

Community Based Not For Profit Home Care providers are facing a number of challenges. One of those challenges is Fair Pay for Home Care Workers. These workers are commonly women and women of color. With wages that are in competition with fast food workers, it is difficult to recruit and retain workers to a profession with little or no upward professional growth. By supporting the **(S5374May/A6329Gottfried)** bill it would raise HCW wages 150% and the **(A3145AEpstein/S539Persaud)** bill would address the workforce shortage by making split shifts the industry standard and fairly compensating workers for hours worked, these cannot be an unfunded mandate placed on the backs of providers.

Fairly compensating these essential workers, not just recognizing them as essential during a pandemic, can increase recruitment and retention. As providers, we feel a fairly compensated workforce is a workforce that is valued and recognized for the essential role they play in the care of our most vulnerable population.