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**Perspective from a Family Member of a Person with I/DD**

*Emphasis needs to be on the concern that someone’s loved one may never receive services/stop receiving services if added costs in an underfunded system means more providers turn away new referrals or discontinue services.*

**STATE THE ISSUE**

This should tell readers what you are writing about and why it’s important.

**Example:** When my brother started receiving care from a disability service provider, his world grew. If a new proposed Department of Labor (DOL) rule goes into effect, I’m worried his world could become so much smaller.

**PROVIDE YOUR PERSPECTIVE**

In one to two paragraphs, describe your family member’s experiences with disability services.

**Example:** My family thought my brother would never be able to live independently. As an individual with an intellectual and developmental disability (I/DD) – in his case, autism – he began to lose services upon aging out of the K-12 school system and faced difficulties on what next steps would look like. Connecting with a direct support professional (DSP) from a community provider shifted the trajectory of his adult life.

The DSP coached him on life skills that ranged from doing laundry and paying bills to avoiding the highway during rush hour traffic. She connected him to opportunities for employment that fostered acceptance of his individual needs, and located housing that was not too far from our parents for those days when he wants familial support.

**DETAIL WHAT THE ISSUE IS**

State, in your words, what the overtime rule change would be.

**Example:** In a new proposed rule from the Department of Labor (DOL), individuals with I/DD like my brother stand to lose access to the services that change their quality of life and care. The rule stands to increase the salary threshold for overtime pay, making DSPs and other professionals eligible for overtime if they make $55,068 or less annually. Since their service rates are set directly by Medicaid and the state, disability service providers have no way to outright cover the financial costs the rule would bring – [an estimated $1.05 billion](https://www.ancor.org/wp-content/uploads/2023/11/Memo-to-ANCOR-on-Cost-Impact-of-Proposed-DOL-Overtime-Rule.pdf).

**DESCRIBE WHAT WOULD CHANGE**

How would your family member be impacted by decreased services?

**Example:** Care for my brother did not stop when he got a job and an apartment. He still meets with his DSP to attend medical appointments, connect with community groups, and plan for further skill development. If his DSP’s community provider has to reduce services or downsize its staff to accommodate the new proposed rule, I worry my brother will return to that state of feeling lost because he would no longer have the same level of care to help guide his daily life and future.

**CLOSE WITH A REMINDER**

Restate your position on the overtime rule.

**Example:** The proposed rule overlooks the funding structure of disability service providers and stands to put people like my brother at risk of losing vital services. I call on the DOL to reconsider the implications of what they are suggesting because this measure does not support the well-being of those whose lives depend on a network of invaluable care.