

**SENATE . . . . . No. 1694**

---

**The Commonwealth of Massachusetts**

PRESENTED BY:

***Sal N. DiDomenico***

*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 to provide retirement security to care workers.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>	
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>2/25/2021</i>
<i>Daniel J. Ryan</i>	<i>2nd Suffolk</i>	<i>2/25/2021</i>
<i>Joseph W. McGonagle, Jr.</i>	<i>28th Middlesex</i>	<i>2/26/2021</i>
<i>Anne M. Gobi</i>	<i>Worcester, Hampden, Hampshire and Middlesex</i>	<i>3/2/2021</i>
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>3/2/2021</i>
<i>Angelo J. Puppolo, Jr.</i>	<i>12th Hampden</i>	<i>3/2/2021</i>
<i>John F. Keenan</i>	<i>Norfolk and Plymouth</i>	<i>3/4/2021</i>
<i>Michael D. Brady</i>	<i>Second Plymouth and Bristol</i>	<i>3/4/2021</i>
<i>Joanne M. Comerford</i>	<i>Hampshire, Franklin and Worcester</i>	<i>3/8/2021</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>3/12/2021</i>
<i>Michael O. Moore</i>	<i>Second Worcester</i>	<i>3/12/2021</i>
<i>Walter F. Timilty</i>	<i>Norfolk, Bristol and Plymouth</i>	<i>3/18/2021</i>
<i>Erika Uyterhoeven</i>	<i>27th Middlesex</i>	<i>3/19/2021</i>
<i>Julian Cyr</i>	<i>Cape and Islands</i>	<i>3/26/2021</i>
<i>Maria Duaine Robinson</i>	<i>6th Middlesex</i>	<i>4/2/2021</i>
<i>John Cronin</i>	<i>Worcester and Middlesex</i>	<i>4/12/2021</i>



**SENATE . . . . . No. 1694**

---

By Mr. DiDomenico, a petition (accompanied by bill, Senate, No. 1694) of Sal N. DiDomenico, Jack Patrick Lewis, Daniel J. Ryan, Joseph W. McGonagle, Jr. and other members of the General Court for legislation to provide retirement security to care workers. Public Service.

---

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Second General Court  
(2021-2022)**  
\_\_\_\_\_

An Act to provide retirement security to care 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 32 of the General Laws, as appearing in the 2018 Official Edition,  
2 is hereby amended by adding the following section:-

3           Section 106. (a) The executive office of health and human services and the department of  
4 early education and care, in consultation with MassHealth, the Personal Care Attendant  
5 Workforce Council, 1199SEIU, and SEIU 509, shall develop and establish a 403(b) account, or  
6 another substantially similar individual retirement account program, for personal care attendants,  
7 as defined in section 70 of said chapter 118E, and for family child care providers, as defined in  
8 subsection (a) of section 17 of chapter 15D. Notwithstanding section 17 of chapter 15D, sections  
9 70-75 of chapter 118E, or any other special or general law to the contrary, the department of  
10 medical assistance shall be deemed the employer of said personal care attendants for purposes of  
11 making contributions under this Act and the PCA Quality Workforce Council shall be deemed  
12 the employer for purposes of collective bargaining under this Act, and the department of early

13 education and care shall be deemed the employer of all family child care providers, as defined in  
14 section 17(a) of chapter 15D, for purposes of this Act.

15 (b) In developing such individual retirement account program, the executive office of  
16 health and human services and the department of early education and care shall ensure at a  
17 minimum that the retirement security program: (i) Allows all eligible individuals to contribute to  
18 the individual retirement account established under the program through payroll deductions and  
19 other means; (ii) Allows for collective bargaining over and an ongoing stakeholder and  
20 governance role for labor organizations representing eligible workers on the establishment,  
21 implementation, operations, and adjustments of the individual retirement account program; (iii)  
22 Includes an appointed 9-member governance board that shall include at least two representatives  
23 for the labor organization representing personal care attendants and two representatives for the  
24 labor organization representing family child care providers; (iv) Establishes a minimum state  
25 employer contribution to an eligible individual's retirement account, whereby an eligible  
26 individual's state employer will contribute a set amount with each paycheck that is over and  
27 above regular wages but that may be a percentage of the employee's wages; (v) Establishes a  
28 minimum state employer matching contribution rate that provides a dollar-for-dollar matching  
29 state employer contribution equaling 100% of an employee's contribution but that may be  
30 capped as a percentage of the employee's own contribution; (vi) Is professionally managed and  
31 administered in an efficient and cost-effective manner, and with no or limited fees charged to  
32 participating individuals; and (vii) Establishes a union run retirement benefit orientation,  
33 including access to financial literacy programs.

34 SECTION 2. The executive office of health and human services and the department of  
35 early education and care shall establish the individual retirement account program as outlined

36 above and procedures for enrollment of personal care attendants, as defined in section 70 of said  
37 chapter 118E and family child care providers, as defined in subsection (a) of section 17 of  
38 chapter 15D, no later than one year from passage of this Act.