

# PROVIDERS' COUNCIL

## *An act relative to fair pay for comparable work*

**Purpose of bill:** To eliminate the pay disparity that exists between the salaries of human services workers employed by community-based human service providers and state employees holding similar job titles who perform similar work.

**Recent action:** Senate Bill 47 (Sen. Forry) and House Bill 3150 (Rep. Khan) referred to the Joint Committee on Children, Families & Persons with Disabilities.

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### **Key Facts:**

- Similar job titles and roles exist for individuals employed by the Commonwealth of Massachusetts and those employed at private, community-based human services nonprofits.
- The Commonwealth is the largest purchaser of human services from community-based human services nonprofits.
- Often, the model budgets created by the Commonwealth for human services programs have salaries that are far lower than what the state pays for similar positions.
- Due to this salary disparity, it is becoming increasingly difficult for community-based organizations to recruit and retain qualified workers in the sector, which has more than 156,000 jobs.
- Without a solution to the workforce crisis in the human services sector, an increasing number of jobs will go unfilled, leading to a deterioration in the quality of services delivered to Massachusetts' most vulnerable residents.

### **If passed, this legislation would:**

- Set a schedule to fully eliminate the pay disparity between state workers and those employed by private, community-based human services nonprofits who are doing similar work.
- Eliminate the pay disparity between state workers and those at community-based human services nonprofits no later than July 1, 2023.
- Create a report from the Commonwealth to various committees in the Legislature that outlines the current disparity amount and the annual increases necessary to eliminate the disparity amount by July 1, 2023.
- Create a report from the Commonwealth to various committees in the Legislature that makes recommendations about how to strengthen recruitment and retention of human services workers at private, community-based human services nonprofits.
- Apply to workers employed by private, community-based human services nonprofits that have contracts with EOHHS, EOEA, DHCD and DEEC to provide services.

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