# **NOTICE TO EMPLOYEES**

## **THE FACILITY HAS BEEN ACCEPTED INTO THE WORKFORCE STANDARDS PROGRAM**

Assembly Bill (AB) 186 (Chapter 46, Statutes of 2022) authorized Freestanding Skilled Nursing Facilities (SNF) Level-B and Adult Freestanding Subacute Facilities Level-B to participate in the Department of Health Care Services Workforce Standards Program (WSP). This facility has been accepted into the WSP program via the **Collective Bargaining Agreement (CBA) Standard**.

**Collective Bargaining Agreement (CBA) Standard**

At least a majority of the facility’s applicable direct care workers must be covered by a collective bargaining agreement that recognizes one or more labor unions certified by the National Labor Relations Board (NLRB) or Public Employment Relations Board (PERB) as the exclusive bargaining representative of those workers, as outlined in State Plan Amendment (SPA) 24-0004.[[1]](#footnote-1)

This facility must also comply with all applicable federal, state, and local laws regarding wages, overtime, paid leave, and wage passthrough requirements (including Welfare and Institutions Code 14110.6 and Health and Safety Code 1338) with respect to applicable workers.

1. https://www.dhcs.ca.gov/SPA/Documents/CA-24-0004-Approval.pdf [↑](#footnote-ref-1)