



CAPA
California Association of
Public Authorities for IHSS



CWDA
Advancing Human Services
for the Welfare of All Californians

March 12, 2025

The Honorable Tina McKinnor, Chair
Assembly Public Employment and Retirement Committee
1020 N Street, Room 153
Sacramento, CA 95814

**RE: AB 283 (Haney) – IHSS Employer-Employee Relations Act
As Introduced January 22, 2025 – Position Pending
Set for hearing March 19, 2025**

Dear Chair McKinnor:

On behalf of the California State Association of Counties (CSAC), the California Association of Public Authorities for IHSS (CAPA), and the County Welfare Directors Association of California (CWDA), we are writing to provide feedback on AB 283 authored by Assembly Member Matt Haney. While our organizations do not yet have a position on this bill, we are in ongoing discussions with the author and sponsors on several aspects of this legislation that we want to highlight for the committee. This is a continuation of our collaborative engagement on the concept of state collective bargaining and strengthening the IHSS provider workforce that has occurred over the past several years.

The In-Home Supportive Services (IHSS) program serves more than 820,000 consumers in California and allows qualified aged, blind, or disabled persons to receive supportive services from a provider to help them live at home. Counties have proudly partnered with the state and administered the IHSS program since it was realigned in 1991. County social workers, Public Authority staff, and IHSS providers are the backbone of this social services program which has proven to reduce care costs and improve the well-being of individuals.

Existing law deems a Public Authority (PA) as the employer of record for the purposes of collective bargaining for IHSS providers. This bill establishes the IHSS Employer-Employee Relations Act, which would shift collective bargaining for IHSS providers from counties and PAs to the state. If collective bargaining transfers to the state, it should do so in a manner that works effectively for all entities involved. With that in mind, counties and PAs have identified several key areas in this bill that we are engaging with the author and sponsors on in a collaborative manner. Our organizations will be drafting and sharing amendments that address these issues, which include:

- Providing clarity that the state would be responsible for the full nonfederal share of cost for any negotiated wage and benefit increases agreed to in state bargaining. Under state bargaining, the state would be solely responsible for agreeing to wage

and benefit increases and counties would have no ability to manage the associated costs within Realignment funding and county budgets. A [recent analysis](#) by the UC Berkeley Labor Center clearly highlighted that county IHSS costs are growing faster than Realignment revenues and that there will be decreased funding for health, mental health, and other social services programs within Realignment if counties have a share of cost in IHSS state bargaining increases.

- Eliminating several items included within the scope of representation. There are currently items within the scope of representation outlined in this bill that are functions performed by PAs and not currently bargained at the local level including provider registries, backup providers, and provider orientations. It is essential for PAs and counties to have input on any changes to these items as these would be new mandates on counties and because county and PA input can help ensure that the changes will work at the local level. This currently occurs through the legislative and budget process where the Legislature, Administration, counties, PAs, and consumers can all engage directly and provide input. Our organizations believe that any changes to these items should continue to be handled in this manner if collective bargaining is moved to the state level.
- Ensuring full funding is provided in order for counties to comply with any new program requirements. As currently drafted, this bill would legally hold counties and PAs accountable for program changes agreed to between the state and provider unions in state collective bargaining, yet provide no assurance that funding will be provided for counties and PAs to meet these new mandates.

CDSS IHSS Collective Bargaining Report

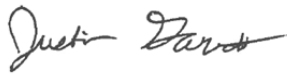
The Budget Act of 2023 (SB 101) required the California Department of Social Services (CDSS) to convene a workgroup and produce a statewide analysis on the costs and benefits of moving IHSS collective bargaining to the state level. All three of our organizations were active participants in that workgroup. Over nearly a year long process, the workgroup comprehensively examined all aspects of statewide collective bargaining including cost estimates, impacts to Realignment, county maintenance of effort (MOE) implications, scope of representation, examples from other states, implications for provider retention, and possible funding sources. The workgroup included representation from all the key entities involved in the IHSS program including the state, counties, PAs, provider unions, and consumers.

While this report was due to the Legislature on January 1, 2025, it has yet to be released. It is our understanding that it is currently undergoing final review. Our organizations believe that the end product of this comprehensive effort and collective commitment to this important issue will provide meaningful analysis that should guide the content of any legislation related to IHSS collective bargaining. While we understand that this committee's hearing for AB 283 is occurring before the release of the report, we look forward to

continued engagement with the committee, author, and sponsors following the release of the report as our organizations may have additional feedback or recommendations based on the report's findings and analysis.

IHSS is a vital program for older adults and people with disabilities that families rely on to care for their loved ones. Our organizations are committed to strengthening the program to help meeting the growing demand for services. We appreciate the opportunity to work with the author and sponsors on this important bill to ensure the best outcome for IHSS consumers, IHSS providers, counties, and PAs.

Sincerely,



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CSAC



Kim Rothschild
Executive Director
CAPA



Carlos Marquez III
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cc: The Honorable Matt Haney, California State Assembly
Members and Consultants, Assembly Public Employment & Retirement Committee
Kelsy Castillo, Office of the Speaker of the Assembly
Jennifer Troia, Director, California Department of Social Services
Paula Villescaz, Office of Governor Newsom
Kris Cook, Department of Finance