
SENATE COMMITTEE ON APPROPRIATIONS

Senator Anna Caballero, Chair
2025 - 2026 Regular Session

AB 283 (Haney) - In-Home Supportive Services Employer-Employee Relations Act

Version: June 12, 2025

Policy Vote: L., P.E. & R. 4 - 1, JUD. 12 - 1

Urgency: No

Mandate: Yes

Hearing Date: August 29, 2025

Consultant: Robert Ingenito

Bill Summary: AB 283 would establish the In-Home Supportive Services (IHSS) Employer-Employee Relations Act, as specified.

***** ANALYSIS ADDENDUM – SUSPENSE FILE *****

The following information is revised to reflect amendments
adopted by the committee on August 29, 2025

Fiscal Impact:

- To the extent that collective bargaining between the State and recognized employee organizations representing IHSS providers results in higher wages and benefits than otherwise would have occurred, this bill would result in increased costs to the State (General Fund). The magnitude is unknown, but could potentially reach the hundreds of millions of dollars annually.
- The bill would result in ongoing annual costs in the low millions of dollars to the State's bargaining representative (General Fund). The California Department of Human Resources (CalHR) would require \$3.3 million in the first year, and \$3.1 million annually thereafter to support 15 positions if it were to serve as the State's bargaining representative. The Department of Social Services (DSS) would incur similar costs if it were to perform the workload. This amount was funded in the enacted 2025-26 budget.
- DSS would incur unknown, likely significant costs, to administer bargained changes to the IHSS program. DSS would also incur staff workload costs to establish the advisory committee and provide ongoing support to it (General Fund).
- The Public Employment Relations Board (PERB) indicates that it would incur administrative costs first-year costs of \$50,000, and \$19,000 annually thereafter (General Fund).
- The State Controller's Office (SCO) would incur General Fund costs to set up new payroll processes for specified IHSS employees. The magnitude of these costs is unknown and would be dependent on the number of covered employees.
- By imposing specified duties on local entities administering IHSS programs, this bill creates a state-mandated local program. To the extent the Commission on

State Mandates determines that the provisions of this bill create a new program or impose a higher level of service on local agencies, local agencies could claim reimbursement of those costs. The magnitude is unknown, but potentially in excess of \$50,000 annually (General Fund).

Author Amendments:

- Prohibit the rebased County IHSS Maintenance of Effort (MOE) from being adjusted based on any provision of any MOU, or addenda, appendices, or side letters thereto, between the state and recognized employee organizations.
- Require the State to pay 100% 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 MOU, or addenda, appendices, or side letters thereto, between the State and recognized employee organization.

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