

BALLOT TITLE: LONG BEACH MINIMUM WAGE FOR HEALTHCARE WORKERS

SUMMARY: This measure, if approved by the voters, requires employers to pay a minimum wage of no less than \$25 per hour to healthcare workers for any hours worked within the City of Long Beach.

Healthcare workers entitled to minimum wage under this measure include any employee who works at, or is employed by, a covered healthcare facility to provide patient care, healthcare services, or services supporting those providing healthcare.

Healthcare workers entitled to minimum wage under this measure include clinicians, professional or non-professional nurses, certified nursing assistants, aides, technicians, maintenance workers, janitorial or housekeeping staff persons, groundskeepers, guards, food service workers, laundry workers, pharmacists, nonmanagerial administrative workers, and business office clerical workers. Managers and supervisors of healthcare workers are not eligible for minimum wage under this measure.

Covered healthcare facilities affected by this measure include general acute care hospitals, clinics, acute psychiatric hospitals, chronic dialysis clinics, psychiatric health facilities, and all facilities that are part of an integrated healthcare delivery system.

Beginning on January 1, 2024, the initial minimum wage of \$25 per hour would adjust based on the Consumer Price Index For Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles metropolitan area (Los Angeles-Long Beach-Anaheim, CA). This measure also requires that the adjusted minimum wage would take effect on January 1 of each year thereafter and be published in a bulletin by the City.

This measure prohibits employers from funding any wage increases required for healthcare workers by doing any of the following: reducing premium pay rates or shift differentials; reducing benefits; reducing work hours; layoffs; or increasing charges for parking, work-related materials, or equipment.

This measure also prohibits employers from engaging in any retaliation against healthcare workers for enforcing their right to minimum wage.

This measure would be enforced by the City.