



Talking Points for Fair Pay for Home Care (Consumer-focused)

- These are talking points, but YOUR STORY is what is most compelling. These are meant to help guide you as you tell legislators how the workforce crisis has impacted you personally.
- New York's worst-in-the-nation home care workforce crisis is forcing tens of thousands of disabled and older New Yorkers to go without needed home and community-based services (HCBS) and pushing the state's long-term care system to collapse.
- We know low wages are the cause of this crisis, and the investment in the home care system that Fair Pay for Home Care (A.6329/S.5374) will deliver the wage increases that we need to rapidly rebuild this workforce and ensure access to critical services.
- Tens of thousands of consumers in all parts of the state cannot staff some or all of their approved hours due to a shortage of workers. Many cannot even begin cases when they are authorized because they cannot find staff.
- When consumers do not have workers, it is not merely an inconvenience. Everyday tasks like getting out of bed, eating, and going to the bathroom become impossible and the risk of serious medical complications like bedsores become high.
- CDPAANYS surveyed consumers and over half said their PAs quit to go to higher pay jobs in other sectors.
- Almost one in four consumers have to supplement the pay their workers receive in order to keep them - or get them to take the job to begin with.
- More than one out of every five consumers said it took over six months for them to hire a new worker, with more than half saying the part of hiring that took the longest was waiting for responses or starting over when people found out the wage and turned down the job.
- Raising the wage to 150% of the highest minimum wage in a region will immediately begin to allow consumers and agencies to recruit and retain new and current workers.
- Fair Pay for Home Care will create new revenues and savings for the state that will offset the costs associated with it in the near future. A CUNY School of Labor and Urban Studies study showed that the increased buying power of workers, and their diminished need for state-funded benefits, would create a return on investment of almost 2-1, building the economies of low-income neighborhoods from within.
- Fair Pay for Home Care will ensure home care workers, 90% of whom are women and a majority of whom are women of color and immigrants, are paid a fair wage that reflects the vital work they perform.

ASK 1: Will you make the inclusion of Fair Pay for Home Care (A.6329-A (Gottfried)/S.5374-A (May) in the one-house budget and the final budget a priority?

Ask 2 Will you sign (Assembly Member Gottfried's/Senator May's) letter to the (Speaker/Majority Leader) about Fair Pay for Home Care?

Ask 3: Will you include Fair Pay for Home Care in your individual list of priorities to the (Speaker/ Majority Leader)?