



## TESTIMONY

New York City Council  
Committee on Contracts

Int. 2137: Prevailing Wage for City-Contracted Human Service Workers

Int. 2006: Prevailing Wage Security Guards at City-Contracted Shelters

Wednesday April 28<sup>th</sup>, 2021 at 1:00 PM

Submitted by:  
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Executive Director  
Human Services Council of New York

Good afternoon Chairperson Kallos and members of the New York City Council Committee on Contracts. My name is Michelle Jackson, and I am the Executive Director of the Human Services Council (HSC), a membership organization representing over 170 human services providers in New York City.

HSC serves our membership as a coordinating body, advocate, and intermediary between the human services sector and government. We take on this work so that our members can focus on running their organizations and providing critical direct support to New Yorkers. These are the nonprofits that support our City's children, seniors, those experiencing homelessness, people with disabilities, individuals who are incarcerated or otherwise involved in the justice system, immigrants, and individuals coping with substance abuse and other mental health and behavioral challenges.

I first want to thank Chair Kallos, Council Member Rosenthal, and members of the Contracts Committee for your work securing Mayor de Blasio's recent commitment to fully honor the Indirect Cost Rate funding initiative. Without the strong advocacy of Chair Kallos and members of this Committee, human services providers would not be seeing that funding.

The cuts to indirect are not the only crisis that demands an immediate solution. The need to invest in the human services workforce is immense. City contracts currently pay essential human services workers poverty wages, which is an outrage. Int. 2137 seeks to right that wrong by establishing a prevailing wage for all human services workers and requiring the City to finally pay the human services workforce fair wages.

**HSC is in support of any effort to lift the wages of not just human services workers, but any labor force that is not paid an equitable wage. The human services workforce is primarily women and people of color who do lifesaving work in our communities and have seen low and stagnant wages for decades. Establishing a prevailing wage can be an important vehicle to move to higher and more appropriate wages if the prevailing wage schedule is established not just using current salary levels, but comparable salary levels in government and the**

**private sector and must come with funding on new and existing government contracts. If the City is ready to make that necessary investment, it will be perhaps the largest investment nationally in the sector and would help ensure fair and equitable wages for essential workers that will uplift communities most impacted by COVID-19 and better prepare our city for the next disaster.**

Currently, New York City's human services workforce is the second lowest-paid labor force after restaurant workers. This wage crisis is self-made by the New York City and State government which underfunds human services contracts by 20% of the true cost of implementing services. This crisis is further exasperated by the dangerous pattern of cutting and withholding human services funding in times of fiscal crisis, as we have seen over this past year.

When the City drastically underfunds human services contracts, it is being dependent on the low-wage women of color to fill in those gaps. This has resulted in an average annual income of \$32,700 for human services workers in New York City despite the high levels of education often required to work in the field.

**Because this crisis was created by the current contracting system, fixing it with a prevailing wage will only be possible with budget amendments covering the increased cost on current contracts and a rock-solid commitment to pay prevailing wages on future contracts. Without this funding, there will need to be a reduction of services to cover the needed wage increase.**

**Prevailing wages for city-contracted human services workers is only a successful solution if they are established holistically across all contracts and job titles as outlined in Int. 2137. Unfortunately, the piecemeal solution of Int. 2006 would harm human services workers who do not fall under the security guard job title, one of the only fields that is majority male in an otherwise 82% women workforce.**

Int. 2006 fails to provide added funding to accurately reflect the increased cost of services it would mandate. Even if funding were identified, it would greatly disrupt wages ladders for all affected shelter programs, as entry-level security guards would start making more than staff supervising them, and significantly more than the wages of the case management staff and social workers with secondary degrees.

Moving only Int. 2006 forward without Int. 2137 without providing funding to cover the mandated cost of these salary increases when City contracts set the wages for human services workers would be hypocritical and do more harm than good. **Only passing Int. 2006, especially without funding, weakens the human services sector and does not address the full breadth of wage disparity across contracted programs and job titles. It also puts a burden on the shelter system that is already struggling with underfunded contracts, increased need and costs during COVID-19, and existing wage disparities.** Care and thoughtful solutions backed with funding is the only responsible way forward.

Nonprofit human services organizations support higher wages for all workers but need a partner in government that will help lift wages holistically. Government is the main driver of wages in the sector and therefore must take the appropriate steps forward by creating a prevailing wage schedule that lifts low wages and ensures funding is included on existing and new contracts to ensure increased wages do not come at the expense of programs.





Testimony of

**Coalition for the Homeless**

and

**The Legal Aid Society**

on

Intro. 1995-2020: Shelter Security Guard Trainings

submitted to

The New York City Council's Committee on Contracts

Giselle Routhier  
Policy Director  
Coalition for the Homeless

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Staff Attorney, Homeless Rights Project  
The Legal Aid Society

April 30, 2021

The Coalition for the Homeless and The Legal Aid Society welcome this opportunity to submit written testimony to the New York City Council's Committee on Contracts in support of Intro. 1995-2020, regarding shelter security guard training.

### **Homelessness During the COVID-19 Pandemic**

The pandemic has been physically, economically, and mentally devastating for all New Yorkers, as it has been for people around the country and the world. The crisis has laid bare egregious health and economic disparities in New York City, and has taken a tremendous toll on people of color and those who lack stable housing. Homeless New Yorkers have been particularly at risk, as they often lack a safe and private place in which to practice preventive measures like social distancing and frequent handwashing while a deadly, airborne virus continues to spread across the city.

### **Shelter Residents are Required to Interact with Security Staff**

When families and individuals in crisis show up at the front door of a shelter, they are greeted by metal detectors and security staff in uniforms that look very similar to those worn by NYPD officers. Often the first words people hear as they are shuffled through the security check are “no outside food allowed.”<sup>1</sup> For almost everyone sleeping in shelters, those first moments are quite difficult. Homeless New Yorkers regularly describe the day they first entered a shelter as being one of the worst days of their lives. Many of them are dealing with traumatic personal, economic, and/or systemic issues that left them with nowhere to turn but a shelter – a place they come to for *help*.

The primary reasons families seek shelter are to flee domestic violence or because they've been evicted from their homes. According to New York City Department of Homeless Services (DHS) data collected at shelter intake facilities in Fiscal Year 2019, the primary reasons for homelessness reported by single adults were: discord at prior residence (30 percent), release from jail or prison (11 percent), and coming in off the streets after a period of unsheltered homelessness (10 percent). An additional 9 percent of single adults entered shelters after being discharged from a hospital (including both medical and psychiatric units) or other non-hospital program, including nursing homes. New Yorkers grappling with difficult life experiences deserve to be met with compassion and understanding by shelter personnel.

Both the Coalition for the Homeless and The Legal Aid Society regularly work with people who report difficult interactions with security guards at shelters, which may stem from a lack of adequate training of security staff. Problems can arise in a number of ways, and the following is a non-exhaustive list of some of the issues encountered by homeless individuals and families:

- Many people from other countries who seek asylum or who are undocumented report feeling apprehensive about entering shelters simply because the acronym DHS is used for both the Department of Homeless Services in New York City and the Department of Homeland Security at the Federal level. Just seeing a uniform and badge with “DHS” can deter some individuals from seeking assistance. Moreover, we have heard complaints of shelter applicants being turned away by security staff who incorrectly told them that “only citizens can apply for shelter.”
- Despite the Department of Social Services' comprehensive policy to support LGBTQI clients, our transgender, gender non-conforming, and non-binary (TGNCNB) clients are regularly

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<sup>1</sup> See Voices: Stories from Homeless Families in the New York City Shelter System. [https://legalaidsnyc.org/wp-content/uploads/2020/01/FINAL-705939v1\\_PathMagazin\\_English2017-New-Logo.pdf](https://legalaidsnyc.org/wp-content/uploads/2020/01/FINAL-705939v1_PathMagazin_English2017-New-Logo.pdf)

misgendered, asked for identification, or turned away from the shelter system by security staff. In addition, security guards often patrol corridors and participate in bed checks, but some TGNCNB residents report feeling uncomfortable having security staff enter their rooms following disrespectful interactions at the front door.

- Sixty-three percent of all shelter residents have a disability, and many who use wheelchairs or other mobility equipment are often searched by security staff in a manner that is not safe or supportive. Also, residents in need of a reasonable accommodation for a disability are not likely to have that need identified and met by security staff, sometimes interfering with their ability to even enter a shelter's front door.
- We have learned of multiple instances in which shelter residents have been assaulted by security staff or in which security staff witnessed assaults against residents but failed to intervene.

### **Intro. 1995-2020**

Staff from DHS as well as those working in shelters overseen by the Human Resources Administration (HRA), the Department of Youth and Community Development (DYCD), and the Department of Housing Preservation and Development (HPD) all receive training on a wide range of subjects that are designed to support shelter residents. Because security staff interact so frequently and closely with shelter residents, it is crucial that they are trained appropriately to ensure that individuals and families coming in the front door are treated with dignity and respect.

The Coalition for the Homeless and Legal Aid support the goals of Intro. 1995 because it is imperative that New Yorkers in crisis are greeted with compassionate, culturally competent, and welcoming staff the moment they enter a shelter. Without sufficient high quality training, negative interactions with security staff deter individuals and families from seeking shelter and services and sometimes cause them to leave the shelter system altogether. We respectfully suggest that the Council consider the following amendments to the bill:

- Require training to be done by social services professionals, with an emphasis on trauma-informed care and de-escalation techniques;
- Require training to include basic information about mental illnesses and addictions, including symptoms and appropriate responses to psychiatric distress and overdose, as well as other disabilities, including how to locate communication assistance for those who require it;
- Increase the amount of time devoted to shelter-specific training, as described in the legislation; and
- Solicit advice from people with lived experience, shelter providers, and advocates about training topics.

### **Conclusion**

We thank the Council for the opportunity to provide written testimony, and we look forward to further collaboration to address the needs of all homeless New Yorkers.

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### **About The Legal Aid Society and Coalition for the Homeless**

The Legal Aid Society: The Legal Aid Society, the nation's oldest and largest not-for-profit legal services organization, is more than a law firm for clients who cannot afford to pay for counsel. It is an

indispensable component of the legal, social, and economic fabric of New York City – passionately advocating for low-income individuals and families across a variety of civil, criminal, and juvenile rights matters, while also fighting for legal reform. This dedication to justice for all New Yorkers continues during the COVID-19 pandemic.

The Legal Aid Society has performed this role in City, State, and federal courts since 1876. It does so by capitalizing on the diverse expertise, experience, and capabilities of more than 2,000 attorneys, social workers, paralegals, and support and administrative staff. Through a network of borough, neighborhood, and courthouse offices in 26 locations in New York City, the Society provides comprehensive legal services in all five boroughs of New York City for clients who cannot afford to pay for private counsel.

The Society's legal program operates three major practices — Civil, Criminal, and Juvenile Rights — and receives volunteer help from law firms, corporate law departments and expert consultants that is coordinated by the Society's Pro Bono program. With its annual caseload of more than 300,000 legal matters, The Legal Aid Society takes on more cases for more clients than any other legal services organization in the United States. And it brings a depth and breadth of perspective that is unmatched in the legal profession. Our Juvenile Rights Practice provides comprehensive representation as attorneys for children who appear before the New York City Family Court in abuse, neglect, juvenile delinquency, and other proceedings affecting children's rights and welfare. Last year, our Juvenile Rights staff represented more than 33,000 children. At the same time, our Criminal Practice handled nearly 220,000 cases for clients accused of criminal conduct last year. Many thousands of our clients with criminal cases in Criminal Court and Supreme Court are school-age teenagers and young adults. Annually, our Civil Practice works on more than 52,500 individual legal matters, including advocacy for families with school-age children.

The Legal Aid Society's unique value is an ability to go beyond any one case to create more equitable outcomes for individuals and broader, more powerful systemic change for society as a whole. In addition to the annual caseload, the Society's law reform representation for clients benefits more than 1.7 million low-income families and individuals in New York City and the landmark rulings in many of these cases have a State-wide and national impact.

The Legal Aid Society is uniquely positioned to speak on issues of law and policy as they relate to homeless New Yorkers. The Legal Aid Society is counsel to the Coalition for the Homeless and for homeless women and men in the *Callahan* and *Eldredge* cases. The Legal Aid Society is also counsel in the *McCain/Boston* litigation in which a final judgment requires the provision of lawful shelter to homeless families. The Society, in collaboration with Patterson Belknap Webb & Tyler, LLC, filed *C.W. v. The City of New York*, a federal class action lawsuit on behalf of runaway and homeless youth in New York City. The Society, along with institutional plaintiffs Coalition for the Homeless and Center for Independence of the Disabled – NY, settled *Butler v. City of New York* on behalf of all disabled New Yorkers experiencing homelessness. Legal Aid has continued to litigate on behalf of thousands of New Yorkers experiencing homelessness during the COVID-19 pandemic, including in *E.G.* where we ensured WiFi access for students in DHS and HRA shelters as well *Fisher* where we continue to litigate to protect the rights of individuals living in de-densification hotels during the pandemic.

Coalition for the Homeless: Coalition for the Homeless, founded in 1981, is a not-for-profit advocacy and direct services organization that assists more than 3,500 homeless and at-risk New Yorkers each

day. The Coalition advocates for proven, cost-effective solutions to address the crisis of modern homelessness, which is now in its fourth decade. The Coalition also protects the rights of homeless people through litigation involving the right to emergency shelter, the right to vote, the right to reasonable accommodations for those with disabilities, and life-saving housing and services for homeless people living with mental illnesses and HIV/AIDS.

The Coalition operates 11 direct-services programs that offer vital services to homeless, at-risk, and low-income New Yorkers. These programs also demonstrate effective, long-term, scalable solutions and include: Permanent housing for formerly homeless families and individuals living with HIV/AIDS; job-training for homeless and low-income women; and permanent housing for formerly homeless families and individuals. Our summer sleep-away camp and after-school program help hundreds of homeless children each year. The Coalition's mobile soup kitchen, which usually distributes about 900 nutritious hot meals each night to homeless and hungry New Yorkers on the streets of Manhattan and the Bronx, is now regularly serving more than 1,100 meals per night and distributing PPE and emergency supplies during the COVID-19 pandemic. Finally, our Crisis Services Department assists more than 1,000 homeless and at-risk households each month with eviction prevention, individual advocacy, referrals for shelter and emergency food programs, and assistance with public benefits as well as basic necessities such as diapers, formula, work uniforms, and money for medications and groceries. In response to the pandemic, we are operating a special Crisis Hotline (1-888-358-2384) for homeless individuals who need immediate help finding shelter or meeting other critical needs.

The Coalition was founded in concert with landmark right-to-shelter litigation filed on behalf of homeless men and women (*Callahan v. Carey* and *Eldredge v. Koch*) and remains a plaintiff in these now consolidated cases. In 1981, the City and State entered into a consent decree in *Callahan* through which they agreed: "The City defendants shall provide shelter and board to each homeless man who applies for it provided that (a) the man meets the need standard to qualify for the home relief program established in New York State; or (b) the man by reason of physical, mental or social dysfunction is in need of temporary shelter." The *Eldredge* case extended this legal requirement to homeless single women. The *Callahan* consent decree and the *Eldredge* case also guarantee basic standards for shelters for homeless men and women. Pursuant to the decree, the Coalition serves as court-appointed monitor of municipal shelters for homeless adults, and the City has also authorized the Coalition to monitor other facilities serving homeless families. In 2017, the Coalition, fellow institutional plaintiff Center for Independence of the Disabled – New York, and homeless New Yorkers with disabilities were represented by The Legal Aid Society and pro-bono counsel White & Case in the settlement of *Butler v. City of New York*, which is designed to ensure that the right to shelter includes accessible accommodations for those with disabilities, consistent with Federal, State, and local laws. During the pandemic, the Coalition has worked with The Legal Aid Society to support homeless New Yorkers, including through the *E.G. v. City of New York*, Federal class action litigation initiated to ensure WiFi access for students in DHS and HRA shelters, as well as the *Fisher v. City of New York*, a lawsuit filed in New York State Supreme Court to ensure homeless single adults gain access to private hotel rooms instead of congregate shelters during the pandemic.



Good afternoon, and thank you for the opportunity to testify today. I'm Nadia Chait, the Director of Policy & Advocacy at the Coalition for Behavioral Health. The Coalition's membership is comprised of over 100 community-based mental health and substance use providers, who serve 600,000 New Yorkers annually.

We want to thank the Council for your commitment to raising wages for the human services sector. Employees in behavioral health have faced a year like no other, and are now tasked not only with handling their own recovery from COVID-19, but with helping all New Yorkers manage the trauma, loss and grief of the pandemic. These employees are not adequately compensated, as the Council has acknowledged, due to insufficient funding from city contracts, state contracts and Medicaid. It is simply unacceptable that government consistently fails to support human services workers with the wages they deserve, and we appreciate the Council's attention to this issue. We are united with you in the necessity of raising wages for the workforce. After all, behavioral health is key to public health. However, we are concerned that Intro 2137 is not necessarily the best vehicle to achieve these goals.

### **Process for Determining the Prevailing Wage**

The process for determining the prevailing wage could likely codify the low wages of the sector, rather than increasing them. The behavioral health sector has low rates of unionization, so the prevailing wage would be determined by calculating the current average wage and supplements. Given that current wages are low, this would not increase salaries for our workforce, and could provide the City with further justification for the insufficient funding provided. We encourage the Council to look at other methods for determining the wage scale, including parity with city workers.

For example, the City has recently announced plans to hire 500 school social workers. These social workers will likely make significantly more in wages, and have better benefits (including city health insurance and a pension), than similarly employed social workers at nonprofits contracted with the City. The City also generally pays higher wages to social workers at Health + Hospitals facilities, including outpatient clinics very similar to those run by nonprofits, than city contracts fund for similar services. By using these salaries, wages for the sector would be more likely to increase. This would also combat a secondary issue, where nonprofits are not able to compete with the City for employees, and often lose valued employees to City agencies when City-run programs are created or expanded. Now, more than ever, we need to ensure that the community behavioral health sector is bolstered, given the COVID- related surge in requests for mental health and substance use treatment services.

### **Necessity of Full City Funding for Any Increased Costs**

Intro 2137 does not contain sufficient language mandating that the City would cover any increased costs of higher wages. As this is happening outside of the budget process, it also does

not contain an appropriation to ensure additional funds would be available. The City, unfortunately, has a long history of undervaluing nonprofits and undercutting commitments to its nonprofit partners.

Most recently, the City failed to meet its commitment to nonprofits on the indirect rate. Thanks to advocacy from many Council Members and from advocates, this funding was ultimately restored, but prior to this, nonprofits were faced with significant retroactive cuts. This is just one of many examples that leaves nonprofits unable to accept assurances from the City. We need strong legislative language, combined with a baselined budget appropriation, to be able to provide full support for Intro 2137. We cannot support this bill without adequate protection that nonprofits will not be left, yet again, to find a way to fund yet another unfunded mandate.

### **Covered Employee Definition Too Broad**

The bill language currently defines a “human service worker” as “an employee of a covered employer.” This would cover every employee of a non-profit that is covered by this provision. For behavioral health providers, the majority of staff positions are funded through Medicaid or through state contracts. These funding streams would not be increased to pay for this staff increase, creating a significant financial burden on community providers that is simply unaffordable. This mandate cannot be created until state funding would be available to pay for these costs. We will not be able to support Intro 2137 until the definition of a “human service worker” is modified to “an employee working on a contract from a contracting agency” or similar language. Requiring an across the board increase in wages without a funding mechanism would be devastating for the sector. Without funding, nonprofits would likely be forced to reduce services and/or layoff staff. Our services are funded by government, and government must provide sufficient dollars for any increase in costs.

### **Impact on City Contracts that are State Funded**

For many behavioral health contracts with the Department of Health and Mental Hygiene (DOHMH), the City serves as the contracting agency while the State provides funding through local aid. As this legislation would cover these contracts, it is essential that the City add its own funds, on top of the State funds, to cover the increased costs of higher wages.

We look forward to working with the Council on efforts to raise wages for our workforce, while ensuring the City meets its commitment to nonprofit partners.

**Testimony of Catherine Trapani, Executive Director, Homeless Services United, Inc.  
Before the NYC Council Contracts Committee on April 28, 2021**

My name is Catherine Trapani, and I am the Executive Director of Homeless Services United (HSU). HSU is a coalition of approximately 50 non-profit agencies serving homeless and at-risk adults and families in New York City. HSU provides advocacy, information, and training to member agencies to expand their capacity to deliver high-quality services. HSU advocates for expansion of affordable housing and prevention services and for immediate access to safe, decent, emergency and transitional housing, outreach and drop-in services for homeless New Yorkers.

Homeless Service United's member agencies operate hundreds of programs including shelters, drop-in centers, food pantries, HomeBase, and outreach and prevention services. Each day, HSU member programs work with thousands of homeless families and individuals, preventing shelter entry whenever possible and working to end homelessness through counseling, social services, health care, legal services, and public benefits assistance, among many other supports.

We thank Chairperson Kallos, this committee, and members of the City Council for your commitment to supporting the workforce, and the entire Council for your continuing leadership on the creation and protection of affordable housing and related services for all New Yorkers. Homeless Services United supports increasing wages for ALL human services workers and frontline staff in our programs. For decades, the City has paid our non-profit workers a fraction of what they pay their own City employees for the same work, and that must change.

HSU applauds the intention of the Council to increase wages for non-profit workers. Our staff works incredibly hard to keep our programs running and ensure our clients get the quality support services they deserve. **We agree that it is time to increase their pay and wholeheartedly support the mechanism to do so proposed by the City Council in its budget response: we should give everyone a COLA of at least 3% now and set aside a fund reserved for wage increases that can be applied on a contract by contract level to ensure that increases are done equitably across all positions in a program to address parity and equity issues in a comprehensive way.**

Homeless services contracts should provide good wages and benefits for all our staff with sufficient funding to pay for it. To achieve this, **City contracting agencies like DHS must reopen model budget negotiations utilizing a comprehensive wage scale informed by industry standards to ensure contract budgets and funding reflective of the cost of labor and services provided.**

In contrast, the mechanism to raise wages being heard by this committee today via Intros 2006 and 2137 is not a viable solution to the wage parity and equity problem. These bills would impose a mandate without first ensuring a viable funding mechanism was in place and added to the contract in advance of the mandate taking effect. Further, given the lack of specificity in Intro 2137 on what the scale would be, how it would be calculated and how programs with various titles and program models would implement the scale, we cannot ascertain whether or not this bill would actually help workers in our programs and if so how.



For these reasons we feel that both pieces of legislation considered today would further wage inequity of non-profit workers and could seriously harm the financial viability of the entire human services safety net. Wage reform must lift all staff lines and positions within non-profit contracts proportionately with committed additional funding to properly reflect the increased cost of services prior to any new wage mandates being put in place.

Homeless service providers cannot absorb any additional unfunded mandates. Delayed shelter contracts registrations and amendments left many non-profits owed millions of dollars, unable to pay vendors and contractors, and struggling to make payroll. **HSU members are in such dire financial situations due to the delayed payments of City, that some organizations will absolutely not do any new business with the City because it's funding and business practices are untenable to the responsible provision of human services. Organizations are understandably weighing whether they can risk doing any new business with the City, and with the end of eviction moratorium looming, the City may face a gap in services as qualified providers will not answer the City's call for additional assistance.**

HSU is grateful to the Mayor and the City Council for restoration of the Indirect Cost Rate (ICR) initiative, but the fact that this cut was even made in the first place demonstrates the City's pervading belief that it only needs to pay non-profits a fraction of the actual cost of services provided and can renege on promises on a whim. The non-profit sector and our staff cannot survive on promises given how freely the City can break them. We have learned the hard way that for investments to stick they need to made at the contract level and it isn't paid for until all amendments are registered and the money is baselined. Based on our experience, we would be remiss to not raise serious concerns how the legislation proposed today could result in an unfunded mandate, cuts to critical services or other unintended consequences if the promise to figure out funding, wage scale and other issues were to be similarly broken:

#### **Concerns for Int. 2006:**

- Increasing wages of just security guards **will further wage inequity for ALL other program staff** (including security supervisors, social workers, and building support) in shelters as well as having ripple effects across supportive housing and other programs who employ security guards but would not be subject to this mandate.
- **There is zero funding attached to this bill**, making in an unfunded mandate for homeless non-profit providers. The bill language "the commissioner shall fund this" (§6-109.1 g) is insufficient to protect non-profits since there is no funding currently allocated in the Mayor's Executive FY22 Budget or the Council's Response.
- Without additional funding, **DHS will either:**
  - A) **Cut non-mandatory shelter services** (e.g., on-site childcare, social work, employment, or rehousing services)
  - B) **Cut wages of non-PW program staff** such as case workers who are predominantly women of color (resulting in staff vacancies which will in turn reduce services for homeless families and individuals)
  - C) Not fund other obligations such as **deferring maintenance and repair costs that keep shelter facilities clean and in good condition**

- Legislating higher wages outside of the budget process removes cost analysis and funding conversations from wage reform, both of which are absolutely critical components to ensure viability of the sector.
- This bill places the onus of ensuring higher wages on contracted non-profit providers, ignoring that the City Budget which the Council adopts needs to include the funding to implement it and, that DHS as the contracting agency actually sets the wage levels.
- **Prevailing wage benefits conferred by this bill would be significantly higher than DHS' current fringe rate cap of 26%, meaning non-profits will be forced to absorb all additional costs for enhanced benefits**
- Even if the City allocated additional funds for wages and benefits for security guards this bill would create additional unfunded administrative costs for providers, managing two separate benefits packages by staff lines (unless providers had to raise the benefits for all titles without additional funding to match those of the security staff which would be even more expensive) , keeping detailed records of individual wages and benefits paid, and compiling detailed annual reports requirements for by staff person across an organization's portfolio
- **This bill threatens severe financial penalties for non-profits that cannot comply with all the unfunded mandates contained in this bill.** Penalizing providers for noncompliance ignores real world challenges with getting DHS to pay nonprofits on time, register amendments for any new funding that may be added to cope with the mandate or, in the absence of new dollars, wait for DHS to approve budget modifications to cover costs for the same. There are real administrative barriers to getting money out the door over which nonprofits have no control. If nonprofits cannot cope with these costs, **the City will struggle to fulfill its legal obligation to provide shelter if providers are forced to give back contracts because of insufficient funding**
  - Barring non-profit providers from receiving City contracts for any period of time as a result of a violation would diminish the available pool of experienced non-profit providers, impeding the City's ability to provide shelter for everyone that needs it.
  - Any providers with 2 violations (§6-109.1.c.7) could not bid on or receive a City contract for 5 years, effectively ceasing all operations as a result.
  - The bill fails to define what a "verified complaint" which could lead to an official investigation by the comptroller would entail, possibly resulting in punitive civil penalties of up to 25% of the amount due plus a minimum interest rate of 6% which is so high it's just additional damages in disguise.
  - The Comptroller, DHS, or Dept. of Finance would have the ability to garnish current shelter contracts for back wages and damages, which would result in programs being unable to make payroll for current staff and may have to reduce service levels in order to make up the difference, negatively impacting clients.
- Non-profit providers who do their due diligence vetting sub-contracted security companies will still be held liable for any actions of their sub-contractor, even though the provider fulfilled their legal obligation as responsible stewards of public funds.

**Concerns for Int. 2137:**

- This legislation does not define which titles will be specifically included, and how those titles and roles are defined. This makes it extremely unclear how comprehensive this wage parity initiative will be for a very adaptive workforce with fluid and nuanced roles and responsibilities
- This bill could mandate a prevailing wage for staff while only paying a nominal portion of their increased wages and benefits. Many human services employees are paid by a blended funding model of State, City, and private funding, and some perform support work that is not front-line service work.
- There is no guidance for how the Comptroller should calculate the wage scales for such a large and varied workforce. It is unknown whether this bill would simply codify below market wages for human services workers or provide a meaningful increase for them, or a mix of the two. For example, the current prevailing wage scale for childcare workers calls for an hourly rate of just \$10 per hour.
- There is no allocated funding in the FY22 Executive budget or the Council's budget response to actually pay for this. **By our estimates, this could carry a price tag ranging from \$1.24 billion to \$2.29 billion!<sup>1</sup>**
- **Prevailing wage benefits conferred by this bill would be significantly higher than DHS' current fringe rate cap of 26%, meaning non-profits will be forced to absorb all additional costs**
- This bill places the obligation of complying with this legislation on contracted non-profit providers, failing to recognize that the City is using contracted services from nonprofits to meet its State and Federally mandated service requirements. If non-profit employers are required to comply with all requirements, then the contracting agencies should be obligated to fully fund the costs to do so.
- Timeline does not provide a realistic implementation schedule for multiple reasons
  - It's an enormously time consuming undertaking to amend every single human services contract with the City of New York, and **this would simultaneously overwhelm the contract registration capacity at every City agency, strangling funding for all City-funded non-profit organizations.**
  - This bill mandates providers accept amended contracts within 90 days' notice of the new requirements, but the City contracting process normally takes more than 6 months, from award to execution. This also doesn't account for possible time needed for negotiations which will be necessary for any contracts with additional costs not covered by the agency.
  - **Experienced non-profit providers will have no option but to give back contracts,** if they cannot come to an agreement with the City within 90 days how to fully fund the cost to implement this legislation. **The City will struggle to meet its legal obligations to provide shelter and services as contracts become unfeasible.**

<sup>1</sup> Based off of findings from the Human Services Council's wage report that showed wages are 20%-74% higher in hospital, school, and civic organizations settings compared to equivalent staff positions at primarily gov't funded non-profit human service providers. <https://humanservicescouncil.org/wp-content/uploads/Initiatives/RestoreOpportunityNow/RONreport.pdf>

- This bill would create additional unfunded administrative costs for providers, managing two benefits packages by staff lines as well as detailed record keeping and annual reporting requirements for every single staff across an organization's portfolio

### **The Council's FY22 Budget Response offers a better way to strengthen the non-profit workforce**

Despite all of the concerns outlined in this testimony it is critical for Homeless Services United and our members to address the very real pay disparities faced by our workforce. We are strongly in favor of paying our non-profit workforce good and higher wages, but **efforts to increase wages of our workforce must be done with the utmost care to ensure that the entire non-profit workforce is lifted up in a rational and equitable manner while dedicating adequate funding to make the initiative a success.** For these reasons, **Homeless Services United supports the Council's response to the Mayor's Preliminary budget, which "calls for the Administration to reevaluate public sector wages across the board and plan to correct the disparities.... to map out a plan and create a fund to achieve wage equity over the course of this Financial Plan."**<sup>2</sup>

To truly honor and value the non-profit workforce, the City must stop the long-held practice of partially reimbursing non-profits for the cost of services provided. Model budget exercises for each contracting agency must reflect the actual cost of competitive salary and benefits for staff and the administrative costs to operate these programs responsibly without cutting services or other staff lines to do fund it. To achieve this, agencies must revise current budget restrictions to align with higher wage and fringe costs, including DHS' 26% fringe cap. Without raising this cap, any increases for fringe benefits would essentially pass along the cost of to non-profit providers.

**Recognizing that these efforts will take considerable planning, the Council's response also calls for \$48 million to baseline a COLA for human services workers in the FY22 Executive Budget.** This would **provide immediate relief to our non-profit workforce while allowing the Administration to proceed with the utmost care to ensure that the City can deliver meaningful relief for our non-profit workforce while strengthening the social services safety net.**

Homeless Services United looks forward to partnering with the Council and the Administration to develop a rationale for a comprehensive wage schedule and budget recommendations to deliver higher wages for our non-profit workers who are every day heroes saving the lives of fellow New Yorkers. Thank you for the opportunity to testify today.

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<sup>2</sup> The New York City Council, *The New York City Council's Response to the Fiscal 2022 Preliminary Budget and Fiscal 2021 Preliminary Mayor's Management Report*, Corey Johnson, Daniel Dromm, Helen Rosenthal, Latonia R. McKinney, page 6. New York City, April 7, 2021 <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2021/04/Fiscal-2022-Preliminary-Budget-Response-1.pdf>



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## Testimony of Kyle Bragg, President of 32BJ SEIU

### New York City Council, Committee on Contracts

#### Int. 1995-2020 and Intro 2006-2020

April 28, 2021

Good afternoon Chair Kallos and members of the committee. My name is Kyle Bragg and I am the President of SEIU Local 32BJ. 32BJ is the largest building service union in the country, with 85,000 of our members living in the New York City metro area.

32BJ strongly supports Int. 1995 and Int. 2006 these two bills provide needed and overdue reforms to the working conditions of the security guards that ensure the safety of the City's contracted shelter system.

Int 1995 addresses the need for additional training for shelter security guards. Under current practice shelter guards need not receive more than the minimum training required under law. While the legal minimum might be sufficient for a typical business a shelter is not a typical business. According to a report by Coalition of the Homeless the primary reason for homeless persons not returning to the shelter system was safety.<sup>i</sup> The City's commendable outreach efforts to unhoused persons will yield only small returns so long as the City's shelters are or are perceived to be unsafe. With 40 hours of additional training the City's Shelter's guards will be able to provide a more secure environment for shelter residents and themselves. Crucially in addition to providing more advanced training that's not context specific, Int 1995 also requires training specifically related to shelter environments.

Int 2006 would require that shelter security guards be paid the prevailing wage. Security guards at City run shelters are already paid the prevailing wage, and some security guards saw their wages fall after some shelters were privatized. As recently highlighted in a New York Times article the competition among contractors for City contracts while perhaps achieving lower costs, can create a race to the bottom as to worker pay. As result those working security at a shelter may also be *living* at a shelter or facing housing insecurity.<sup>ii</sup> Our shelter system is supposed to help solve the homelessness crisis not create additional homelessness. Paying these workers the prevailing wage is not in opposition to the goals of our shelter system but in furtherance of its goals.

Lastly these bills should ensure that those workers that ensure the safety of shelter residents by ensuring compliance with the City's fire code are also covered. These workers are also in need of family-sustaining wages. Moreover, many also provide security services and so would benefit from additional training.

I urge you to stand with New York's working families and ensure the passage of Int 1995 and Int 2006. Thank you.

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<sup>i</sup> Coalition for the Homeless, *View From the Street: Unsheltered New Yorkers and the need for Safety, Dignity, and Agency*, COALITION FOR THE HOMELESS (April 2021), <https://www.coalitionforthehomeless.org/wp-content/uploads/2021/04/View-from-the-Street-April-21.pdf> (page 17).

<sup>ii</sup> Daniel E. Slotnik, *She Works in a Homeless Shelter, and She Lives in One, Too*, THE NEW YORK TIMES (April 16, 2021), <https://www.nytimes.com/2021/04/16/nyregion/shelter-workers-homelessness.html>





**New York City Council  
Committee on Contracts  
Chair, Council Member Kallos  
April 28, 2021  
Intro 2137-2020**

Thank you for the opportunity to testify at today's hearing on Intro 2137.

LiveOn NY's members include more than 100 community-based nonprofits that provide core services which allow all New Yorkers to thrive in our communities as we age, including senior centers, home-delivered meals, affordable senior housing, elder abuse prevention, caregiver supports, NORCs and case management. With our members, we work to make New York a better place to age.

LiveOn NY has a long history of fighting for the wages of human services workers -- for 40 years, this has been one of our penultimate goals: to ensure that our predominantly female senior services workforce is paid a livable and competitive wage for their critical work.

Unfortunately, the goal of ensuring that City human services contracts provide sufficient wages has historically been met with resistance or, at the very least, with procrastination, putting non-profits at risk. To date, no City contracts for core services, such as home-delivered meals, Senior Centers, or caregiving services, include an automatic annual Cost of Living Adjustment (COLA) for contracted workers, ensuring that over the duration of the contract these wages will become insufficient. Even promised wage increases for Senior Center workers through the City's model budget process have been met with delays and have neglected to cover the wages of maintenance workers operating under these contracts. Further, though we welcome the recent news of a restoration of funding, the City has historically flip flopped on promises to fully fund a non-profits Indirect Cost Rate, which covers data management positions and other overhead expenses.

More to the point: it is not easy or without significant financial risk to be a non-profit human service provider contracting with the City of New York.

**With this in mind, and recognizing the incredible talents of our workforce, we wholeheartedly support the intent of Intro 2137, which seeks to establish prevailing wage requirements for city-contracted human service workers. However, we cannot, in good conscience, fully support such a proposal without an ironclad agreement from the City to fully fund such wage increases.**

Without this agreement, the cost of all corresponding wage increases will inevitably be passed onto non-profit providers operating on shoestring budgets without capacity to absorb such a cost. This is a reality that will risk the existence of these nonprofits entirely. To our knowledge, no cost-analysis of this proposal has been publicized, nor has a prevailing wage schedule been shared; these gaps in information are significant impediments to ensuring full City funding will be made available within impacted contracts.

**To work towards the critical goals of this legislation, we recommend, at a minimum, that the City commit to a 3% Cost of Living Adjustment in this year's adopted budget, for a total investment of \$48 million across contracts,** as was suggested in the Council's Preliminary Budget response, though not



included in the Executive Budget proposal. Beyond this, COLAs should be automatically included in all outyear budgets.

Further, we recommend that a comprehensive analysis be done, and corresponding City investment be made, prior to passage of such legislation, to ensure its aims can be met without forcing non-profits to absorb the costs. Alternatively, the City can, through contracting or other processes, work to ensure that all contracted services provide for a livable, competitive wage for all employees.

**Our goals are the same, and we thank Council Member Kallos for raising attention to the issue of lack of pay-parity for human services workers through the introduction of this legislation.** LiveOn NY stands ready to partner with the City to meet the goal of livable wages through city-contracts for human services workers in a way that is productive and without risk to the financial solvency of the non-profit sector.

Thank you for the opportunity to testify at today's hearing.

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*LiveOn NY's members provide the core, community-based services that allow older adults to thrive in their communities. With a base of more than 100 community-based organizations serving at least 300,000 older New Yorkers annually. Our members provide services ranging from senior centers, congregate and home-delivered meals, affordable senior housing with services, elder abuse prevention services, caregiver supports, case management, transportation, and NORCs. LiveOn NY advocates for increased funding for these vital services to improve both the solvency of the system and the overall capacity of community-based service providers.*

*LiveOn NY administers a citywide outreach program that supports seniors in communities where benefits are most underutilized. This program educates thousands of older adults, including those who are homebound, about food assistance options, as well as screens and enrolls those who are eligible for SNAP and SCRIE/DRIE.*



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Testimony of Michael Polenberg  
Vice President, Government Affairs  
Safe Horizon

Committee on Contracts  
Hon. Ben Kallos, Chair

Safe Horizon's Testimony on Int. 2137-2020

4.28.2021

Thank you Chair Kallos and members of the Contracts Committee for the opportunity to submit testimony regarding Intro. 2137-2020, a bill to "require payment of prevailing wages to human service workers providing human services pursuant to City contracts." My name is Michael Polenberg, and I am the Vice President of Government Affairs at Safe Horizon, the nation's largest non-profit victim services organization. Safe Horizon's mission is to provide support, prevent violence, and promote justice for victims of violence and abuse, their families, and communities.

We are grateful to Chair Kallos for recognizing the need to address the historically inadequate wages that so many staff in our sector receive. The long-standing belief, reinforced time and again through contracts that fail to cover the full cost of service delivery, that the efforts of those who feed, shelter, and ensure the safety of vulnerable New Yorkers can be purchased at a discount must be refuted outright. The fact that the lowest wages in our sector are so often reserved for our staff of color is a stark example of the systemic racism that is built into our contracts. These jobs are also underpaid because they are seen as "women's work" - a reality which compounds the role of structural racism.

At Safe Horizon, our staff continued to provide in-person direct services throughout the COVID-19 pandemic to victims of violence and abuse in our domestic violence shelters, Child Advocacy Centers, and our Streetwork Project for homeless youth. Where in-person services could not be offered, Safe Horizon staff quickly pivoted to offer critical services to our clients remotely, including in our 24-hour hotline programs, legal services programs, mental health treatment, our court- and Family Justice Center-based programs, and many others. There is no question our staff deserve a salary commensurate with the difficult and complex work inherent with responding each week to children and adults who have experienced harm.

While we appreciate the intent of Intro. 2137-2020, we have questions and concerns about how it will be operationalized.

- First and foremost, there is no funding attached to this legislation. We worry that the Administration, in response to this legislation, might decide to scale back the indirect cost funding increase that our sector fought for over many years in order to help pay for these salary increases.
- The Comptroller's office has set prevailing wage schedules for the construction and building trades but not for our sector. What measures will the office take to create this schedule across a diverse array of non-profit human services providers? And will the historically low wages that are associated with our sector simply be codified if this law goes into effect?
- The bill considers employees as anyone who works for a human services provider, whether or not they are supported by city contracts. This means staff who are paid through state or federal contracts would be subject to the prevailing wage legislation, even though there is no clear mechanism to pass any salary increases to those staff.

We urge the Council to consider these and other questions and concerns from stakeholders in our sector and look forward to continued discussions in the coming months. Thank you, and I am happy to answer any questions you may have.



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## Testimony of Aaron Jones, Research and Policy Analyst, SEIU 32BJ

### New York City Council, Committee on Contracts

#### Intro 1995 and 2006 of 2020

April 28, 2021

**Att:** Chairperson Ben Kallos  
Committee Member Helen Rosenthal  
Committee Member Bill Perkins  
Committee Member Mark Gjonaj  
Committee Member James F. Gennaro  
Committee Member Inez Barron

Thank you for the opportunity to provide testimony in support of bills 1995 and 2006 of 2020 – the Safety in Our Shelters Acts. Below are preliminary results from an ongoing survey of shelter security guards conducted by 32BJ. The results come from interviews performed over the last six weeks with 89 guards employed at 17 shelter sites across the city. The results speak to the urgent need to pass these two bills and improve the employment and training standards provided to guards at shelters managed by City contracted providers.

#### Demographics of Guards

Consistent with our understanding of this workforce as a whole, our survey respondents were overwhelmingly people-of-color. Over 80% identified as black or African American and a combined 10% identified as Hispanic, Asian-American or multi-race. 53% of surveyed guards are male and 47% are female. The largest age cohort of surveyed guards is 30-39. However, guards range in age from below 25 to over 60. And the majority of guards, 64%, support children or dependents.

#### Welfare of Guards

With respect to the state of guards health insurance, of those surveyed, only 13% indicated that they take up the insurance offered by the employer. This figure is lower than the 16% of guards who report having no health insurance and far lower than the 44% of guards who state that they are on public insurance, including Medicaid. The most common reason for guards not taking up the employers insurance, given by 45% of respondents, is that it is too expensive.

In terms of guards own housing situation, over a quarter of guards or 27%, reported experiencing housing related insecurity of some form while employed in the shelter system. This ranges from housing stress, temporary living arrangements, falling behind on rent or mortgage payments, or as reported by 7% of respondents, experiencing homelessness themselves. 13% of surveyed guards report accessing public housing assistance in the last 12 months.

#### Training and staffing issues

The results of the survey so far suggest that issues related to training and staffing levels of security guards are commonplace in shelters. 30% of surveyed guards say

they have felt untrained for a situation, task or protocol, while 55% of respondents believe there is a lack of training specific to shelters and working with shelter residents.

The need for adequate training is vital could be no more acutely demonstrated than by the fact that 29% of respondents report feeling unsafe on the jobs and 22% report that they have been injured or experienced violence on the job. A lack of training may be a prime reason as to why high turnover is reported as occurring at shelter sites by 44% of surveyed guards, and why inadequate staffing levels are reported by 88% of guards.

### **Incidents on the Job**

Shelter security work involves a number of circumstances that require specific skills on behalf of guards. On a daily or weekly basis - 39% of guards report encountering incidents that require de-escalation, 53% report dealing with individuals with mental health issues, 29% report incidents involving individuals affected by, or the confiscation of, drugs or alcohol, and 9% report incidents involving weapons or dangerous items, including detection and confiscation.

### **Impact on Residents**

When adequate training isn't provided to guards and high turn-over rates persist, there is a real risk that the safety of residents is threatened and access to onsite social services are impacted. 38% of surveyed guards report having encountered incidents that impacted the ability of residents to get the help they needed, for example, accessing a room, speaking to a counselor or having a meal.

The union intends to continue the survey for a number of weeks to ensure we capture the experiences of even more guards. However, already the results are compelling and give an indication of the depth of the problem that the bills before you today are designed to address.

Thank you for your consideration of this information and of Intro 1995 and 2006 of 2020. I'm happy to answer any questions you may have about the survey so far. I can be reached at [ajones@seiu32bj.org](mailto:ajones@seiu32bj.org) or (347)463-7056. The union will also be happy to share the final results with committee members.



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**Testimony of United Neighborhood Houses  
Before the New York City Council Committees on Contracts  
Council Member Ben Kallos, Chair**

**Int. 2137: Establishing prevailing wage requirements for  
City-contracted human service workers**

**Submitted by Nora Moran, Director of Policy & Advocacy  
April 28, 2021**

Thank you Chair Kallos and members of the New York City Council for the opportunity to testify. My name is Nora Moran, and I am the Director of Policy and Advocacy at United Neighborhood Houses (UNH). UNH is a policy and social change organization representing 44 neighborhood settlement houses, 40 in New York City, that reach 765,000 New Yorkers from all walks of life.

A progressive leader for more than 100 years, UNH is stewarding a new era for New York's settlement house movement. We mobilize our members and their communities to advocate for good public policies and promote strong organizations and practices that keep neighborhoods resilient and thriving for all New Yorkers. UNH leads advocacy and partners with our members on a broad range of issues including civic and community engagement, neighborhood affordability, healthy aging, early childhood education, adult literacy, and youth development. We also provide customized professional development and peer learning to build the skills and leadership capabilities of settlement house staff at all levels.

Settlement houses employ nearly 25,000 New Yorkers. These employees—often people who live in the communities they serve—are dedicated to empowering and lifting up their neighborhoods. A recent study of settlement house employees conducted by Fordham University Graduate School of Social Service students showed that many see their work as their life's mission. Settlement house employees are dedicated to the settlement house model and the communities they serve. However, due to chronic under-funding in human service contracts, many of these employees are subsisting on wages far below the cost of living in one of America's most expensive cities. Furthermore, the education and experience necessary to provide high-quality human services mean that many settlement house workers are burdened with student debts while receiving wages far below a living-wage, and many human service employees work for years without receiving any meaningful raises. Settlement house employees in the study reported they were "skating by financially" and "severely underpaid." UNH stands in solidarity with the settlement house workforce and testifies today with comments and suggestions to strengthen Int. 2137.

## Introduction 2137

Introduction 2137 by prime sponsor Council member Kallos represents a possible step forward for the sector. Int. 2137 would likely raise wages for 200,000 human service employees working at nonprofits who do business with the city by setting a prevailing wage rate for those employees. In combination with other critical contract reforms including full funding of the Indirect Cost Rate Initiative (ICR) and annual cost of living adjustment (COLA) increases, Int. 2137 could dramatically improve the lives of the human services workforce.

In order to strengthen Int. 2131, UNH recommends the following amendments:

- Add a section listing the exact job titles to be covered by the bill;
- Add language stating that the requirements to pay prevailing wages only applies to employees whose salary is paid for by City contract funds; and
- Add language stating that the requirement to pay prevailing wages only applies in cases where the approved City contract budget includes line-item funding to pay the prevailing wage salaries in question.

*Add a section listing the exact job titles covered by the bill*

Prevailing wage scales are set by the Comptroller and are tied to specific job titles. Though the Comptroller has previously been granted power to establish prevailing wages for non-specified titles, in those instances specific examples of titles were still given. As written, Int. 2137 does not list specific titles for human service workers. Given the broad range of potential titles that could fall into this category, the project of setting prevailing wages could take months or years to complete and run into obstacles, including questions of what constitutes a “human service employee.”

It is important that this legislation is targeted at frontline staff that typically receive lower wages. By specifically identifying titles such as early childhood educator, social worker, case manager, after school aid, job developer, directors and supervision staff, etc. in the language of the bill, the process of setting prevailing wage scales will be hastened along, ensuring that those most in need of raises receive them as quickly as possible. These titles should also be researched based on current industry practices and standards before being added to legislation.

*Add language restricting requirements to employees whose salaries are paid by City contracts*

Most nonprofit organizations providing human services through City contracts also receive contracts from the State and Federal government, as well as philanthropic funds. As written, Int. 2137 does not specifically state that the prevailing wage requirements will apply exclusively to employees whose salaries are paid through City contract funds; human service worker is broadly defined as “an employee of a covered employer,” where covered employer means, “a provider of human services that has been awarded a contract by a contracting agency.”

For nonprofit human services organizations with contracts from other sources, this could cause undue burden if the law is interpreted to mean that employees whose salaries are paid by those contracts also must be paid prevailing wages. Nonprofit human services organizations aim to be high-quality employers. It is the restrictive budgets allowed through contracts that have created the wage challenges Int. 2137 aims to address. While human service organizations will continue to advocate for increased funding in budgets to adequately compensate *all* employees, they

should not be subject to the penalties outlined in the bill should their State, Federal, or philanthropic contracts not provide adequate funding to support the prevailing wages set by the Comptroller.

Should Int. 2137 pass this body, it will be an opportunity for the Council to join with human services organizations to advocate to the New York State Assembly and Senate for companion legislation that would adjust New York State contracts according to the new prevailing wage scales.

*Add a section nullifying the mandate should City contract budgets fail to include line-item funding for the set prevailing wages*

As written, Int. 2137 does not require contracting agencies to provide sufficient funding in human service contracts to meet the prevailing wage scales set by the Comptroller. In section d., “Application to existing human service contracts,” it requires contracting agencies to amend existing contracts, “to include the provisions of this section and add any necessary funding to permit compliance...”. It also goes on to mandate that, “The contracting agency shall provide sufficient funding for human service providers to fulfill the additional requirements imposed under this section.” Still, it does not speak to the contracting agencies obligation to provide sufficient funding in future contracts, and it does not guarantee that services will not be reduced to meet the increased costs.

Time and again, when budgets tighten, the City turns to the human services sector to cut costs. Last year, with a global pandemic bearing down on the City, summer programming funding was slashed and the Indirect Cost Rate initiative was retroactively cut. Nonprofit human service organizations need assurances that this legislation will not lead to a similar situation wherein the City cuts budgets and leaves it up to the contractors to figure out how to pay their staff. To alleviate this concern, a section should be added that nullifies the potential consequences for nonprofits should prevailing wages not be paid to all their covered employees in the event that contracting agencies fail to include sufficient funding lined-out in budgets for human service contracts. In other words, the consequences of the bill should be subject to the appropriation of sufficient funds.

### **Indirect Cost Rate Initiative and COLA Adjustments**

On Friday, April 23, 2021, Mayor Bill de Blasio announced that the Indirect Cost Rate Funding Initiative (ICR) will be funded at \$120 in this year’s budget. The ICR was created to stabilize the City’s human service sector. For many years out of a recognition that New York City has not funded the full costs of providing childcare programs, homeless shelters, after school programs, senior centers, and more for many years. Restoring funding for the ICR initiative is a tremendous step forward, but it comes after a year of conflicting messages and retroactive budget cuts for the City’s human service sector.

The budget cut to the ICR Initiative was destabilizing, especially in a time of unpredictable costs and escalating needs. After working with the Administration in good faith throughout this tumultuous year, providers have been forced to lay off key administrative staff including human resources and information technology (IT) team members. This comes during a time when staff morale is severely impacted by the COVID-19 pandemic and remote technologies are more important than ever. Very few organizations have cash reserves to utilize when the City makes

last-minute budget cuts like these, adding to greater financial instability at these organizations during an already financially turbulent time.

Now that funding was restored for the ICR Initiative, the City must turn its attention to investing in the human services workforce. In order to fully address wage issues at human service organizations, we urge the City to restore the Cost of Living Adjustment (COLA) on the personnel services line of all human services contracts at a rate of at least 3% in the FY22 Adopted Budget and beyond. The City allowed the COLA for human services workers to expire in the middle of the pandemic by not renewing it in the FY21 budget, even though human services workers were going above and beyond to keep programs running. These urgent investments are needed while workers, advocates, providers, and elected officials continue to work together on more comprehensive solutions to ensure that human services workers finally earn fair pay for their essential labor.

### **Conclusion**

With the suggested amendments, sufficient funding, and alongside ICR and COLA investments, Int. 2137 can be an important tool to creating more stable, better-paid opportunities for human service workers. We thank the Council for your consideration of these important issues. If you have additional questions, I can be reached at [nmoran@unhny.org](mailto:nmoran@unhny.org). Thank you.





**Testimony  
New York City Council  
Committee on Contracts  
April 28<sup>th</sup>, 2021**

Good afternoon Chair Kallos and members of the Committee. My name is Nicole McVinua and I am the Director of Policy at Urban Pathways. Thank you for the opportunity to provide testimony today in support of Intro. 2137, in opposition to Intro. 2006, and to recommend a change to Intro. 1995.

Urban Pathways is a nonprofit homeless services and supportive housing provider. We assist single adults through a unique combination of street outreach, drop-in services, safe havens, extended-stay residences, and permanent supportive housing. We also offer a wide range of additional programming to meet the needs of our clients, including our Total Wellness Program and UPwards Employment Program. Last year Urban Pathways served over 3,900 New Yorkers in need.

Wage equity in the human services sector is a critical issue. Employees working for nonprofit organizations contracted by the City of New York have their wages set at much lower rates and receive fewer benefits than City employees, despite the fact that they are providing essential services on behalf of the City. Wage equity for the human services sector is also an issue of race and gender equity: 80% of human services workers are people of color and 82% are women. Prior to the COVID-19 pandemic, 60% of the workforce qualified for some form of public assistance. A recent [New York Times article](#) chronicled individuals who work in our City's homeless shelters, while also living in shelters themselves. We simply cannot allow this to go on any longer. It is wrong to design an industry that puts its own workforce in a position to require the very services they provide. The poverty wages that are provided in our organization's contracts also make hiring and maintaining employees extremely difficult, and the high turnover rate of our staff is reaching a level of crisis. Constantly changing staff and high vacancy rates also negatively impact the clients we serve, who build relationships with staff that are critical to their success.

This is why we are testifying **in support of Intro. 2137**, which seeks to right-size human services wages by establishing a prevailing wage for the sector. The **creation of a prevailing wage as proposed has the potential to vastly improve the way wages are**

**allocated on human services contracts and to increase wages to a more appropriate level for the essential work performed by our sector.** For this potential to be realized, **it will be critical that the prevailing wage schedule is based on comparable salary levels in the government and private sector, and not just the current wages of the human services sector that are far too low.** We hope the City will include the sector in conversations on creating the methodology for setting the prevailing wage schedule.

**To succeed, the prevailing wage must also be backed by full funding from contracting City agencies on both current and future human services contracts.** For current contracts, it will also be necessary for amendments to be in place prior to this law going into effect, as to not place a financial burden on organizations that cannot otherwise afford to pay additional wages.

We commend the comprehensive approach of Intro. 2137, aimed at lifting the entire human services sector at once and providing the necessary funding to support a prevailing wage for the entire workforce. With that, **we do not support Intro. 2006, as creating a prevailing wage for shelter security guards alone would only deepen the wage disparity between underpaid employees.** The majority of Urban Pathways' employees are not only security guards, but also cooks and maintenance staff, who all provide essential functions and are paid similar starting wages. Creating a prevailing wage for one and not the other does little to uplift the workforce and adds to the gender disparity, since security staff are heavily male in a field where 82% of the workforce are women. Intro 2006 would also create a scenario where security staff would have starting salaries greater than social services staff members, who at Urban Pathways are required to have advanced degrees. **Intro. 2006 also fails to provide a funding mechanism to make the proposal viable.** It would be unsustainable to require nonprofits to pay a prevailing wage without a funding mechanism, and would force funds to be taken from other areas, negatively impacting our program services.

**We encourage the Council Members who support Intro. 2006 to instead support Intro. 2137, which would still accomplish the goal of raising shelter security guard wages, while also equitably raising the wages for the entire human services sector.** Raising the wages of the human services sector would improve the overall quality of life for the essential workers that provide critical, life-saving services on behalf of the City, and would enhance the quality of the services we provide by reducing staff turnover and vacancies.

Regarding Intro. 1995, which requires additional training for Department of Homeless Services security guards, we support the provision of additional training with a funding mechanism, which there appears to be through reimbursement by DHS. However, that **additional training requirement should be provided by an organization and instructors with expertise in social services and/or mental health, rather than by a security guard training school and by instructors with security guard or law**

**enforcement experience**, as currently indicated in the bill. Rather than learning to act more like law enforcement, the additional training needed by security guards working with people experiencing homelessness are in de-escalation, recognizing symptoms of mental health disorders and trauma, and communicating with people experiencing crisis. **This type of training would be better provided by social service and mental health experts, and so we recommended this change be made to Intro. 1995**, in order to make the proposed increase in training more effective.

To conclude, we would like to thank Chair Kallos, Council Member Rosenthal, and the Contracts Committee for championing the full funding of the Indirect Cost Rate initiative. We are deeply grateful for your hard work and your recognition of the importance of funding overhead costs of human services providers. We look forward to continuing our work together to now ensure that our workforce receives the pay and recognition they so deeply deserve. Thank you for your support and for the opportunity to testify today.

**For questions or further information, please contact:**

Nicole McVinua, Director of Policy  
nmcvinua@urbanpathways.org  
212-736-7385, Ext: 233



**City Council Committee on Contracts**  
**April 28, 2021**

My name is Myung Lee, and I am the President and CEO at Volunteers of America-Greater New York, the local affiliate of the national organization, Volunteers of America, Inc. I would like to thank the Chair of the City Council Committee on Contracts, Council Member Ben Kallos, for the opportunity to submit my testimony.

Volunteers of America-Greater New York (VOA-GNY) is an anti-poverty organization that seeks to end homelessness in the New York metropolitan area by the year 2050. We believe that a home is essential to a life of independence and resilience, and that systemic and institutional racism compound the many factors that lead our neighbors to homelessness. VOA-GNY provides shelter and permanent supportive housing to thousands of individuals and families experiencing poverty, survivors of domestic violence, youth aging out of foster care, people living with HIV/AIDS, veterans, and others struggling with behavioral health or substance use issues.

I would like to express my gratitude to the Committee on Contracts for taking steps to address low wages in the human services sector, which are driven by government contracts that do not adequately fund the cost of the services that non-profit providers deliver. In several testimonies I have submitted to the City Council this year, I have asked Council Members to advocate for fair wages for human services staff, who are the first line of defense in NYC during times of crisis and critical partners in the success of the City's poverty fighting initiatives. This advocacy has been a key priority for me in my first year as President and CEO of VOA-GNY, and coalition organizations and other human services providers have been working together to amplify the message that our staff is our power, and they deserve better than poverty-level wages.

With that being said, it is crucial that any effort to achieve this shared goal clearly places the onus of funding wage increases on the contracting agencies. As an organization that receives more than 90% of its funding from government contracts, our business model is driven by the funding levels, restrictions, and requirements given to us by contracting agencies. Any legislation regarding wages for human services workers must acknowledge and account for the decisive role that contracting agencies play in setting funding levels and, by extension, wages for provider organizations. We are not in a position to "make up the difference" through other funding sources. I urge the City Council to ensure that legislation to implement fair wages for human services workers include provisions that place strong emphasis on the role of contracting agencies in funding these wages.

With growing consensus that we must take better care of the human services workforce, we also have a unique opportunity to ensure that any victory for our staff includes a long-term commitment that the City will fund annual 3% cost of living adjustments (COLA) to all contracts with service providers. Without such a commitment, the cost of living in New York City will continue to outpace salary increases for human services workers and any progress made with regard to fair wages could be lost within a decade.

If the City Council enacts legislation regarding prevailing wages for human services workers, it is paramount that providers have a seat at the table when the prevailing wage schedule is developed by the Comptroller's office. "Human services workers" is a broad category that includes workers in different sectors who hold a range of titles, skill sets, education requirements, and supervisory responsibilities. Providers must have an opportunity to ensure that their staff are represented in the prevailing wage schedule in a manner that does not create wage compression or equity concerns within their organizations.

The City relies on the human services sector to enact and sustain its boldest policy initiatives, such as providing shelter to all New Yorkers experiencing homelessness or ensuring universal access to pre-kindergarten. Providers have the expertise and deep relationships with local communities needed to turn policy into reality. Given the important role we play in the NYC ecosystem, we must be treated as partners by the City. The work we do on behalf of the City must be adequately funded so that our staff, a large percentage of whom are women of color, receive fair pay that can support their families.

I am grateful to the Committee on Contracts and their colleagues in the New York City Council for their continued advocacy on behalf of workers in the human services sector. In particular, I would like to thank the Mayor and the City Council for fully funding the indirect cost rate (ICR) for human services organizations in FY21 and FY22. ICR funding is crucial to ensuring that we are able to pay rent, respond to government audits, and provide human resources and information technology support to program staff. The staff who are funded through ICR deserve good salaries too. I urge the City to commit to funding ICR beyond FY22 to ensure the sustainability of the human services sector in NYC, which continues to deliver vital services to your constituents.

*Respectfully submitted by:*

Volunteers of America - Greater New York  
135 West 50th Street, 9th Floor  
New York, NY 10020

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Amber Drummond and I am a Shelter Security Guard at a shelter located in Holiday Inn Brookville Blvd. I have been working as a Shelter Security Officer for over 2 years and I strongly support Intros -1995/2006 which will raise up standards for workers like myself.

In addition to working in a homeless shelter, I also live in a shelter myself. My current wage of \$16.50/hour has not been enough for me to be able to lift myself out of the shelter system. I spend my days off searching for apartments and after a long day working at the Brookville shelter, I go home to yet another shelter. Without decent wages, moving out of the shelter system has been a distant dream.

As shelter security officers, we work in dangerous, stressful environments with little pay. Security officers protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. Within the last year, I suffered from multiple injuries at work, including an open wound near my eye and a rotator cuff injury. In order to deescalate dangerous interactions between clients and protect ourselves better, we have to have access to real, continuous training.

In addition, we need the affordable healthcare that these bills would provide us. I cannot remember the last time I went to see a real doctor. Even during the COVID-19 pandemic, I relied on teas and herbal remedies to stay in good health. If we cannot keep ourselves healthy, we cannot take care of the shelter clients.

Security officers working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers. And without these standards, I don't see a way out of the shelter system for myself.

As private shelter security officers, we cannot afford a living in New York City. Many of us work overtime, yet we remain homeless or at the risk of losing our homes every day. We are the working poor of our city, because our jobs do not provide family-sustaining wages, healthcare or the training we need.

I ask the council to pass these bills without delay. With the safety in our shelters acts, I can finally afford a place to call "home."

Sincerely:  
Amber Drummond

Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Anthony Kenner and I am a Shelter Security Guard at Cliff Hotel Family Shelter. I strongly support Intros 1995 and 2006 because raising up standards for workers like me is long overdue. I have been working as a Shelter Security Guard now for 13 years.

I went to work through the pandemic on the frontlines, commuting for an hour and half each way on public transit to do my job to help keep shelter clients safe. I ask the council to take action to pass these bills. We need this. I need this. The Safety in Our Shelters acts will make a real difference in my life. Currently, I am behind on my rent. If I pay my rent then I can't buy groceries. Sometimes I have to make sacrifices. When I sacrifice on groceries, I am undernourished. But if I don't pay my rent, I will be further in debt. I have no health coverage and can't afford regular visits to maintain my health and take care of my medical conditions. We deserve the basic respect of a job that doesn't keep us in poverty, and gives access to affordable healthcare and real training. Sometimes I feel like they speak to us like we are slaves. We deserve to be included under the prevailing wage law.

As New York City works to make sure that everyone has access to a safe shelter, the security guards who work to secure those shelters should not be left out of the picture. Our work should have the same training requirements as guards working at City run shelters do. We work with people suffering from PTSD and other mental health issues. Please help us receive the training we need to better deescalate situations and provide a safe environment.

Sincerely:  
Anthony Kenner

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Anthony Neverson and I am a Shelter Security Guard at the Pitkin Family Suite Men's Shelter. I have been working as a Shelter Security Guard for almost three years. I strongly support Intros 1995 & 2006 which will raise up standards for workers like me.

Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic. After I came home I would spray myself down every day scared of infecting my wife, 5 year old and 6 month old girl. We're considered essential workers and we go to work every day but we are not treated as such. It is time we were paid a fair wage.

New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture.

We also need access to affordable healthcare and access to real training. The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The Safety in Our Shelters Acts will make a real difference in my life. Currently, I am on NYC subsidized health care. The one my company provides is too expensive. A decent wage it would make a huge difference. I could not qualify for SNAP because we own a house. We have loans we are still paying from when we had to take care of a leak in the house and then had to take out more loans to pay for our everyday expenses and are now close to 22K in debt. I need the money for basic necessities. To put food on the table, get diapers and wipes, give my child a snack to take to school. And I do not want to lose my home.

This bill would also mean having access to better training to handle difficult situations that may arise in our day to day duties. Training is a must for us. We need to know how to better the difficult situations we encounter every day.

Sincerely:  
Anthony Neverson



Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Anthony Sanford and I am a Shelter Security Guard at the Vrewei Hotel, family Shelter. I have been working as a Shelter Security Guard for almost 11 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic. It is time we were paid a fair wage.

New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture.

We also need access to affordable healthcare and access to real training. The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers. I myself am a former peace officer and veteran. I served our nation in desert storm. I see that many guards I work with need training on how to de-escalate situations.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life and the help us keep clients safe.

Sincerely:  
Anthony Sanford

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Charmaine Lathan and I am a Shelter Security Guard at Travel Inn Family Shelter. I have been working as a Shelter Security Guard for over a year and I strongly support Intros - 1995/2006, which will raise up standards for workers like me.

I love working in the shelters because I have been in the clients' shoes. Until November 2020, I was living in a homeless shelter myself with my three daughters. I was working full time as a security guard, but I had no way of affording a place of my own for myself and my children. It wasn't until I received a public housing voucher that I was able to move out to an apartment in Harlem.

The reality of private shelter jobs are clear: we still have to rely on public housing or other government services to simply afford a living and put a roof over our heads. We don't get paid enough, and we do not have the necessary health benefits to sustain ourselves either. I was on Medicaid when I had to have a hysterectomy. We work in stressful environments and perform jobs that are at times very dangerous. But when it comes to having the wages and the benefits to sustain ourselves, we are only a few dollars away from many of the clients we serve.

Just because I was fortunate enough to get a housing voucher doesn't mean I am now living a comfortable life. My youngest daughter, who is 16, has dreams of going to college. If we had good-paying jobs and higher salaries, I could save up some money to put towards her education. I am barely able to pay all my bills on time. Every paycheck can be the difference between going back into the shelter system or holding onto my apartment.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life and the lives of my three daughters. I know what it feels like to be homeless. In order to help those who are living in shelters, I need the training to address critical situations and the safety net of living wages and health benefits.

Sincerely:  
Charmaine Lathan

Home Address:

Security Bill Intro 1995/2006

April 28, 2021

My name is Clive Thomas and I am a Shelter Security Guard at the Super 8 Men's Shelter. I have been working as a Shelter Security Guard for 2 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

We need access to affordable healthcare and access to real training. Because we work at shelters managed by private operators we are excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Even though we are all working doing the same job funded by the City. Good jobs should be part of the city's plan to address homelessness.

Pass these bills now. We need the Safety in Our Shelters Act. Currently, I have to rely on public assistance to cover my health insurance. I have Medicaid. I am 47 years old and am staying now with my father because I cannot afford my own place. I sleep in the living room of his one bedroom. I send money to support my wife and children outside of the country and I dream of being able to afford to bring them here so we can be together. But right now I cannot afford to bring them.

With better training we can do our jobs better. We can better the handle difficult situations that happen every day so that we can all feel safe. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

Sincerely:  
Clive Thomas

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Danasia Chastain and I am a Shelter Security Guard at Millenium Care Prospect Ave. I have been working there for 3 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

I currently live alone in a one bedroom that I am only able to afford because I was selected for the Housing lottery. I make \$16.50 an hour and this isn't nearly enough to cover the costs of living in NYC. We have been working on the frontline through this entire pandemic. It is time we were paid a fair wage.

New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture.

We also need access to affordable healthcare and access to real training. The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The Safety in Our Shelters Acts will make a real difference in my life. Currently, I am unable to afford the medication I need because my health insurance does not cover it. It would also mean having access to better training to handle difficult situations that arise in our day to day duties.

Sincerely:  
Danasia Chastain

Home Address

## **Testimony of Francisco Batista**

### **New York City Council, Committee on Contracts**

#### **Intro 1995 and 2006 of 2020**

**April 28, 2021**

Good afternoon Chairperson Kallos and Committee Members. My name is Francisco Batista. Thank you for the opportunity to testify today in support of these two important bills for shelter security guards.

I've worked in shelter security for 10 years. I currently work for Acacia at a MICA Women's Shelter in Long Island City. I also live in Queens with my wife and nine-year-old daughter.

MICA shelters serve the mentally ill and chemically addicted. Working with this client population can be demanding on security staff. We often deal with difficult and high-risk situations like intervening to settle clients when arguments occur and protecting clients when fights break. Fortunately, I haven't been injured but it sometimes feels unsafe and we don't get enough training from the employer on how to deal with these incidents.

I'm a professional in the security industry and I know that other jobs aren't like this. I currently work a second security job in a commercial office building in Manhattan. There we get all the training we need for what we're likely to encounter on site. We understand the protocols and use logbooks to keep track of incidents and issues from when we do our inspections. This doesn't happen at the shelter.

Prior to working at this shelter site, I worked at an apartment building used as a temporary homeless shelter. The contractor there paid the industry standard wages and benefits, and in my opinion, the security standards were much better. I took a pay cut when that site was closed down and I started working where I am now – from over \$18.00 with benefits to \$16.50 with no benefits. I'm just lucky that I have health insurance from my job at the office building where we have the union.

My shelter is always understaffed. It's no wonder they find it hard to recruit and retain guards when they don't treat us like professionals. I've completed the qualifications to be a Fire and Life Safety Director. There needs to be someone with this credential on the site 24 hours a day. But I don't get paid any extra for it. In the security industry, the FLSD position is well respected and considered a good career progression, but when shelter operators are trying to make savings on the backs of workers, this respect is forgotten.

We need the City to ensure that shelter security contractors at privately managed sites pay the same prevailing wages and benefits that guards and FLSDs earn at City managed sites. We are all professionals working to protect vulnerable New Yorkers, there shouldn't be any difference in our pay and our ability to support our families. I urge you to support the Safety in Our Shelters Acts.

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Irving James and I am a Shelter Security Guard at Crystal's Place a family Shelter in the Bronx. I have been working as a Shelter Security Guard for the past 4 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

Through 2020, the COVID-19 pandemic has devastated the city I call home. Many New Yorkers lost their lives and many others lost their jobs. It has pushed our city to a breaking point. We have been working on the frontline through this entire pandemic. It's time we are paid a fair wage.

The work we do is important and should be treated with respect. In addition to regular security duties I am also a fire safety coordinator at my site. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture – we face many challenges in the shelters.

We need access to affordable healthcare and access to real training. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training to security workers. I have health care issues, but am lucky that I have insurance through my wife that is a member of 32BJ. Not everyone has that.

I ask the council to pass these bills without delay. The Safety in Our Shelters acts will make a real difference in my life. We need real trainings immediately and we need fair wages – so that we can support our families. I have been attacked by a client before and one time someone tried to shoot me. Last month a shelter worker was killed at another site by a client. I literally feel like I have to look over my shoulder with fear that somebody may stab me or kill me.

Sincerely:  
Irving James

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Kofi Sotome and I am a Shelter Security Guard at Best Western JFK Women's Shelter. I have been working as a Shelter Security Guard for almost 3 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

Currently, I have no health insurance from my place of employment. I rely on Metro Plus subsidized health care I qualify for. I came here for the American dream. My wife and young children are in Ghana and rely on me to pay for their rent and schooling. I share an apartment currently with roommates, and want to be able to afford to have a decent home for them so that they can be here with me. I work two jobs and still it is not enough. I came here from Ghana in 2004. I ask the council to pass these bills without delay.

It is not right that because we security work at shelters managed by private operators we would be excluded from the prevailing wage law. We are paid less and not covered by the same training requirements as guards working at City run shelters. Even though these shelters are also contracted by the city. We need these standards. For ourselves and our families and so we can access better training. The work we do is difficult. Almost daily, I encounter a client that is threatening to assault me or another client. We need help to keep people and ourselves safe. We need training.

We protect the safety of the clients and our communities by helping secure shelters. We worked through one of the most difficult times our city has faced on the frontlines of the pandemic. Our work is vital to for the city's mission to make sure all New Yorkers can access safe shelter in a time of need. We need to be fairly compensated for our work.

Sincerely:  
Kofi Sotome

Home Address



City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Leter Fejzullau and I am a Shelter Security Guard at the Comfort Inn Suires Shelter in Brooklyn. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

I live paycheck to paycheck making \$16.50 per hour which is just not enough. Through 2020, the COVID-19 pandemic has devastated the city I call home. Many New Yorkers lost their lives and many others lost their jobs. It has pushed our city to a breaking point. We have been working on the frontline through this entire pandemic. It's time we are paid a fair wage.

New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. There are many challenges in the shelter I work at. High quality jobs for shelter security guards must be part of the picture.

We also need access to affordable healthcare. I cannot afford to pay for healthcare out of pocket which means I cannot provide for my family properly. My son currently has an underlying health issue that he does not know what it is. My wife has to go directly to the hospital each time and we have to pay out of pocket for those expenses. The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training to security workers.

I ask the council to pass these bills without delay. The Safety in Our Shelters acts will make a real difference in my life. It would also mean having access to better training to handle difficult situations that arise in our day to day duties. Many of our clients have mental health issues and other troubles. We never know what will happen in the day to day activities. The shelter system is a very stressful place to work in and we need a safer workplace to be able to do our jobs for 8 hours at a time. I feel as though we do not have the equipment or training to adequately handle these issues.

Sincerely:  
Leter Fejzullau

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Leonard Bell and I am a Shelter Security Guard at a shelter in Garden Inn, Queens. I have been working as a Shelter Security Guard for over 3 years and I strongly support Intros - 1995/2006, which will raise up standards for workers like me.

I work up to 70/hours a week to make ends meet. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and the shelter system being hit particularly hard. Every day, I went to work worrying about contracting the virus and potentially bringing it home. Even when I was feeling sick, I didn't have any paid days off to use. Not having days off means we have to constantly choose between taking care of ourselves and putting food on the table.

Shortly after I was feeling ill, on April 2<sup>nd</sup>, my father was hospitalized. On April 6<sup>th</sup>, he passed away. Even when I had to take unpaid time off to facilitate his service, my employer was consistently calling me and asking me when I could come back, because there weren't enough guards. The shelter system is severely understaffed. Because our jobs don't pay enough to afford a living, don't provide meaningful healthcare and don't equip us with the training we need, there is always a high turnover. Some don't even last half a year before they leave.

New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Good paying, high quality jobs for shelter security guards must be part of the picture. Better job standards can improve turnover rates, and support workforce continuity and the retention of site-specific knowledge, while comprehensive training can promote the adherence to safety protocols. With the Safety in Our Shelters Act, we can better serve shelter clients.

Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, I have to worry about being able to afford my own insurance while I have 2 stents in my chest, high blood pressure and a cholesterol problem.

I ask the council to pass these bills without delay. The Safety in Our Shelters Acts will make a real difference in my life and the lives of the clients we serve every day. If we can improve the work standards at our private shelters, we can improve the shelter system as a whole.

Sincerely:  
Leonard Bell  
Home Address:

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Mike Gang and I am a Fire Safety Coordinator at Millenium Care Prospect Ave. I have been working as a Shelter Security Guard for 14 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

We are working with 32BJ because I wanted a better wage and better life for security for so long. We continue to work through the pandemic but we don't get appreciated or compensated for it. Some people got hazard pay and we didn't get it. I was a member before the site I worked at was privatized by the city in 2017, so I know what it means to have prevailing wages. We have been working on the frontline through this entire pandemic. It's time we were paid a fair wage.

I ask the council to pass these bills without delay. The Safety in Our Shelters Acts will make a real difference in my life. Currently, I have no health or dental coverage and had to pay four thousand dollars for my son's dental work out of pocket. I want to try to buy a house and be able to save money. Right now I live in public housing. I am sometimes late on bills and have had to take out loans to make ends meet. I have a sickly mother who just survived covid after 8 months in the hospital. After that they put her in a nursing home, they took an SSR check – now we have to pay her bills too. I was very depressed. I prayed to lord every day. I think if she passed away I wouldn't be working right now.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. Many people I work with are not properly trained to deal with a crisis or diffuse a situation.

We also need access to affordable healthcare and access to real training. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

Sincerely:  
Mike Gang

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Monique Smith and I am a Shelter Security Guard at Manhattan Time Square Family Shelter. I have been working as a Shelter Security Guard for 3 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

When I was pregnant, I moved out of my parents' house was in the shelter system until I received my first apartment. Currently, I live with my 10 year old daughter in a 1 bedroom apartment in public housing. I make 16.50 an hour and this just isn't enough to sustain a life in NYC. I rely on Medicaid for health care. Through 2020, the COVID-19 pandemic has devastated the city I call home and it has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic. It's time we were paid a fair wage.

Because of my own experience, I understand how important it is for New York City work to improve the standards of the City's shelter system and expand access to permanent affordable housing. But how can you address homelessness and poverty while creating jobs that don't allow people to get by in this city without public assistance? Security guards are vital to keeping shelters safe and are a necessary for shelters to operate. The City's shelter system is the largest in the country. We can and should do better.

When we make these jobs good jobs, we make shelters safer. We help lift people of poverty and depending on social services. All guards at working at any shelter contracted by the city should have access to affordable healthcare and access to real training. Guards in all city contracted shelters should be provided with decent wages.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life. I would pay my bills and be able to take care of my kid. Right now with the money we have I can't afford anything. I would be able to afford more school supplies for my kid too. It would also mean having access to better training so that shelters would be safer.

Sincerely:  
Monique Smith

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Quintona Thomas and I am a Shelter Security Guard at Crystals Place. I have been working as a Shelter Security Guard for almost 8 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

Through 2020, the COVID-19 pandemic has devastated the city I call home. So many people have lost their lives. We have been working on the frontline through this entire pandemic and our communities are in crisis. It is time we were paid a fair wage.

Safe shelters are essential in New York City. Security guards play a vital role in providing a safe haven to people in need. Quality jobs for shelter security guards must be part of the picture.

I know how important this is because I was a client in the shelter system myself. In 2012 when I gave birth to my son and we lost our apt because our landlord was selling the building and wanted them to get rid of all the tenants. I had to live in a shelter for 6 months. My mother was eligible for section 8 as a military veteran so we eventually were able to move in with her. I have a second job as a medical assistant. I work more than full time hours on the day shift at the clinic and overnight at the shelter. I need a job so that I can make enough money to not have to work overnight so that I can stay at home with my 8 year old son. My mother is planning on moving and won't be able to watch him at night. Sometimes I get called from his school and I have to leave work because my mother, who has her own medical issues, cannot watch him. He has ADHD and I wish I was able to be there for him more instead of having to work 2 jobs.

We also need access to affordable healthcare and access to real training. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The Safety in Our Shelters Acts will make a real difference in my life. Currently, I have no health insurance from my place of employment. I rely on medicaid. It would also mean having access to better training to handle difficult situations that constantly arise in our day to day duties.

Sincerely:  
Quintona Thomas

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Raymond Narh and I am a Shelter Security Guard at La Quinta Brooklyn. I have been working as a Shelter Security Guard for 5 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

The work we do is essential and has helped New Yorkers through some of the biggest challenges our city has faced. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment.

We need access to affordable healthcare and access to real training. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training to security workers.

I used to have prevailing wage when I worked as guard and was a member of 32BJ before site I worked at was privatized. The insurance my employer provides is too expensive for me to afford. Currently, I pay \$43 per month for healthcare with Health First / Medicaid and it barely covers what I need. During February, I wasn't feeling well and went to the doctor. I was then referred to a specialist and even after my insurance kicked in I still had to pay \$900 out of pocket. It would also mean having access to better training to handle difficult situations that arise in our day to day duties. I would like more training on dealing with people with mental health issues and at risk populations. I have personally been attacked on the job and feel as though we do not have the equipment or training to adequately handle these issues. It's easy to feel like you don't want to risk your life for the wages you get from these companies. I ask the council to pass these bills without delay. The Safety in Our Shelters acts will make a real difference in my life and help us better protect the safety of our clients.

The \$16 I am making right now, it's nothing. I am looking for second jobs. With a raise to prevailing wage I could at least take care of my basic necessities everyday life. It will take the heavy load off my shoulders. I haven't been able to pay my rent for this month, maybe I will be able to pay it with my next bill. I also pay childcare, I'm living paycheck to paycheck. There is no conversation of raising the wages even though we're essential workers. All through this pandemic I worked. We have been working on the frontline through this entire pandemic. It's time we are paid a fair wage.

Sincerely:  
Raymond Narh

Home Address

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Shaquille Sheppard and I am a Shelter Security Guard at Quality Inn LIC. I have been working as a Shelter Security Guard for almost 3 years. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me. I myself am formerly homeless and lived with my mother in a shelter.

The pandemic has devastated our communities. But we kept working as essential workers on the frontline we deserve to be paid a fair wage. Often clients would refuse to wear masks and when I reported the issue, no action was taken even though this puts both clients and workers at greater risk. It makes me feel unsafe. As I make my way home on the bus it takes 2 hours to get home at night, and I have to wonder if I am bringing Covid back home to my mother. She is not able to work, she is disabled. She has a long list of heart problems and high blood pressure.

We got lucky that we got a section 8 apartment. We split the rent and sometimes I try to make her comfortable, help her with food, and give her a little extra so she has some money left in her pocket. With a little bit more in wages I could have more financial stability and pay my student loans.

We also need access to affordable healthcare and access to real training. Right now we are not excluded from the same training requirements as guards working at other shelters. We need this. Not just for the guards and our families, but also to make sure we raise standards for shelter security and safety. Proper protocols would be followed to report problems when they happen. Better training would help us prevent fights from happening so that guards would act faster. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I have no health insurance and under the new legislation I would be get coverage. The Safety in Our Shelters Acts is needed.

Sincerely:  
Shaquille Shephard

Home Address

City Council Hearing

Shelter Security Bill Intro 1995/2006

April 28, 2021

My name is Terry Batson and I work at the Best Western Shelter at JFK. I have been working security jobs since 1987. I can't remember now how long I have been working as a shelter guard. I strongly support the Safety in our Shelters Act, Intros 1995 and 2006.

Myself and most of my co-workers cannot afford the health care my company offers me. So most of us rely on Medicaid and other government subsidized programs, or go without health care. I am 59 and I have a lot of health issues and have to take four medications daily. I have diabetes, ulcers, arthritis, high blood pressure, glioma, and a cataract on right eye. The subsidized MetroPlus health coverage I have doesn't cover all my medication costs and at times I have not been able to afford what I need. These bills would ensure that all guards could have health care with good coverage. So we wouldn't have to choose between our health and paying rent or eating.

People may not understand that the work we do is not easy. It can be very stressful working with clients who are mentally unstable or are recovering from addictions and trauma. We should be fairly compensated for the work we do.

We need more training on things like de-escalation. It would be easier to do our jobs. We don't know how to use the handheld scanning wand so we're not using it. It would be safer if we could use it. Train us more so we can be more effective. It feels to me like nobody really cares about the homeless. Frontline workers deserve health care and fair wages for the work we do. We shouldn't be paid less than other guards because the city contracted out the Shelter work to private shelter providers. All guards should get adequate training to make sure shelters are safe places to work. We need this now. I respectfully ask council members to listen us and take action to solve this problem.

Sincerely,

Terry Batson



## **Testimony of Juan Reyes**

### **New York City Council, Committee on Contracts**

#### **Intro 1995 and 2006 of 2020**

**April 28, 2021**

Good afternoon Chairperson Kallos and Committee Members. My name is Juan Reyes. I'm a shelter security officer at an Acacia managed site in the South Bronx.

I'm here today to testify in support of the Safety in Our Shelters Acts.

I've worked in Shelter Security for 10 years. It's clear to me that we cannot improve the security standards in our shelters if we don't improve the training and employment standards of security guards.

Shelters are challenging places to work. Clients accessing shelters are often unstable and experiencing mental health conditions. There is unfortunately the risk of confrontations and violence. I have personally been pushed and threatened. I have also seen colleagues pushed and shelter sites vandalized. I often feel unsafe on the job. We are understaffed and lack equipment like metal scanners.

Guards should have more specialized training, particularly how to diffuse and deescalate situations. Having better trained guards who feel safer on the job could help reduce turnover and solve the chronic guard shortages we experience.

Better wages and benefits would also help to recruit and retain guards. It's not right that we work in the same high-risk environment as guards at City managed sites, but aren't guaranteed the same wages and benefits.

Receiving the prevailing wage would make a huge difference to my family's life. We have been through a lot of instability. My wife was recently in a homeless shelter herself. We are renting an apartment now in the South Bronx but we are scrapping by paycheck-to-paycheck. I work two jobs. I would love to be able to buy things for my three kids and move to a better apartment.

I'm currently on Metroplus health insurance. Under the prevailing wage standard, my employer would have to pay a benefit supplement that could cover quality full family health insurance. This could be life changing for my family. My wife recently had covid. We need the confidence that our medical costs are covered and we can get the care and medicine we need.

I urge you to pass the Safety in Our Shelters Act. The shelter system relies on guards like me to keep vulnerable New Yorkers safe. It's only fair that we can rely on the City to ensure we have the training and quality jobs we need.

## **Testimony of Mamavi Mathey-Apossan**

### **New York City Council, Committee on Contracts**

#### **Intro 1995 and 2006 of 2020**

**April 28, 2021**

Good afternoon Chairperson Kallos and Committee Members and thank you for the opportunity to testify today.

My name is Mamavi Mathey-Apossan. I've worked as a guard in the shelter system for three years. I work at a shelter in the Bronx. Guards working at shelters managed by private providers need better wages, benefits and training. That is exactly what the bills you are considering today will give us.

Shelters can be high-risk locations for guards to work. The most dangerous situation I have encountered was when a client attempted to hit me with a fire extinguisher. All guards need adequate training to deal with volatile situations so they can be deescalated and shelters can be made safe for everyone.

We also need to be paid fairly for the work we do and the risks we deal with. I have family in Togo including two children in University. If I earned the prevailing wage of \$18.45 it would mean I would be able to save money to send to them.

Passing these laws would also mean I would have access to affordable, quality health insurance. Right now I have no insurance as I can't afford the \$60 per week it costs to take up the employer's plan.

Please support these laws and recognize the value of the work we do.

## **Testimony of Michelle Bleger**

### **New York City Council, Committee on Contracts**

#### **Intro 1995 and 2006 of 2020**

**April 28, 2021**

Good afternoon Chairperson Kallos and Committee Members and thank you for the opportunity to testify today.

My name is Michelle Bleger and for the last year I've worked as a security guard at a shelter in Brooklyn.

The whole time I've worked in the shelter system I've also lived in it. I currently live in a Best Western Hotel shelter near JFK airport. I was there when I got my security license and when I got my job with Allied.

Unfortunately, having the job hasn't been a path out of the shelter. I don't make enough money to get an apartment, but I make too much to qualify for more assistance. I've been looking for my own place for a long time and working with counselors, but every time I apply, I get the same answer - I make either too much or too little. It's been suggested to me that I cut back my work hours to qualify for more help but it's important to me that I make money to send to my kids who stay with my Father and Step Mom in New Jersey.

If passed, Intro 2006 would require my employer to pay the prevailing wage scale, which means I would be on a path to over \$18 an hour. This would go a long way towards getting my own apartment. It would also mean that I would have access to quality health insurance. Right now, I don't have any insurance. It's stopped me from going to the dentist to deal with my teeth that are bothering me and from having a preventative mammogram screening.

My family is important to me which has made the last year has been extremely difficult. Both my Father and my Step Mom have pre-existing conditions that put them at high-risk from covid. Working at the shelter puts me at high risk of exposure so I feel like I cannot go to New Jersey to visit them and my kids out of fear of jeopardizing their health. Adding to my risk of exposure is the fact that my roommate also works as a shelter security guard. A colleague of mine also tested positive and spread covid to people he knew.

Shelter guards like my roommate and me have worked all through the pandemic. We deserve to be paid more for the sacrifices we make to get good benefits so we can look after ourselves and be there for our families.

Please give these bills your support, I'm sick of being stuck between where I am now, and the life I want for my family and me.

## **Testimony of Nefertiti Edwards**

### **New York City Council, Committee on Contracts**

#### **Intro 1995 and 2006 of 2020**

**April 28, 2021**

Good afternoon Chairperson Kallos and Committee Members. My name is Nefertiti Edwards. I've worked in shelter security for 4 years and currently work at an Acacia Network shelter in Long Island City.

Thank you for the opportunity to testify before the Committee in support of the Safety in Our Shelters Act. Passing these bills into law would be life changing for me.

I support my mother, which stretches me financially. I'm currently backed up on my rent but I know looking after her is the right thing to do. I also have a number of health conditions - asthma, bronchitis, diabetes, high blood pressure, and migraine headaches. I've also been referred to a cardiologist.

Getting paid the prevailing wage and having access to quality health insurance would make an enormous difference.

I've overcome struggles before. I've been homeless myself due to domestic violence. Surviving in this city on low wages is another struggle. I'm asking Committee Members and the Council to do your part and make this struggle a little bit easier. Please give these bills your support, and when they come up for a vote, do everything in your power to pass them into law.

## **Testimony of Venice Carter**

### **New York City Council, Committee on Contracts**

#### **Intro 1995 and 2006 of 2020**

**April 28, 2021**

Good afternoon Chairperson Kallos and Committee Members. My name is Venice Carter. I've worked as a guard in the shelter system for three years. I work at a site on 146<sup>th</sup> Street.

I'm asking you today to support the Safety in Our Shelters Acts.

Improving the shelter system and the jobs of shelter security guards is personal for me.

I've been homeless myself. Only two years ago in 2019. It was the hardest year of my life, but I've done everything I can rebuild my life and to care for my 14 year old daughter and my mother.

I've voluntarily undertaken training to improve at my job. The training certificate I got in 2019 enables me to work better with clients with mental health issues. This is particularly important as the shelter I work at is a designated "MICA" site, which is one that serves the mentally ill and chemically addicted. The company didn't want to reimburse me for it even though the skills I learned help the shelter. Through my training and experience, I'm able to build relationships with clients and diffuse situations. This helps to keep the shelter running smoothly and gets me home safely at the end of my shift. The City should ensure that security contractors are providing this kind of training to all shelter guards.

The last year has been hard on my health and my finances. Despite my professionalism and training, I'm still only paid \$15.50 an hour. At this rate I can't afford the health insurance offered by the employer. Instead, I'm on Medicaid. When I caught covid in February the company made me use my sick leave, but I ended up losing income and falling behind on my rent. It was only because of the covid stimulus checks that I was able to make it up.

Earning the prevailing wage would make a massive difference in my life. It would mean a pay increase that would help me pay the bills that compounded while I was off work sick, as well as access to quality family health insurance.

Shelter guards like me are dedicated to improving on job and building good lives for our families and ourselves. I urge you to give these bills your support so that we have the training, pay and benefits that enables us to do so.

City Council Hearing  
Shelter Security Bill Intro 1995/2006  
April 28, 2021

My name is Tracy Holmes and I am a Shelter Security Guard at the Comfort Inn Sunset Men's Shelter. I have been working as a Shelter Security Guard for almost a year. I strongly support Intros 1995 and 2006 which will raise up standards for workers like me.

Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic risking our lives and risking spreading Covid to our families. For much of the pandemic, we came to work day in day out without even being given proper PPE. It is time we were paid a fair wage.

New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture.

We also need access to affordable healthcare and access to real training. The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirements as guards working at City run shelters. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers. Access to better training is important to me so that I can handle different situations that may arise in our day to day duties. De-escalation training would be very helpful because it teaches you how to respond to issues. The more training makes you a better and more competent at your job. The clients really just want to know that you're listening and we want to be able to help them feel safe and get the help they need.

I ask the council to pass these bills without delay. The Safety in Our Shelters Acts will make a real difference in my life. I don't have health insurance and I have to pay for my medication out of pocket. Sometimes I have to ration the medication I take for high blood pressure because I am unable to afford it. I have not been back to my doctor in a while because it's so expensive. I really need to be seen. This bill would help me and my family and lift up our communities.

Sincerely:  
Tracy Holmes

Home Address

To the New York City Council:

My name is

Amanda Battle and I  
work at

232 W 29th St Shelter in the  
borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I believe the JOBS Act will  
make a difference  
because I won't struggle  
paying bills, rents and Healthcare  
such as asthma meds for  
my son and I.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Sincerely:

Name:

Alicia Butler

Home Address:

193 Albany Ave 25 Bklyn ny 11213



To the New York City Council:

My name is Teria Allen and I  
work at 790 7th Avenue M+S Shelter in the  
borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Having Health care will Help me  
alot. I can be able to visit the  
Doctor and. Not worry about  
getting sick in a pandemic

Sincerely:

Name: Teria Allen

Home Address:

1595 E 174 Str Bronx NY 10472

To the New York City Council:

My name is

TREVOR KENNEDY and I  
work at

Shelter in the  
borough of MANHATTAN.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I TREVOR KENNEDY support that Shelter  
Security Guards better access  
to better and affordable Healthcare and  
wages for the work we do also cost  
of Living.

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Sincerely: *Tom Kennedy*

Name: TREVOR KENNEDY

Home Address:

130 MALCOLM X BLVD

NEW YORK, NY 10026



To the New York City Council:

My name is

Taylor,

and I

work at

SIS Travel Inn

Shelter in the

borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

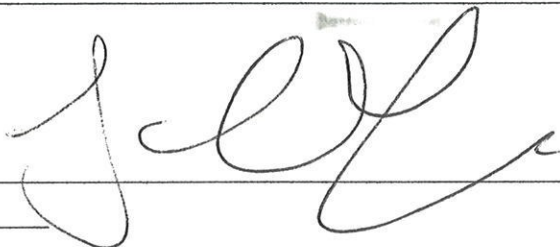
The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I'm pregnant and I feel it will make a huge different in getting good health care and good pay for me and my two children. Give all Security rades will be a life changer.

Sincerely:

Name:

A stylized, cursive handwritten signature in black ink, appearing to be 'J. L. L.' or similar, written over a horizontal line.

Home Address:

76987 avants ave Bklyn  
— N.Y. 11213.

To the New York City Council:

My name is

Danielle Martinez and I

work at

Hotel Cliff Shelter in the  
borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

The passing of the SOS would make  
an impactful difference  
in my life. I would be able to have  
enough money to pay my rent and  
bills without having to live paycheck  
to paycheck. I would also be able to  
save money in case of an emergency. With

more training, I would be able to  
be well prepared in any arising emergencies  
or conflict with clients.

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Sincerely:

Name: Danielle Martinez

Home Address:

22 Metropolitan Oval Apt#: MB Bronx, NY  
10462



To the New York City Council:

My name is

Sajed Zaman Sanju and I

work at

232 West 29th Street Shelter in the  
borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I just got married Recently, SO, If  
could help me to able to  
help for Application.  
I need to pay for medication, It help  
me to for this.

Sincerely:

Name:

Home Address:

1595 metropolitan Ave ~~Ap~~ Apt. 2E

To the New York City Council:

My name is Ltasha Davis and I  
work at Candlewood 939 West 39th Street Shelter in the  
borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

It will help with better pay  
and I don't have to do so  
much over-time to pay bills  
having health will be a big help

Sincerely:

Name: Wesley Davis

Home Address:

112 Lincoln Street East Orange

NJ 07017



To the New York City Council:

My name is Mohamed Youssef and I work at  
NYC One Ina Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Help me and my family

Sincerely:

Name: Mohamed Youssef

Home Address: 103-13 105 Street One Park NY 11414

To the New York City Council:

My name is Ameena Begum and I work at  
Best Western JFK Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

More money and banifits will help  
me and family.

Sincerely:

Name: Ameena Begum  
Home Address: Queens

To the New York City Council:

My name is Yash-shahar Kiney and I work at  
339 39th St Shelter in the borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Rent and help me with my son  
with buying things with his health,  
with the things with my mom  
and her health.

Sincerely:

Name: Yash-shahar Kiney

Home Address: 1840 Lexington Ave New York, NY 10029



To the New York City Council:

My name is Danielle Gray and I work at  
40-03 29 St Shelter in the borough of Long Island City

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

NO Health care and I'm late on.  
my RENT cause it's not enough.  
Yoh

Sincerely:

Name: Danielle Gray  
Home Address: 125-39 147th Street Jamaica NY  
11436 .



To the New York City Council:

My name is Harford Carr and I work at  
Paris Place Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

It will help to provide for me to take care  
of my family and pay off my back bills  
incurred during this pandemic. I speedily  
look forward for these changes to happen as  
expeditiously as possible.

Sincerely:

Name: Harford Carr

Home Address: 4324 81st Ave  
Brooklyn, New York 11216

To the New York City Council:

My name is Shahid Qureshi and I work at  
339 W 39th St Shelter in the borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Passing this bill will help me and my family very much. I need the health care because I'm an old man and now have to go to the doctor for my blood pressure and my heart problems. Sometimes I have to skip doctors appointments because I can't afford to pay the bill. The money that I make does not allow me to pay all of my bills on time. I struggle to keep a roof over my head. Please pass the SOS Act for me and my coworkers.

Sincerely:

Name: 

Home Address: 2211 36th St Astoria, NY 11105

To the New York City Council:

My name is Diomy Graciano and I work at  
339 West 39st Shelter in the borough of Manhattan.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Passing the SAS Act Myself & My 3  
Children & Medical is Important to  
me because I can't Afford to take  
My children to the doctor with out it

Sincerely:

Name: Diomy  
Home Address: 35-21 94st Apt 3E Jackson Heights NY 11372



To the New York City Council:

My name is Angela Douglas and I work at  
PANOS PLACE Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I only make 16.50 an hour I'm struggling  
to pay my monthly bill and rent.

I think son will make a big difference.  
it will also help me. Brooklyn NY 11226

Sincerely: angela Douglas

Name: Angela Douglas

Home Address: 2108 Dorchester Rd 1 Brooklyn NY 11226

To the New York City Council:

My name is FRANCISCO BATTISTA and I work at  
PAPA'S PLACE Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I FRANCISCO BATTISTA STRUGGLE TO PAY MY  
BILLS. BETTER HEALTH CARE FOR ME AND MY  
FAMILY. TO RECEIVE BETTER WORK CONDITIONS FOR  
ME AND MY WORKERS. BE SAFE TO WORK WITH  
SAFETY PROCEDURES AT MY WORK SITE AHEAD.  
BETTER TO TAKE CARE OF UNIFORMS AND PROPER UNIFORM.

Sincerely:

Name: FRANCISCO BATTISTA Jan Ruler  
Home Address: 47-06 50<sup>th</sup> Street Apt 4B  
Woodside, New York 11377

To the New York City Council:

My name is neferthi EDWARDS and I work at  
Pam's Place (Acacia) Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

PASSING THE SOS ACT will help me keep  
A ROOF OVER MY head. I struggle from Month  
TO Month paying Bills. (Including My Mother's)  
Bill, SHE IS A SENIOR.

Sincerely:

Edwards

Name:

neferthi Edwards

Home Address:

1470 AMSTERDAM AVENUE  
NYC NY 10027 #5H  
(929) 401-1540



To the New York City Council:

My name is George Spells and I work at  
Allied Universal Shelter in the borough of Queens LIC.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Passing the SOS Act will help me because  
I live paycheck to paycheck & I don't  
have extra money for the health care  
that I can't afford. When this pass, I will  
Finally be able to see doctors to better  
take care of myself health wise

Sincerely:

Name: ~~George~~ Spells

Home Address: 10 Westminster RD Apt 10 Bx 1111 N.Y.C.

To the New York City Council:

My name is Eugene Boca and I work at  
3003 40th Ave Shelter in the borough of Queens, LIC.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

wage increase will reduce stress wof having to  
work two jobs to pay rent & bills  
& rest to pay attention to my family needs  
& my growth in skills improvement & overall  
mental health

Sincerely:

Name: Eugene Boca  
Home Address: 7319 71st Glendale NY 11385



To the New York City Council:

My name is Armanda Baynes and I work at  
Pam's Place Shelter in the borough of L.I.C Queens

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I feel our pay should be  
raised because although we are  
greatful to still be working I feel  
we are over worked and  
under paid.

Sincerely:

Name: Armanda Baynes  
Home Address: 617 E 80th Street

To the New York City Council:

My name is Stacey Edwards and I work at accia  
Howard Johnson Greenwood shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

As an essential worker it's been very hard to  
take care of my children. I work 3 doubles<sup>1</sup> that  
an extra 24 hrs per week to get paid to take care  
of myself and kids. My phone gets cut off because  
sometimes I'm unable to pay my bill. It's between  
feeding my kids and paying the bills. We need this bill

Sincerely:

Name: SE Stacey Edwards

Home Address: 416 Rockaway Pkway Bklyn N.Y



To the New York City Council:

My name is Shern McDonald and I work at Allied  
~~45 Tennis Court~~ ALFT Shelter in the borough of Brooklyn.  
216 Duffield St. Hotel  
Brooklyn -

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Better pay will help me pay my bills.  
I'm currently struggling to pay my ~~bed~~  
rent. Haven't got a raise, no essential pay  
as an essential worker. Health care is  
needed. I pay too much and it will help  
with my child having better ~~bed~~ health care also.

Sincerely:

Name: Shern McDonald

Home Address: 45 Tennis Court, Brooklyn 11226

To the New York City Council:

My name is Ebenezer Brown and I work at Acaica  
Step Inn Stillwell Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Need more pay, health care, and better  
training and less intimidation on the job  
I work really hard and do double shifts  
at lease 3 times a week to make enough to  
help pay my rent and bills which is sometimes  
late.

Sincerely:

Name: Ebenezer Brown

Home Address: 3335 Paulding ave, 1 Rear Bronx NY 10469



To the New York City Council:

My name is Deborah Townsend and I work at Acaica Comfort Inn Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Pay & Health care is very much needed.  
It's hard to make ends meet. I have to work  
a Full time job. And we need better training  
especially since we deal with a lot of ~~pad~~  
clients with needs that are beyond what I'm  
trained to help with.

Sincerely:

Name: Deborah Townsend

Home Address: 492 Berriman Street Fl 2, Brooklyn  
NY 11208

To the New York City Council:

My name is Brandon Rillie and I work at  
Howard Johnson Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

We need better pay and Training at  
this job as an essential worker, Also  
I currently can't afford health care  
so I don't have healthcare

Sincerely:

Name: Brandon Rillie  
Home Address: 3411 Avenue , Brooklyn, NY 11203

To the New York City Council:

My name is Sandra Williams and I work at  
Howard Johnson Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Need more pay

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Sincerely:

Name: Sandra Williams

Home Address: 290 Blake ave, Brooklyn, NY 11212



To the New York City Council:

My name is Osazee Agho and I work at  
Sleepinn stillwell Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I have a family to support and a raise  
in pay will help alot. Having afforable  
health care means I can safely go to the  
doctor when I'm sick instead of staying  
home without help.

Sincerely:

Name: Osazee Agho  
Home Address: 1787 Linden Blvd, Brookly NY 11207



To the New York City Council:

My name is Malik Kelly and I work at  
Brewer Hotel Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Could really use this bill -  
Need a better pay, healthcare that  
I currently don't have and more to help  
me at my job.

Sincerely:

Name: Malik Kelly  
Home Address: ~~1000~~ 118-51 228th Street, Cambria Hts  
Queens, NY 11411

To the New York City Council:

My name is Jason Reynolds and I work at  
Best Western JFK Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

this would really help <sup>financially</sup> ~~financially~~ and give me  
health care which I currently don't have.

Sincerely:

Name: Jason Reynolds  
Home Address: 9528 Avenue A

To the New York City Council:

My name is Shakeisha Hooper and I work at Best Western JFK Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

With an increase in pay I can be  
able to work one full time job instead  
of 2

Sincerely:

Name: Shakeisha Hooper

Home Address: 291 East 143rd street, Bronx NY 10451



To the New York City Council:

My name is Staudamire Davy and I work at  
La Quinta Farrockaway Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

We need this pay raise I have a  
little girl and health care is too expensive  
I want to provide better for my little girl.

Sincerely:

Name: Staudamire Davy

Home Address: \_\_\_\_\_

To the New York City Council:

My name is Tyrone Taylor Williams and I work at Allied  
BUS Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I FEEL LIKE AS A ESSENTIAL WORKER ESPECIALLY  
WORKING THROUGH THE PANDEMIC I FEEL AS THOUGH  
WE SHOULD OF GOT A RAISE OR ATLEAST HAZARD PAY  
IN THESE ROUGH TIMES WHILE WORKING AND IT WOULD  
MAKE THING A LITTLE BETTER INSTEAD OF JUST  
SURVIVING

Sincerely:

Name: Tyrone Taylor Williams

Home Address: 253 East 58 Street 11203

To the New York City Council:

My name is Michelle Leger and I work at Allied  
Kreshma Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I've worked through the pandemic and haven't  
received essential pay. As a guard, it's  
hard to find housing while living in  
a shelter as well. It would also be  
beneficial if they would give us  
healthcare.

Sincerely:

Name: Michelle Leger

Home Address: 144-25 153rd Ave Jamaica, NY 11434



To the New York City Council:

My name is Rudolphe Mbeugina and I work at acaica  
Stillwell Sleep Inn Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I can use more pay because this will help  
me take care of my family. I have 2 kids  
I hardly get to see them because I work so much to  
pay the bills I don't have time with them.

Sincerely:

Name: Rudolphe Mbeugina  
Home Address: \_\_\_\_\_ Brooklyn.



To the New York City Council:

My name is Debra Davis and I work at acaica  
Brewer Hotel Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I can really use a more money to help with  
my bills. It's been hard making ends meet. I  
also don't have health care because what my  
job offers is too expensive. We as ~~add~~ shelter  
Security really need this bill past.

Sincerely:

Name: Debra Davis

Home Address: \_\_\_\_\_

To the New York City Council:

My name is Takisha Grant and I work at  
Brower Hotel Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Need this a lot  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Sincerely:

Name: Takisha Grant

Home Address: 216-06-115th Terr

To the New York City Council:

My name is Sabrina Williams and I work at  
22 Summer Place Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I am a Single Mother of 1 Child and I Believe  
that we (Security guards) Should Also Receive and  
the Same pay as Especially during this Pandemic  
Because we are Essential workers. Training should  
also be required on a Regular Basis

Sincerely:

Name: Sabrina Williams  
Home Address: B-35 116th Street Apt 6B, Richmond Hill



To the New York City Council:

My name is Edith Cromasty and I work at  
Sumner Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Need more income I am essential  
worker, working through the pandemic  
and I have house hold bills to pay my  
healthcare that's why I need this  
bill to get pass.

Sincerely:

Name: Edith Cromasty  
Home Address: 31 Tuxton St Bklyn N.Y 11233

To the New York City Council:

My name is Shayanna Taylor and I work at Allied universal  
LaQuinta Pittin Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

In my opinion I believe that recievling this bill,  
would help me financially Support my daughter better.  
It would also make me feel more Secure in life,  
As far as healthcare and other benefits.

Sincerely:

Name: Shayanna Taylor

Home Address: 24 Mothergaston Blvd.

To the New York City Council:

My name is Sandra Davis and I work at  
Days Inn Shelter in the borough of

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Most of us need training dealing with  
Mentally ill and chemically addicted clients.  
Therefore a wage increase is needed  
I sincerely hope the bill gets passed  
for the safety of our shelters.

Sincerely:

Name: Sandra Davis  
Home Address: 2678 Linden Blvd  
BKlyn NY 11208



To the New York City Council:

My name is SHERENE BOWMAN and I work at Procare  
Red Lion Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

IF I could pay less for  
Health Care, we need essential  
pay,

Sincerely:

Name: SHERENE BOWMAN  
Home Address: 6 GIPSON 11691 FAR ROCKAWAY.

To the New York City Council:

(Pro Core) My name is Shalette Smith and I work at Procore  
Pitkin Hotel Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

We Need MORE MONEY  
Better health INSURANCE  
MORE TIME off  
Pay lots of money for Doctor's Visits  
No Dental Insurance

Sincerely:

Name: Shalette Smith  
Home Address: 550 Mothergaston Blvd

To the New York City Council:

My name is Carlton Williams and I work at  
La quinta core Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

because I do have children and it will be  
better for myself and my children and also  
have more pay and also protected with this  
law and so I do recommend this to be pass  
for our workers and staff

Sincerely:

Name: Carlton Williams

Home Address: 200 Throop ave



To the New York City Council:

My name is Olufunke Oyebade and I work at  
Allied Universal Shelter in the borough of Brooklyn-N.Y.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

will make a big difference

Sincerely:

Name: Olufunke Oyebade  
Home Address: 455 Carlton Ave #13f  
Brooklyn-N.Y-11238

To the New York City Council:

My name is Deborah Spence and I work at  
Allied Universal Shelter in the borough of Queens.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I would like the council to pass these bills  
because I had to paid \$700. I also had to  
pay a co-payment for \$185 for my dental appointment.  
My co-payment is too much and I can't afford  
it.

Sincerely:

Name: Deborah Spence  
Home Address: 112-22 133rd Jamaica NY NY 11434



To the New York City Council:

My name is George Normil and I work at Aeolia Days Inn East NY Shelter in the borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing. Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

As a security working in the shelter its really important for me to be able to get better training to help clients with mental health issues. Right now I don't have healthcare which I need. It's a need to also get a pay raise. I've worked thru this pandemic and as an essential worker no essential pay in dangerous conditions.

Sincerely:

Name: George Normil

Home Address: 89-22 Hollis Ct. Blvd, Queens Village NY 11427

To the New York City Council:

My name is

John Rodriguez and I

work at

Carmens place Shelter in the  
borough of Bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I support a raise increase because the  
cast of living has and is  
increasing. I support free health care because  
as an "essential employee" we were put in harms  
way every day. I support these things especially  
for workers at the low end of the spectrum.

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Sincerely:

Name: John Rodriguez

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Home Address:

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To the New York City Council:

My name is

Dante and I  
work at

Family Shelter for Acacia Network Shelter in the  
borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I know this bill will help me with my bills and family. This bill can help open doors for Hazard pay, since we are essential workers and we worked through the whole pandemic and wasn't given a raise for coming to work every day. I believe this bill is highly needed to recognize how important we are, just like city workers. Check bonus for being on time and working overtime

Sincerely:

Name: Dante

Home Address:

Bronx, NY, 10457



To the New York City Council:

My name is

Rachel Perez and I

work at

Millenium Care Inc Shelter in the  
borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Not By not living check to check. Also  
being adequately trained.

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Sincerely:

Name: Rachel Perez

Home Address:

828 E 149<sup>th</sup> St Bronx NY 10455

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To the New York City Council:

My name is Travis Ford

and I

work at Alumina Network

Shelter in the

borough of bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

Security guards protect the welfare of our sheltered neighbors and staff and allow vital social services to be provided in a safe environment. High quality jobs for shelter security guards must be part of the picture. We also need access to affordable healthcare and access to real training.

The City's shelter system is the largest in the country. Security guards working at shelters managed by private operators under contract with the City are currently excluded from the prevailing wage law and are not covered by the same training requirement. Without these standards, there is nothing to ensure that privately run shelters are providing decent wages, benefits and training opportunities to security workers.

I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

Because I will save money on out of pocket expenses on  
Medical coverage because I pay for my own health insurance

Sincerely:



Name:

Travis Ford

Home Address:

4571 Third Ave. Bronx NY



To the New York City Council:

My name is

Aquino Patrick and I

work at

Acacia, Kelly's Place 1 Shelter in the  
borough of Bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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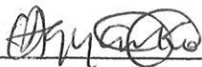
I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

This bill will enable  
me to send money back home to  
support family. It will also enable  
me to have good insurance for the  
hospital.



Sincerely:

Name:



Home Address:

To the New York City Council:

My name is

Somai Sadot and I

work at

Crystal's Place Shelter in the  
borough of Bronx, NY.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

this bill will change my life by helping me  
pay rent. the pay is no good.  
It is expensive to live in New York City. We  
deserve better pay.

Sincerely:

Name:

*Samy Sartof*

Home Address:



To the New York City Council:

My name is

HAROLD NELSON

and I

work at

169 E 140

Shelter in the

borough of

BRONX

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

THIS BILL WILL HELP  
BE TO BETTER TAKE CARE OF  
MY FAMILY DAILY / MONTHLY EXPENSES

Sincerely:

Name:

Harold Nelson

Home Address:



To the New York City Council:

My name is

Joe Chirichella and I

work at

Susans Place Shelter in the  
borough of Bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

If This bill PASSES I will  
be able to afford  
Classes to better my education. I  
Want to go back to school but  
I cant afford it at the moment!

To the New York City Council:

My name is

Shatara Quinn

and I

work at

1650 under-cult

Shelter in the

borough of Bronx NY.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

While working with Sara Security  
we had no vacation pay no 8th day  
until their dishonesty caught up to them  
we've gotten no hazard pay we couldn't  
call out, what hazard pay to them  
~~the hazard pay was not real~~  
~~the hazard pay was not real~~  
~~the hazard pay was not real~~  
we still deserve  
hazard pay working through the pandemic.

Sincerely:

Name:

*Shia D*

Home Address:

*1839 Lexington Ave Apt 7E 10029*



To the New York City Council:

My name is Daniel Zakariyhan and I  
work at Acacia network Shelter in the  
borough of Brooklyn.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

I would appreciate it if we can  
get a raise so I can  
meet up with my unpaid rents and  
other bills. I worked throughout  
pandemic so I believe we deserve  
hardous pay.

Sincerely:

Name:

Dawies Zhatanyla

Home Address:

112 Odell clark place ny 10030 Apt 6G



To the New York City Council:

My name is

Diego Sanchez and I

work at

Safe Haven 1 E 146th Shelter in the

borough of \_\_\_\_\_.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

It will help me with my Bills that  
I take care of and  
help me take care of my mom too.

To the New York City Council:

My name is

Momami MATHEW-ARSEAN and I  
work at  
SAFE HAVEN 1 345 E 146<sup>th</sup> Shelter in the  
borough of \_\_\_\_\_.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

The bill will help me by  
having a decent housing,  
prevent me to struggle,  
with bills



To the New York City Council:

My name is

Lakisha Williams and I

work at

Wales Family Residence Shelter in the  
borough of Bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is taking special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

The Bill would help out greatly because  
as security guards we are  
making sure lives are saved and at  
the same time i believe we as security guards  
deserve more, as we are in this pandemic  
things has been really, really hard, I want  
use these extra wages for my bills and  
family.

Sincerely:

Name: Ladisha Williams

Home Address:

4275 Park Ave, Park Ave Bronx, NY  
10457 apt G23

To the New York City Council:

My name is

Venice Carter and I

work at

345 East 146th Shelter in the

borough of

Bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

If this bill was passed I will be more than happy  
for getting the paid I myself and coworker  
we deserve we can gain more of a friendly  
work place.



To the New York City Council:

My name is

Gloria James

and I

work at

Acacia Shelter Stadium Shelter in the  
borough of Bronx.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

This bill would mean a lot because  
transportation. I live  
in Jersey the cost of it been a lot.

To the New York City Council:

My name is

KOKU ADJONOU and I  
work at  
192-1 JEROME AVENUE BRONX NY 10453 (BUSAN IS PLACE) Shelter in the  
borough of BRONX.

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

This bill will help me recover my ~~for~~ health insurance. Also when the salary increases, I will get more opportunities such: get an apartment or ~~by~~ buy a house, a car or I ~~live~~ live a desent life. I would be able to go to the dentist for the 1<sup>st</sup> time in my life. Overall the take the money but stopped the health insurance or while taking the money they give me a long appoint so I cannot never go the doctor



To the New York City Council:

My name is

LUCIND WILLIAMS

and I

work at

SUSAN'S PLACE

Shelter in the

borough of

BRONX

I strongly support Intros -1995/2006 which will raise up standards for workers like me. Through 2020, the COVID-19 pandemic has devastated the city I call home, with so many New Yorkers losing their lives and many others losing their jobs. It has also pushed our city to a breaking point. We have been working on the frontline through this entire pandemic and we need a fair wage. New York City is takings special efforts to reduce homelessness, improve the standards of the City's shelter system and expand access to permanent affordable housing.

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I ask the council to pass these bills without delay. The safety in our shelters acts will make a real difference in my life:

THIS WILL INCREASE MY WAGE WHICH  
WILL SOFTEN MY FINANCIAL STRAIN  
CAUSED BY MY CURRENT INCOME.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Sincerely:

Name: LUCIND WILLIAMS

Home Address:

50 WEST 119TH ST. NY, NY 10026  
\_\_\_\_\_

or Dentist but on my own.

Sincerely:

Name: KOKU ADJONOU

Home Address:

~~199~~ 731 E. 218 th Street Bronx NY 10467



\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Sincerely:

Name: Gloria James

Home Address:

118 old bergen road NJ 07805  
\_\_\_\_\_