

## TALKING POINTS – AB 650 (Muratsuchi)

### Health Care Workforce Recognition and Retention Act

COVID-19 has disproportionately impacted health care workers who have put themselves at great risk to care for Californians during the pandemic. While hospital systems have prospered greatly during this time, health care workers, often referred to as “heroes,” have not seen the recognition and financial support that they deserve. The emotional and mental toll on the workforce has been devastating and projections show that the health care worker shortage may be impacted as a result. AB 650 will address this problem by:

- Requiring health care employers with more than 100 employees to provide retention bonuses to its workers. AB 650 will cover workers at hospitals, nursing homes, clinics, medical groups, and other private sector health care providers.
- Recognizing the sacrifices and efforts of health care workers during the COVID-19 pandemic and provide them with financial support to help sustain them in their profession and ensure that California maintains a robust health care work force to meet the needs of the population.
- Requiring health care corporations like hospitals, skilled nursing facilities, and medical practices part of an integrated health system to pay bonuses to all non-executive employees in 2022 that amount to:
  - Full-time employees: \$10,000
  - Part-time employees: \$6,000
  - Less than part-time employees: \$4,000
- Granting the California Health Facilities Financing Authority (CHFFA) the authority to administer the Fund and oversee the provision of grants to private sector health care employers. Moneys allocated to the Health Care Worker Recognition and Retention Fund will be useable only for the purpose of paying hazard pay and/or bonuses to non-executive health care workers at nonprofit primary care clinics, public sector hospitals, and private sector health care employers that cannot otherwise afford to pay recognition and retention bonuses to their employees and providing exemptions to those systems that are experiencing financial hardships.

SM: OPEIU 29 AFL CIO

