



**Talking Points for Fair Pay for Home Care
(Fiscal Intermediary focused)**

- 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.
- Fair Pay for Home Care (A.6329-A/S.5374) will create the investment in the home care system that we have needed, allowing us to deliver the wage increases necessary 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 consumers cannot even begin cases when they are authorized because they cannot find staff. At our fiscal intermediary, the conversion rate - or the number of cases referred to us that we can actually start - is **[CITE YOUR FI NUMBERS HERE]** because new consumers cannot find the services they need.
- Low wages are not driven by provider greed, they have been driven by disinvestment in this sector. Home care has absorbed over \$500 million in cuts over the last four years, with no increases. Inevitably, this forces down wages.
- Even when payments were included in the budget, such as to fund the minimum wage increases, agencies often did not see these funds, or they covered a nominal portion of the expense, often leaving FIs to cover the cost of these increases on their own.
- Fair Pay for Home Care will also force accountability for managed care plans by establishing a minimum rate of reimbursement they must pay both FIs and LHCSAs.
- Investing in home care and CDPA by raising the wage to 150% of the highest minimum wage in a region and creating a minimum rate of reimbursement to ensure providers can meet this mandate will immediately allow consumers to recruit new workers and retain current ones.
- Fair Pay for Home Care is unprecedented in its support by providers, workers' rights groups, consumers, organized labor, and their representatives.
- 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)?