



Bill No: SB197  
Title: Residential Service Agencies - Reimbursement - Personal Assistance Services  
Committee: Finance  
Hearing: February 8, 2024  
Position: SUPPORT

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The Maryland Legislative Agenda for Women (MLAW) is a statewide coalition of women’s groups and individuals formed to provide a non-partisan, independent voice for Maryland women and families. MLAW’s purpose is to advocate for legislation affecting women and families. To accomplish this goal, MLAW creates an annual legislative agenda with issues voted on by MLAW members and endorsed by organizations and individuals from all over Maryland. **SB197 - Residential Service Agencies - Reimbursement - Personal Assistance Services** is a priority on the [2024 MLAW Agenda](#) and we urge your support.

SB197 will guarantee that home care workers, the majority of whom are women, employed by agencies receiving Medicaid reimbursements, are properly classified and granted essential benefits such as overtime pay, sick and safe leave, unemployment insurance, and workers' compensation.

Many personal care aides who provide vital in-home care under Medicaid programs are misclassified as independent contractors, denying them access to the social safety net and reducing job quality when Maryland faces a shortage of these important workers. This large workforce consists of between 20,000 and 30,000 workers, who are vastly women -- about 90% are women and about 70% are Black. This majority women-of-color workforce deserves employee protections.

Currently, many of the agencies that employ these workers illegally misclassify them as independent contractors. When they are misclassified, they are cut out of the social safety net and lose protections like sick leave, workers’ compensation, health insurance, and more – and they face a higher “self-employment” tax when they should be getting a tax refund. Misclassification also hurts those they care for by shrinking the size of the workforce. And it hurts law-abiding RSAs by forcing them to compete on an uneven playing field with RSAs that save money by misclassifying their workers.

Workers lose safety net protections when they are classified as independent contractors, and often cite lack of these benefits a reason for leaving the field of home care. By classifying these workers as the employees they are, they will receive all of these protections, which they should be receiving but are not due to illegal misclassification by their agencies.

**For these reasons, MLAW strongly urges the passage of SB197.**

## MLAW 2024 Supporting Organizations

The following organizations have signed on in support of our 2024 Legislative Agenda:

1199 SEIU United Healthcare Workers East  
AAUW Anne Arundel County  
AAUW Garrett Branch  
AAUW Kensington-Rockville Branch  
AAUW Maryland  
Adolescent Single Parent Program (PGCPS)  
Anne Arundel County Commission for Women  
Anne Arundel County NOW  
Baltimore County Commission for Women  
Black Women for Positive Change, Baltimore Chapter  
Bound for Better, Advocates for Domestic Violence  
Bound for Better, advocates for Domestic Violence  
Business & Professional Women/Maryland  
Center for Infant & Child Loss  
Child Justice, Inc.  
Church Women United, Inc.  
Climate XChange Maryland  
Court Watch Montgomery  
CTLDomGroup Inc  
DABS Consulting, LLC  
Engage Mountain Maryland  
Frederick County Commission For Women  
If/When/How at University of Baltimore School of Law  
Lee Law, LLC  
Les Etoiles in Haiti  
Maryland Coalition Against Sexual Assault  
Maryland Legislative Coalition  
Maryland Network Against Domestic Violence  
Maryland WISE Women  
Miller Partnership Consultants  
MomsRising  
Montgomery County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.  
Montgomery County NOW  
National Coalition of 100 Black Women, Inc., Anne Arundel County Chapter  
National Organization for Women, Maryland Chapter  
Rebuild, Overcome, and Rise (ROAR) Center at UMB  
REHarrington Plumbing and Heating  
Reproductive Justice Maryland  
Stella's Girls Inc  
The Federation of Jewish Women's Organizations of Maryland  
The Hackerman Foundation  
The Relentless Feminist  
The Salvation Army Catherine's Cottage  
Top Ladies of Distinction, Inc., Patuxent River  
Top Ladies of Distinction, Prince George's County  
TurnAround Inc.  
University System of Maryland Women's Forum  
Women of Action Maryland  
Women's Equity Center and Action Network (WE CAN)  
Women's Law Center of Maryland  
Zeta Phi Beta Sorority, Incorporate - Alpha Zeta Chapter  
Zonta Club of Annapolis

### **Maryland Legislative Agenda for Women**

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