

Message from Senior VP of Human Resources New York State Bonus Program for Health Care Workers

The new [**Health Care and Mental Hygiene Worker Bonus Program**](#) sets aside \$1.3 billion in the state budget to recognize health care workers as the foundation of our medical system, and to acknowledge the sacrifices so many of you made to get us through the COVID-19 pandemic. Eligible employees will include nurses, housekeepers, food service workers, social workers, patient care associates, lab technicians, etc. Other members of our workforce, including affiliate staff, may be eligible through their direct employer. Eligibility is strictly defined by state law and guidance.

Many program details are still being worked out, but here's what we know so far:

- * Bonuses will be awarded to eligible front-line health care workers who make less than \$125,000 annually and remain in their positions for six-month vesting periods between October 1, 2021 - March 31, 2024.
- * Bonuses will be up to \$3,000 maximum per eligible employee working full-time through all the vesting periods.
- * Employees not working full-time will also be eligible for pro-rated bonuses.
- * Employees do not need to apply directly to the State.
- * We will be applying as a single employer of all NYC Health + Hospitals staff.
- * Employees must ensure timesheets for the period October 1, 2021 to March 31, 2022 are up to date via Web Time Entry System.

We are grateful to Governor Hochul and excited to work with the State to finalize the details and will share more information as soon as it becomes available.

Eligible Worker Titles for the Bonus

Employee worker titles eligible for the bonus include certain workers that provide hands-on assistance with health services (i.e., clinical) or care services (i.e., non-clinical). To be front-line, such workers must provide or directly support the provision of health or care services to patients in certain settings and work under one of the titles listed in the statute. These eligible worker titles are listed under SOS § 367-w(2)(a)(i) and (ii) and mirror titles from the Bureau of Labor Statistics (BLS) job listings and the State's Consolidated Fiscal Reporting and Claiming (CFR) manual or under the authority provided by SOS § 367-w(2)(a)(iii).

Note on "All Other Health Care Support Workers": This title refers to other workers that are similar to the titles listed in this statute, and that support the provision of health care services to patients in front-line settings for these titles. Such workers must support patient-facing care provided within a patient care unit of a hospital or other institutional medical setting in support of treating and caring for patients. The full list of Eligible Worker Titles are listed in the table below:

Frontline Direct Care Health and Mental Hygiene Workers

All Other Health Care Support Workers

Titles Determined by the Commissioner

- Assistant Program or Assistant Site Director
- Case Manager
- Certified First Responders
- Certified Recovery Peer Advocate
- Clinical Coordinator
- Counselor - Alcoholism and Substance Abuse (CASAC)
- Counseling Aide/Assistant - Alcoholism and Substance Abuse
- Counselor - Rehabilitation
- Dental Hygienists
- Dental Assistants
- Diagnostic Medical Sonographers
- Dietician/Nutritionist
- Exercise Physiologists
- Intake/Screening
- Licensed Mental Health Counselor (OASAS)
- Licensed Mental Health Counselor (OCFS)
- Medical Assistants
- Mental Hygiene
- o Behavior Intervention Specialist 1
- o Behavior Intervention Specialist 2
- o Counselor
- o Crisis Prevention Specialist
- o Developmental Disabilities Specialist QIDP-Direct Care
- o Developmental Disabilities Specialist/Habilitation Specialist QIDP-Clinical
- o Early Recognition Specialist
- o Intensive Case Manager
- o Intensive Case Manager/Coordinator
- o Job Coach/Employment Specialist
- o Licensed Psychoanalyst
- o Licensed Mental Health Counselor
- o Manager
- o Peer Specialist
- o Residential Treatment Facility (RTF)
- Transition Coordinator
- o Senior Counselor
- o Supervisor
 - Mental Hygiene Worker
 - Nurses
- o Licensed Practical and Licensed Vocational Nurse
- o Licensed Practical Nurse
- o Nurse Anesthetist
- o Nurse Midwives
- o Nurse Practitioner

- o Nurse Practitioner/Nursing Supervisor
- o Nurse's Aide/Medical Aide
- o Nursing Assistants
- o Registered Nurse
 - Orderlies
 - Orthotist
 - Other Clinical Staff/Assistants
 - Other Direct Care Staff
 - Paramedic
 - Peer Professional-Non-CRPA (OASAS Only)
 - Pharmacist
 - Pharmacy Technician
 - Phlebotomist
 - Physician Assistant
 - Program or Site Director
 - Prosthetist
 - Psychiatric Aide
 - Psychologist (Licensed)
 - Psychologist (Master's Level)/Behavioral Specialist
 - Psychology Worker/Other Behavioral Worker
 - Residence/Site Worker
 - Social Worker-Licensed (LMSW, LCSW)
 - Social Worker-Master's Level (MSW)
 - Speech-Language Pathologist
 - Therapists
- o Activity/Creative Arts Therapist
- o Marriage and Family Counselor/Therapist
- o Occupational Therapist
- o Occupational Therapy Assistant
- o Occupational Therapy Aide
- o Physical Therapist
- o Physical Therapy Assistant
- o Physical Therapy Aides
- o Radiation Therapist
- o Recreational Therapist
- o Respiratory Therapist
- o Speech Therapist
- o All Other Therapists
 - Technologists and Technicians
- o Advanced Emergency Medical Technician
- o Cardiovascular Technologists and Technician
- o Clinical Laboratory Technologists and Technician
- o Dietetic Technician
- o Emergency Medical Technician
- o Magnetic Resonance Imaging Technologist
- o Nuclear Medicine Technologist
- o Ophthalmic Medical Technician
- o Radiologic Technologist

- o Surgical Technologist
- o All Other Health Technologists and Technicians
 - Therapy Assistant/Activity Assistant

- * Building Attendant
- * Building Service Aide
- * Building Service Worker
- * Clerks
 - * Admitting Clerk
 - * Admitting Clerk Cashier
 - * Critical Care Clerk
 - * Discharge Control Clerk
 - * Emergency Services Clerk
 - * Front Desk Clerk
 - * Operating Room Clerk
 - * Registration Clerk
 - * Unit Clerk
 - * Ward Clerk
- * Custodian
- * Dietary Aide
- * Dietary Worker
- * Dining Assistant
- * Dining Aide
- * Environmental Service Aide/Tech
- * Environmental Services Worker
- * Floor Maintenance Worker
- * Food & Nutrition Aide
- * Food Prep/Service Worker
- * Housekeeping Worker and Maid
- * Lead Intake Specialist
- * Maintenance/Physical Plant workers
- * Sanitation Worker
- * Service Worker
- * Support Services Worker
- * Unit Assistant
- * Unit Associate
- * Unit Coordinator
- * Unit Receptionist
- * Unit Secretary

- * Medical Fellow
- * Medical Resident

Additional Information

Additional information can be found on the HWB Program Portal<<http://www.nysworkerbonus.com/>> or by calling the Health Care Worker Bonus (HWB) Call Center at: (866) 682-0077