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## Legislative Impact Statement

To: Representative McEntee, Chair House Judiciary Committee  
From: Elisabeth Hubbard, Executive Secretary  
Re: SENATE 2882 AN ACT RELATING TO BEHAVIORAL HEALTHCARE, DEVELOPMENTAL DISABILITIES AND HOSPITALS -- QUALITY SELF-DIRECTED SUPPORTS ACT OF 2026

Tuesday May 5, 2026

The Governor's Commission on Disabilities' Legislation Committee has developed a Legislative Impact Statement on the bill listed below. The Commission would be pleased to present testimony to the committee. Please contact me (462-01110) if testimony is desired or for additional information.

### **The Commission finds this harmful unless amended**

We support the rights of workers to collective bargaining to ensure fair wages and fair and equitable working conditions. The work performed by personal care workers is essential for allowing people with disabilities to receive the care they need and remain in their own community. It also means a higher quality of life and the ability to participate more in their community thanks to the assistance they receive. The goal of self-directed is to allow the individual to have full control over the selection of their staff and how those services are delivered. State involvement is limited to providing funding, including determining wage rates. Private provider agencies are limited to acting as a fiscal intermediary only. Individuals who use this program are the employers of record. They must apply for an EIN number and file the necessary paperwork.

Without this important role, many people would be forced to live in institutions.

Unfortunately, people who are using or wish to use this program are facing difficulty finding employees to work for them. Low wages and lack of benefits have been cited as reasons why it is hard to find people to fill these positions. The Commission also has historically supported higher wages for personal care workers.

Advocates for self-directed programs have been in discussions with labor advocates to negotiate on the language of this bill. Increased wages and offering benefits to workers would attract more people to available positions can help address the worker shortage; however,

adding a collective bargaining unit could have serious consequences for people with disabilities. The union has made many efforts in good faith to address the concerns of the people who use this program. They have proposed amendments to address these concerns. This includes language to ensure that increases in wages would not impact the hours and services for consumers, and preserving the powers of the consumer to hire, fire and train their own workers. We request that the Committee consider the testimony of the union and consumer advocates regarding these amendments, as they are the people who are impacted by this bill.