



## FIGHTING FOR A LIVING WAGE for all healthcare workers in 2017.



# 4 REASONS TO SUPPORT A \$15 MINIMUM WAGE

### 1 Healthcare workers deserve a living wage

HPAE members are setting standards for fair wages, yet not all healthcare workers are paid a living wage. In 2015, Home Health Aides and Nursing Assistants made the list of 100 lowest paid jobs in New Jersey. Studies confirm that NJ healthcare employees work in the industry that will benefit the most from a \$15 Minimum Wage, including hundreds of HPAE members who make less than \$15/hour.

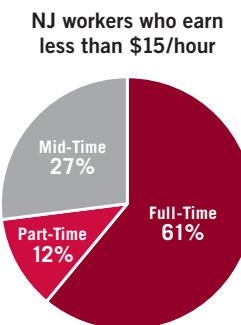
### 2 Most workers making less than \$15/hour are working full-time

A shocking 1 in 4 workers in New Jersey, make less than \$15/hour and they are not just teenagers:

- 61% are full-time workers; 91% are working adults over age 20; 50% are over age 40;

Of the NJ workers who make less than \$15:

- 53% are women, who make up less than half of the total workforce in NJ
- 50% have attended college or completed a college degree, and more than 1-in-5 schoolchildren have at least one parent who makes less than \$5/hour



### 3 When workers thrive, businesses thrive

When New Jersey raised the minimum wage to \$8.38 in 2014, opponents argued the state would lose 31,000 jobs. Since implementation of the \$8.38 minimum wage in 2014, New Jersey has added 143,000 jobs – including 14,500 in low-wage sectors. Moreover, a 2013 study by the Center for Economic and Policy Research confirmed that raising the minimum wage overall has not impeded on job growth.

### 4 Poverty wages are holding back hard-working people

| HPAE Local                          | % HPAE members under \$15/hr. |
|-------------------------------------|-------------------------------|
| Harborage Local 5097                | 83%                           |
| Sunrise House workers               | 51%                           |
| American Red Cross Local 5103       | 31%                           |
| Bayonne Medical Center Local 5185   | 17%                           |
| Palisades Medical Center Local 5030 | 11%                           |
| Meadowlands Hospital Local 5147     | 11%                           |

Low wages and the high cost of living in New Jersey make it unaffordable for many families to live comfortably across the state. **NJ ranked as one of the seven most expensive states to live in.** In NJ, the living wage for a single parent with one child is \$25.38. In 2015, about 10.8% of NJ lived in poverty, a disturbing growth of about 200,000 people since 2007. Child poverty is even worse, as 15.6% of New Jersey kids live in poverty, compared to a poverty rate of 11.6% in 2007. Additionally, 56% of workers make less than \$15/hour live in households with an annual family income under \$20,000.

In 2017, as HPAE locals bargain for new contracts, among our demands is A LIVING WAGE for all healthcare workers.

# FIGHT FOR \$15: TAKE ACTION!

A FAIR HPAE CONTRACT  
MUST INCLUDE FAIR WAGES

HPAE will set the standard in 2017 for all healthcare workers by negotiating for at least \$15/hr. in our local contracts. When we raise the floor for some workers, we all benefit by setting higher standards.



## HPAE MEMBER HIGHLIGHT Lisa Scaramuzzo, Local 5103

American Red Cross, Phlebotomist, \$13.96/hour

*"If I work a full-time job, I shouldn't have to worry about not paying rent and providing food for my daughter," shared Lisa. "I support a \$15 minimum wage because I think everyone deserves a decent life."*

Inspired to work for the American Red Cross after a critical blood transfusion saved her cousin's child, Lisa makes \$13.96/hour after 5 years working as a phlebotomist. She struggles as a single mother to pay \$130/week for childcare on top of living expenses. Lisa could easily fall into debt. A recent ER visit left her with a \$1,000 medical bill on top of previous medical bills from prenatal care.

## HPAE MEMBER HIGHLIGHT Jasmine Cabrera, Local 5097

The Harborage, Nursing Home Housekeeper, \$12.97/hour

*"Every month we have to make hard financial decisions between fixing the car, keeping our cable, or buying school supplies for my son. If I made a living wage I wouldn't have to say 'no' when my son asks for new shoes to replace ones he's outgrown, or for a new toy every once in a while."*

Jasmine Cabrera loves her job taking care of elderly and disabled patients at The Harborage, a long term care facility in Hudson County. "The residents are like my family members," shared Jasmine. When she started in 2007, she made \$10/hr. as a housekeeper, while working two other jobs in retail; nearly ten years later, she still only makes \$12.97/hr. Between rent, putting food on the table, and childcare for her seven-year-old son, working full-time is simply not enough.



I demand a living wage for all healthcare workers

Name \_\_\_\_\_

Healthcare Facility \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

 **HPAE**  
Putting care first

Health Professionals and Allied Employees

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