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January 28, 2021

The Honorable Susan Talamantes Eggman
Chair, Senate Budget and Fiscal Review Subcommittee #3
State Capitol, Room 4052
Sacramento, CA 95814

Re: IHSS Collective Bargaining Update

Dear Senator Talamantes Eggman:

On behalf of the California State Association of Counties, I am writing to provide an update on In-Home Supportive Services (IHSS) collective bargaining. Counties have continued to work closely with the Administration on successful implementation of the County IHSS Maintenance of Effort (MOE) that was enacted through Senate Bill 80 (Chapter 27, Statutes of 2019). Under the new MOE, counties have made significant progress on reaching new collective bargaining agreements that increase wages and benefits for IHSS providers.

County Progress on IHSS Collective Bargaining

In the first 18 months of the new IHSS MOE, county Public Authorities have reached new agreements with provider unions at a significantly greater pace than under prior MOEs. Attached to this letter is the *County IHSS Collective Bargaining Chart (January 2021)* that shows the latest information on agreements, bargaining status, and wage rates. Below are some key numbers:

- There are 45 counties that have increased wages through an agreement reached since 2017 or a local living wage ordinance.
- A total of 24 counties have reached a new agreement under the 2019 MOE.
- This includes ten counties that reached a final agreement even during the uncertain fiscal situation caused by the pandemic.
- Of the 13 remaining counties, four are currently negotiating, four are waiting for the union to respond or contact the county, two are not currently in negotiations, and three have gone through fact finding and/or mediation.

Counties have made significant investments of county funds to provide wage increases for IHSS providers and the vast majority of providers are working in a county that has increased wages recently. Some highlights include:

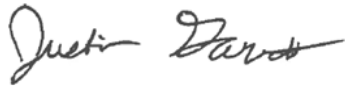
- More than 95 percent of IHSS providers work in a county that has increased wages since 2017 and that is permanently paying above state minimum wage.
- Counties invested \$42.8 million for wage and benefit increases for IHSS providers that went into effect in 2019-20.
- Counties are investing an estimated \$24.2 million for increases that will go into effect in 2020-21 and there are still five months left in the fiscal year for additional agreements to be reached.

Continuity of IHSS Collective Bargaining Funding Mechanisms Budget Proposal

To achieve further progress in local bargaining over wage and benefit increases, CSAC is cosponsoring a budget proposal that will maintain the fiscal tools that have been essential for this success. These funding mechanisms include preserving the current state/county sharing ratio for wage and benefit increases and the tool that allows state participation above the state participation cap. This budget proposal will help sustain IHSS collective bargaining progress and is fully detailed in a recent coalition letter with our partner organizations.

Should you have any questions about IHSS collective bargaining, please do not hesitate to contact me at (916) 698-5751 or jgarrett@counties.org. Thank you for your consideration.

Sincerely,



Justin Garrett
Legislative Representative

cc: Honorable Members, Senate Budget and Fiscal Review Subcommittee #3
The Honorable Nancy Skinner, Chair, Senate Budget and Fiscal Review Committee
Renita Polk, Consultant, Senate Budget and Fiscal Review Committee
Rebecca Hamilton, Senate Republican Fiscal Office
Mareva Brown, Office of the Senate President pro Tempore
Ginni Bella Navarre, Legislative Analyst's Office
Kim Johnson, Director, Department of Social Services
Adam Dorsey, Department of Finance
Tam Ma, Deputy Legislative Secretary, Office of Governor Newsom