

Application for Consideration by the Democratic Party of Contra Costa County (DPCCC)

- Send applications to: issues@contracostadems.com
- Applications may refer to resolutions or legislation.
- It is recommended that applications be submitted at least 72 hours prior to the next scheduled Issues Committee meeting. The Committee generally meets on the Monday before the first Thursday of the month.
- Please limit your application to 4 pages if possible.

Section I: Administrative Information - Support approved May 18, 2023

Name or Title of Issue: **State Senate Bill 525 (Durazo)**

Date of application: **3/16/23**

Name of organization or individual submitting application: **SEIU-UHW**

Contact email or phone number: djones@seiu-uhw.org 510 409 6065

Name of person who will address the Issues Committee, as required: **Doug Jones**

Contact email or phone number: **Same**

Section II: Background Information

What is the summary of your issues' intent and impact? Include bill number if appropriate.
In response to the healthcare workforce crisis faced by our state, SB 525 would establish a \$25 per hour minimum wage for healthcare workers in California to help retain existing workers and attract additional workers we need to assure quality healthcare for every Californian.

If you are requesting a position on legislation, please answer Questions 2-5.

1. What legislative body is considering this legislation (Federal/House, Federal/Senate, California Assembly, California Senate, or other Local Jurisdiction?) **The Bill is now being considered in the State Senate.**

2. Please include any companion bill numbers for legislation moving through the other house. **There is no companion Bill, but multiple Senators and Assemblymembers have become co-authors of SB 525.**

3. **What is the bill title? SB 525, \$25 Minimum Wage For Healthcare Workers**

Who are the author and any co-authors of the bill? **State Senator Maria Elena Durazo is the author. State Senators Gonzalez, Smallwood-Cuevas, Wahab, and Stern, and Assemblymember Addis, Arambula, Bonta, Connolly, Haney, Jones-Sawyer, Lee, McKinnor, Santiago and Ortega are co-authors, with more expected to sign on.**

4. **What position are you asking the Democratic Party of Contra Costa County to take? We would like the County Party to establish a Support position for SB 525 and have the County Party Chair sign and send letters to the Senate Labor Committee and/or other targeted Legislators based on the draft letter we have provided.**

How does this issue align with the California Democratic Party platform and/or values? If it does not currently align with the platform, please explain why it is a Democratic value that we seek to include in a future platform. Please include specific name/date of platform plank, previous legislation, or resolution. **All from current CDP Platform- Equality of Rights and Opportunity plank: California Democrats recognize the growing disparity between the top two percent and the rest of Americans. We understand that institutionalized discrimination against protected and vulnerable classes, including racism, classism, casteism, sexism, ageism, and anti-LGBTQ bias contribute to that disparity, and we believe that everyone in this country deserves the opportunity to participate fully in the economic, cultural, political, religious, and social facets of society. Racism is a public health issue that affects the physical and emotional well-being of persons of color. We must recognize and correct adverse outcomes that stem from systemic racism at all levels of government and within our education and health care systems. Health Care plank: California Democrats believe that health care is a human right not a privilege. The CDP recognizes the health and well-being of Californians cannot continue to be based on arbitrary private and public financial decisions...The COVID pandemic has revealed long-standing health care inequities based on race and socioeconomics; exposed inadequate workplace protection and safety measures that can have lethal consequences; shown that employment-based health coverage is not reliable for all; and, demonstrated the need for a more robust public health system. Moreover, many public safety problems can be better treated as public health needs, addressed through expanded mental health and substance abuse services. Labor, Economic Justice and Poverty Elimination plank: California Democrats continue to be close partners with organized labor and strong supporters of workers' rights. The 'glass ceiling' for people of color and women must be shattered and there must be equal pay for equal or comparable work...California's prosperity depends on jobs that provide a minimum standard of living and improve every Californian's quality of life. Food, shelter (including affordable housing), clothing, health care, and education are basic human rights...All Californians have a right to affordable housing in reasonable proximity to where they work, study, and hold community ties.**

To meet the basic economic needs of all Californians, California Democrats will:

Labor

- Support creating and maintaining public and private sector jobs that permanently lift the working poor out of poverty to achieve self-sufficiency and a secure retirement...
- Support the 8-hour workday and daily overtime and fight any efforts to repeal the 40-hour workweek...

5. *What are the expected outcomes of your issue for residents of Contra Costa County?*

*Please include any reference sources that will help our committee understand the issue/history surrounding the legislation, including URLs and web links. The more our committee knows, the better we can review and analyze the issue. **From SB 525***

author Senator Durazo's Fact Sheet (citations and web links on Fact Sheet):

California is facing a healthcare workforce crisis. Even before the pandemic, California was facing a shortage of 500,000 healthcare workers to care for our aging population. Now, after facing the trauma and dangerous working conditions of the pandemic, many are struggling with low pay and poor working conditions. Huge numbers of healthcare workers are leaving the field and many others are thinking about it: 31% report that they are considering leaving the profession altogether... According to a survey conducted by the California Primary Care Association, community health clinics are competing with other workplaces like retail, food services, and hospitality for entry-level hourly paid workers. Clinics are seeing turnover at rates significantly higher than previous years. In 2022 the average 12-month turnover rate reported by clinics was 31.4%, compared to 9.5% in 2020. Most of the turnover is driven by employees quitting their jobs. Clinics are also reporting high vacancy rates and are struggling to recruit and retain employees. California is facing a full-blown patient care crisis that we need to address immediately... People of color and women make up a majority of our state's healthcare workforce, which means that they disproportionately bear the brunt of the low wages and understaffed healthcare facilities. According to a report done by the Health Resources and Services Administration, women are vastly over- represented in healthcare support occupations. Nationwide, 92% of medical assistants are women and 87% of nursing, psychiatric, and home health aides are women. People of color are well represented in healthcare jobs. Latinos make up 26.1% of Medical Assistants and 18.2% of Personal Care Aides. African Americans represent 32% of Nursing, Psychiatric and Home Health Aides. Asian Pacific Islanders make up 23% of nursing aides or nursing assistants. Most people of color in healthcare jobs remain in entry-level and often lower paying jobs with little opportunity for advancement and pay increase...Raising the minimum wage for all healthcare workers statewide will help retain staff who were considering leaving. Higher wages will also help restore healthcare jobs to the status of a job a person can support a family with, attracting more workers and bolstering efforts to fill the huge shortage of healthcare workers our state is facing.

6. *What is the timeline regarding your issue? Are there any deadlines or time constraints that the committee should be aware of when considering this matter, and making recommendations to the Central Committee membership?* **The State Senate Labor Committee is currently expected to hear and vote on SB 525 on April 12th. The full Senate must conclude its consideration of SB 525 by late May.**
7. *How does your issue relate to other current or proposed legislation? If we do not increase the pay floor for health care workers we will not have nearly enough caregivers to sustain a strong single payer health care system in California.*
8. *What has been the experience of your issue in previous legislative sessions and/or other states?* **Voters in the City of Inglewood passed Measure HC, setting a \$25 minimum wage for healthcare workers in that City, which went into effect in December 2022. The city of Lynwood recently passed a \$25 minimum wage for healthcare workers Ordinance, and voters in the Cities of Los Angeles and Long Beach will have an opportunity to approve a nearly identical Ordinance. A \$25 minimum wage for healthcare workers Ordinance is being considered by the Sacramento City Council and may get a vote by the Council in early April. California would be the first State to establish a minimum wage for most health care workers which is above that State's minimum wage for all workers.**
9. *What is the fiscal impact of your issue?* **The State Legislative Analysts' Office has not completed a fiscal impact report at this time.**
1. *Who are the primary proponents (including legislators) of this issue, and what resources do they bring to this effort?* **SEIU California was the strongest initial supporter of SB 525; SEIU CA identifies SB 525 as a top legislative priority this year. The California Labor Federation, Asian Americans Advancing Justice, End Poverty In California and the Dream Alliance Coalition have established official Support positions for the Bill. See the list of Legislative co-authors, which we expect to grow.**
2. *Are there other elected officials or organizations that have signed on in support?* **See the list of Legislative co-authors, which we expect to grow.**
3. *Who are the primary opponents? (Please be Specific) What arguments are used to oppose this policy?* **There is no official opposition to SB 525 at this time. The California Hospital Association and other health care providers have expressed concerns about the Bill, but no organization has submitted letters of opposition.**

Are there other elected officials or organizations that have declined support? If so, why? **We are just beginning our conversations with State Legislators and coalition ally targets. None in the East Bay region have made an irrevocable decision to decline support.**

Section III: Requested Actions in Support

If endorsed by DPCCC, how best can the DPCCC support this proposal? (The DPCCC Issues Committee will let you know how much support we can offer.)

- ☐ *Use DPCCC's name/logo on fact sheets, endorsee list*
- ☐ *Post information on DPCCC website*
- ☐ *Written/oral testimony*
- ☒ *Inform Contra Costa County Elected Delegation*
- ☐ *Inform Endorsed Democratic Local Elected Officials*
- ☐ *Action Alerts to members*
- ☒ *Letters to the editor*
- ☒ *Send to CADEM Legislation Committee*
- ☒ *Sign and send letters to select Legislators*

Endorsements will be shared on the DPCCC website and in other advocacy venues

If you have any questions, need additional assistance, or require ADA accommodations, please let us know by email at issues@contracostadems.com. You can also reach us by phone or text at (206) 619-5030. All information and communications are confidential.

*For more information on DPCCC's Issues Committee, visit:
<https://www.contracostadems.com/leadership>*

March 2022, Subject to final approval by Rules Committee