



HAVE YOU LOST YOUR JOB OR CHILDCARE PROVIDER DUE TO COVID-19?

If you are a direct caregiver and have lost your job or childcare provider due to COVID-19 and would be willing to share your story with us, please email **Di Findley** at: di.findley@iowacaregivers.org

INTERESTED IN HELPING OUT DURING THIS COVID-19 CRISIS?

Temporary Changes in Certified Nursing Assistant (CNA) Training



Department of Inspections and Appeals (DIA) Answers Your Questions Related to Certified Nursing Assistants (CNAs) During COVID-19

CNA 1 - CAN A CERTIFIED NURSING ASSISTANT (CNA) WHO HAS TAKEN AND PASSED THE 75-HOUR NURSE AIDE COURSE AND HAS WORKED AS CNA IN THE PAST (BUT HAS FALLEN OFF THE DIRECT CARE WORKER REGISTRY) RETURN TO WORK AS A CNA IN A LONG-TERM CARE FACILITY UNDER THE WAIVER?

Yes. The CNA may work in the nurse aide capacity in a long-term care facility until the waiver of 42 CFR 483.35(d) expires, at which time the nurse aide will be required to complete a new training and competency evaluation program (testing), or a new competency evaluation program pursuant to 42 CFR 483.35(d)(6). A CNA does not need to be active on the registry to work at a facility that is not a long-term care facility (hospital, hospice, home health care, etc.). (04/06/20)

CNA 2 - CAN A NURSE AIDE WHO HAS TAKEN THE STATE-APPROVED 75-HOUR CNA CLASS, BUT HAS NOT HAD THE OPPORTUNITY TO TEST BECAUSE OF THE COVID-19 PANDEMIC, WORK PAST THE 4-MONTH PERIOD?

Yes, the nurse aide may continue to work in the nurse aide capacity until the COVID 19 crisis has ended and testing is again available. Once testing becomes available, the nurse aide must complete the testing requirement. (04/06/20)

CNA 3 - CAN A FACILITY HIRE A PERSON WITH NO CNA TRAINING OR EXPERIENCE AND TRAIN THEM TO THE CNA POSITION ON THE JOB, HAVE AN RN DEEM THEM COMPETENT AND WORK UNTIL THE COVID CRISIS HAS PASSED, THEN HAVE THEM TAKE THE STATE APPROVED 75-HOUR CNA CLASS?

During the duration of the waiver, a facility may employ an individual in the nurse aide capacity for longer than four months as long as the individual is competent to provide nursing and nursing related services pursuant to 42 CFR 483.35(d)(1)(i). The facility must ensure the individual is able to demonstrate competency in skills and techniques necessary to care for residents' needs, as identified through resident assessments, and described in the plan of care pursuant to 42 CFR 483.35(c). (04/06/20)

CNA 4 - DOES DIA RECOGNIZE THE AMERICAN HEALTHCARE ASSOCIATION'S ONLINE TEMPORARY NURSE AIDE TRAINING COURSE?

Yes. A State agency may approve the use of temporary nurse aides as well as a temporary nurse aide-training program that it deems fit to assure continued resident health and safety. DIA has approved American Health Care Association's temporary nurse aide online training. The hiring facility remains responsible for assuring the individual is competent to provide nursing and nursing-related services pursuant to 42 CFR 483.35(d)(1)(i). The facility must ensure the individual is able to demonstrate competency in skills and techniques necessary to care for residents' needs, as identified through resident assessments and described in the plan of care pursuant to 42 CFR 483.35(c). (04/06/20)

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Use It and Use It Properly
**PROTECT YOURSELF - THOSE YOU SERVE -
YOUR FAMILY**

[CDC - How to don and remove PPE. \(04/06/20\)](#)

[IDPH - PPE Guidance. \(04/06/20\)](#)

[Iowa PPE Shortage Order \(4/10/20\)](#)

*CDC = Centers for Disease Control ** IDPH = Iowa Department of Public Health

[Read Entire Resource \(04/06/20\)](#)



GOOD NEWS FOR THOSE NEEDING UNEMPLOYMENT

**If You Are Forced To Leave
Your Job Due to Loss
of a Childcare Provider
or Other Situations
Beyond Your Control—
You ARE Eligible for
Unemployment.**

**Iowa CareGivers Surveyed
Direct Care Workers
Regarding Child Care.**

HERE IS WHAT WE LEARNED:

- **20% had quit their jobs due to child care.**
- **40% no longer had access to child care provider.**
- **36% said their child care provider had closed.**
- **49% could no longer afford the additional child care due to school closures.**

"Employees who are adversely affected due to child care issues related to the pandemic, would qualify for unemployment benefits and/or, the additional \$600 weekly CARES Act benefit",

– Beth Townsend, Director, Iowa Workforce Development.



Under the Families First Coronavirus Relief Act (FFCRA), an employee qualifies for paid sick time if the employee is unable to work (or unable to telework) due to a need for leave because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

Under the FFCRA, an employee qualifies for expanded family leave if the employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19. If no paid leave is available, then the individuals will qualify for unemployment. If the providers are independent contractors, or self-employed, they would also qualify for unemployment benefits.

Individuals who quit their job and an employer contests the claim if they attempted to work with the employee prior to quitting. If there were no options available to the employee other than to quit, it would be viewed as an involuntary quit since it was based on circumstances beyond the employees control.

Read Entire Resource: <https://www.iowaworkforcedevelopment.gov/COVID-19>

CAREGIVERS COVID-19 RESPONSE

Fighting for Those in Direct Care/Support and People Served
<https://bit.ly/2wTnz8o>

