July 7, 2025

The Honorable Anna Caballero, Chair
Senate Appropriations Committee
State Capitol, Room 412
Sacramento, CA 95814

RE: AB 283 (Haney) – IHSS Employer-Employee Relations Act
As Amended on June 12, 2025 – Support if Amended
Set for hearing July 14, 2025

Dear Chair Caballero:

On behalf of the California State Association of Counties (CSAC) and the County Welfare Directors Association of California (CWDA), we are writing to share our Support if Amended position on AB 283 authored by Assembly Member Matt Haney. This legislation would transition collective bargaining for the In-Home Supportive Services (IHSS) program from counties to the state.

The IHSS program serves roughly 840,000 consumers in California and allows qualified aged, blind, or disabled persons to receive supportive services from a provider to help them live at home. IHSS services are delivered by roughly 750,000 providers. Counties have proudly partnered with the state on the IHSS program since it was realigned in 1991 and are committed to the success of this program, which has helped 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. Our associations have worked closely with the author and sponsors on a series of amendments to address county and PA concerns in three key areas – (1) Providing clarity that the state would be responsible for the nonfederal share of costs for wage and benefit increases agreed to in statewide bargaining; (2) Removing county and public authority administrative functions from the scope of representation in statewide bargaining; and (3) Ensuring full funding for counties to comply with any new program requirements agreed to in statewide bargaining.

We are appreciative of the collaborative engagement in being able to reach agreement on amendments that address these issues. Key amendments in the June 12 version of the bill include:

- Removing several items from the scope of representation that are core county and public authority administrative functions (provider registry, backup provider system, provider recruitment and retention).
- Adding county and public authority representatives to the advisory committee.
- Requiring consultation with those representatives about county and public authority programmatic and fiscal implications prior to finalizing a memorandum of understanding.
- Clarifying that the bill does not change any other aspect of the IHSS employment relationship.

In addition, the author has indicated agreement on two additional amendments and it's our understanding that they will be incorporated as the bill moves forward. These amendments are:

Amend Section 12306.16(e) of the Welfare and Institutions Code
(e) The rebased County IHSS MOE shall only be adjusted pursuant to subdivisions (c) and (d). *The rebased County IHSS MOE shall not be adjusted based on any provision of any memorandum of understanding, or addenda, appendices, or side letters thereto, between the state and recognized employee organizations, as defined in Section 110003 of the Government Code.*

Amend Section 12306.16(b)(3)(B) of the Welfare and Institutions Code
(B) The state shall pay 100 percent of the allowable nonfederal share of county administration and public authority administration costs for each county. *The state shall also pay 100 percent of the nonfederal share of county administration and public authority administration costs for each county of any administration costs resulting from the provisions of any memorandum of understanding, or addenda, appendices, or side letters thereto, between the state and recognized employee organizations, as defined in Section 110003 of the Government Code.* Once the county's share of the appropriated General Fund moneys is exhausted, the county shall pay 100 percent of the remaining nonfederal share of county administration and public authority administration costs. Each county shall pay 100 percent of any costs for public authority administration that are in excess of the county's approved rate approved pursuant to subdivision (a) of Section 12306.1. At the end of the fiscal year, any remaining unspent General Fund moneys allocated for IHSS county administration or public authority administration shall be redistributed through a methodology determined in conjunction with the County Welfare Directors Association of California or the California Association of Public Authorities.

The above amendments will provide clarity that counties would not be responsible for the increased costs that the state agrees to in statewide bargaining, including wage and benefit increases and new program requirements. This fiscal protection language is essential as counties would have no ability to manage the associated costs of statewide bargaining within Realignment funding and county budgets.

IHSS is a vital program for older adults and people with disabilities that families rely on to care for their loved ones. CSAC and CWDA believe that with the amendments outlined in this letter, AB 283 would transition collective bargaining to the state in a manner that would maintain the consumer-driven foundation of the IHSS program, mitigate for any fiscal, legal, and administrative impacts to counties, and help attract additional quality providers to sustain the growth of the program.

If you have any questions about our position, please don't hesitate to contact us. Thank you for your consideration.

Sincerely,

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cc: The Honorable Matt Haney, California State Assembly
Members and Consultants, Senate Appropriations Committee