

## **WINNING JUSTICE IN LONG-TERM CARE**

**WHEREAS**, Pennsylvania is rapidly aging, and seniors, as well as people with disabilities, are increasingly opting for the dignity and independence of home care rather than going into nursing homes; and

**WHEREAS**, home care consumers struggle to find and keep the qualified and reliable caregivers they need to remain independent and active members of the community because turnover in home care is very high; and

**WHEREAS**, home care workers receive poverty wages and no health insurance for the important services they provide and, as a result, are often forced to leave the work; and

**WHEREAS**, the injustices of our long-term care system disproportionately affect women, who make up a majority of consumers and more than 90 percent of caregivers; and

**WHEREAS**, seniors and people with disabilities have a right to choose what care they receive and where, and to be assured that such care is consistent and high-quality; and

**WHEREAS**, home care workers have a right to economic independence, which comes only through a living wage, benefits, and the right to a union; and

**WHEREAS**, the Consumer Workforce Council will protect the right of seniors and people with disabilities to direct their own care, in their own homes, while ensuring that the attendants who provide that care can advocate for improved pay and benefits; and

**WHEREAS**, the Pennsylvania National Organization for Women (NOW) is committed to ending discrimination based on age and disability, and to reducing able-ism by removing institutional bias, increasing equal opportunities, and eliminating work disincentives, while providing quality health care for more individuals; and

**WHEREAS**, Pennsylvania NOW considers economic justice a core priority issue, advocates for pay equity and caregivers' economic rights, and recognizes that a union is a major way for workers to improve their lives and achieve the dignity they deserve;

**THEREFORE BE IT RESOLVED**, that Pennsylvania NOW fully supports the creation of the Consumer Workforce Council to ensure dignity and independence for seniors, home care workers, and people with disabilities in Pennsylvania; and

**BE IT FURTHER RESOLVED**, that Pennsylvania NOW will work with the disability rights, senior advocacy, and labor movements to win the Consumer Workforce Council; and

**BE IT FINALLY RESOLVED**, that Pennsylvania NOW encourages its chapters and members to get involved in the movement for justice in long-term care.