

**SENATE . . . . . No.**

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The Commonwealth of Massachusetts

PRESENTED BY:

*Cindy F. Friedman*

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to a livable wage for human services workers.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Cindy F. Friedman</i>	<i>Fourth Middlesex</i>	
<i>Rebecca L. Rausch</i>	<i>Norfolk, Worcester and Middlesex</i>	<i>1/24/2023</i>

**SENATE . . . . . No.**

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[Pin Slip]

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE SENATE, NO. 105 OF 2021-2022.]

The Commonwealth of Massachusetts

—————  
**In the One Hundred and Ninety-Third General Court  
(2023-2024)**  
—————

An Act relative to a livable wage for human services workers.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 SECTION 1. Chapter 6A of the General Laws is hereby amended by adding the  
2 following section:-

3 Section 105. (a) As used in this section, the following words shall, unless the context  
4 clearly requires otherwise, have the following meanings:

5 “Human service provider,” a community-based human services organization with a  
6 human services program funded by the executive office of health and human services, the  
7 executive office of elder affairs or the department of housing and community development.

8 “Human services worker,” an employee of a human service provider who provides  
9 treatment, support or services to clients or their families.

10           “Disparity amount,” the monetary calculation of the average difference in salary between  
11 human services workers and direct care workers, nurses, clinicians or other comparable  
12 employees employed by the commonwealth’s state-operated programs for human services.

13           “Rate,” the reimbursement rate paid by the executive office of health and human services,  
14 the executive office of elder affairs, the department of housing and community development or  
15 the department of early education and care to a human service provider to deliver services to  
16 clients on the commonwealth’s behalf.

17           (b) Notwithstanding any general or special law to the contrary, the executive office of  
18 health and human services, the executive office of elder affairs and the department of housing  
19 and community development shall increase the rate of reimbursement for human services  
20 providers by an amount that reduces the disparity amount, as defined by subsection (a), to:

21           (1) 50 percent on or before July 1, 2024;

22           (2) 30 percent on or before July 1, 2025;

23           (3) 10 percent on or before July 1, 2026;

24           (4) Zero percent on or before July 1, 2027, and shall remain at 0 percent thereafter.

25           (c) All increases in the rate of reimbursement provided for in this section shall be used to  
26 increase the compensation of human services workers.

27           (d) The executive office of health and human services, the executive office of  
28 administration and finance, the executive office of elder affairs and the department of housing  
29 and community development shall adopt regulations to implement this section.

30 (e) Nothing in this section shall be construed to prohibit the elimination of the disparity  
31 amount prior to July 1, 2027.

32 SECTION 2. On or before January 1, 2024, the executive office of health and human  
33 services in conjunction with, the executive office of administration and finance, the executive  
34 office of elder affairs and the department of housing and community development, in  
35 collaboration with the Massachusetts Council of Human Service Providers, Inc., shall provide a  
36 report to the senate and house committees on ways and means that includes recommendations to  
37 strengthen recruitment and retention of human services workers, as defined in subsection (a) of  
38 section 105 of chapter 6A of the General Laws.

39 SECTION 3. On or before July 1, 2024 and annually thereafter until the disparity amount  
40 is eliminated for human services workers, the executive office of health and human services, the  
41 executive office of elder affairs and the department of housing and community development, in  
42 collaboration with the Massachusetts Council of Human Service Providers, Inc., shall provide a  
43 report to the senate and house committees on ways and means, the joint committee on children,  
44 families and persons with disabilities, the joint committee on elder affairs, the joint committee on  
45 health care financing, the joint committee on mental health, substance use, and recovery, the  
46 joint committee on public health, and the joint committee on state administration and regulatory  
47 oversight that includes the following information:

48 (1) the current disparity amount, as defined in subsection (a) of section 105 of chapter 6A  
49 of the General Laws, between the salaries of human services workers, as defined in subsection  
50 (a) of section 105 of chapter 6A of the General Laws, employed by human service providers, as  
51 defined in subsection (a) of section 105 of chapter 6A of the General Laws, and direct care

52 workers, nurses, clinicians or other comparable employees employed by the commonwealth's  
53 state-operated programs for human services;

54 (2) the amount of annual increases in the rate of reimbursement, as defined in subsection  
55 (a) of section 105 of chapter 6A of the General Laws, to human service providers under contract  
56 with their department necessary to reduce and eliminate the disparity amount by July 1, 2027  
57 pursuant to the schedule articulated in subsection (b) of section 105 of chapter 6A of the General  
58 Laws;

59 (3) the amount needed to be appropriated annually to achieve the reductions in the  
60 disparity amount described in paragraphs (1)-(4) of subsection (b) of section 105 of chapter 6A  
61 of the General Laws by July 1, 2027; and

62 (4) the implementation of rates necessary to eliminate the disparity amount by agency,  
63 job description and start date of implementation.