

POLICY UPDATES FROM THE 2025 STATE LEGISLATIVE SESSION

THE REALITY WE'RE IN: BUILDING LONG-TERM CARE WORKER POWER TO ACHIEVE OUR VISION FOR THE FUTURE OF CARE

SEIU Local 2015 members are exercising our power at the local, state and national level to achieve a future of care where every long-term care worker has the wages, benefits, resources and freedoms they need to thrive.

This year, we've been standing together to confront the Trump administration's attacks on unions, long-term care, and working families. In addition to cutting billions from Medicaid, the Trump administration has issued executive orders and proposed changes to federal regulations that strip basic labor protections away from home care workers, reverse Biden-era nursing home staffing rules, and weaken union power.

There's a lot at stake for long-term care workers, our families and our recipients, but **we've successfully fought back against threats like this before by taking action together in our communities and workplaces.** With these past victories as our guide, we're united across race, background, and place to protect past progress and ensure caregivers have a leading voice in our democracy and government.

In June 2025, we fought against and defeated proposed state budget cuts that threatened the IHSS program. As a result, we secured a state budget that preserved overtime hours for IHSS workers, protected home care services for undocumented immigrants, and rejected harsh asset limits for Medi-Cal recipients.

In July 2025, we learned that the Trump administration is attempting to revise the Fair Labor Standards Act to remove minimum wage and overtime protections for millions of home care workers nationwide. We quickly responded, and because of our advocacy, Governor Newsom signed SB 156 into law.

SB 156 SUMMARY

Many of the worker protections we've won in the past, like overtime, maximum weekly hours, and paid travel time between clients for IHSS workers, were dependent on federal law.

Now that the Trump Administration is changing federal law, SB 156 protects these rights for California home care workers by solidifying them in state law. **SB 156 will:**

- ◆ **Protect home care workers' union rights**
- ◆ **Preserve union member privacy**
- ◆ **Protect workweek and overtime protections**
- ◆ **Strengthen our ability to hold counties accountable who refuse to negotiate**
- ◆ **Keep caregivers' paychecks and dues deductions stable**



SB 156 PROTECTS CAREGIVERS AND STRENGTHENS OUR UNION

FAIR WORKLOAD RULES AND OVERTIME PROTECTIONS

- ◆ Protects the 66-hour workweek cap for IHSS providers.
- ◆ Ensures overtime pay applies to all hours worked over 40 per week.
- ◆ Ensures providers can be paid for up to 7 hours of travel per week without affecting recipients' authorized service hours.
- ◆ Maintains exemptions for family caregivers or providers with special circumstances, such as providers living with multiple recipients, clients in rural areas or with complex needs, and recipients who require providers speaking the same language. If providers qualify, they can work up to 360 hours a month.
- ◆ Requires counties to inform caregivers and recipients about limitations and exemptions, and ensure services are maintained without reducing care.

PRIVACY AND SECURITY FOR CAREGIVERS

Protects the personal information of IHSS providers from being misused or exposed while protecting our union's right to retain exclusive access to this information for organizing, representation, and member support. This protects members from outside attacks and/or exploitation while ensuring our union can contact and support caregivers statewide.

STRONGER BARGAINING POWER WITH COUNTIES

Helps address counties that stall or avoid signing contracts with our union by setting up mandatory mediation and fact-finding if counties won't reach a collective bargaining agreement with IHSS workers. If a county refuses to settle after fact-finding, the state can withhold 10% of their IHSS funding annually until they sign a contract. This enforces real consequences for counties who try to ignore us at the table.

RELIABLE PAYROLL AND UNION DUES COLLECTION

Allows SEIU Local 2015 to work with the state on payroll services, if needed, to prevent disruptions in paychecks and/or managing authorized deductions like health insurance premiums, voluntary retirement contributions, and union dues. This will help ensure our providers get paid on time and our union has the resources to keep raising standards for long-term care workers across California.

LOOKING TOWARD THE FUTURE

We've seen the power we hold when Black, Brown and White long-term care workers stand together to advance justice in our communities. Our 2025 policy victories fuel our continued work to improve our workplaces, our industry and our communities. While the effort to raise long-term care industry standards by passing statewide bargaining for IHSS workers (AB 283) was unfortunately tabled this year due to state and federal budget constraints, we know it will be back on the table soon.

In the meantime, **we will continue using diverse tactics to achieve our mission of raising industry standards:**

- ◆ **Passing Prop 50, California's Election Rigging Response Act**, to protect democracy, maintain fair elections, and fight against attempts to weaken the political power of Black and brown communities
- ◆ Negotiating strong IHSS contracts at the county level
- ◆ Negotiating the **first-ever master nursing home union contract** through our California Labor Management Coalition for Quality Care (LMC)
- ◆ Advocating for new Medi-Cal reimbursement rates that prioritize using state and federal nursing home funding to strengthen the workforce, prioritize workers, and improve care quality
- ◆ **Electing a pro-worker, pro-care Governor in 2026** who will help us increase funding for our industries to protect long-term care when state finances are poor and make statewide bargaining for IHSS workers a reality

To navigate the road ahead, we must meet the intensity of this moment with the same solidarity and courage that empowered us to win all that we've already won. By taking action together across our differences, we will continue building a future where our members and communities thrive!