

Beverly Penny Callahan  
Testimony on HB 33  
Supporting the DD Workforce

I have been in the field since I was 16 years old. A lot of times people don't either understand or care that we have their lives in our hands everyday. We are on call 24/7 in case of emergencies, we are on phone calls and texts continually due to behaviors or just loneliness of the individuals, taking care of seizures, bad falls, people taking advantage of them etc... So my question is why should we make less than someone working at a fast food restaurant? Fortunately, the ones of us who are still around and doing a great job and have built relationships with these individuals aren't in it for the money. A lot of people come into this field thinking this job is a cake walk. They soon find out that it's not between the work with the individuals, the exuberant amount of continually changing rules and paperwork that we have to do at home off the clock and not get paid for is exacerbating... Yes the retention payments are helpful but we went through so much waiting on them, . We need more money on the hour, able to pick up extra individuals without worrying about the 40 hour rule, we need backup staff for when we need time off. It's written in the rules we have to provide this before vacation etc... How, how do we do this when there isn't a sub list or anyone who wants to do it because of all the constraints ?

Please help us so that we can continue providing the wonderful care needed for these individuals, their families and for us.

Because, if it wasn't for us providers on the front lines everyday these individuals would be taken back years to where everyone was in group homes and institutions.

Please think about if these individuals were your family members wouldn't you want quality care and commitment to your family member. That happens by appreciating, paying accordingly to the providers. Thank you for your time