

Workforce Initiative

HD 1130

*An act relative to meeting the
human services workforce demand*



This bill establishes additional rate-setting requirements for all human services inclusive of state purchase of services and MassHealth state plan supports and services.

There is a workforce shortage crisis in Massachusetts for direct support/ care staff for families and individuals with intellectual and developmental disabilities (I/DD) along with the entire human services system of care in the Commonwealth. Massachusetts' current reimbursement system combined with our state's recent raise of the minimum wage and high cost of living have exacerbated the workforce staffing crisis already hampered by low wages, poor benefits, limited training and investments, and high turnover. These problems have led to a crisis that threatens the safety of people with I/DD and their ability to live, work, and contribute in their communities.

To address Massachusetts' human services workforce crisis, while a long-term state plan is developed, this bill implements, through the rate-setting process in health and human services, the following items:

- entry level direct support/care staff salaries to be based at \$17 per hour;
- similar percentage increases for all other staff earning under \$75,000 per year (this will address compression of wages for longer term staff, frontline managers, clinicians, and directors);
- and to address the loopholes that dilute the personnel salaries - human services personnel fringe rate calculations must incorporate fringe benefits, payrolls taxes and any present or future government promulgated employer mandates, which include but are not limited to health care premiums, FMLA costs, payroll taxes, Employer Medical Assistance Contribution (EMAC), employee fingerprinting, and other required costs.

Please note that the bill language is being revised by House Legislative Counsel, but by the end of January we will have final language which may reflect these elements entirely or other items negotiated by others in our field. If you have any questions, please contact Catherine Rutley at Representative Denise Garlick's office at 617-722-2010, ext. 8551 or Catherine.rutley@mahouse.gov or Maura Sullivan at The Arc of Massachusetts at 781 891-6270, ext. 113 or sullivan@arcmass.org.

**Please support this crucial piece of legislation.
Learn more at arcofopportunity.org/workforce.**