

**HOUSE . . . . . No. 223**

**The Commonwealth of Massachusetts**

PRESENTED BY:

***Mindy Domb***

*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:	DATE ADDED:
<i>Mindy Domb</i>	<i>3rd Hampshire</i>	<i>1/17/2025</i>
<i>James C. Arena-DeRosa</i>	<i>8th Middlesex</i>	<i>3/24/2025</i>
<i>Jennifer Balinsky Armini</i>	<i>8th Essex</i>	<i>4/2/2025</i>
<i>Michelle L. Badger</i>	<i>1st Plymouth</i>	<i>4/15/2025</i>
<i>Christine P. Barber</i>	<i>34th Middlesex</i>	<i>3/24/2025</i>
<i>Natalie M. Blais</i>	<i>1st Franklin</i>	<i>3/24/2025</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>5/16/2025</i>
<i>Tricia Farley-Bouvier</i>	<i>2nd Berkshire</i>	<i>4/1/2025</i>
<i>Sean Garballey</i>	<i>23rd Middlesex</i>	<i>6/3/2025</i>
<i>Vanna Howard</i>	<i>17th Middlesex</i>	<i>4/4/2025</i>
<i>Michael P. Kushmerek</i>	<i>3rd Worcester</i>	<i>3/31/2025</i>
<i>Kathleen R. LaNatra</i>	<i>12th Plymouth</i>	<i>3/24/2025</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>5/8/2025</i>
<i>David Paul Linsky</i>	<i>5th Middlesex</i>	<i>3/24/2025</i>
<i>John J. Marsi</i>	<i>6th Worcester</i>	<i>5/8/2025</i>
<i>John Francis Moran</i>	<i>9th Suffolk</i>	<i>5/8/2025</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>	<i>5/8/2025</i>
<i>Adrienne Pusateri Ramos</i>	<i>14th Essex</i>	<i>3/24/2025</i>

<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>3/24/2025</i>
<i>Danillo A. Sena</i>	<i>37th Middlesex</i>	<i>4/9/2025</i>
<i>Priscila S. Sousa</i>	<i>6th Middlesex</i>	<i>5/12/2025</i>
<i>Bruce E. Tarr</i>	<i>First Essex and Middlesex</i>	<i>4/2/2025</i>
<i>Shirley B. Arriaga</i>	<i>8th Hampden</i>	<i>9/20/2025</i>
<i>Michelle M. DuBois</i>	<i>10th Plymouth</i>	<i>9/23/2025</i>
<i>Carole A. Fiola</i>	<i>6th Bristol</i>	<i>9/18/2025</i>
<i>Carlos González</i>	<i>10th Hampden</i>	<i>9/22/2025</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>	<i>8/6/2025</i>
<i>Amy Mah Sangiolo</i>	<i>11th Middlesex</i>	<i>6/30/2025</i>
<i>Margaret R. Scarsdale</i>	<i>1st Middlesex</i>	<i>7/1/2025</i>

**HOUSE . . . . . No. 223**

By Representative Domb of Amherst, a petition (accompanied by bill, House, No. 223) of Mindy Domb relative to a livable wage for human services workers. Children, Families and Persons with Disabilities.

**The Commonwealth of Massachusetts**

**In the One Hundred and Ninety-Fourth General Court  
(2025-2026)**

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, as so appearing in the 2022 Official  
2 Edition, is hereby amended by adding the 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 Executive Office of Housing and Livable Communities.

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 1) 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  
14 Services, the Executive Office of Elder Affairs, the Executive Office of Housing and Livable  
15 Communities or the Department of Early Education and Care to a human service provider to  
16 deliver services to 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 Executive Office of  
19 Housing and Livable Communities 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           50 percent on or before July 1, 2026

22           30 percent on or before July 1, 2027

23           10 percent on or before July 1, 2028

24           Zero percent on or before July 1, 2029, 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 Executive Office of  
29 Housing and Livable Communities 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, 2028.

32 SECTION 2. On or before July 1, 2025 and annually thereafter until the disparity amount  
33 is eliminated for human services workers, the Executive Office of Health and Human Services,  
34 the Executive Office of Elder Affairs and the Executive Office of Housing and Livable  
35 Communities, in collaboration with the Massachusetts Council of Human Service Providers,  
36 Inc., shall provide a report to the Senate and House Committees on Ways and Means, the Joint  
37 Committee on Children, Families and Persons with Disabilities, the Joint Committee on Elder  
38 Affairs, the Joint Committee on Health Care Financing, the Joint Committee on Mental Health,  
39 Substance Use and Recovery, the Joint Committee on Public Health, and the Joint Committee on  
40 State Administration and Regulatory Oversight that includes the following information:

41 The current disparity amount, as defined in Subsection (a) of Section 105 of Chapter 6A  
42 of the General Laws, between the salaries of human services workers, as defined in Subsection  
43 a) of Section 105 of Chapter 6A of the General Laws, employed by human service providers, as  
44 defined in Subsection (a) of Section 105 of Chapter 6A of the General Laws, and direct care  
45 workers, nurses, clinicians or other comparable employees employed by the Commonwealth's  
46 state-operated programs for human services;

47 The amount of annual increases in the rate of reimbursement, as defined in Subsection (a)  
48 of Section 105 of Chapter 6A of the General Laws, to human service providers under contract  
49 with their department necessary to reduce and eliminate the disparity amount by July 1, 2028  
50 pursuant to the schedule articulated in Subsection (b) of Section 105 of Chapter 6A of the  
51 General Laws;

52           The amount needed to be appropriated annually to achieve the reductions in the disparity  
53 amount described in paragraphs (1)-(4) of Subsection (b) of Section 105 of Chapter 6A of the  
54 General Laws by July 1, 2028; and

55           The implementation of rates necessary to eliminate the disparity amount by agency, job  
56 description and start date of implementation.