Californians **Against** the
Health Care
Endangerment Act

Measure Jeopardizes Patient Care by Forcing Quality Doctors, Nurses and Health Care Leaders out of California

Special interests are pushing a cynical and harmful measure that would **endanger patient care and health care jobs by forcing quality doctors, nurses and health care leaders out of California** by arbitrarily capping the earnings of these health care professionals.

Here's why a broad coalition of groups representing doctors, health care workers, and health care providers opposes this dangerous measure:

Jeopardizes Quality Care by Forcing Highly Skilled Doctors, Nurses & Health Care Leaders out of California

This measure **would impact thousands of health care workers** in leadership positions at hospitals and physician group practices—many of the doctors, nurses, specialists, and others who provide and support quality care. Arbitrary pay caps—the only one of its kind in the country—will push health care leaders to other states or professions. The measure hurts vital health care workers, including:

- Leaders of physician groups and doctors' practices that provide specialty care like cancer treatment, OB/GYN, maternity services, pediatrics, cardiology, memory care, surgery services and more
- Chief Nursing Officers at hospitals that oversee quality care initiatives, nurse recruitment, retention and training and patient care plans
- Chief Medical Officers at hospitals that oversee physicians and patient care
- Leaders in surgery, emergency rooms, oncology, obstetrics, cardiology, pediatrics and other specialties at hospitals

Capping physician, nurse and health care leader compensation will **discourage doctors and nurses from getting into the medical profession when we already have a severe shortage, and will drive experienced health care leaders out of California—resulting in lower quality care for Californians and longer wait times for patients to see a specialist.**

Makes California's Health Care Challenges Even Worse

California's health care system is facing unprecedented challenges, including tens of billions of dollars in federal cuts, workforce shortages, lack of access and long wait times to see doctors and specialists, or receive cancer or surgical care. **This measure will make a bad problem worse by pushing skilled doctors, nurses and health care leaders out of our state**—diminishing quality care and draining talent and leadership when it is needed most.

Arbitrarily Excludes Other Health Care Executives

This measure attacks hospital and physician leaders, but **excludes leaders of health insurance companies, pharmaceutical companies, and other health care entities**. These arbitrary exclusions prove that this measure is all about politics and not rational policy.

Will Not Decrease Health Care Costs

This measure will not lower health care costs at all and, in fact, could increase costs as hospitals and physician groups lose quality leaders that ensure health care services are delivered efficiently and effectively. **We risk losing quality health care workers and services without achieving any cost savings or any other benefits.**

Don't Chase Quality Doctors, Nurses & Health Leaders Out of California

REJECT the Health Care Endangerment Act

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