



Many Missions. One Voice.

ABOUT NPW

More than 300 members strong, Nonprofit Westchester is the county's only membership organization solely dedicated to advancing the needs and interests of Westchester's nonprofit sector, the people and communities served, and the nonprofit workforce.

We recognize that individuals and families often walk through our doors as a result of, or reasons compounded by, systems that have perpetuated racism and other forms of deep-rooted intergenerational disadvantage. This is why our work embeds a racial, social and economic justice lens.

NPW's mission is to strengthen Westchester's nonprofit organizations as they transform lives, empower communities and drive positive change. This is actualized through advocacy for the overarching issues impacting the nonprofit sector, research, professional development and community education, collaboration and connection, and as a hub for resource and information.

THE NONPROFIT SECTOR

NPW members play a critical role in building a supportive social fabric, addressing the social determinants of health and, as a result, drive economic development.

Nonprofit organizations provide the highest quality and most impactful government mandated and other critical services to tens of thousands of your constituents, from all backgrounds and across the age span. Our experts collaborate to develop long-term solutions to address the most serious social issues.

The nonprofit sector maintains a critical place in New York State's and the Hudson Valley's economy, providing nearly one out of every five non-governmental jobs in the region along with \$7.4 billion in annual wages and an estimated \$1.1 billion in state and federal payroll tax contributions. Westchester County accounts for nearly half of these wages in the Hudson Valley, with \$3.6 billion in wages, and \$575,000 in income tax revenue generated. The sector's economic impact is further amplified by the fact that nonprofits directly support other local employers by providing child and elder care, job training, health care, and the care economy in general.

PARTNERSHIP WITH GOVERNMENT

NPW is proud of our partnership with government. We strive to serve as a resource to government partners, offering a platform to share relevant information with Westchester residents, answering the call for information on key social and economic issues, providing connections to nonprofit experts to inform action and as a source for information about resources needed by individuals and families in your districts.

Contact: Jan Fisher, Executive Director, jfisher@npwestchester.org | www.npwestchester.org



MEMO OF SUPPORT

S.4877 (Mayer)/A.2740 Paulin

NonProfit Westchester (NPW) supports S.4877 (Mayer)/A.2740 Paulin which would ensure a timely procurement process for not-for-profits contracting with the state.

More than 300 members strong, Nonprofit Westchester is the county's only membership organization solely dedicated to advancing the needs and interests of Westchester's nonprofit sector, the people and communities served, and the nonprofit workforce. Westchester's nonprofit sector benefits from strong partnerships with government on the local, state and national levels. Yet, challenges exist in the government-nonprofit partnership that relate to contracting:

As nonprofits partner with government to provide much needed services they face challenges, especially in contracting. Late procurement and payment plague the system, and this results in inefficiencies and increased, nonreimbursable costs to nonprofits. Nonprofits may have to let go of staff or take on debt because of funding uncertainties.

A nonprofit cannot receive payment from the state until the contract is formally approved by the state Comptroller. Nonprofits are required to start providing services by the start date of the contract. This leaves many nonprofits providing services in their communities for the state and uncertain about when they will receive payment. S.4877 (Mayer)/A.2740 Paulin would require state agencies to register contracts with nonprofit organizations within thirty (30) days of the start date of the contract. Requiring this approval will help nonprofits to receive payment for their services in a timelier manner, helping to ensure the fiscal health of nonprofits.

For these reasons NonProfit Westchester supports S.4877 (Mayer)/A.2740 Paulin. If you have any questions, please contact Deanne Braveman at dbraveman@mercuryllc.com.



MEMO OF SUPPORT

S.7793 (Persaud)/A.8437 (Hevesi)

Nonprofit Westchester (NPW) supports S.7793 (Persaud)/A.8437 (Hevesi) which adds certain human services programs to the designated human services programs eligible for a cost-of-living adjustment.

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Currently, New York State is required to provide cost of living increases (COLAs) to contracted human service workers as delineated in budget Article VII language. However, the current human services COLA does not apply to every human services worker and human services program in New York State. Because of this, many human services workers across the state do not receive the COLA and instead are held at wages that are not conducive to their own health and wellbeing. This has made it challenging for human services provider organizations to hire and retain qualified staff. It also creates challenges within multi-service agencies when some staff receive the COLA, while others do not.

This bill would add designated programs as eligible for the COLA that were not previously included. This would ensure that more human services workers had access to COLA, increasing their quality of life and wellbeing and providing equity across human services programs.

For these reasons Nonprofit Westchester supports S.7793 (Persaud)/A.8437 (Hevesi). If you have any questions, please contact Deanne Braveman at dbraveman@mercuryllc.com.



MEMO OF SUPPORT

S.1291 (Brouk)/A.4046 (Gunther)

Nonprofit Westchester (NPW) supports S.1291 (Brouk)/A.4046 (Gunther) which would establish an annual cost of living adjustment (COLA) for designated human services workers.

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New York human services workers are facing more challenges now than they did even a year ago. Workforce shortages are consistently high throughout the state with a turnover rate of close to 40%. This paired with rising inflation and a lack of workforce protections means the human services industry must continually ask for more money and higher wages every year to just stay afloat.

The human services industry has long been languishing in New York where there has been a 17-year period without a meaningful COLA. If wages had continually been prioritized and funded, many in this industry would see a 30% increase in earnings from 17 years ago.

This legislation would remove the COLA for human services workers from the budget process and tie it to the consumer price index. This would provide a yearly COLA that workers could rely on while the industry can begin to address workforce shortages.

For these reasons Nonprofit Westchester supports S.1291 (Brouk)/A.4046 (Gunther). If you have any questions, please contact Deanne Braveman at dbraveman@mercuryllc.com.



MEMO OF SUPPORT

S.4675 (Ramos)/A.8937 (Bronson)

Nonprofit Westchester (NPW) supports S.4675 (Ramos)/A.8937 (Bronson) which would create a Human Services Employee Wage Board to recommend adequate minimum wages for human services employees.

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Human services workers are essential to the State and localities' ability to assist New Yorkers confronting a range of social challenges. To achieve cost savings, government has transferred most legally mandated human services for New Yorkers to nonprofits and in turn have created massive pay disparities within the field. Government is not just the predominant funder of human services in New York, it is also the main driver of human services salaries as it directly sets salary rates on contracts or does so indirectly by establishing costs for a unit or service, along with required staffing on a contract. Nonprofits contracted to provide human services are not only provided insufficient funding to pay their employees, but are met with chronic delays in payment, underfunding, and a lack of sincere collaboration to create meaningful and lasting interventions.

These contracting practices have created extreme pay disparities where human services workers make on average 71% of what government employees make, and 82% of what private sector workers receive. The pay disparities in the human services sector also have important consequences for race and gender equity. The human services provider work-force of nearly 800,000 people is overwhelmingly female (66%), over two-thirds are full-time workers of color (68%), and nearly half (46%) are women of color. The majority (63%) have a 4-year college degree or better; yet they make about \$20,000 a year less than a public sector worker with a comparable education. A human services employee wage board is necessary to investigate the pay disparities between government employees and employees of contracted human services providers and develop recommendations on adequate and equitable wages.

For these reasons Nonprofit Westchester supports S.4675 (Ramos)/A.8937 (Bronson). If you have any questions, please contact Deanne Braveman at dbraveman@mercuryllc.com.