

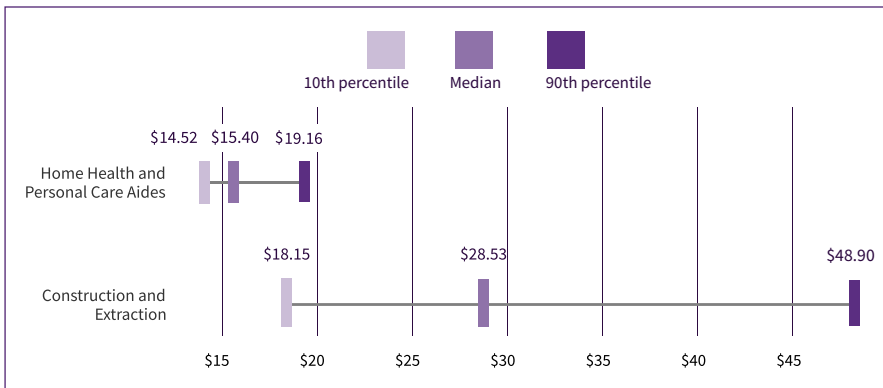


SB 602: LONG-TERM CARE WORKFORCE STANDARDS BOARD

Oregon's long-term care (LTC) workforce is in crisis. High vacancy rates, significant turnover, and low wages across the sector are costly, and they further degrade quality of care at a time when seniors and people with disabilities increasingly need support. In order for Oregon to deliver on its commitment to serve Oregonians in home and community-based care settings, we must invest in long-term care workforce solutions. As Oregon ages, the need for these essential and cost-saving services will increase. **We must act now.**

PREVAILING WAGE FOR A HISTORICALLY DISENFRANCHISED WORKFORCE

Oregon's establishment of a prevailing wage for construction projects has provided trade workers, who are predominantly male, with the family wages they deserve.

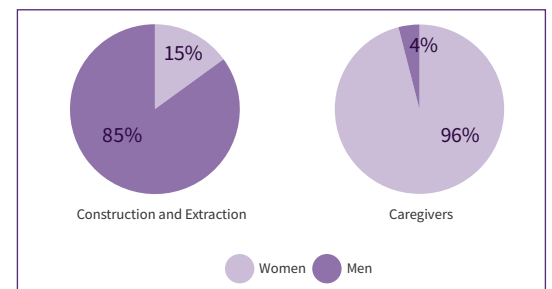
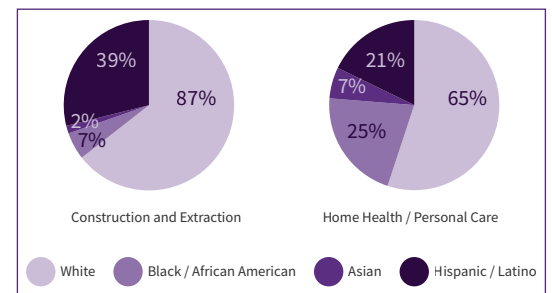


Long term care workers disproportionately identify as female and BIPOC. These historically disenfranchised Oregonians provide an essential service to some of the most vulnerable people in our state, but are paid poverty wages.

Leveling the playing field through solutions in SB 602 will advance equity, embrace our values as a state, and finally address this essential workforce crisis.

SB 602 WILL:

- Establish a Long Term Care workforce standards board to improve job quality
- Bring workers and employers together to set and enforce workforce standards
- Give workers a voice in working conditions and build worker power
- Establish a prevailing wage for Medicaid-funded attendant care



A PREVAILING WAGE IS ESSENTIAL TO SOLVING THIS PROBLEM

Oregon has a prevailing wage for publicly funded construction projects. A prevailing wage ensures that workers employed by government-funded projects are able to be self-sufficient. This bill would extend that security, respect, and value to workers who have historically been undervalued and marginalized: Women, and BIPOC Oregonians.

Creating a prevailing wage for direct care work is in line with recommendations from an ODHS study conducted by the Paraprofessional Healthcare Institute on how Oregon could strengthen and stabilize our direct care workforce. Here's how it would work:

LONG TERM CARE WORKFORCE STANDARDS BOARD STRUCTURE



“Ensuring livable and competitive wages for all direct care workers will enhance equity for and within the workforce as well as increase recruitment and reduce attrition.”

PARAPROFESSIONAL HEALTHCARE INSTITUTE, INC. (PHI)

PHI QUALITY CARE THROUGH QUALITY JOBS

BOLI Commissioner

Sets prevailing wage using Board recommendations

Long Term Care Workforce Standards Board

Staffed by BOLI with a researcher and facilitator, recommends prevailing wage.

Board Composition: Equal representation from 3 stakeholder groups: Workers and their representatives, People who receive attendant-care services and their advocates, and Employers.

Board Duties: Meet regularly to discuss working conditions and workforce needs, including wages, with support from staff, and accountability through an annual report to BOLI.