

**JOINT COMMITTEE ON PUBLIC SERVICE**  
**2025-2026 (194<sup>th</sup>) BILL SUMMARY**

**Bill Number:** H.1395  
**Title:** *An Act to provide retirement security to care workers*  
**Sponsor(s):** Rep. James J. O'Day (*West Boylston*)  
**Hearing Date:** June 25, 2025  
**Reporting Deadline:** August 24, 2025

**Prior History:**

2023-24 (H.2617): Ordered to a House Study  
2021-22 (H.1304): Ordered to a House Study

**Similar Matters:** S.1822 (DiDomenico – Identical)

**SUMMARY:**

This bill would direct the Executive Office of Health and Human Services and the Department of Early Education and Care to develop and establish a 403(b) account, or another substantially similar individual retirement account program, for personal care attendants and for family childcare providers. The department of medical assistance shall be deemed the employer of said personal care attendants for the purposes of making contributions under this Act and the PCA Quality Workforce Council shall be deemed the employer for purposes of collective bargaining under this Act, and the department of early education and care shall be deemed the employer of all family child care providers. The bill lays out what the retirement security program must ensure for each retirement account program.