



Consumer Directed Personal Assistance Association of New York State

Talking Points for Fair Pay for Home Care

- 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-A/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 across 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.
- While the workforce is growing rapidly, need is far outpacing growth. Mercer estimates that the state will need 83,000 home care workers by 2025, but will be unable to fill 23,000 of those positions.
- Without workers, consumers are at immediate risk of injury and institutionalization.
- Fifteen years ago many home care workers earned about 166% of the minimum wage. Now it is a minimum wage job for most home care workers. Upstate, this means home care pays \$1.80/hour less than the fast-food minimum wage.
- In a report issued by CDPAANYS, over 50% of consumers said their PAs quit to go to higher pay jobs in other sectors.
- 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)?