



June 29, 2023

The Honorable Maria Elena Durazo
California State Capitol
1021 O Street, Suite 7530
Sacramento, CA 95814

Re: SB 525 – Minimum Wage for Healthcare Workers – SUPPORT

Dear Senator Durazo,

On behalf of All Home, I am writing in strong support of SB 525, your bill to establish a \$25 Minimum Wage for Healthcare Workers, to address the healthcare workforce shortage and increase economic security for nearly 500,000 Californians. All Home is a Bay Area organization focused on interrupting the cycle of homelessness and poverty by increasing housing stability and economic mobility for Californians with the lowest incomes. SB 525 furthers our work by providing healthcare workers with a minimum wage that helps them to meet their basic needs amidst rising costs.

A study by the UC Berkeley Labor Center estimates that around 469,100 health care workers currently living with low- or extremely-low incomes will receive wage increases under this legislation, including those who provide services in nursing, caregiving, housekeeping, guard duties, clerical, food services, laundry, medical care, and other patient-care related services.

The combination of low wages and high living costs are forcing many healthcare workers into poverty. According to the National Housing Conference's Center for Housing Policy, the annual income of \$44,179 needed to afford rent for a one-bedroom apartment is substantially higher than the actual income of many healthcare workers, which range from \$31,740 and \$39,760, leaving them unable to afford housing and other basic living expenses.

For workers of color, the gap between their income and the income needed to meet their needs is even more glaring. An estimated 76% of workers currently making below \$25 an hour are workers of color; the majority are the primary income providers in their households,


and nearly half of them have children. In fact, workers of color make up the majority of California's healthcare workforce overall. Low wages mirror and likely contribute to the already disproportionately high rates of homelessness and poverty that Black, Indigenous, and Latinx Californians are experiencing.

A minimum wage increase would not only benefit current healthcare workers, it would help attract the workers we need to ensure we do not see a decline in quality of care for communities across the state. California is facing a healthcare workforce crisis as the state's stagnating wages cause these essential workers to leave their professions in order to make ends meet. After facing the trauma and dangerous working conditions of the COVID-19 pandemic, healthcare workers are now struggling with low pay as the cost of living skyrockets and California continues to have a gap of over a million affordable housing units.

By setting a \$25/hour minimum wage, SB 525 will ensure that all healthcare workers are fairly compensated, keep these workers and their families out of poverty, and retain staff who were considering leaving the profession.

SB 525 is an important step towards keeping our healthcare workers and their families out of poverty and in their homes, and places value on the hard work they do to keep our state healthy. For these reasons, All Home supports SB 525 and thanks you for your leadership on this important legislation.

Sincerely,

A handwritten signature in black ink that reads "Tomiquia Moss". The signature is written in a cursive, flowing style.

Tomiquia Moss
Founder and CEO
All Home