



AB 1672 – IHSS Employer-Employee Relations Act

SUMMARY

This bill would allow In-Home Supportive Services (IHSS) providers and employers to negotiate their contracts and wages at a State level instead of at the county level.

BACKGROUND

The IHSS program is designed to provide personal and domestic long-term care to low-income Californians so that they can remain safely in their home as they age. The program currently employs over 600,000 workers and serves over 690,000 recipients.

Existing problems in the IHSS collective bargaining process have resulted in workers being denied a fair wage. After almost a decade of attempts to reform the IHSS collective bargaining process, there are sadly still 30 counties that have not agreed to contracts to protect these essential workers.

EXISTING LAW

Currently, wages and benefits for IHSS providers are bargained at the county level with the local public authorities.

PROBLEM

The demand for long-term care will increase exponentially over the next 10 years as the population of older adults grows. Without secure contracts for workers, the State estimates that

we will face an IHSS caregiver shortage due to the rapid growth in California's senior population and the low wages of IHSS workers.

Finding solutions to the problem of unsustainable low wages is difficult because of the fragmented nature of the county administered bargaining program. While IHSS wages vary across California, there is not a single county that pays IHSS providers a living wage.

The average living wage in California is \$43.44 per hour. In comparison, the average IHSS worker makes only \$16.46 per hour. The current structure of the IHSS collective bargaining process is not conducive to establishing a living wage standard for these essential workers, or filling the impending long-term care shortage.

SOLUTION

There have been a number of successful bargaining agreements reached in various counties across the state, but many IHSS providers reside in counties where limited monetary resources or a lack of support at the local level prevent a successful bargaining agreement from being reached.

Transitioning collective bargaining from the county level to the State will help streamline the bargaining process, professionalize the IHSS workforce by providing livable wages and benefits, ensure a more



equitable distribution of long-term care funds, and allow the state to meet its long-term care demands.

SUPPORT

SEIU California Local 2015 (Co-Sponsor)
UDW/AFSCME Local 3930 (Co-Sponsor)

FOR MORE INFORMATION

Kassidy Heckmann | *Legislative Director*
Office of Assemblymember Matt Haney
(916) 319-2017

Kassidy.Heckmann@asm.ca.gov