

My name is James Edmondson.

I am the CDPAP PA for my adult disabled son with autism in New York City. I am eligible for wage parity.

(1) PPL is failing to credit all of my hours for wage parity benefits. I work 44 hours per week. PPL lists only 40 of those hours as “regular hours” and credits only “regular hours” for wage parity benefits. This amounts to stealing the benefits from 4 hours per week. If there are any holidays in a week, PPL also deducts those hours from “regular hours” so that only 36 hours are credited toward wage parity benefits. This is in direct violation of wage parity laws. I complained to the Dept of Labor and received no reply whatsoever.

(2) PPL is stealing \$1.54 per hour from my wage parity entitlement. This money is calculated to enrich PPL, not workers. This violates wage parity laws.

(3) PPL is not paying me “spread of hours” payments for the two 12-hour shifts that I perform each week. I complained to PPL by email and by phone and nothing has changed. I should be receiving payment for an additional 2 hours per week.

(4) As noted above, my employer is failing to pay me all that I am legally entitled to. I see no action from state labor or DOH regulators. What about 1199SEIU? A traditional duty of collective bargaining trade unions is to ensure that workers are paid properly. Where is 1199SEIU? When is 1199SEIU going to unionize CDPAP PAs and fight PPL for proper payments to workers?

(5) I calculate that PPL is underpaying me by about \$110 per week, or \$5,600 per year. I am only one of vast thousands of PAs. If we assume that there are 250,000 full-time-equivalent CDPAP PAs, then the wage theft I represent could total as much as \$1.4 billion per year statewide, stolen in broad daylight from low-income CDPAP PAs. Where is the NYS Department of Labor? Why is the Governor refusing to enforce labor laws?

Thank you for addressing my concerns.

James Edmondson

Forest Hills, NY