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KATHLEEN KRAUSE
Clerk of the Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue, 5th Floor
Bakersfield, California 93301
Telephone (661) 868-3585
TTY Relay 800-735-2929

July 22, 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 – SUPPORT IF AMENDED

Dear Senator Caballero,

I am writing on behalf of the Kern County Board of Supervisors, in lockstep with the California State Association of Counties (CSAC) and County Welfare Directors Association of California (CWDA), to express our Support if Amended position on AB 283 (Haney), which proposes to transition collective bargaining for the In-Home Supportive Services (IHSS) program from counties and Public Authorities to the state.

Kern County has long recognized the value of the IHSS program in enabling seniors and individuals with disabilities to remain safely in their homes while receiving necessary care. We have proudly administered IHSS locally under the realignment framework since 1991, working in partnership with the state to deliver essential services to thousands of residents while managing fiscal responsibilities and program integrity.

As drafted, AB 283 would create the IHSS Employer-Employee Relations Act, shifting the responsibility for collective bargaining to the state. While we acknowledge the intent of the bill to standardize and potentially streamline negotiations, the proposed change has significant fiscal and operational implications for counties. We appreciate the work of the author's office and the sponsors in collaborating with counties and associations to address several key concerns through recent amendments, particularly those included in the June 12 version of the bill. The following amendments are especially critical to securing our support:

- Clarifying that the state will assume full responsibility for the nonfederal share of wage and benefit increases resulting from statewide bargaining agreements, thereby protecting county budgets from unfunded mandates.
- Excluding core county and Public Authority administrative functions, such as provider registries, backup provider systems, and recruitment, from the scope of bargaining.

- Ensuring counties and Public Authorities are represented on the advisory committee and that their input is meaningfully considered before a statewide MOU is finalized.
- Maintaining the existing employment relationship structure, affirming that this bill does not alter the roles of counties or Public Authorities beyond bargaining responsibilities.

Furthermore, we understand and support the proposed additional amendments to Welfare and Institutions Code Sections 12306.16(e) and 12306.16(b)(3)(B), which would explicitly shield counties from fiscal exposure tied to state-level MOUs and reaffirm the state's obligation to cover administrative costs stemming from statewide agreements.

These amendments are not simply technical clarifications, they are necessary protections. Without them, counties would be placed in the untenable position of bearing financial obligations over which they have no authority or ability to influence.

IHSS is a critical safety-net program, and counties remain committed to ensuring its continued success. With the amendments identified in this letter, AB 283 offers a viable path to shifting bargaining responsibilities to the state while preserving the fiscal sustainability of counties and the quality of services IHSS consumers rely on.

We thank you for your continued engagement with counties on this important legislation and respectfully urge that the remaining amendments be adopted as the bill moves forward.

Sincerely,



Leticia Perez, Chair
Kern County Board of Supervisors

cc: Honorable Members, Senate Appropriations Committee
Honorable Members, Kern Legislative Delegation
California State Association of Counties
Kern County Aging and Adult Services
Shaw Yoder Antwih Schmelzer & Lange