chu and I have depended on direct care workers for my mom. I am writing to support the CMS proposed rule and in particular, HCBS provisions on direct care worker wages. Increasing caregiver wages from more than \$10/hr would help tremendously for these overworked caring people. My memory loss mom had to finally be put in an Alzheimer facility when I had to care for my stage 4 glioblastoma husband who could no longer help me bathe my mom nor walk her so she wouldn't lose mobility. My mom's caregivers were making less than \$10/ hr with no health benefits when they needed to lift people over 250 lbs, while the owner who donated \$1 million to his Seattle golf course refused to let them work 40hrs for \$10/hr. He instead cut their hours to 38 hours so he could pay them less. No worker lasted more than a week before quitting the difficulties of lifting, showering, toileting and feeding more heavy set people so their backs had problems. The center charged us for 2 caregivers though there was always a shortage of workers so they only had 1 caregiver to work alone with too many residents to handle alone. All of these workers had to rush to their second job so worked 16 hours per day, six days a week. They celebrated family events on their breaks, slept in their cars during lunch since they were exhausted. The loving support they gave my mom was incredible. All of these workers were forced to rent 4 bedroom houses with other family members, the grandparents did child care, cleaning house, cooking while their children worked 2 jobs each so they could afford the high rent (\$3500-4500 rent per month). Each family had one bedroom, sometimes couches too, sometimes 15-20 people in the house including young children. Our family had to pay nearly \$6000/mo for mom's care, had to buy her diapers, pads, cleaning supplies while the wealthy owner made huge profits every month off the backs of hard working immigrants that receive low pay and no</p>

		<p>health benefits. It is disgusting the out of state owner would donate \$1 million to his golf course but not give his workers a living wage. He also made the place a sadder place for the residents as he didn't allow them to hang their artwork in the halls as they did with former management, wouldn't allow the chef to play piano for the residents after he finished their delicious hot meals, hired a new lower paid chef who made sandwiches for lunch and things like mac and cheese for dinners which the residents didn't like. My mom hated it, and other residents complained to no avail. My mom has been gone for 10 years now, and I still need to keep in touch with some of her caregivers who loved her and gave her hugs. Hardworking caregivers should get \$30+/hr minimum for all the hard work they do with overweight residents.</p>
Velloff, Lena	MO	<p>My name is Lena Velloff and I live in Missouri and depend on direct care workers. I am writing in support of the CMS proposed rule, specifically the provisions on the workforce wages in home and community bases services. If we don't increase wages, we will lose all these loving, committed helpers! My husband was in a nursing home for over 3 years, while I kept my mom at home taking care of her with Alzheimer's. Without the in-home help and nursing home help, it wouldn't have been possible! It is a very hard job with love, patience and caring; so very demanding and difficult without much pay to support them and their families. Lots have to leave this field even though they love what they do, and are very skilled and good at it. With the population aging, it is a necessity the pay disparity be taken care of.</p>
Hopper, Sherri	AZ	<p>My name is Sherri Hopper and I have been a direct care worker in Arizona for 20 years and am writing to express my support for the CMS proposed rule and specifically the provisions concerning home and community-based services. I have worked in home care and institutional care for elders and disabled persons for the better part of two decades. Right now I am looking for a different form of employment as the wages paid are as small as agencies can legally pay people. I like to think I have been an excellent caregiver because I believe everyone deserves respect and also that we are here together in this world, we are supposed to help one another. That being said, even if you work 40 hours a week or more you will be juggling bills and will be stressed, you will see your family less and be financially able to do nothing more than shuffle bills, no going to the movies, out to eat, none of that. In the now, this work will drain you physically, mentally, and spiritually. A decent wage isn't much to ask. Respect would be good too. Most of the clients I have worked with were respectful, some even became friends. Agencies do not respect their workers, and quite usually do not respect the clients. It's all a money thing, with the agencies generally operating as greedy middlemen. It is simple, people who are decently paid and well respected for the work they do, tend to do good work. With the aging baby boom generation getting older and older, more and more care will be needed. The compensation for care giving jobs is ridiculously low, walmart and McDonald's pay better. Raising compensation for workers will</p>

		<p>potentially attract enough workers to do the work. Decent compensation for care work benefits the worker and their family. Most caregiving is compensated with poverty wages. Poverty hurts people, especially children. Decent wages for caregivers benefits workers and families which in turn benefits the community because families that enjoy a decent living wage participate more in the community because they feel valued. The community benefits from better wages because people will have access to assistance they need, and there will be more people interested in doing the work.</p>
Eberz, Noelle	CA	<p>My name is Noelle Eberz, I live in California and I have worked as a direct care worker with IHSS for 3 years do not presently earn a living wage. I write in support of the CMS proposed rule and provisions in support of direct care workforce. Caregivers are essential to helping others live semi-independent lives, vitally important to their well being & finances!</p>
Montenegro, Nicanora	CA	<p>My name is Nicanora Montenegro, I live in California, and I have worked as a direct care worker for 19 years. I write in support of the CMS proposed rule. As a direct care worker, my income is very limited, however my client is my priority. Due the care my client needs, I could hardly get another part-time/full time job. But if I don't get another/additional job I couldn't pay rent and cope up with the high cost of living. This situation put my health and well-being at risk (less sleep hours, less rest time, no vacation time, and still work even if sick-no work, no pay). All these struggles make life harder, but there seems to be no choice. Hardship is coined with caregivers' life. This is not life at all! It's mere existence and sustenance. This is not how caregivers/direct care workers should live. We are needed in the community! In the county! In the County! By giving us higher wages, we can concentrate on giving better care and still allocate time for our well-being. We deserve to live a full, healthy life as we work. Our health and longevity ensures more caregivers available for the increasing demand in the healthcare industry.</p>
Diaz, Marigrace	CA	<p>My name is Marigrace Diaz and I have been a direct care worker for the past 19 years. Because of low wages, I have to work more hours and have practically no time for myself and family. Because of this, I am in support of the CMS proposed rule to guarantee a fair share for workers.</p>
Cavazos, Richard	CA	<p>My name is Richard Cavazos and I am a direct care worker with 8 years of experience and work in the IHSS program in California. I support the CMS proposed rule to set a floor for the workforce. My wife has Alzheimer's, a seizure disorder, is a Cardiac arrest survivor of 18 minutes, is disabled from Ankolosing Spondylitis and Arthritis, and has had a stroke and heart attack by age 47! We depend on my income and still have 2 teenagers at home! My wife is dying and I'm her full time care partner! I want to be here for her until the day she dies and that's also what she wants! With gas prices so high, it's extremely hard on our finances because my wife's doctors appointments are sometimes</p>

		more than 2 hours away from where we live, the wear and tear on our truck is expensive, as well as the maintenance costs for our truck along with insurance.
Gonzalez, Nerin	CA	My name is Nerin Gonzalez. I am a California resident and have 20 years of experience as a direct care worker. I am in support of CMS' proposed rule change to direct a majority of funds for HCBS programs to workers' wages. Care workers are essential for the health and well-being of millions of people who depend on their services. They provide compassionate and quality care to the elderly, the disabled, the chronically ill and others who need assistance with daily living. However, meager wages not only undermine our dignity and professional recognition, they also add to our psychological distress. The cost of living can oftentimes affect which clientele we attend to (ie cost of gas, etc.), and disrupts client, family, and health care provider relationships. A higher wage would greatly support out mental health and well being, which would subsequently ensure we provide the best possible care to our clients.
Hiltebeitel, Larz	CA	My name is Larz Hiltebeitel and I am an agency-employed care worker of 18 years. I am writing to support CMS' proposal to ensure agencies use a majority of the Medicaid funds they receive to pay their employees. I live paycheck to paycheck now and a higher wage would mean maybe I could save a little money, and also pay my bills.
Sherwood, Sandra	CO	My name is Sandra Sherwood, I live in Colorado and I have worked for 45 years as a direct care worker, and with my current wages, I can't make ends meet. My clients need the help because their bodies are wearing out and they are no longer able to do these things them selves. I write in support of the CMS rule on Access to Medicaid and fair wages for direct care workers.
Owens, Cathy	FL	My name is Cathy Owens, I live in Florida and I have worked 13 years as a direct care worker and I write in support of CMS proposed rule that would guarantee direct care workers a fair share. Increased wages are important to me because, it means that that I can get my bills paid on time, eat healthier foods, and maybe I can afford to have have a day off. I currently work 7 days a week and my health is starting to fail.
Desamour, Immacula	FL	My name is Immacula Desamour and I live in Florida, and I write as a direct care worker and consumer in support of the CMS proposed rule. A higher wage will mean so much to me and my family, not only we will keep a roof over our head, the utility bills would be paid on time and we would be able to put food on our table. It is also critical for DHHS to make these types of care services accessible for me and my family as well. Quality care in my home depends on workers receiving fair wages, because if the workers are happy with their pay then the services will be greater and better.

Collins, Cynthia	GA	My name is Cynthia Collins, I live in Georgia and I have worked as a direct care worker for 35 years and I write in support of the proposed CMS rule to help direct care workforce. I can barely survive with pay I'm getting per hour. Bills are behind. A higher wage would mean I can finally pay off bills and save money. It is vital that direct care worker are paid fairly.
Earl, Sandra	GA	My name is Sandra Earl, I live in Georgia and I have worked for 15 years a direct care worker and write in support of the CMS proposed rule in support of the direct care workforce. With current wages, I have struggled to make ends meet by obtaining a second job that pays more and offers benefits. Direct care work is not secure enough or pays enough to provide for my household. If a worker is making enough wages to provide for their families, as well as being provided with benefits, she can focus most of her attention on the care and work needed in her place of employment. She will feel more appreciated for her services and may even go over and beyond the call of duty to show her appreciation.
Brawley, Sharon	GA	My name is Sharon Brawley, I live in Georgia and I have worked as a direct care worker for 15 years. I write in support of the CMS rule to support a fair share of pay to direct care workers. I recently I went on a job interview this afternoon and the pay they offered made me end the interview early. Because I'm good at my job, to accept pay at \$10.50/hour was an insult to my skills. As a skilled direct care worker, higher pay is a must for me to take a job.
Robertson, Char lotte	GA	My name is Charlotte Robertson, I live in Georgia and I have worked for 22 years as a direct care worker. I write in support of the proposed CMS rule and how it will help direct care workers. For the past 11 years, my pay rates has stayed the same. As prices rose, my pay didn't, leaving me to scratch and pinch to make ends meet. I still struggle, and I've worked so hard so it's frustrating to still be earning below the poverty line.
Grisham, Felicia	GA	My name is Felicia Grisham, I live in Georgia and I have been a direct care worker for 20 years, and I write in support of the CMS proposed rule. With the current wages I receive as a direct care worker, I've had to cut back on essential/basic needs. I have fallen behind on bills. I don't get to spend time away from home with my family on outings and family events. A higher wage means I can take care of my family and not struggle and stress. I don't have to deny my kids from participating on school field trips. I can also afford to help improve my community and the schools.
Hewitt, Shirley	GA	My name is Shirley Hewitt, I live in Georgia and I have been a direct care worker for 25 years. I write in support of CMS' proposed rule. As a direct care worker, it is not enough pay for the work you do. We need the 80%. It's not fair, the agency just give you what they feel like.

Akujorobi, Terrie	GA	My name is Terri Akujorobi, I live in Georgia and i have been a direct care worker for 20 years and I write in support of the CMS proposed rule that ensure direct care workers receive fairer wages. Better wages means I will be better able to take care of my family. Because we leave our home and take care of others' loved ones, it's essential that we get higher wages.
Hall, Shronnd	GA	My name is Shronnd Hall and I have worked as a direct care worker for the past 3 years and I write in support of the CMS proposed rule. With current wages I earn, I can't make ends meet, as rent takes up two of my paychecks and I still have other bills. We take care of people but are unable to survive off the pay we receive. We as care worker are working two or more jobs to make a living.
Okokhere, Jasmine	GA	My name is Jasmine Okokhere and I live in Georgia, I have worked for 8 years as a direct care worker and write in support of the CMS proposed rule. We take care of your loved ones but make the least amount of money! Also we have NO BENEFITS!! Pay us direct care workers what we are due! We do a lot in 8-12hrs for low pay!
Warren, Brandy	GA	My name is Brandy Warren, I live in Georgia and have worked 26 years as a direct care worker. I write in support of the CMS proposed rule and efforts to support the direct care workforce. I have suffered drastically with current wage rates. I've worked at least two jobs most of my 26 years in healthcare. Having to spend extra money during COVID-19 for personal PPE, transportation, and other needed items was very stressful. We did not receive a raise or bonus from the state like government workers and school teachers. Earning a decent wage will reduce employee burnout and on the job injuries.
Vanderpool, Leona	ID	My name is Leona Vanderpool, I live in Idaho and I have worked for 10 years as a direct care worker. I write in support of the CMS proposed rule, for a fairer share of pay for direct care workers. It would mean a great deal as with the current state of the economy, costs for food and essential needs are getting higher and it is hard to cover these needed expenses financially. It is not an easy task to accomplish when you have to work side jobs to accommodate the additional need for money to provide for your family needs.
Wilson, Andrea	ID	My name is Andrea Wilson, I am from Idaho and I write in support of the proposed CMS rule. I was working as a direct care worker with adults with developmental disabilities during the COVID 19 pandemic. My wages were so low, ultimately I decided it wasn't worth risking my health and the health of my family for such measly wages, so I left that job. Many others decided to do the same, which put our care infrastructure in crisis back then, which still hasn't really resolved now. When employees don't feel their wages are worth the labor and the risk they will not put their energy there anymore. Employers must pay workers more to keep our economy going strong, CEO pay increases don't do that.

Muyangwa, Naomi	IL	My name is Naomi Muyangwa and I am direct care worker from Illinois and write in support of the CMS proposed rule in favor of fairer share of the pay for direct care workers. If our pay increases, we wouldn't have to do two or three jobs in order to make ends meet. We also need health insurance because we are exposed every time that we take care of some sick clients. We need wages that matches the amount of work we do.
Lights, Cynthia	IL	My name is Cynthia Lights and I am an agency-employed direct care worker and reside in Illinois. I write in support of the CMS proposed rule to help direct care workers. With our current wages, I have a hard time buying food and affording transportation. I am working paycheck to paycheck to be able to buy gas for the car and I have to share my place to afford rent. Treat us like we are humans and not dogs--- we do a lot to make sure the client is cared for like our own family. I buy things out my pocket to make sure they receive the right care.
Richards, Sandra	LA	My name is Sandra Richards and I reside in Louisiana, I am a direct care worker, and I write in support of the CMS proposed rule. Basic needs are barely covered by the wages currently given, when food and utilities have increased ENORMOUSLY!! Caregivers should be paid a substantial living wage due to the importance of their job duties. Caring for those with disabilities is emotionally & physically demanding, and caregivers are a necessity for our vulnerable populations.
Dreffs, Nicole	MI	I am a single mother of 3, living in Michigan and write in support of the CMS proposed rule. I have an adult daughter that lives in my home due to a disability. I work two full time jobs and get no assistance from the state, even with 2 full time jobs I struggle to pay bills and buy food. I've gone without eating for several days before payday due to limited amount of groceries I can buy each pay period. I have budgeted my income down to the penny each check. Seriously if we were paid for the actual amount of work we do as Direct care workers we would not have to struggle. The cost of living has went up, but yet our pay has barely increased. Well at least not as much as it should. I also work with department of human services doing home care -- we make \$12.65 with no benefits whatsoever how is that fair!? We are paid the bare minimum and we are the ones who struggle to make ends meet! We need the government to step up and start having our back and push to give all of us fair wages!
McNeal, Pamela	MN	My name is Pamela McNeal, I am from Minnesota and I have been a direct care worker for 20 years. I write in favor of the CMS proposed rule. Access to direct care services is very important, and necessary for the elderly and people with disabilities. Fair wages are needed so that direct care workers can afford the much needed things in life, such as, housing, food, personal care items, gas etc. Most direct care workers, such as myself, love our jobs. We just need to feel appreciated with higher wages, so that we can continue to provide the

		best quality care possible, without worrying about being in a tough financial situation.
Ornelas, Heidi	MN	My name is Heidi Ornelas, I live in Minnesota and I have been a direct care worker for 15 years. I write in support of the CMS rule. Us direct care workers are living pay check to paycheck while young adults and teens working at McDonald's are earning \$17 to 20 an hour - it just doesn't seem fair. They say that being a mother is the hardest job there is--- well they should try being a Direct Service Professional. We do the work of a mother but our clients are full grown adults and it's 3 times harder.
Plankenhorn, Sharon	MO	My name is Sharon Plankenhorn, I am from Missouri and I have worked for an agency as a direct care worker, where I earned \$10 or less / an hour. I write in support of the CMS proposed rule.
Moore, Savvy	NC	<p>My name is Savvy Moore, I live in North Carolina and I have been both a direct care worker and recipient of caregiving. I write in support of CMS' proposed rule. It's been a struggle working as a direct care worker you miss a lot of family time you have high divorce rates, you have no vacation pay, you have no PTO time. We work with machines that are sometimes heavier than ourselves. We are asked to spend the night in strangers homes. There's no safety when it comes to the job however, the job is needed and we need good care workers because everyone's going to get old at some point so everyone is going to need some type of care. As a Care worker who was homeless, I cannot afford to find a home on the wages I make. The low wages directly affects the mood and quality of life for my family. We have struggled with paying bills , buying groceries for my family. Transportation is a huge burden because I do not make enough money to pay rent, medical expenses, groceries, car insurance on top of a car. Higher wages would mean that I will be able to afford medical insurance for all my family members. I will be able to buy a car to transport my family and to be able to be at work on time for my clients and clients' family.</p> <p>I am a two time cancer survivor so at one point in my life I had to have a caregiver and my family had to depend on the caregiver. I had children that were still in junior high and high school. A good caregiver comes in and helps you continue to manage your home. I was still in college, but I couldn't wipe my own behind and there's nothing more humbling. In the course of my treatment, I had several different caseworkers and care workers and you can absolutely tell the difference in care work is contingent on a persons peace of mind. IYou can definitely tell the difference in caregiving versus when direct care workers are under a lot of pressure. They have a lot on my mind. The care isn't the same and so everyone deserve peace. But if you are a person who is receiving care, you want your caregiver to be in good spirits , because it totally makes a difference in the care that they provide. When you are underpaid and overworked, you cannot possibly give quality care to your patients because you're stressed and worried.</p>

Sanders, Venice	NC	<p>My name is Venice Sanders from North Carolina and I have worked as a direct care worker for 30 years, I write in support of the proposed CMS rule. The low wage paying jobs in direct care make it hard to pay and or maintain your bills. You have to either have two jobs or depend on overtime. This takes personal and important time away from your family. You also sometimes have to debate whether you should go to work when you are sick.</p>
McAuley, Regina	NC	<p>My name is Regina McAuley, I'm from North Carolina, and I have worked for 19 years as a direct care worker. I write in support of the CMS proposed rule. If I received better wages as a direct care worker, I would be able to get out of debt and become a home owner. Being a direct care worker can be hard on you, when you know you're working to help people but you're not being paid for what you're doing. A lot of time it's physically taxing work.</p>
WhitfieldGriffin, Faith	NC	<p>My name is Faith Whitfield Griffin, I live in North Carolina and I have worked as a direct care worker for 24 years. I write in support of the CMS proposed rule and it's support for direct care workforce. If I was paid more money as a direct care worker, I would not have to work 2 or 3 jobs to make my family live life comfortably and not struggling from paycheck to paycheck.</p>
Humiemny, Pam	NC	<p>My name is Pam Humiemny, and I live in North Carolina. I have worked for 23 years as a direct care worker and write in support of CMS's proposed rule. Oh you cannot be a direct care and earn a living wage, unless you work 60 hours a week. No one can or should work that many hours a week. It is terrible for the both the caregiver and the patients. I picked up my life and moved 500 miles to NC so I could lower all my bills. I was lucky. My home is paid off, because I worked for fortune 500 companies earlier in life and earned benefits as well as more money. I went into caregiving because I saw an overwhelming need for people to care for the elderly. I've been able to make it work, through ALOT of frugality & a simple way of life. We go nowhere. No eating out. No extracurricular activities. Other people may hate it. I love being home. But many of the people in this industry have fuller lives and care for children, parents, other loved ones. They may need to travel to other homes. Many girls don't even own cars and have to get rides to their shifts. Of course higher wages would help. Also making the communities they live in better, because these caregivers (CNA's) are out there. Anything that can be done would be a welcome relief! You get what you pay for! If you want good caregivers, then pay them a living wage! Someday you may need care. What kind of caregiver will walk in your door? I'd be afraid for you, if you don't make any changes.</p>

Moulder, Harriet	NC	My name is Harriet Moulder and I am direct care worker from North Carolina and write in support of the CMS proposed rule. We need to make sure that care workers are well paid.. The proposal for 80% of Medicaid payments going to workers is important. If we do not pay teachers and domestic care workers a good wage then everyone suffers because ultimately people will leave these jobs that they love. If we cannot support ourselves and our families, we have no other choice. I earn more now as a child care worker than I did as home care worker for the elderly. It is still a struggle but I manage because I am very careful with my spending. Our nation seems to support the wealthiest but not the good hearted.
Clarke, Diondre	NC	My name is Diondre Clarke, I am direct care worker from NorthCarolina and I write in support of the CMS proposed rule. We need increases in wages --- we work pay check to pay check and multiple jobs. If we had an increase in wages, I would not be so exhausted and stressed by working 80 hours a week just to be able to pay my rent.
Wynn, Lurika	NC	My name is Lurika Wynn, I am from North Carolina and I have been a direct care worker for 30 years. I write in support of CMS' proposed rule. I work for my family, my aunt to be exact. She has Medicaid beneficiary. She can only pay me \$\$11hr. It has really been both working at a health facility tand now working for family member, I am hardly able meets my needs. I'm asking you that please please help to bring much needed funds that has gone to the facility or owner should come to us. It's getting harder and people are losing compassion and patience. Thanks.
Lugo, Denise	NC	My name is Denise Lugo , I live in North Carolina, and I have been a direct care worker for 18 years. I write in support of CMS proposed rule. Right now with the wages I earn as a direct care worker, I sometimes don't have enough money to buy the things I need. We need direct care because we need someone to care for our family members so we can work. It is better to have a family member at home because they will get better care. The direct care workers not only help other families out and they need fair pay -- wages must go up so they can take care of their family too.
Martel, Tracy	NH	My name is Tracy Martel and I am from New Hampshire. I have worked as a direct care worker for 23 years and write in support of CMS rule. I have to work 2 jobs in order to have enough for my family. My wages for being a direct care worker have never been enough. I work with infants and toddlers ages birth through age 3. Our income is not sustainable and everyone I know has to work two jobs in order to make ends meet. How can a job that directly cares for some of our most vulnerable humans at a time in their lives when connection, consistency and love matter most for brain development, not be important enough to pay for. Families want consistent care givers, babies want consistent caregivers but those who do this important work can't afford to stay. Higher wages means consistency of caregivers, better bonding and trust for

		babies, and thus better development physically, emotionally and academically for our youngest members of society.
Zamora, Micaela	NM	My name is Micaela Zamora, I've been a direct care worker for 12 years and I live in New Mexico. I write in support of CMS' proposed rule. The struggle I faced before Covid was literally pay check to pay check and having to pay for childcare in order to do my job is a struggle. Covid has put me back even further. The work I do is absolutely as important as any other medical job. I'm caring for the vulnerable, the elderly. I feel like employees need to get paid more an hour. That way more people will want to get in the caregiver field. The elderly suffer and there is no need for this - not in America where they should be treated the best!! More than 2 million home care workers across the U.S. provide personal assistance and health care support to older adults and people with disabilities in home and community-based settings. Home care worker wages have not kept up with inflation over the past 10 years. With greater demand for home care services, and a labor force that is experiencing little growth, a significant care gap is emerging: insufficient numbers of workers to provide home care services. In this context, the issue of job quality becomes increasingly important. If the home care workforce is to grow, jobs will need to be more competitive, offering higher wages and improved working conditions.
Mclean, Monica	NY	My name is Monica Mclean and I am direct care worker living in New York. I write in support of the CMS proposed rule concerning home and community based services. Health care workers are still struggling since the pandemic, we can't make ends meet with the cost of living in New York City . The prices for everything are going up. With what we get paid, we can't cover all our bills and I am talking about basic necessities.
Alicie, Lori	NY	My name is Lori Alicie, I live in New York, and I have been a direct care worker for 11 years. I write in support of CMS' proposed rule. I was making a living wage before the inflation took over. Now, all the gains I had made have been eaten away by the inflation and I'm back to living paycheck to paycheck. The funny thing is, I worked all through the pandemic and my company got six million dollars from the federal government and we got NONE of that money!
Kharel, Sita	NY	My name is Sita Kharel, I live in New York, I work for an agency and I have been a direct care worker for 14 years. I support the proposed CMS rule, because higher wages would help to pay for food and rent and we, direct care workers, are very professional in our care.
Zelenak, Tanya	OH	My name is Tanya Zelenak, I'm from Ohio, I work for an agency and I have been a direct care worker for 22 years. I write in support of CMS' proposed rule. I work long hours and still can't seem to make ends meet due to higher prices. I make too much for any type of government benefits and am losing my medicaid benefits. Insurance is costly and I feel like I have to decide between my health problems or keeping a roof over our heads and food on our table.

Mathis, Bev	OH	My name is Bev Mathis, I'm from Ohio, I work for an agency and I have been a direct care worker for 22 years. I write in support of CMS' proposed rule. Fairer wages would man everything ! I can pay bills on time without worrying if my next paycheck will cover the bills that weren't paid and will I be able to buy groceries without relying on food banks !
JayBonn, Jasmine	OR	My name is Jasmine JayBonn, I am from Oregon and I write in support of CMS proposed rule. I have been a housecleaner for 15 years, mostly working for older folks unable to do the work themselves. This had led to some additional part time work doing respite care as the families know me and are comfortable having me in their home. The going rate for caregiving is half to a third less than I charge for housecleaning. This is totally backwards and unacceptable. A person, especially someone with physical and/or cognitive disabilities, requires much more care and attention than the inanimate objects in their home. It involves a huge deal of emotional labor on top of the physical work, managing not only the client but their families as well. This work is important to maintaining the dignity and quality of life for our elders and the compensation should reflect that. High quality working conditions are the only way to guarantee long term high quality care. Otherwise workers have to switch jobs to support themselves or take on extra work which leads to burn out and low quality work. I was interested in going into caregiving full-time until I looked into the compensation and working conditions that prevail in this country and decided I was better off sticking with housecleaning. This is heartbreaking as there is a huge need. My clients are burnt out and overwhelmed trying to care for their loved ones on their own. Caregivers need and deserve a living wage at minimum.
Hill, Renae Ann	OR	My name is Renae Ann Hill, I live in Oregon, I am have worked 15 years a direct care worker and I write in support of CMS' proposed rule. A higher wage would mean my family would not have to rely on me working 2 full time jobs. I would be able to provide for my family and have quality time with my family. It does directly impact our quality of life.
O'Brien, Maureen	OR	My name is Maureen O'Brien, I live in Oregon and I have been a direct care worker for 10 years, and I write in support of CMS' proposed rule. I left a caregiver job in an assisted living facility owned by Pacifica Senior Living because we were overworked, and most definitely underpaid at \$10.50 an hour. There was high turnover due to these conditions.
Benedict, Janet	OR	My name is Janet Benedict, I am from Oregon and I have worked as a direct care worker for 5 years. I write in support of CMS's proposed rule. With the wages I currently earn, I can't afford healthy food for me or my family. I can't afford to fix my car and I'm basically living on a prayer. I don't go out for coffee or drink alcohol or soda pop. What the average person considers a norm, I consider a luxury. I have worked through covid and have not gotten a pay increase. I'm 68 years old, and tt's impossible for me to thrive, sometimes to

		even survive. And I take care of people that are in worse shape than me a lot of times. We should be ashamed of ourselves as a nation.
Hart, Tedi	OR	My name is Tedi Hart, I have been a direct care worker for 9 years and I live in Oregon. I write in support of the CMS proposed rule. With the wages I currently earn, I am unable to take time off or go anywhere. I use the food bank and recycling to help with paying for gas and food. I cannot afford to go on any vacations.
McCarthy, Frances	PA	My name is Frances McCarthy, I am from Pennsylvania and I support the CMS' proposed rule. I am retired now, but worked as a direct care worker for 16 years. I also helped to take care of my sister when she was dying. It is a difficult job that not everyone can do. Besides the physical demands of the job, there is a demanding emotional toll. Unless you have done the job, and done it well, it is impossible to realize all the work and dedication involved. We need quality people to preform this work and they should be adequately be compensated.
Nelums-Gurley, April	PA	My name is April Nelums-Gurley, I live in Pennsylvania and I have been a direct care worker for 8 years and currently work for an agency. I support the CMS proposed rule. It is basically impossible to pay rent, utilities, food and medical deductibles, and co-pays on the wages paid to direct support professionals. A higher wage would mean that I could pay the hospital that services me so that I can continue to work.
Mount, Jennifer	PA	My name is Jennifer Mount, I live in Pennsylvania and I have been a direct care worker for 2 years. I write in support of CMS's proposed rule. As a direct care worker I take care of other people. Long hours for a paycheck that doesn't allow me to be able to pay my bills. In order to do so I have to work an additional 20- 25 hours more. However in doing so we end up with back pains and other aches and pains from taking care single-handedly for the clients.
Dennis, Pastor Jeanie	PA	My name is Jeanie Pastor Dennis, I live in Pennsylvania and I have been a direct care worker for 18 years. I write in support of CMS' proposed rule. It's important that direct care workers get a better pay. The direct care workers, make the quality of life better to those that they worked for, which is priceless.

Najdek, Eileen	PA	<p>My name is Eileen Najdek, I live in Pennsylvania and I have been a direct care worker for 10 years and support the CMS' proposed rule. As a direct care worker for my adult paralyzed brother, I am his go-to person for everything. From assisting him by making his meals, to upkeep of his apartment, doing constant laundry, running errands almost daily. Shopping for him, taking him to doctor appointments, and the list can go on and on. Over the course of these 10 yrs being employed, I have only recieved 3 raises and one of those raises was 2 cents...2 cents...was a slap in my face. An insult. I'm working 50 hrs per week with only straight time paid, no over-time ever. I am the sole breadwinner of my house of 5 and my bi-weekly pay doesn't stretch enough to buy food. All that it takes to run a home, mortgage, credit cards, insurances and so on...there's just not enough pay. Please increase our hourly rate to \$17-\$20 an hour so essential workers like myself can survive and keep our heads afloat in this ever changing highly priced world we live in. The cost of everything is going up...except a fair pay rate and no paid over-time. It's sad when people have to rely on credit cards to buy groceries each month due to the paychecks not being enough. Put yourself in our shoes and allow our pay rates to rise above my \$14.01/hr pay rate now. Running a house weighs a heavy burden on just when it's 1 income taking care of all utilities and food. I need to lean on credit cards to buy groceries, food banks to stretch for meals for a family of 5 here. And increased pay rate would benefit myself and my live-in disabled brother. As his caregiver he relies on me to keep our home going mnth to mnth. A fair, deserving pay rate increase of \$17-\$20 per hour would be such a help to persons like myself to keep my head above water and make it each month. Pay rate increase would better all of our lives in our little corner on this earth.</p>
Tucker, Elvira	SC	<p>My name is Elivra Tucker, I live in South Carolina and have worked as a direct care worker for 10 years. I write in support of CMS's proposed rule. A wage increase will definitely help care better for the needs of our family. The strain and stress that a CNA goes through to care for a number of patients per day per shift, it is unfair. You are unable to give good intimate Health Care to any one patient with the load of 15 to 1 that's too many for one person. I am the caregiver for the family members of my church because the CNAs and caregivers don't make enough money to spend time in someone's home for more than 4 hours to take care of the needs of the patients. An increase in pay would definitely open up the markets for more caregivers to help in facilities, homes, as well as hospitals to care for the needs of sick patients, patients that have to go through surgery and patients that have to go through occupational therapy or rehab after getting out of the hospital for surgery. It is important that a person be able to make a decent living without having to work multiple jobs to do that.</p>

McConico, Irma	SC	<p>My name is Irma McConico, I live in South Carolina and I have been a direct care worker for the past 10 years. I write in support of CMS' proposed rule. During times like, these every thing is expensive and bigger check would greatly benefit my family. In order to have quality cares to seniors, we should pay our care givers a decent wage and offer some respect.</p>
Fakunle, Natalie	TX	<p>My name is Natalie Fakunle, I live in Texas and I have been a direct care worker for 18 years. I am writing to express my support for the CMS' proposed rule. Working through the pandemic and putting myself and family at risk I felt that I was working backwards. I did get Covid from my client, and being off for 3 weeks hurt me last year. Texas rates are \$9.50 which is considerably lower than other states. Raising the wages will definitely make a huge impact on workers like myself and others provide for themselves and family members. We are the backbones for many and get paid the least.</p>
Silva, Lucha	TX	<p>My name is Lucha Silva, I live in Texas, I have worked as a direct care worker for 23 years and I write in support of CMS' proposed rule. Low wages have impacted my family's financial well-being tremendously. I live paycheck to paycheck, never having enough to put into savings. This means that when there is an emergency, we end up going into deeper and deeper debt. When I retire (if I'm able to) I won't have anything to fall back on. If wages were higher, we might feel like there's hope to get out of debt finally.</p>
Rinehart, Lora	WA	<p>My name is Lora Rinehard, I currently live in Washington State and I have been a direct care worker for 10 years. I write in support of the CMS' proposed rule. When I started working in Idaho where my disabled brother a diabetic double amputee w Parkinsons lives~ the wage was \$7.25 per hour! Can you believe that!!!! So I went to another agency, where it was \$9.25/hr -- still not liveable wages. Now I am at Self Directed Disability Action Center NW the BEST place there is!! Wages started at \$11 then went up to \$13 and we hope to get a raise. PLEASE HELP US to gain a living wage!! Many of us are/have been in foodstamps WHILE working FULL time caring for family. Finalize this rule, its IMPORTANT! We have had NO HEALTH insurance but thank GOD for the Affordable Care Act. We have NO paid family or Medical Leave. We have NO Vacation pay. I've had NO TIME OFF SINCE 2014!!!! If your family members matter to you and you want someone who will be a trusted advocate and caring caregiver PLEASE help us and pay us a LIVING WAGE. It WILL take the burden off of other Social Services. THANK YOU</p>

Beltz Wiskowski, Elizabeth	WI	My name is Elizabeth Beltz Wiskowski, I live in Wisconsin, I have worked as a direct care worker for 12 years and write in support of CMS' proposed rule. The low wages in this industry have effected me my entire career. I was working the first year of the pandemic and unfortunately got covid very early on which is now long covid. Prior to the pandemic I already was a disabled direct care worker with limitations because I have a connective tissue disorder but now with the impact of covid/pandemic I had to retire to take care of my health. I specialized specifically in hospice care/memory care for the majority of my career. Barely living paycheck to paycheck and now needing some assistance and care myself it's been very difficult in this current reality we are all in, in healthcare/everywhere. Specifically I think workers significantly affected by the pandemic should be fully taken care of and be given financial stability to do so.
Clark, Virginia	NC	My name is Virginia Clark, I live in North Carolina, and I have worked as a direct care worker for 30 years. I write in support of CMS' proposed rule. Personally, we are not paid what is deserving as health care workers. We have to work multiple jobs in order become home owners and productive citizens.
Oglesby, Terry	GA	My name is Terry Oglesby, I live in Georgia, and I have worked as a direct care worker for 13 years. I write in support of the CMS' proposed rule. I've had have 2 direct care jobs to live comfortably. With this that means less time with my family and more time with someone else's family member.
Esquivel, Josie	NC	My name is Jose Esquivel, I live in North Carolina, I am currently retired but worked for 40 years as a direct care worker. I write in support of CMS' proposed rule. Even at the top of the pay scale in the workplace as a nurse, it was always a struggle, and I can see the obvious struggle of my coworkers who received much less pay. Now I'm retired and need occasional care in the home. Having someone reliable and competent really means a well paid person. I have learned that through experience.
Montalvo, Catherine	TN	Mi nombre es Catherine Montalvo y ha sido trabajadora de cuidado directo por 12 años en Tennessee. Estoy expresando mi apoyo por la regla propuesta de CMS y en particular las provisiones sobre los servicios basados en el hogar y comunidad. Me afecta en no poder rentar un apartamento para mi, alguien más me renta un cuarto para dormir. No me alcanza el dinero para ir a chequeo médico ni comprar alimentos o zapatos o ropa. Sería una bendición recibir mas salario para cubrir los gastos básicos y ojala alcanzara para algun postrecito de antojo o para comprarme vitaminas o ir al médico que mi salud es importante también y comprar unos zapatos indicados para mis pies por trabajar parada. Sería excelente que hubiera clinica general y que ahi mismo obsequiarán vitaminas y alimentos enriquecidos para las que necesiten por tener bajas defensas o baja alimentación, y que tambien haya seguro dental y medico al alcance de las trabajadoras del cuidado, hacemos una labor de

		higiene y cuidados dentro del hogar que debería ser valorado por los que nos emplean.
González, Sylvia Leticia	TX	Mi nombre es Sylvia González y soy trabajadora de cuidado directo en Texas. Me afecta demasiado ahora que todo ha subido en costo, menos alcansamos a salir adelante. El agua, la luz, el gas, la comida, la renta, los precios se han elevado muchísimo. Estamos entrando en una crisis financiera más pobreza cada dia. Por favor necesitamos salarios mas justos para suplir nuestras necesidades basicas. Por eso estoy apoyando la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad.
Sanluis, Rosa	TX	Soy Rosa Sanluis. Vivo y ha trabajado como cuidadora directa en Texas por 5 años y estoy escribiendo para apoyar la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. El salario es muy raquíto u no alcanza para las necesidades básicas. Un mayor salario significaría vivir con dignidad y no empeñarla a fin de mes para subsistir. Las personas que cuidamos a otras necesitamos que también nos cuiden.
Hernandez, Brenda	NY	Mi nombre es Brenda Hernandez. Vivo y trabajo como cuidadora directa en Nueva York y estoy escribiendo para apoyar la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Creo que es inaceptable que nosotras las trabajadoras trabajemos más de 8 horas para poder substituir y poder pagar nuestras cuentas a fin de cada mes. Todo va en aumento pero menos los salarios. Creo que no hay justificación.
Vallejo, Mery	CT	Me llamo Mery Vallejo. He trabajado como cuidadora directa por agencias por 14 años en Connecticut. El trabajo es durometer y me pagan el minino. Quiero expresar mi apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad.
fernandez, Alejandrina	NY	Mi nombre es Alejandrina Fernandez y soy trabajadora de cuidado directo. Trabajo por una agencia en Nueva York y quiero expresar mi apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Un mejor salario para mi y mi familia significa mucho, ya que con lo que ganamos las trabajadoras de cuidado no nos alcanza para mucho.
Sando, Oly	NY	Soy Oly Sando y he trabajado de cuidado directo por 2 años en Nueva York. Estoy de acuerdo con la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. En este momento, estoy estirando mis ingresos para poder vivir y pagar una habitación, transporte y alimentación. Hay que incrementar a salarios justos para mejorar la calidad de vida.

BARBARAN, YADIRA	NY	<p>Mi nombre es Yadira Barbaran y he trabajado como cuidadora directa por más de 15 años en Nueva York. Estoy escribiendo para ser apoyado la regla propuesta de CMS y en particular las provisiones sobre los servicios basados en el hogar y comunidad. Por la reducción de horas, no cuento con el beneficio de salud por más de un año y estoy pagando mis medicinas y atención médica. Es injusto que yo estoy al cuidado de personas enfermas y riesgo de contraer alguna enfermedad y no tenga seguro médico. Es muy injusto, especialmente con la compañía con que he trabajado por más de 15 años. Es una injusticia.</p>
Garrido, Mirna	NJ	<p>Mi nombre es Mirna Garrido y he sido trabajadora de cuidado directo por 5 años en Nueva Jersey. Estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las provisiones sobre los servicios basados en el hogar y comunidad. Mi comentario va para el estado que no investiga como las agencias no le dan el suficiente salario para poder mantener a nuestras familias. Este trabajo no es fácil. Nosotras lidiamos con pacientes y sus familiares además lidiamos con problemas donde las agencias ni siquiera se meten a chequearlo a los pacientes y no tienen comunicación con los familiares. Quieren que nosotras solucionemos todo. No se nos da derechos como cualquier otro trabajo y no nos dan beneficios. A mi no me pagaron dos semanas de sueldo y ya no quiero trabajar para ninguna agencia. Ellos hacen lo que a ellos les conviene y nunca le dan el crédito al trabajador. No reconocen este trabajo y no les importa a que nos exponemos con los pacientes. Hay pacientes agresivos y las agencias por fuerza quieren que uno vaya y haga el trabajo. Los salarios son muy pocos y los beneficios también y ellos le cobran a los seguros un buen dinero por el cuidado de nuestros pacientes.</p>
Ramirez, Santos	MA	<p>Mi nombre es Santos Ramirez y soy cuidadora directa en Massachusetts. Estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las provisiones sobre los servicios basados en el hogar y comunidad. Ha sido difícil llegar a fin de mes, porque nuevamente viene la renta y los billetes. Hay tanto para pagar y los ingresos no rinden porque el salario es poco y todo está muy caro. El costo de vida está por encima de los ingresos, no puedo llevar a mi hijo a ver una película porque tendrá que sacar el dinero de la renta, los billetes y los alimentos. Hay que hacer bien las cuentas para saber si sobra el dinero para hacer algo adicional. Lo más importante es tener, un techo y alimentos en la mesa así que un mejor salario significa vivir dignamente. Significaría poder continuar cubrir gastos del hogar sin temor por llegar a fin de mes y quedarme sin dinero.</p>

Franco, Maria	AZ	Soy Maria Franco y soy trabajadora de cuidado directo y he trabajado en ese oficio por 5 años en Arizona. Estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Con el salario devengado a penas alcanza para comer. Proteger nuestros abuelos es nuestro trabajo y esa responsabilidad contribuye a que las personas a su cargo mantengan sus puestos de trabajos. Nuestro trabajo es importante ya que mejora la calidad de vida de nuestros abuelos.
Lopez, Iliana	NM	Mi nombre es Iliana Lopez y he trabajado como cuidadora directa por 16 años en Nueva Mexico. Estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. El trabajo de cada una de las trabajadoras de cuidado es muy importante para las familias que reciben el servicio y les damos es un apoyo grande, digno y muy importante. Es una ayuda mutua. Yo como cuidadora dependo de este trabajo para cubrir las necesidades básicas en mi familia y cubrir los gastos del hogar, también es apoyo para mi familia en México ya que cuentan con el apoyo que yo les proporcione. Ya es tiempo de que recíbannos un salario justo, días pagados por enfermedad y vacaciones. Gracias por el apoyo que nos han dado.
Verdad, Marcela	CA	Mi nombre es Marcela Verdad y he trabajado como cuidadora directa por 10 años en California. Estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Trabajamos con personas que sienten y donde utilizamos nuestra fuerza física y también nuestra mente porque es importante tener a nuestros pacientes felices y positivos. Entonces usamos mente, cuerpo y corazón. La compasión siempre debe estar presente, nosotros no acabamos porque siempre debemos estar presentes de alguna u otra manera. Las personas mayores son nuestros maestros de vida. Se aprende muchísimo de ellos. No quiero decir trabajo porque a mi es algo que me encanta, me divierte y me enseña, pero sí esta muy mal remunerada esta función tan importante de acompañar a nuestra comunidad en sus adorables golden years.
Garcia, Teresa	CA	Soy Teresa Garcia y he trabajado como cuidadora directa por 15 años en California. Estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Ya no me alcanza el dinero, todo esta muy caro y el sueldo sigue igual. Me ayudarían muchísimo con mejor salario y si tuviéramos salud médica para nosotros los trabajadores.
Marte Dejesus, Ana	NY	Me llamo Ana Marte Dejesus y he trabajado como cuidadora directa por 9 años en Nueva York. Estoy expresando mi apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Ha sido muy difícil para mi y mi familia, llegar a fin de mes. Es una batalla, pues la renta nos está consumiendo. Claro que todas las personas tienen derecho de ser atendidas en sus hogares.

FERRUFINO, LOURDES	MD	Mi nombre es Lourdes Ferrufino. Soy madre soltera y he trabajado como cuidadora directa por 20 años en Maryland. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Un salario implica una mejor calidad de vida para mi y mi hija.
Acuna, Carolina	TX	Me llamo Carolina Acuna y he trabajado como cuidadora directa por 23 años en Texas. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Tengo que limitarme y limitar en comprar ropa y zapatos a mis hijos para poder a completar los pagos y cosas que ellos necesitan. Ayudaría mucho ya que me gustaría meter a mis hijos a actividades como música, clases de natación y fútbol o básquetball pero todas esas clases cuestan. Lo que se gana es solo para los gastos de vivienda y billes que ya todo subió de precio.
Garcia, Niurka	FL	Soy Niurka Garcia y trabajo en el cuidado directo en Florida. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Tengo que trabajar más horas sin descanso para poder adquirir lo necesario para vivir.
Celestino, Valentina	TX	Mi nombre es Valentina Celestino. He trabajado como cuidadora directa por 12 años en Texas y estoy expresando para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Comprando solo lo más básico del hogar tengo estirar más el dinero. Tenemos familia que depende de nosotras y tan altos que están los precios de los productos básicos del hogar, la renta, la gasolina. Todo sube y tenemos que pagar pero lo que no sube es el sueldo. Necesitamos sueldos más justos porque como valioso es su dinero como sagrado es nuestro trabajo.
Jaramillo, Maria	TX	Me llamo Maria Jaramillo y he trabajado como cuidadora directa por 12 años en Texas. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. A veces no puedo pagar facturas y no podemos enfermar porque no tenemos cómo pagar.
Garcia Campos, Ma. De Lourdes	CA	Mi nombre es Maria de Lourdes Garcia Campos y he trabajado como cuidadora directa por casi 10 años en California. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. El salario apenas alcanza para gastos básicos y no se tiene ningún apoyo de ahorro para enfermedades de emergencia. Si trabajo me pagan. Si no trabajo, no tengo ingreso. Es importante mejorar las condiciones de las trabajadoras de cuidado. Es importante apoyar a todas las trabajadoras porque son esenciales para todas las demás industrias porque somos responsables de casa y familia para que

		ellos puedan salir a trabajar. Por eso merecemos tener todos los derechos esenciales para vivir. Gracias.
Moreno, Maria	TX	Mi nombre es Maria Moreno. Soy madre soltera de 4 hijos y soy trabajadora de cuidado directo en Texas. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. No me alcanza con lo que gano porque es muy poco. Si aumentarán más mi salario me alcanzaría un poco más con todo para mis billes, renta y lo que mis hijos necesiten. Lo que hacemos también es un trabajo digno y merecedor de un salario mejor. Ayudamos mucho a personas mayores en sus labores del hogar y eso es mucha ayuda para ellos.
Elstner, María D	TX	Me llamo Maria Elstner y soy trabajadora de cuidado directo en Texas. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. En Texas, donde vivo y trabajo, nuestra zona es de las más pobres del país. Nos pagan \$7.25 por hora que es un salario con el cual no se puede vivir. El pago no corresponde a la economía que está muy alta. Exigimos sueldos dignos para cubrir nuestras necesidades básicas.
Montenegro, Florecienda	CT	Soy Florencia Montenegro y he trabajado en Connecticut como cuidadora directa por 20 años. Estoy expresando mi apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. El vivir de cheque en cheque y mas a un sabiendo que no llego a cubrir muchos de los gastos esenciales es siempre un stress terrible. Muchas veces tengo que dejar de pagar algun servicio para cubrir otro. Un mayor salario significaria todo para no tener estres ni preocupaciones por como pagare esto o aquello. Sería una esperanza para mi familia.
Castillo, Olga	TX	Me llamo Olga Castillo y soy trabajadora de cuidado directo como cuidadora en Texas. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. La experiencia que me dejaron estos 10 años como cuidadora de ancianos fue que aunque trabajara 12 horas diarias nunca fue suficiente para obtener un salario justo. Nunca recibí pagos por tiempo extra, nunca tuve cuidado medico, nunca tuve dias de enfermedad, nunca tuve vacaciones. Ahora, es justo y necesario los cambios y beneficios que merecemos todas las trabajadoras de cuidado. Los salarios justos traeran alivios economicos en cada uno de los hogares de las trabajadoras. Por ejemplo, una vivienda mas digna para cada familia, una mejor y saludable alimentacion para la familia. También las trabajadoras tendrian oportunidad de cuidado medico, acceso a transporte propio par ellas y sus familias. Estos cambios son necesarios para que las trabajadoras y sus familias tengan un cambio merecido para una mejor calidad de vida.

Rosales, Clara	CT	<p>Mi nombre es Clara Rosales y soy trabajadora de cuidado directo en Connecticut. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Con el salario que nos paga las agencias no alcanza para mi. El salario debe ser más alto porque batallar con las personas de tercera edad no es fácil. Yo creo que el departamento de salud y servicios humanos tenga mucho en cuenta a las trabajadoras con licencia ya que nos hemos esmerado el salario debe ser un poco mal alto.</p>
Peralta, Luz	NJ	<p>Soy Luz Peralta y soy trabajadora de cuidado directo en Nueva Jersey. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Somos muy mal pagado con tantas responsabilidad que una cuidadora tiene. No tendemos de pago dias festivo vacaciones. Si uno se enferma tenemos que trabajar así o si no trabajas no le pagan y no le dan tiempo completo a uno. Queremos un mejor salario pago y beneficios como pago de los días festivo y enfermedad.</p>
Vaca, Ingrid	VA	<p>Mi nombre es Ingrid Vaca y he trabajado como cuidadora directa por 23 años en Virginia. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. La verdad que el pago que he recibido por muchos años nunca me ha alcanzado para cubrir todas mis necesidades. A la fecha mi salario no es suficiente ni para pagar una renta completa ni tampoco cubrir mis gastos como luz, gas y peor comida. Tengo muchas veces que reprimirme de comprar muchos alimentos por falta de dinero y no es justo que nosotras proveemos un gran trabajo y no sea valorado de acuerdo a lo que hacemos. Es peor cuando somos trabajadoras esenciales indocumentadas ya que por el hecho de no contar con un estatus definido abusan de nuestras necesidades. Nuestras situaciones mejorarían de gran manera si nuestros salarios aumentaran ya que viviríamos de acuerdo al standard de vida que tenemos ahora ya que incluso todo ha subido y podríamos a acceder a mejor calidad de vida pero esto también se haría realidad siempre y cuando se tome en cuenta el gran trabajo que realizamos las trabajadoras de cuidado indocumentadas también.</p>
Franco, Maria	AZ	<p>Me llamo Maria Franco y he trabajado como cuidadora directa por 5 años en Arizona. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Los salarios actuales son míseros y la mayoría de los trabajadores de cuidado directo tienen que salir a buscar trabajos mejor remunerados. El salario es insuficiente para mantenerse. Dejar a nuestros mayores bien protegidos es la tranquilidad de muchas personas.</p>

Ramirez, Amalia	NM	<p>Mi nombre es Amalia Ramirez y he trabajado como cuidadora directa por una agencia por 10 años en Nueva Mexico. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. El trabajo como cuidadora es muy importante, tanto para mi como para las personas a quien atendemos y sus familia. La mayoría de las veces los familiares dependen de nosotros para seguir con su vida cotidiana, y es una bendicion tener alguien que esta a cargo de sus seres queridos, y saber que estan bien atendidos. Las personas que necesitan de nuestro servicio se sienten seguras en su propia casa con nuestros cuidados, ya que algunas veces no tienen familiares y solo dependen de nuestros cuidado que lo hacemos con amor y compacion. Es por eso que meresemos un salario justo para tambien poder salir adelante con nuestra vida. Que si estamos bien nosotros, podemos dar un mejor servicio. Nesecitamos un salario justo para las trabajadoras de cuidado ya que es un trabajo muy importante para todos y muy mal remunerado. Ayudenos a salir adelante todos.</p>
Maese, Yessica	NM	<p>Mi nombre es Yessica Maese y trabajo como cuidadora directa en Nueva Mexico. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Soy la única persona que aporta a mi hogar así que me afecta demasiado los pagos bajos. Wiendo mamá soltera es difícil sostener a dos hijas con el salario tan bajo a un trabajo que implica gran responsabilidad.</p>
Gomez, Karina	IL	<p>Mi nombre es Karina Gomez y he trabajado como cuidadora directa por 10 años en Illinois. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Muchas veces la gente se aprovecha pagan lo que quieren porque saben que trabajamos por necesidad y el sistema de este pais no nos permite vivir con un sueldo de \$14 por hr. Además, la mayoría somos madres solteras que buscamos este tipo de trabajo porque a nosotras no nos apoya nadie. Nosotras solas tenemos que buscar como cuidar de nuestros hijos. El gobierno deberia permitir que toda mujer y madre soltera tuviera la oportunidad de tener un trabajo digno porque hoy en dia hay tanta demanda de este tipo de trabajo. El año pasado me separe por violencia domestica y tuve que dejar mi trabajo de 10 años donde trabaje de 6pm a 6am y es muy duro para mi tener estabilidad economica porque no hay oportunidades de trabajo con horarios flexibles para poder trabajar y poder cuidar de nuestros hijos.</p>

Rambler, Genale	PA	<p>My name is Genale Rambler, I live in Pennsylvania and I have been a direct care worker for 10 years. I write in support of the CMS' proposed rule. Care workers are on the job - non stop. There's no time clock, no lunch break and no end of day. My husband is also a Direct Care Worker, as his second job). I have been caring for my mom for over 4 years, but I am no longer paid because I had to become her power of attorney. My dad has recently had heart failure and stage 4 kidney disease and I care for him also. So, I work over 20 hours a day with no pay! I rely on my husband's income. We pay for 99% of my parents bills - to help them. We have our own home, and bills. Higher wages may not seem like much to some people, but to me and my husband, it can change our lives. Maybe he could go visit his father in Florida who is also dying. Maybe I could see a doctor for my back and knee issues (and sleep problems). Quality of care would improve because I wouldn't be so stressed. I would always have extra food, paper products and PPE.</p>
Barnette, Phyllis	VA	<p>My name is Phyllis Barnette, I live in Virginia, I have been a direct care worker for 3 years. I write in support of CMS' proposed rule. I work for people with disabilities, helping them with their all their daily needs -- bathing, grocery shopping, helping them get around. I'm doing the work I do at a wage that isn't appropriate -- I even spend a lot of time even beyond what I get paid for because their needs are so great, and it's a calling for me. But I don't believe my family should struggle financially when I'm doing this work.</p>
Lundeen, Robyn	AZ	<p>My name is Robyn Lundeen, I live in Arizona and i have been a direct care worker for 4 years. With current wages and especially inflation, it's impossible to make ends meet. Caring for others who are disabled is an honor, God will reward us. But while on earth we need livable wages. I have an adult son with autism and down syndrome and struggle daily to meet our needs. I am 66 and don't know what the future holds for us. I pray we do not lose our home.</p>
Ott, Suzzanne	PA	<p>My name is Suzzanne Ott and I am a direct care worker based in Pennsylvania. I am writing to support the proposed CMS rule to increase the percentage of public funds that go directly towards direct care workers' wage. I struggle every month and it's hard living off \$12.69 an hour because my bills are more than I work. We have one food bank for my area and that's only open once a month. I have a family of five and it's hard having to choose between clothes and shoes or food for your family. My client is also pre-diabetic so he can only eat certain food and healthy food is more expensive. Please work on improving our wages.</p>

E Canada, Jennifer	SC	<p>My name is Jennifer E Canada, I lived in South Carolina and I worked as a direct care worker from 2005 to 2015. I write in support of the CMS' proposed rule. I a CNA, technician, hospice home health aide and am licensed to do it all but the pay is way too low that I have to go into a factory or a mall job to get what I need if I want to survive. But I love what I do and enjoy caring for people -- I shouldn't have to go to work as a weaver or at a restaurant like McDonald's or Burger King or something like. A higher wage will help me to care for my bills as well, because of low pay and doing 12-hour shifts a day I am behind in my bills. It's hard to try to pull two jobs, after working 12 hour shifts a day tjust o try to make ends meet. I feel like it's not fairbecause McDonald's or other places pay more and yet we are caring for the loved ones and we break our backs for them because we love them and we want to do everything we can to help them live a long life but at the same time it's not helping us.</p>
Erwin, Pamela	OR	<p>My name is Pamela Erwin, I live in Oregon and have worked as a direct care worker for 20 years. I write in support of CMS' proposed rule. I have been taking on more jobs, more contracts, more different types of work to gain financial stability. This compromises my work. Each of the 3 jobs has different methods, visions, rules, and standards. As I age out of the system (near retirement) I wonder if the care I have strived hard to excel at providing will be provided to me.</p>
Bradley, Harriet	GA	<p>My name is Harriet Bradley, I live in. Georgia, and I have been a direct care worker for 15 years. I write in support of the CMS proposed rule. A higher wage will definitely make it easier for me to pay my bills and live more comfortably. I am a caregiver that is paid through a healthcare agency by Medicaid. This rule would hopefully increase my pay. I recently found out that a caregiver that has been working for my agency for a few months makes two dollars less than myself. I have been with this agency since 2009. Please Department of Health and Human Services make this change to where 80% of the public fund go to the in-home caregivers.</p>

Martien, Rebecca	CO	<p>My name is Rebbeca Martien, I live in Colorado, and I write in support of CMS' proposed rule. I work 2 jobs, 7 days a week and am single head of household. Daily, I face difficult choices when it comes to spending. As in, what is my priority at any given moment: gasoline, utilities, food, meds, etc? I have not had a vacation in approximately 10 years. I can rarely afford the necessary work on my old home and live in fear of my appliances and water heater breaking. There is no way I could afford to replace those things right now. I have a giant tree that a previous owner planted in my tiny backyard, that has for years desperately needed to be removed. Sleep, every night, is a challenge. I can, without exaggeration, claim that I haven't really felt a moments peace in years. Being adequately compensated for my bone breaking, mentally crushing work would mean living instead of existing. Right now, I'm machine, not human. I have worked in Assisted Living facilities for approximately 15 years. Staffing has always been abysmal. I recall working by myself one Christmas in a memory care with approximately 20 residents who had high level needs and high level behaviors. I once worked a 24 hr, sleepless shift during a snow storm. However, post Covid, the staffing situation has become alarming. We are dangerously short staffed on a regular basis with staff working 12 and 16 hour shifts to compensate. On a regular basis, I work with staff who work 2pm-6am and then return to work at 2pm the following day. I work with staff who work 6am to 10pm and return to work at 6am the following day. Management's answer is to threaten termination for staff sleeping on the job. The staffing situation will continue to worsen as the field hemorrhages caregivers. Wages MUST be increased to draw people to this field so that there is adequate staffing or not only will the quality of care suffer, there simply won't be caregivers available to provide any care.</p>
Vernon, Tonya	LA	<p>My name is Tonya Vernon, I live in Lousiana, and have worked for 30 years as a direct care worker and I'm still working. I am writing to express my support for CMS' proposed rule. An increase would help me to take care of my family. Grocery cost has increased and utilities have increased and also rent. It would help a lot if your wages were higher because we have struggled to get groceries and pay rent and utilities</p>

Taylor, Joyce	VA	<p>My name is Joyce Taylor, I live in Virginia and I have been a direct care worker for 20 years. I am writing to express my support for CMS' proposed rule. A higher wage for me would mean being able to enjoy the little things in life instead of always stressing about how I'm going to pay my bills, buy food, gas to travel 50 miles to my job, etc. Being a private duty caregiver, it not only takes a toll on us mentally but physically. Families expect for us to keep their loved ones safe at all cost, but we have NOTHING to protect ourselves from injury. We DESERVE better pay and workers compensation to cover us in case of accidents. Being a caregiver, we give the patient's family their freedom to do the things they like and it's only fair that we should make enough money to do the things we like. My employers should be required to offer or pay half of our insurance cost, start 401k for us, etc. We must be valued by actions and not just told how much we are appreciated and the Dept of Health & Human Services need to help CAREGIVERS like me get what we do deserve. We are mistreated sometimes by the patients, we can be replaced without noticed, fired without a cause and NONE OF THIS IS FAIR TO US!! We deserve respect just like we give and we deserve to have someone STAND with us and fight for US!!!</p>
Brown, Fiedel	CA	<p>My name is Fiedel Brown, I live in California, and have been a direct care worker for 30 years. I write in support of CMS' proposed rule. Better wages would help . Prices are going up on everything from food to housing . It's mentally and physically draining being a care worker you have to take care of yourself also. Care workers deserve better pay. We also have to provide for our families. Being a care giver is just not babysitting the elderly--- we are caring for them and providing a service. Some of our clients are on hospice, they have to have that special attention it's very important. Their families depend on us. Yes we deserve higher wages and medical and retirement. Thank you.</p>
Prigett, Alvia	CA	<p>My name is Alvia Prigett, I live in California and I have been a direct care worker for three years. I write in support of CMS' proposed rule. Right now I'm living pay check to pay check, asking for help, a loan. Higher pay would help with stability, allowing me to save, and saying yes more to other activities. The increase can provide stability for us that work hard to provide a lifestyle and raising our families without having to live paycheck to paycheck. Give us what we deserve. We're not living in the past ---it's the 21st century, pay what is owed to us, we want to be happy and live a life we work hard for. Fair share for direct care workers mean veing able to save or have a get away without having to worry about will we have enough or applying for loans just to get by.</p>
Haines, Chris	ME	<p>My name is Chris Haines, I live in Maine and I was a direct care worker for 30 years. I write in support of CMS' proposed rule. I am retired now, but I worked in healthcare doing home care for many years. I earned between \$4.50 and \$7 an hour while the agency would receive double or sometimes triple that</p>

		amount for my services. If i had earned more, my Social Security would be higher now.
Mitchell, Tonya	NY	My name is Tonya Mitchell and I am direct care worker living in New York. I support CMS' proposed rule. The wages for direct care workers are so low that I have to have 2 jobs which on paper, it looks like I make enough to meet my needs. But I don't make enough to get health insurance. And these agencies won't give you any healthcare coverage if you don't work 25 hours or more. A higher wage would mean, I can pay my bills and maybe have some left over to enjoy, not just work.
Fleming, Natika	NC	My name is Natika Fleming, I live in North Carolina and have been a direct care worker for 22 years. I write in support of CMS' proposed rule. This Job has needed a higher level pay for a long time now, I've been working in this area for over 20 years, at this point anyone who has been working in the field should be able to feel comfortable and acknowledged with the substantial amount of \$15-20 an hour. Nobody should be working for pennies. While others on the other end are reaping the benefits and those putting in their time and effort and compassionate work for those in need are ignored. This matter should be resolved by understanding and a change is definitely needed.
Smith, Paula	PA	My name is Paula Smith, I live in Pennsylvania and have been a direct care worker for 25 years. I write in support of CMS' proposed rule. I have been a CNA for over 20 years as I get close to retirement age I realize, I have absolutely nothing to show for it! I am so financially challenged that I can't even afford to live on my own or go to Nursing School, as I will never be able to study or sleep. My friends are all preparing to retire but here I am struggling to walk due to my arthritic knees from years of walking those halls, taking care of others, trying to make ends meet. We need a livable wage so we can stop trying to survive & start living!
Petersen, Marsha	FL	My name is Marsha Petersen and I live in Florida. I am a direct care worker and writing in support of CMS' proposed rule. I have to share an apartment because I can not possibly live on my wages I earn as a direct care worker on my own. It is shameful that as much as we do to help people, it feels like we are not appreciated for our hard work. I even have a 2nd part-time job just to make ends meet. If wages were higher, people with more experience would apply for the jobs and the quality of care would be better.
Keelin, Jody	MN	My name is Jody Keelin, I live in Minnesota and have been a direct care worker for 14 years. I write in support of CMS' proposed rule. As a single person, I am usually able to get by on the wages I earn as a direct care worker, but it isn't a very fulfilling life to always be on the edge. Any unforeseen expense, illness, or other issue can put me and my home at serious risk. I have seen many qualified, skilled and caring workers leave this profession because it doesn't pay enough. There are many other occupations that require less personal commitment and pay a substantially better wage.

shafto, carolyn	FL	My name is Carolyn Shafto, I live in Florida and I am former direct care worker. I write in support of CMS' proposed rule. I am now retired and struggle financially because the caregiving work I did for so long, that I gave 100% to and was so appreciated by everyone involved, was never truly valued by society in terms of living wages and that has been a moral shame
McGlinch, Suzan	PA	My name is Suzan McGlinch, live in Pennsylvania and work as direct care worker. I write in support of the CMS proposed rule for fair wages for direct care workers. I earn \$15 an hour as a caregiver but it still is not enough because inflation has doubled all of our bills. If employees do not feel appreciated and do not earn a living wage, the quality of their work will be affected.
Hampton, Tonya	IN	My name is Tonya Hampton, I live in Indiana and have worked as a direct care workers for 11 years. I write in support of CMS' proposed rule. My wages have kept me from properly being able to take care of my family fully. I have to work 2 jobs to make ends meet which means missing out on time with my family. Higher wage would mean only working one job instead of 2.
Hunt, Beth	IN	My name is Beth Hunt, I live in Indiana and work as a direct care worker. I write in support of CMS' proposed rule. I have to work a lot of overtime to support my family. I am a single mother and I work 60 to 70 hours a week to be able to pay bills and get groceries and necessities. Higher wages would also attract more caregivers, right now the numbers are so low.
Horvath, Lorine	ND	My name is Lorine Horvath, I live in North Dakota and work as a direct care worker. I am writing in support of CMS' proposed rule. My husband's salary subsidized my work, and will subsidize my retirement. My children and our whole family dealt with money stress because I didn't do a different, higher paying job. Turnover among direct care workers is high, as is burnout. Higher pay would decrease stress and increase quality of services.
Jackson, Marianne	WA	My name is Marianne, Jackson, I live in Washington state, and am a direct care worker and support CMS' proposed rule. I care for my son with major mental and physical disabilities. My car repair was too much to fix it. We would have another used car, if my wages were high enough to save for one. When a pet needs care, or we have medical expenses, I always put my care last. If wages were higher we could have better quality of life. Even grocery workers make more per hour. Caregiving is very challenging work, that requires knowledge, and patience. Let's show caregivers the respect they deserve, and wages that represent the real work we do.
White Schumacher, Laurel	PA	My name is Laurel White Schumacher, I live in Pennsylvania and am a direct care worker in favor of the CMS' proposed rule. I wish I could pay my bills from my direct care work. Low pay and no benefits means those of us that want to make it a full time job can't. We have to get a real job on the side so we have benefits and can pay our bills.

Priestley, Mary	TX	<p>My name is Mary Priestley, I live in Texas and work as a direct care worker. I support CMS' proposed rule. There are many issues affecting me as a direct care worker, and I know firsthand these issues are real road blocks for all of us caregivers. I have 2 other jobs but work is sparse and it has not helped me to continue care. Higher wages would help direct care workers sustain themselves in order to maintain their jobs and also will face less issues. Due to increasing gas prices, transportation costs increased, and many direct care workers do not have vehicles. This causes issues in the care provider industry. Some of us also just barely make ends meet it would be beneficial for these issues for pay increases ensuing that direct care workers will not have to find other jobs and even work 2 jobs. Direct care workers will focus better on those whom they are caring for as well as being able to do their jobs better. Without a change in how direct care workers are treated and paid it will keep our services in high demand and the industry will continue to struggle with shortages of direct care workers.</p>
Beck, Rachel	CA	<p>My name is Rachel Beck and previously worked in hospital home care, as well as cleaning houses in California. I was barely scraping by. Wages for care work will mean that caregivers don't have to spread themselves thin taking on too many clients, and that's good for everyone. I work for hospice, and paid caregivers are a crucial part of care teams, maintaining the well-being of patients and their loved ones. They deserve fair pay. This is why I am writing in support of the proposed CMS rule, specifically on the home and community based care provisions on the direct care workforce.</p>
Geist, Nichole	PA	<p>My name is Nichole Geist and was a direct care worker in Pennsylvania. I am writing to express my support for the CMS proposed rule and the provisions for home care and community based services. I have had to quit a job I absolutely loved because I was unable to make my rent. Let alone make enough extra to eat, so I was eating at work like many of my co-workers. A higher wage could have meant I would have been able to stay in an apartment I liked without having to move in with a roommate. I would have had a place of my own that I could go to destress at because yeah, it's not an easy job, and really you need a safe place to destress from the work or you'll burn out way too quickly. I worked as a direct care worker for two companies, and having a larger paycheck would allow us to put food on the table, and have less worry about how we're going to keep a roof over our heads. We are there for the loved ones that society and their families tend to forget exist once they have a caretaker. We're cleaning their messes, and feeding them when many don't have anyone else who will even give them the time of day.</p>

Lizarraga, Misty	TN	<p>I am Misty Lizarraga and I used to be a direct care worker in Tennessee. I did do this kind of work but stopped due to low wages and unfair demands when I worked for an agency. I also had to travel to people's homes and was not compensated for it. The agency said you would get paid for training then did not follow through. It was impossible to live on the wages and spend so much time and money on traveling. This is why I am in support of the CMS proposed rule that would make direct care wages more fair.</p>
Curry, Ellen	MO	<p>My name is Ellen Curry. I am a direct care worker in Missouri and am in support of the CMS proposed rule to make direct care worker wages fairer. A higher wage would be absolutely life changing to me. It feels like an injustice to arrive home exhausted each day and still have to stress about paying rent, the price of groceries, etc. Care work is the backbone of society and we must be compensated as such. Workers who are able to have the peace of mind to care for their own families will naturally provide better, more loving care. Financial stress takes a huge toll.</p>
Jae, I. M.	MA	<p>My name is I.M. Jae and I am a direct care worker in Massachusetts. I am writing in support of the CMS proposed rule, specifically the HCBS provisions about the wages of direct care workers. When your wages allow you to live with dignity, you're not always anxious about how to take care of your own family. Always being in a stressful state is a timebomb waiting to explode. It's like being tightly wound up. I've gone without enough to feed my family. I've had to do other work, like childcare and housecleaning, to be able to buy toiletries, laundry soap, dish soap, diapers, car insurance & gas, and paying for my utilities. This made for less sleep consistently. Workers that aren't worried about their own finances will be much more focused and clear headed when dealing with their patients. Not being clear headed can lead to mistakes, possibly leading to missing life threatening changes to a patient's health.</p>
Ward, Jane	WA	<p>I am Jane Ward and am a direct care worker in Washington. I am writing in support of the CMS proposed rule, in particular on the HCBS provisions about direct care worker wages. Low wages for a hard job we do competently, a job that everyone agrees is necessary and important, means feeling unappreciated by society. It also results in high turnover and even a critical shortage of workers. I have made a life's work caring for children and elders and the low wages mean that I am facing poverty in retirement. This is unfair. Home care work is essential for the dignity of those being cared for and those providing care also need to be able to live with dignity. Receiving wages that are too low to cover normal expenses means high turn-over which is hard for elders. It can even mean interruptions in care which can be harmful.</p>

St Ville, Geraldine	NY	My name is Geraldine St. Ville and I have been a direct care worker for 11 years in New York. I am writing in support of the CMS proposed rule, in particular on the HCBS provisions about direct care worker wages. My wages used to be below minimum wage and I couldn't pay half my bills. Only in mid 2022, I started getting a little above minimum wage which can hardly sustain me and my family. I struggled making ends meet by going to pantries and cutting most of my utility bills. A higher wage would help me pay my bills easier, reconnecting utilities and being able to be more independent and to provide for my family at home.
Cook, Vicki	CA	I am Vicki Cook and am a caregiver for elderly patients in California. I am writing in support of the CMS proposed rule, in particular on the HCBS provisions about direct care worker wages. My goal is to keep them healthy and happy and in their home. Caregivers like myself are making less than \$20 an hour. Most of us work with several clients, and as much overtime as our agencies will allow, just to be able to pay our bills. Caregivers are all important to our clients and the jobs take functional knowledge. We deserve to be paid a living wage, without having to work so much that we rarely have time to enjoy our earnings.
James, Darlene	NY	My name is Darlene James and I am a direct care worker in New York. I am writing to express my support of the CMS proposed rule, in particular on the HCBS provisions about direct care worker wages. An increase in workers wages would definitely go a long way, because we as care workers have lives too and we have bills to be paid like everyone else. And with inflation everything is on the rise in cost except our wages. We give our all to our work and caring for our elderly and young ones . We are really in need of increased wages to make our lives better and easier so we don't need to worry where our money will be coming from to cover all of our bills.
Ceja Rodriguez, María Elena	CA	Soy Maria Elena y trabajo como cuidadora directa en California. Estoy escribiendo para apoyar la regla propuesta de CMS. Mi salario ha sido muy impactado desde la pandemia perdí a varios de mis clientes. Tampoco, no hay seguridades en las casa de mis clientes, no proveen guantes, mascarillas, y ese es un gasto mas a mi bolsillo y por lo cual es un gasto más a mi presupuesto.Como cuidadora necesito algún descanso especialmente cuando tengo que cuidar pacientes con Alzheimer, no quieren pagar por lo cual no puedo dejar de trabajar para no verme más afectada en mis finanzas, asi que es mas cansado y no puedo cuidar de mi misma. Gracias por su atención.
Triana, Azucena González	FL	Mi nombre es Azucena González Triana y soy trabajadora de cuidado directo en Florida. La inflación del país no se compeza con el salario.15 dólares por hora es al nivel de pobreza en Estados Unidos y hace que la población se vea obligada a trabajar más horas y descuidar el cuidado de los hijos. No permite a personas trabajar y vivir tranquilos sino llenos de preocupaciones y deudas. Por eso, estoy expresando mi apoyo a la regla propuesta de CMS.

Silva, Yeimy	FL	<p>Soy Yelmy Silva. Trabajo como cuidadora directa en Florida y estoy escribiendo para apoyar la regla propuesta de CMS y en particular las de HCBS. No me alcanza el dinero por los pagos bajos y no puedo pagar u obtener un buen seguro médico y sobre todo que cubra odontología . Nosotras las cuidadoras nos enfrentamos a diferentes actividades que ponen en riesgo nuestra salud y no contamos con una ayuda para seguros médicos .tampoco nos descuentan taxes. De nuestro bolsillo anualmente pagamos taxes, cuando en las agencias deberían de descontar los impuestos del sueldo que sera más fácil para nosotras que tener que sacar \$6000 or \$7000 a final de año para pagar. No contamos con ninguna prestación de ley, ni vacaciones pagas. Trabajamos por años y los días de descanso son días que no ganamos y afecta nuestra canasta familiar. Agradezco de corazón por todo lo que están proponiendo hacer por mejorar nuestra calidad de vida.</p>
Mora, Blanca	TX	<p>Soy Blanca Mora y trabajo en el cuidado directo en Texas. Estoy escribiendo para apoyar a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. La afectación de una inflación la alza de precios cuando los mismos salarios quedan iguales. Que los insumos básicos en comida se han elevado en un 40% o más en incremento y al seguir con mis mismos salarios es más complicado llevar un gran abasto de alimentos o en otro caso el costo de la gasolina es elevado y las distancias aunque son las mismas en las que nos movemos el incremento de precios hace tener menos dinero, al mismo tiempo todo referente allá incrementos de la economía entonces hay menos cantidad de compras y entonces tieness que hacer uso de préstamos y endeudarte todo el tiempo.</p>
Barbaran, YADIRA	NY	<p>Mi nombre es Yadirá Barbaran, soy trabajadora de cuidado directo y estoy escribiendo en apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. No cuento con seguro medico por reducción de horas, les solicito más horas en mis días que dispongo y no los hay, el cual es imposible. Recurre a otra agencia, pero no dan beneficios para completar horas. En esta segunda agencia, no pagan vacaciones, feriados federales, y su seguro es pésimo, NO ES JUSTO QUE UNA HHA CON 16 AÑOS DE SERVICIO NO TENGA SEGURO MEDICO.</p>
Guzman, Hortencia	CA	<p>Mi nombre es Hortencia Guzman. Vivo y trabajo en California como una trabajadora de cuidado directo y estoy expresando mi apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Un mayor salario representa mayor solventud, y libertad financiera. Me gustaría ganar mejor. Actualmente cuido y limpio para una familia. Solo tengo salidas y no entradas de dinero. Soy madre soltera y tengo que encontrar un lugar para mi hijo y yo para vivir y un vehículo porque el que tengo ya no está en tan bien estado. El ganar mejor me permite pasar mas tiempo con mi pequeño y poder darnos mejor calidad de vida, pero por el momento hago lo mejor que puedo.</p>

Sanchez, Magdalena	FL	Soy Magdalena Sanchez, una trabajadora de cuidado en Florida y estoy escribiendo para apoyar la regla propuesta de CMS y en particular las proviciones de HCBS. Les puedo decir que la labor del cuidado del adulto mayor es una vocación hermosa de servicios para su atención se merece una buena remuneración de acuerdo a la experiencia, lamentablemente tengo dos semanas sin trabajar en espera de aplicar en diferentes agencias. Gracias
Frias, Olga	TX	Me llamo Olga Frias y considero que el pago por el cuidado de perdonas mayores y discapacitadas es muy bajo porque tenemos la responsabilidad de cuidarlos, alimentarlos, bañarlos, limpiar el hogar, preparar dos comidas, hacerles las compras, etc. Aparte son muy pocas horas por semana y el salario no alcanza para cubrir lo básico de mi hogar. Por eso, como cuidadora en Texas, estoy escribiendo para expresar mi apoyo a la regla propuesta de CMS y en particular las proviciones de HCBS.
Godoy, Marievely	NY	Mi nombre es Marievely Godoy y trabajo en el ciudad directo en Nueva York. Estoy escribiendo para apoyar la regla propuesta de CMS y en particular las proviciones de HCBS. Trabajo 30 horas y no me es suficiente lo que me pagan aun teniendo caso especial que deberían ser mejor pagos. En este trabajo se hace mucha fuerza con el paciente, los gastos médicos son varios, y no alcanza para cubrirlos/ Hay muchas cosas que no se pueden cubrir con lo que uno gana porque hay que pagar alquiler y hay que reunir 3 semanas para poder pagar, esperando en que haya una solución para nosotras las cuidadoras de hogar tanto en sueldo y para obtener beneficios a la hora de una jubilación.
Martínez, NEIFI	NJ	Mi nombre es Nelfi Martínez desde Paterson NJ. Soy madre soltera con 4 hijos. Soy trabajadora de cuidado directo y estoy escribiendo para apoyar la regla propuesta de CMS y en particular las proviciones de HCBS. En verdad no me alcanza para pagar mi rentas ni comprar comida para mis hijos y aveces no hago mis 40 horas semanales porque aveces los clientes, las persona mayores, están en hospital o se nos mueren o en una rehabilitacion. Nosotras la CHHA Care somos las que hacemos el trabajó mayor o peores de las compañías porque somos la que cuidamos a nuestros clientes de forma directa y somos la que estamos dándoles apoyo, cuidados, higienes, amor, pacientes, sicología, terapia, sonsuelo emocional, respeto, comprensión, motivación para bañarlos cuando no se quieren hacer el haceo personal, cuando no quieren comer, cuando se sienten abandonados por sus familiares, cuando no se sienten valorados, cuando nadies los entiende. Somos las que limpiamos vómitos, diarrea, secreciones, como catarros de tuberculosis o gripes, con sida, con diferentes enfermedades y mucho más situaciones que cada persona tiene. Sin embargo, los familiares y aveces los mismos clientes maltratan físicamente, verbalmente, emocionalmente y de mucha degradación porque nos ven como pocas cosas con insignificantes y menos presidadas. Muchas veces por familiares, los mismos clientes que por el hecho que trabajamos con personas mayores piensan que esas personas no se valoran

		aunque esas personas son un gran amor para mí porque por esas personas mayores es que hoy vivimos y existimos en este mundo. Por eso hago mi trabajo con amor respeto esfuerzo y confianza de que ellos vean alguien en quien tienen apoyo cuando otros los ignoran. Gracias.
Zaldivar, Margarita	FL	Me llamo Margarita Zaldivar y soy cuidadora directa en Florida y estoy escribiendo en apoyo de la regla propuesta de CMS y las proviciones sobre los servicios basados en el hogar y la comunidad. Es muy evidente el mal pago que recibimos las cuidadoras del hogar. La economía ha aumentado más de un 60% los productos alimenticios, de aseos y la renta de la vivienda, incluyendo los seguros de carros. En mi caso sufro de un estrés por la alta deuda de mis tarjetas de crédito más préstamos personales.
Hernandez, Julissa	NJ	Mi nombre es Julissa Hernandez y trabajo en Nueva Jersey. En este momento, estoy trabajando 23 horas a la semana y gano \$14.50 por hora por una agencia y no me alcanza el dinero. Tengo que pagar renta, teléfono, cable, internet, comida y tres hijos tienen necesidades como ropa y zapatos. Mi sueldo no da para una familia de 5 porque mi esposo está en proceso de salud de compensación y no está recibiendo nada entonces yo debo hacerme cargo de todo. Por eso estoy en apoyo de la regla propuesta de CMS.
Zapata, Benigna	TX	Hola, me llamo Benigna, soy trabajadora de cuidado directo en Texas, me dirigo al tema afecta porque no alcanzo a pagar los billes de mi casa como la luz, la gas, el agua, el cell, los gastos de comida o medicinas, el transporte, sin contar lo que se ocupa en el trabajo como guantes que cuestan \$30 o mas por 100. También cuando no piden ocupan que hagamos un mandado como ir por las medicinas, no pagan el gas del carro. Yo tengo 8 hijos ya están grandes y tengo nietos no puedo ni regalarles nada. Ojalá se pueda subir el sueldo para poder pagar los gastos de la vida gracias con esta regla propuesta de CMS y en particular sus proviciones sobre HCBS.
Mojica, Milagros	FL	Hola, mi nombre es Milagros Mojica y trabajo como cuidadora en Florida. Las compañías de cuidado en el hogar pagan muy poco. Con una renta de 1200, más seguros de automóviles, billes, gasolina comida, para poder cumplir pago solo la mitad de mis billes para poder pagar gasolina o comprar comida. Creo que deberíamos tener como mínimo \$20 por hora y algún beneficio, como pago por vacaciones, enfermedad o pagar algún tipo de retiro. Por eso, estoy apoyando la regla propuesta de CMS y sus proviciones sobre HCBS.
Rivera, Ana	CA	Mi nombre es Ana Rivera y soy trabajadora de cuidado directo y también cuido a mamá. Estoy escribiendo para expresar mi apoyo a la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. El poco salario que gano tengo que pagar salarios más altos de mi salario para los que cuidan a mi mamá la cual necesita cuidado las 24 horas y con los salarios bajos que he ganado he gastado la 3ra parte de mi salario en cuidado de mi madre. También los altos costos de alquiler, vivienda, salud y comida son muy altos para los salarios mínimos. Por eso es

		importante que los salarios estén balanceados con lo que cuesta la vida actual. Por eso los salarios de los cuidadores no es bien pagado comparado con todo el trabajo por hacer.
Garcia, Sintia	TX	Mi nombre es Sintia Garcia y trabajo como cuidadora en Texas. Estoy escribiendo para apoyar la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. En el trayecto de mi trabajo los últimos 3 años han sido difíciles ya que primero fue el COVID y hoy es la inflación. Los precios de la canasta básica esta alta y no alcanza con lo que gano.
Carrera, Maria	TX	Hola, mi nombre es Maria Carrera y estoy expresando mi apoyo por la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Soy trabajadora de cuidado directo en Texas. Me ha afectado en la manera d lo caro que esta todo pr tan poco sueldo. Gano \$10 por hora y no me alcanza a pagar renta, los biles, la gasolina ni la comida. Tengo que trabajar dos trabajos por 13 a 15 horas al dia para poder cumplir con mis gastos. Es muy estresane. Ahorita mismo estoy en el hospital por tanto estres y cancansio por descuidar a mi familia pr tener dos trabajos diarios.
Hernandez, Olga	DC	Soy Olga Hernandez, una trabajadora de cuidado directo y estoy expresando mi apoyo por la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Me ha afectado mucho porque todo está subiendo de precio menos el sueldo. A veces me toca pedir dinero prestado a familiares para alcanzar el fin de mes.,Para mi seria de mucha alegría el aumento de alario porque pagaria mis deudads y lograria alcanzar con mi alquiler.
Baatyo, Monica	MA	My name is Monica Baatyo. I am a direct care worker in Massachusetts and am writing in support of the proposed CMS rule on HCBS direct care wages. Sometimes agencies are not doing the right thing. The cost in the economy is very high and I'm having a hard time making ends meet and the rent situation dosen't help! And we have no health insurance and during COVID, the agency did not provide us with any support.
Perez, Maria	MA	Mi nombre es Maria Perez y yo soy una trabajadora de cuidado directo en Massachusetts y estoy expresando mi apoyo por la regla propuesta de CMS y en particular las proviciones sobre los servicios basados en el hogar y comunidad. Yo actualmente gano solamente \$1,200 al mes trabajando para una agencia. Yo cuido a mi papa que tiene Alzheimer y necesita cuidado los 24 horas al día. Pero la agencia solo me paga 20 horas a la semana porque mi papa solo califica para 20 horas de cuidado pagado por el gobierno. Yo no puedo buscar otros trabajos porque tengo que estar todo el tiempo con mi papa, no lo puedo dejar solo. Con lo que gano, no me alcanza para pagar mis gastos. Me acaban de subir la renta, y despues de pagar eso no me queda prácticamente nada. Lo que yo hago es mucho trabajo y nos pagan muy poco

		dinero. Los precios de todo lo demás ha subido mucho, pero nuestro salario no ha subido. Esta regla me ayudaría a ganar un poco mas y seria mas justo para nosotras las trabajadoras de homecare.
Craig, Felicia	NH	My name is Felicia Craig and I am a home care worker in New Hampshire. I am expressing my support for the proposed CMS rule on fair wages for HCBS direct care workers. My job is very important to me. I'm out here caring for people in their homes. and wages have not gone up. We are angels taking care of those people that are home bound. We don't get paid enough. The agencies and the assisted living centers want to keep us back. Nobody I know is making \$15 or even \$18 an hour. I've been doing this for over 20 years. I get paid \$16.50 but only if I do other things for the agency, like my pay rate differs when I work as Individual Support Coordinator.
Logan Cruz, Ruthella	MA	I am Ruthella Logan Cruz and I have been a direct care worker for 20 years in Massachusets. I am writing in support of the CMS proposed rule and specficially the HCBS provisions for better wages for the direct care workforce. It has been very difficult because I remember working 2, 3, or 4 jobs and still not being able to pay rent because wages were so low. I'm a single mother and it became difficult to keep my kids in school, with food on table and clothes on their backs. Ultimately people need the work done, that's what's most important but it needs to be fair too. What you pay me shows me how much you respect me. When you underpay me you show me that you don't respect me and respect is so important in our work.
Okyere, Victoria Dentaa	VA	My name is Victoria Dentaa Okyere and I am a home care worker in Virginia. In addition to home care, I also hold a second job at Walmarts. Unfortunately, although I enjoy the work of caring for elders, direct care is not only harder but I get better pay and benefits from my retail job. This is why I am writing in support of the CMS proposed rule, in particular the HCBS provisions for fair wages for direct care workers.
Voeller, Estelle	OR	My name is Estelle Voeller, I live in Oregon and I write in support of CMS' proposed rule. I am an unpaid direct care worker and understand the value and hard work of care services. I care for a disabled spouse, disabled friend, and an adult son with disabilities. I receive no wage. I cared for both of my parents before their deaths, as well as a mother-in-law and stepdaughter with mental health issues. Our society should value caregiving work that (mostly female) unpaid workers have provided through the years, at the least providing social security support. Meanwhile, a first step is supporting paid direct care workers so they can support their families while providing services to clients.

Lleras, Diana	MA	<p>My name is Diana Lleras. I live in Massachusetts and am writing to express my support of the proposed CMS rule, in particular the HCBS provisions on direct care wages. As the daughter of a care worker who was also partially raised by a care worker, I understand firsthand the significance of increasing workers' wages in improving the quality of care loved ones receive. Allow me to elaborate on the importance of people making a living wage, having access to healthcare, and having an attainable work schedule:</p> <ol style="list-style-type: none">1. Motivated and Engaged Workforce: When caregivers are paid a living wage, they feel valued and appreciated for the vital work they do. This recognition enhances their motivation and engagement, resulting in a higher standard of care for loved ones. I've witnessed how my mother's dedication to her job increased when she received fair compensation, leading to improved care for those she supported.2. Reduced Staff Turnover: Adequate wages provide caregivers with the financial stability necessary to support themselves and their families. This stability reduces the need for them to seek additional employment or work long hours, which can lead to burnout and high turnover rates. As a result, loved ones benefit from consistent and long-term caregiving relationships, promoting continuity and personalized care.3. Attracting and Retaining Skilled Professionals: Increasing workers' wages makes the caregiving industry more attractive to skilled professionals. When wages are low, it becomes challenging to attract and retain experienced individuals who possess the necessary expertise and compassion to deliver high-quality care. By offering competitive wages, the industry can draw talented caregivers like my mother, ensuring loved ones receive the best possible care.4. Access to Healthcare: It's crucial for caregivers to have access to healthcare for themselves and their families. By earning a living wage, caregivers are more likely to afford healthcare coverage, ensuring their well-being and reducing the chances of absenteeism or the spread of illnesses in caregiving settings. As a result, caregivers can prioritize their own health, enabling them to provide consistent and quality care to loved ones.5. Attainable Work Schedule: Adequate wages also contribute to creating more attainable work schedules. When caregivers earn a living wage, they can better balance their work and personal lives, allocating sufficient time and energy to caregiving responsibilities. This prevents caregiver fatigue and burnout, allowing them to be fully present and provide attentive, compassionate care to loved ones. <p>Based on my personal experience as the daughter of a care worker, I can attest to how an increase in workers' wages positively impacts the quality of care provided. It improves caregivers' overall well-being, job satisfaction, and dedication, ultimately benefiting the loved ones they care for.</p>
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tolliver, kathleen	CT	<p>My name is Kathleen Tolliver and I live in Connecticut. An increase in worker's wages will allow the worker to better care for his/herself! I am a retired RN, a family member is a certified nursing assistant and worked in home care & hospital nursing assistant care. My observation is: the home care workers continue to provide excellent & necessary care for their clients/patients, and just absorb onto themselves the hardship of inadequate worker's wages! The patients & their families depend on the worker and s/he comes through. The doctor depends on the home care worker (CNA, etc.); she/he should be called the eyes and ears of the doctor, the registered nurse, the PT & OT. The home care worker saves costs to the patient's insurance, the system cannot work well without the eyes & ears of the home care aids. A bond is formed between the care worker, the patient, and the family. In my experience and belief, the whole system would collapse - with hardship landing on patients, where a home care aid/cna/homemaker is not part of the team. I hope my message serves as an advocate for direct care workers. Here is a question for the Department of Health & Human Services: has our country sunk so low that we will not feel and think how valuable direct care workers are to the patient, the family of the patient, the doctor, the visiting nurse, and yes, the hospital? If the patient does not have a safe home to be discharged to when the patient is - indeed able to be discharged - conditional on the home environment and patient well being is assured and this - indeed - depends on the direct care worker. Why does our system not want to provide adequate wages for these workers (thus, also a hardship for the workers' own families)? I'm glad to add my comments. The direct care workers are too busy to write this, they put people ahead of profits, they have the heart to embrace their covenant to their patients. Illness and disabilities and aging are equal opportunity conditions. All of us should acknowledge. this reality and act in support of the direct care workers. Instead we underpay and don't give a thought to the hardship imposed on workers who care for us, our loved ones. The Dept of Health & Human Services must consider: is it fair that a whole system lands on the backs of our home care/direct care workers?</p>
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Presnal, Edward	DE	<p>I am Presnal and am writing in support of a Department of Health and Human Services proposal that would ensure that 80% of public funds spent on personal care services to support older adults and persons with disabilities in their homes and communities would go directly to worker compensation. If we want quality home care workers to care for our older adults and persons with disabilities, we need to pay quality wages to those who are providing that care. They enact a vital role in provision of care to this population. I have 20 years of experience as a social worker working in the community with clients in their homes and those in institutional settings. I saw first hand the positive impact of clients being able to remain in their homes and the crucial role played by home care assistants in making this possible. These are the workers who are able to provide the 1:1 personalized care that empowers the client to collaborate in their care. These are the workers who make it possible for a client to remain in familiar surroundings. I saw how skillfull the home care workers were in providing services that maximized client agency in their care and what a positive impact this had on client mental and physical health. No matter how good an institution is, it is not set up to provide the day to day personalized care that can be provided by a dedicated home care worker. We have an increase in the aging population and the research that shows aging in place is economically and healthwise a desirable goal. It makes sense to offer better pay to the many more home care workers who will be needed to care for this population. I urge you to enact the rule mandating that 80% of public funds spent on personal care go to the workers providing that invaluable care.</p>
C., Steven	NJ	<p>My name is Steven C. and I live in New Jersey. I am writing to express my support of the CMS proposed rule, in particular on the HCBS provisions about direct care worker wages. Clearly it would attract and maintain conscientious workers who are naturally compassionate and enjoy caring for others. Since 2018, I've been completely caring for my aging mother and not able to be compensated in our state of NJ. I know how difficult caregiving can be and may need additional assistance at some point. Underpaying critically needed caregivers shouldn't need to be explained when we realize it's important role with providing an environment that is more conducive to keeping the elderly and sick happier, healthier and dignified while remaining in the comforts of their home! To ignore the unnecessary challenges of underpaid caregivers is counterintuitive and reckless when one realizes aging and sickness most likely will afflict us all. And to postpone or ignore the impact of fair/livable wages proves just how socially disconnected we are... until we need the caregiver and truly realize their value!!!</p>