



## **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,<sup>i</sup> and in Los Angeles 88% of nursing assistants are people of color and 82% of the workforce is female.<sup>ii</sup> and

**WHEREAS**, low pay among skilled nursing facility workers drives the high turnover rate in this sector -- as high as 45% in 2019.<sup>iii</sup> 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,<sup>iv</sup> 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%<sup>v</sup> and

**WHEREAS**, Facilities in Los Angeles County spend as much as 10-14% less on skilled nursing labor<sup>vi</sup> 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<sup>vii</sup> 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.

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## **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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<sup>i</sup> [phinalational.org/policy-research/workforce-data-center/#var=Race+and+Ethnicity&states=06](https://www.bepi.org/policy-research/workforce-data-center/#var=Race+and+Ethnicity&states=06)

<sup>ii</sup> Office of Statewide Health Planning and Development, (OSHPD) Long-term Care Annual Financial data

<sup>iii</sup> Office of Statewide Health Planning and Development, (OSHPD) Long-term Care Annual Financial data

<sup>iv</sup> McMichael TM, Clark S, Pogojans S, et al. *COVID-19 in a Long-Term Care Facility — King County, Washington, February 27–March 9, 2020*. MMWR Morb Mortal Wkly Rep 2020;69:339-342. DOI: <http://dx.doi.org/10.15585/mmwr.mm6912e1>

<sup>v</sup> de Freytas-Tamura, Kimiko. *‘They Call Me a Criminal’: Nursing Home Workers Who May Spread the Virus*. The New York Times. Published Sept. 10, 2020. Updated Aug. 21, 2021. <https://www.nytimes.com/2020/09/10/us/virus-florida-nursing-homes-contract-workers.html> ;

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>

<sup>vi</sup> 2019-20 SNF-B Cost Build Up. California Department of Health Care Services. [https://www.dhcs.ca.gov/services/medical/Documents/AB1629/AB1629\\_WebUpdates/2019-20%20SNF-B%20Cost%20Build%20Up%20%28EXCEL%29.xls](https://www.dhcs.ca.gov/services/medical/Documents/AB1629/AB1629_WebUpdates/2019-20%20SNF-B%20Cost%20Build%20Up%20%28EXCEL%29.xls)

<sup>vii</sup> The Council for Community and Economic Research (January 2021). The Cost of Living Index (COLI)