

March 12, 2021

The Honorable Joseph R. Biden, Jr.  
President of the United States  
The White House  
1600 Pennsylvania Ave., N.W. Washington, D.C. 20500

The Honorable Kamala D. Harris  
Vice President of the United States  
The White House  
1600 Pennsylvania Avenue, NW Washington, DC 20500

Dear President Biden and Vice President Harris:

The undersigned organizations thank you for your commitment and leadership to act swiftly to tackle the COVID-19 pandemic and to jump-start our economy. We share your vision of building a durable caregiving system as a core pillar of Build Back Better and fully endorse your plan to create over one million high quality jobs by investing \$450 billion in Medicaid home and community based services (HCBS). This long overdue investment will make it possible for people with disabilities and older adults to receive long-term services and support in their homes and communities, build a robust workforce, and reduce financial burden and time pressures on unpaid family caregivers, allowing many to return to work, including the significant numbers of women, especially women of color, who have been pushed out of the workforce due to caregiving challenges in the pandemic.

Our nation faced a home and community-based services crisis even before the pandemic. A patchwork of underfunded Medicaid programs, the financing of which privileges institutional care over HCBS, has forced far too many aging adults and people with disabilities to forgo the services they need or to rely on family or friends for unpaid care and support. Older adults of color and people of color with disabilities have faced even more structural barriers in accessing housing and other services they need largely due to systemic racism. The direct care workforce, such as home care workers who provide personal care services to older adults and people with disabilities so they can live at home, is a critical part of the HCBS infrastructure and is primarily made up of Black women, other women of color, and immigrants. Structural inequities of racism and sexism, among others have relegated too many home care and other direct care workers to low-wage jobs with few employment benefits. Due to the disaggregated nature of their work, especially for those providing in-home services, and the limits of labor and employment laws, these workers have historically faced challenges in their ability to form

unions and lacked a strong voice in decisions that affect them--and, they are often isolated and unsupported in their work. Undocumented direct care workers who work in the large gray market are especially vulnerable and lack even basic labor protections. Moreover, poor job quality compounded by inadequate Medicaid funding and rate setting that does not account for necessary labor costs to sustain good care jobs, creates high rates of worker turnover and chronic worker shortages across the country. This also means people with disabilities and older adults go without needed services.

The COVID-19 pandemic has only exacerbated the situation. As infection rates continue to remain high and the economic fallout of the pandemic further challenges people's ability to afford basic necessities, older adults and people with disabilities face even more difficulties accessing essential supports with no guarantee of the services they need. Many direct care workers have been going to work without personal protective equipment, paid sick time or leave, or other workplace protections. And undocumented care workers have been carved out of accessing desperately needed COVID relief.

A significant body of research indicates that the long overdue investment in Medicaid's HCBS will help American families, workers, and our economy at large.<sup>1</sup> The COVID-19 pandemic has made this investment more urgent than ever -- immediate action is necessary for our economy and the health and safety of those who need services, the workers who support them, and their families. The investment of \$450 billion is a necessary first step towards enabling all people with disabilities and older adults the opportunity to live independently and achieve self-sufficiency in their homes and communities, to create more than one million jobs and transform those direct care jobs, including home care jobs, into good, family-sustaining, union jobs that pay at least \$15 an hour, and to ease the burden on unpaid family caregivers.

In building our HCBS system to become durable and our economy at large to be resilient and equitable, we urge you to work with Congress to ensure that your upcoming jobs and economic recovery package includes the meaningful investment of \$450 billion HCBS desperately needs. This will ensure that the expansion of home and community-based services is making a real difference in the lives of people with disabilities and aging adults and transforms direct care jobs -- one of the fastest growing sectors in our economy -- into good, family-sustaining jobs that pay at least \$15 an hour with the ability to join a union. Lastly, we urge you to include a path to citizenship for essential immigrant workers in the upcoming jobs and economic recovery package. As a key part of the essential workforce, these care workers have provided

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<sup>1</sup> See Palladino, Lenore, and Mabud, Rakeen. (2021). *It's Time to Care: The Economic Case for Investing in a Care Infrastructure*. Time's Up Foundation, accessed February 9, 2021 at [https://timesupfoundation.org/wp-content/uploads/2021/02/IMLB\\_01\\_Feb2021\\_Investing-in-Care-Paper\\_FINAL.pdf](https://timesupfoundation.org/wp-content/uploads/2021/02/IMLB_01_Feb2021_Investing-in-Care-Paper_FINAL.pdf)

critical services before and during the pandemic, risking their lives and that of their families. Providing a path to citizenship will guarantee essential care workers protections and a real shot at economic security and opportunity.

We stand ready to partner with the administration and Congress to build back our economy to be vibrant, resilient and equitable.

Sincerely,

*National Organizations*

1. 9to5
2. A Better Balance
3. Action Center on Race and the Economy
4. ADAPT National
5. Alliance for Aging Research
6. All Our Kin
7. American Association on Intellectual and Developmental Disabilities
8. American Family Voices
9. American Physical Therapy Association
10. American Therapeutic Recreation Association
11. Arab Community Center for Economic and Social Services(ACCESS)
12. The Arc of the United States
13. Asian Pacific American Labor Alliance, AFL-CIO
14. Aspen Institute Economic Opportunities Program
15. Association for Community Affiliated Plans
16. Association for Gerontology and Human Development in Historically Black Colleges and Universities
17. The Association for Persons with Severe Handicaps(TASH)
18. Association of People Supporting Employment First(APSE)
19. The Association for the Severely Handicapped
20. Association of University Centers on Disabilities(AUCD)
21. Autism Society of America
22. Autism Society of America-Kern Autism Network, Inc.
23. Autism Society, Tidewater Virginia
24. Autistic Self Advocacy Network
25. Bazelon Center for Mental Health Law
26. Be A Hero
27. Bend the Arc Jewish Action

28. Black Feminist Future
29. Black Women's Roundtable, NCBCP
30. BlueGreen Alliance
31. Brain Injury Association of America
32. Caring Across Generations
33. Center for American Progress
34. Center for Environmental Health
35. Center for Law and Social Policy (CLASP)
36. Center for Medicare Advocacy
37. Center for Popular Democracy Action
38. Center for Public Representation
39. Center for Third World Organizing
40. Climate Justice Alliance
41. Closing the Women's Wealth Gap Initiative
42. COLAGE (originally Children of Lesbians and Gays Everywhere)
43. CommunicationFIRST
44. Community Catalyst, Inc
45. Community Change Action
46. Community Organizing and Family Issues
47. Comunidades Sin Fronteras CSF
48. Demos
49. Disability Rights Education and Defense Fund(DREDF)
50. Economic Policy Institute
51. Economic Security Project/ Action
52. Environmental Defense Fund
53. Epilepsy Foundation
54. Equal Rights Advocates
55. Faith in Public Life
56. Families USA
57. Family Network on Disabilities
58. Family Values@Work
59. Federal Reserve Board
60. Fight for \$15 and a Union
61. The Forum for Youth Investment
62. Frailty Myths
63. Freedom Network USA
64. Friends of the Earth US
65. Futures Without Violence

66. Global Policy Solutions
67. Grassroots Global Justice Alliance
68. Greenpeace USA
69. Groundswell Fund
70. Groundwork Collaborative
71. Hand in Hand: The Domestic Employers Network
72. Health Care Voices
73. Health Care Voter
74. Helpr
75. Highlander Research & Education Center
76. Hilarity for Charity(HFC)
77. Hispanic Federation
78. Income Movement
79. Indivisible
80. Insight Center for Community Economic Development
81. Institute for Policy Studies, Black Worker Initiative
82. Institute for Women's Policy Research
83. In the Public Interest
84. It Takes Roots
85. Jobs With Justice
86. Justice for Migrant Women
87. Justice in Aging
88. The Leadership Conference on Civil and Human Rights
89. Liberation in a Generation
90. Little Lobbyists
91. Lurie Institute for Disability Policy
92. Main Street Alliance
93. Marked By COVID
94. Meals on Wheels of Loveland/Berthoud
95. Medicare Rights Center
96. me too. International
97. MomsRising
98. The Movement For Black Lives
99. National Action Network
100. National Adult Day Services Association(NADSA)
101. National Asian Pacific American Women's Forum(NAPAWF)
102. National Association of Councils on Developmental Disabilities
103. National Association of Nutrition and Aging Services Programs

104. National Association of Social Workers(NASW)
105. National Association of State Head Injury Administrators
106. National Black Worker Center
107. National Center for Law and Economic Justice
108. National Consumer Voice for Quality Long-Term Care
109. National Council on Aging
110. National Council of Jewish Women
111. National Domestic Workers Alliance
112. National Down Syndrome Congress
113. National Employment Law Project
114. National Employment Lawyers Association
115. National Health Law Program
116. National Immigration Law Center
117. National Multiple Sclerosis Society
118. National Organization for Women
119. National PACE Association
120. National Partnership for Women & Families
121. National Respite Coalition
122. National Women's Law Center
123. Native Organizers Alliance
124. Native Women Lead
125. NETWORK Lobby for Catholic Social Justice
126. Not Dead Yet
127. One Fair Wage
128. Our Revolution
129. Oxfam America
130. Pacific Community Ventures
131. Paid Leave for All
132. ParentsTogether Action
133. The Partnership for Inclusive Disaster Strategies
134. People's Action
135. PepTalkHer
136. PHI National
137. PL+US: Paid Leave for the United States
138. PolicyLink
139. Restaurant Opportunities Centers United
140. RESULTS
141. Right To The City Alliance

142. SaverLife
143. Shriver Center on Poverty Law
144. Sierra Club
145. Southeast Asia Resource Action Center(SEARAC)
146. Specialized Training of Military Parents(STOMP)
147. Spectrum Friends
148. Spina Bifida Association
149. Southern Poverty Law Center Action Fund
150. Sunrise Movement
151. Supermajority
152. Tax March
153. Union of Concerned Scientists
154. United Spinal Association
155. United State of Women
156. URGE: Unite for Reproductive & Gender Equity
157. UsAgainstAlzheimer's
158. Village to Village Network, Inc.
159. Voices for Progress
160. Well Spouse Association
161. Women's Institute for a Secure Retirement
162. The Workers Lab

*State Organizations*

163. ADAPT Capital Region
164. ADAPT Montana
165. ADAPT of Texas
166. Adult Family Home Council of Washington State
167. Alabama Arise
168. Alabama Chapter CureSMA
169. Albatross Training Solutions
170. All Seasons Elder Care Management
171. ALMAS/Graton Day Labor Center
172. Amrine Law
173. AoA HICAP Counselor
174. The Arc of Alabama
175. The Arc of Jackson County
176. Arc of Morgan County
177. The Arc of Oklahoma

178. The Arc of Washington State
179. Area Agency on Aging 1-B
180. Ashford Senior Center
181. Asian American Organizing Project
182. Asian Pacific Environmental Network
183. Asian Resources, Inc
184. Autism Society of California
185. Autism Society of Colorado
186. Autism Society of Greater Akron
187. Autism Society of the Greater Capital Region, NY
188. Autism Society of Iowa
189. Autism Society of North Carolina
190. Autism Society of North Louisiana
191. Autism Society Northwestern Pennsylvania
192. Autism Society of Oregon
193. Autism Society of Southern Arizona
194. Autism Society of South Central Wisconsin
195. Autism Society Western New York
196. Bay Area Community Services
197. Black Lives Matter Chicago
198. Brain Injury Association of Vermont
199. Brazilian Women's Group
200. BRIDGE for Community Life, Inc.
201. BRIDGE To Home Services
202. CA Association of Public Authorities for IHSS(CAPA)
203. CA Black Health Network
204. California Foundation for Independent Living Centers
205. California Long-Term Care Education Center
206. California Program of All-inclusive Care
207. California Senior Legislature
208. California Work & Family Coalition
209. CalPACE
210. CareWorks of Lane County
211. Caring across generations: faith based Southern California Alliance
212. Carroll Gardens Association(CGA)
213. Catalyst Miami
214. Center for Advocacy for the Rights and Interests of the Elderly(CARIE)
215. Center for At Risk Elders

216. Center for Elder Law & Justice
217. Chicago Foundation for Women
218. Chinese Progressive Association
219. Choice in Aging
220. Citizen Action of Wisconsin
221. City of Oakland - MSSP
222. Coalition of Texans with Disabilities
223. Coastal Bend Center for Independent Living
224. Commission for Persons w Disabilities Norfolk
225. Community Employment Alliance
226. Community Organizing and Family Issues (COFI)
227. Comunidades Sin Fronteras CSF - CT
228. Connecticut Legal Rights Project, Inc.
229. Connecticut Worker Center
230. CT Legal Services, Inc.
231. Centro de Trabajadores Unidas en Lucha(CTUL)
232. Curtis Care Management
233. Cuyahoga County Division of Senior and Adult Services Advisory Board
234. Detroit Disability Power
235. Disability Action Center - NW, Inc.
236. Disability Network Southwest Michigan
237. Disability Rights California
238. Disability Rights Florida
239. Dominican Development Center, Inc.
240. Downstate New York ADAPT
241. Dreamers Mothers In Action (DMIA)
242. E&V Adult Day Healthcare Center
243. Economic Security for Illinois
244. Encuentro
245. Every Texan
246. Family Forward Oregon
247. Florida Student Power Network
248. Georgia ADAPT/ Georgia Disability Vote(GDVP)
249. Georgia Budget and Policy Institute
250. Golden State Opportunity
251. Governor's Committee on Disability Issues and Employment
252. The Greenlining Institute
253. Gulf Coast ADAPT

254. Human Services Association
255. iGameUSA: an RPG World Corp
256. Illinois Council on Developmental Disabilities
257. Indiana Institute for Working Families
258. Indivisible Georgia Coalition
259. Inner City Law Center
260. Iowa Citizens for Community Improvement
261. Iowa Helping Community Policy Group
262. Iowa Olmstead Consumer Taskforce
263. Iowa Statewide Independent Living Council(SILC)
264. ISAIAH MN
265. Jefferson County, WA Father's Group
266. Kentuckians For The Commonwealth
267. Kentucky Voices for Health
268. Koreatown Immigrant Workers Alliance(KIWA)
269. Latino Coalition for a Healthy California
270. Legal Aid Society of the District of Columbia
271. Legal Council for Health Justice
272. LifeLong Medical
273. Long Beach Alliance for Clean Energy
274. Los Angeles Alliance for a New Economy(LAANE)
275. Louisiana Budget Project
276. Maine AFL-CIO
277. Maine People's Alliance
278. Mainers for Accountable leadership
279. Maryland Developmental Disabilities Council
280. Massachusetts Senior Action Council
281. MassADAPT
282. Matahari Women Workers' Center
283. Meals on Wheels PA(MOWPA)
284. Miami Workers Center
285. Michigan Developmental Disabilities Council
286. Michigan Disability Rights Coalition
287. Michigan Elder justice Initiative
288. Multipurpose Senior Services Program Site Association
289. New Mexico Autism Society
290. The New York Women's Foundation
291. North Carolina Justice Center

- 292. Northridge Indivisible
- 293. Ohio Aging Advocacy Coalition
- 294. Our Mother's Voice
- 295. Oxnard Family Circle ADHC
- 296. PA ADAPT
- 297. PA Adult Day Services Association(PADSA)
- 298. PA Association of Senior Centers
- 299. Paraquad
- 300. Partnerships for Action, Voices for Empowerment(PAVE)
- 301. Partners in Care Foundation
- 302. People First of Washington
- 303. Personal Assistance Services Council
- 304. Personal Attendant Coalition of Texas
- 305. Philadelphia Drivers' Union
- 306. Philly ADAPT
- 307. Pilipino Workers Center of Southern California
- 308. Pisgah Legal Services
- 309. Poway Adult Day Health Care Center
- 310. PRC (formerly Positive Resource Center)
- 311. POWER-PAC IL
- 312. Public Justice Center
- 313. REACH Resource Centers on Independent Living-Fort Worth, Dallas, Denton & Plano,  
TX
- 314. REGAL HOME CARE, LLC
- 315. The Restaurant Opportunities Center of Pennsylvania (ROC PA)
- 316. REV UP Texas
- 317. Rhode Island Organizing Project
- 318. Self Advocates in Leadership(SAIL)
- 319. Senior Advocates of the Desert
- 320. Senior Citizens' Law Office, Inc.
- 321. Senior Life Source
- 322. Senior Services Plus, Inc.
- 323. Service Employees International Union 775(SEIU 775)
- 324. Serving Seniors
- 325. Solkoff Legal P.A.
- 326. Solomon, Steiner & Peck
- 327. South Carolina ADAPT
- 328. Statewide Independent Living Council of Alaska

329. StrengthUnited
330. Summit Independent Living
331. Sundance Social Adult Day Care, Inc
332. Tennessee Justice Center
333. Texas Legal Services Center
334. Texas Women's Foundation
335. Time for change foundation
336. Unidad Latina en Acción Connecticut
337. #UpgradeMedicaid
338. #UpgradeMedicaid-Iowa
339. Upper Valley Services
340. Virginia Poverty Law Center
341. Washington ADAPT
342. Washington State Developmental Disabilities Council
343. WA State Independent Living Council
344. Washington State Senior Citizens' Lobby
345. We All Rise
346. Western Center on Law and Poverty
347. Westwood file All Aged
348. The Women & Girls Foundation of Southwest Pennsylvania
349. Women Employed
350. Women's Foundation of California
351. Womenpreneurs
352. Women's Rights and Empowerment Network

