

Information on the New York State Health Care Worker Bonus Program

New York State announced that certain health care workers in New York **may** be eligible for bonuses as a result of work they have performed over the past year. New York State has established certain eligibility criteria, which will ultimately determine who receives a bonus and how much that bonus will be. Please note that health care workers who are eligible for this bonus tend to be in direct care roles.

What groups within VNS Health are covered by this bonus program?

1. Home Care, including CHHA, and Behavioral Health. We are reviewing potential eligibility of staff working in the CMO, Quality, Business Development, and NFP Programs.
2. Hospice Care
3. Personal Care

What types of jobs are eligible for the bonus?

We expect that all direct care roles on the provider side of the organization (both clinical and non-clinical) will be eligible for bonuses, except for Personal Care Home Health Aides.

- Clinical management or clinical coordination roles may be eligible.
- Roles in Corporate, Health Plans, and MSO are not eligible.
- Administrative support roles are not eligible.
- Employees of a staffing agency are generally not eligible for bonuses through VNS Health.

How do I know if I am eligible for this bonus?

If you currently work for one of the groups listed above, and **all** of the following apply to you, you **may** be eligible to receive a bonus of between \$500 and \$1,500 for this vesting period.

1. you were in a covered position during the period from October 1, 2022 through March 31, 2023 (the vesting period),
2. you worked, on average, 20 hours or more per week during the vesting period,
3. you earned no more than \$62,500 total in gross wages, from all employers, during that time (excluding overtime and bonuses), and
4. your annual base rate of pay at VNS Health during the vesting period did not exceed \$125,000

If the State agrees that I am eligible for the bonus, how much will I receive?

The maximum bonus for each of five vesting periods is \$1,500, and, if eligible, you may receive up to \$1,500 for two of the five periods (maximum total bonus per employee is \$3,000). This is the first vesting period. The amount of each bonus is determined by your average hours worked as set forth below. NOTE - the bonus amount is less any applicable federal, state, and local taxes and deductions required by law.

Average weekly hours worked during vesting period	Bonus Amount
20 - 30	\$500
30+ - 35	\$1,000
35+	\$1,500

If the State agrees that I am eligible for this bonus, when will I receive it?

The State has not yet disclosed when bonuses will be paid out but it has stated that the money will be paid to VNS Health and we will then provide the payment to you.

If you believe you may be eligible for this program, it is very important that we receive the completed attestation form from you no later than noon on Wednesday, April 19, 2023 in order to verify it and submit it before the State's deadline.