RESOLUTION IN SUPPORT OF SKILLED NURSING FACILITY WORKERS IN SKILLED NURSING FACILITIES (SNFS)

WHEREAS, direct care and support workers at skilled nursing facilities, provide essential services for our most vulnerable community members but are underpaid. Direct care professionals receive an average hourly wage of $16.75, and in Los Angeles 88% of nursing assistants are people of color and 82% of the workforce is female.

WHEREAS, low pay among skilled nursing facility workers drives the high turnover rate in this sector -- as high as 45% in 2019. High turnover leads to staffing shortages which escalates the tremendous pressure this part of our healthcare system already faces, and

WHEREAS, staffing shortages is a contributing factor in the spread of COVID-19 as underpaid, financially strapped direct care workers had few options but to continue working, sometimes across multiple facilities to cover facility capacity and family needs, an outcome which the CDC identified as a likely factor in the spread of the deadly virus, and

WHEREAS, studies have shown that 49% of COVID cases among nursing home residents are attributable to staff movement between facilities and that eliminating staff linkages between nursing homes could reduce COVID-19 infections by 44% and

WHEREAS, Facilities in Los Angeles County spend as much as 10-14% less on skilled nursing labor than nine other counties in the state -- all of which are rural -- despite having a cost of living that can be upwards of 30% higher and

WHEREAS, to address the low pay scales that force many underpaid nursing home workers to work in multiple nursing facilities is a public health issue that the City must step in and help to address via wage policy, therefore be it

RESOLVED, that the California Faculty Association pledges to actively engage in SEIU’s campaign to raise standards for long-term care workers in Skilled Nursing Facilities; and be it further

RESOLVED, that CFA will support policies, including but not limited to local ordinances, that seek a $20 per hour minimum wage for direct skilled nursing facility workers, including those who may be indirectly employed via an agent, temporary service or staffing agency or similar entity.
**Endorsed by:**
Endorsed by the Long Beach CFA Chapter
Endorsed by the Political Action & Legislative Committee
Endorsed by the CFA Officers

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1. [phinational.org/policy-research/workforce-data-center/#var=Race+and+Ethnicity&states=06](http://phinational.org/policy-research/workforce-data-center/#var=Race+and+Ethnicity&states=06)
2. Office of Statewide Health Planning and Development, (OSHPD) Long-term Care Annual Financial data
3. Office of Statewide Health Planning and Development, (OSHPD) Long-term Care Annual Financial data
6. MK Chen, JA Chevalier, EF Long. *Nursing Home Staff Networks and Covid-19.* PNAS January 5, 2021 118 (1) e2015455118; [https://www.pnas.org/content/118/1/e2015455118](https://www.pnas.org/content/118/1/e2015455118)