



KATHY HOCHUL  
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## Department of Health

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Commissioner

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**To:** Medicaid Managed Care Organizations  
Certified Home Health Agencies  
Long Term Home Health Care Programs  
Licensed Home Care Services Agencies  
Fiscal Intermediaries

**From:** Susan U. Montgomery  
Director, Division of Long Term Care

**Subject:** Wage Parity Compliance and Certification Guidance - **UPDATE**

**Date of Issuance:** April 27, 2022

This guidance revises the date of required wage parity compliance activities as follows:

- Licensed Home Care Services Agencies (LHCSA) and Fiscal Intermediaries (FI)
  - The compliance date for the submission of Department of Labor (DOL) forms LS-300 and LS-301, accompanied by independently audited financial statements verifying wage parity expenses, is revised from June 1, 2022 to **October 1, 2022**
- Managed Care Organizations (MCO), Certified Home Health Agencies (CHHA) and Long Term Home Health Care Programs (LTHHCP)
  - The compliance date for the receipt and review of contracted entity submissions of DOL forms LS-300 and LS-301 is revised from June 1, 2022 to **October 1, 2022**

The Departments of Health and Labor are currently reviewing forms LS-300 and LS-301 to determine if amendments are required and may be providing additional guidance on the forms and audit process required to complete the forms in the coming weeks.

In addition, the annual certification date for 2022 ONLY will also be revised to October 1, 2022. As the certification form signed on or before June 1, 2021 states, “....June 1, 2021 and subsequent....”, it is expected that all agencies and organizations will remain in compliance with certification items numbered 1, 2 and 4 in the interim.

The date change only applies to certifications and forms due in 2022. In 2023, and subsequent years, certification and forms must be completed, submitted and/or reviewed by the original annual compliance date of June 1.

All other wage parity requirements, as outlined in guidance documents posted [here](#), remain in full effect.

Question may be sent to [hcworkerparity@health.ny.gov](mailto:hcworkerparity@health.ny.gov).