

**MOTION BY SUPERVISORS MARK RIDLEY-THOMAS
AND HILDA SOLIS**

JUNE 16, 2015

Raising the Wages of In-Home Supportive Service Home Care Workers

Over 140,000 In-Home Supportive Service (IHSS) home care workers provide care for approximately 190,000 seniors and persons with disabilities in Los Angeles County (County). IHSS providers care for and support the County’s most vulnerable residents so that they can remain safe and independent in their homes and communities, thereby avoiding higher-cost institutional settings. Despite the critical services these low-wage workers perform for the County, they are among the lowest paid workers among the low-wage workforce, earning a “poverty wage” of \$9.65 per hour, excluding health benefits, or \$20,072 per year. At this wage level, many home care workers are forced to rely on public assistance programs to make ends meet. This level of compensation consigns many home care workers to a life of poverty and contributes to hospitalization and institutionalization of IHSS consumers, an unstable IHSS workforce, and costly turnover.

Communities across California, including the City of Los Angeles, have taken steps to recognize the importance of creating a pathway to \$15.00 per hour as a standard to help lift workers out of poverty, promote economic growth, and revitalize communities particularly in neighborhoods where low-wage workers live and spend up to 50% of their income on housing. The Board of Supervisors must take specific action, however, to ensure home care workers’ wages also increase.

Efforts to increase the compensation of home care workers have faced unique institutional barriers that distinctly impact the dignity and respect afforded these workers.

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For example, on January 14, 2014, a federal trial-level court vacated the United States Department of Labor's minimum wage and overtime rule for home care workers, scheduled to take effect January 1, 2015, that would have compensated IHSS providers for the work they perform beyond the traditional eight-hour day, forty-hour work week. At the State level, IHSS providers were specifically eliminated from legislation (Assembly Bill 1522) enacted last year to provide California workers in all other workforce sectors the basic right to paid sick leave.

Although the State is scheduled to assume responsibility for collective bargaining in counties as of July 1, 2015, Los Angeles County has an opportunity to join Alameda and Ventura counties to provide a path to an increase in compensation, including health benefits, above \$12.00 per hour.

WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Instruct the Interim Chief Executive Officer (CEO) to allocate \$11.9 million in the Department of Public Social Services (DPSS) fiscal year (FY) 2015-16 budget to allow the Personal Assistance Services Council (PASC) to negotiate, prior to June 30, 2015, an increase of In-Home Supportive Services (IHSS) provider wages from the \$10.00 per hour State minimum wage effective January 1, 2016, to \$11.00 per hour with a target effective date of February 1, 2016, subject to the contingency that such increase shall only take effect if approved by the State and if the State pays its customary 65% share of the nonfederal cost;
2. Instruct the Interim CEO to allocate \$30.6 million in the DPSS FY 2016-17 budget to allow the PASC to negotiate, prior to June 30, 2015, a subsequent wage increase from \$11.00 to \$11.18 with a target effective date of February 1, 2017, subject to the contingency that such increase shall only take effect if approved by the State and if the State pays its customary 65% share of the nonfederal cost; and
3. Suspend paragraph 18 of the Board of Supervisors' Policy number 4.030 – Budget Policies and Priorities – which requires a four/fifths vote on Labor Agreements impacting salaries and employee benefits cost increases.

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