



The Care Giver Extra

September 2008

United Domestic Workers of America

www.udwa.org

The President's Report

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"... it appeared that our program was in serious jeopardy. But it didn't happen because you wouldn't let it happen."



One of the most significant changes in our union since 2005 is that it is now a truly member-driven organization. UDW is YOUR union. It is your support and your involvement that will determine whether we succeed or fail. The officers, board members and staff are not here to run the union; we are here to serve you.

I can't think of a better example of why your support and involvement

is critical than in our successful campaign to prevent drastic cuts in the IHSS program during the year-long fight over the state budget. (See *Thanks to Your Efforts, IHSS Escapes Budget Ax* - story follows.)

With Gov. Schwarzenegger proposing to slash IHSS funding to help close a \$15 billion-plus budget deficit, and with right-wing extremist in the legislature tying the budget process in knots, it appeared our program was in serious jeopardy.

But it didn't happen because you wouldn't let it happen. You got involved. You stepped up and wrote and called and e-mailed your legislators over and over again. You participated in rallies, forums and other events in Sacramento and in your counties. And you got the message across that this wasn't about numbers, it was about people.

On September 3 at the State Capitol, Amy Day, vice chair of our El Dorado County chapter, put a human face on what these cuts would mean. Here's some of what she said, as reported in the media:

"My name is Amy. I am a member and vice chair of United Domestic Workers from El Dorado County. I'm here today to voice my opposition to the Republican proposed budget cuts to the disabled children and the people who take care of them. My son was born at 26 weeks gestation at 2 pounds, nine ounces. He has suffered his whole life. He has lived on many machines which I had to learn how to use in order to care for him myself. I have kept him out of convalescent homes. I refuse to put him there, so that made me his care provider. ...We're relying on Christmas cheer and other churches and other community resources like that. A lot of us qualify for welfare, Medi-Cal, things like that. Sorry... [she cries]... I have not been able to go back to work because no day care center will take the responsibility of a child like mine. So really, you see I have had no choice. IHSS is our only saving grace right now. Please do not cut us down to minimum wage."

"A Day Where Republican Actions Didn't Quite Mesh With Their Words," *California Progress Report*, 9/4/08.
www.californiaprogressreport.com/

Thanks to Amy and those like her, we dodged a bullet and won an important victory. But surely we don't want to have to fight to protect IHSS every year. Nor do we want to have to deal with obstructionist, reactionary county supervisors every time we negotiate new contracts. That's why more of us need to become interested and involved in politics at the national and state level as well as in our counties and communities.

First and foremost, of course, please remember to VOTE on November 4th. The stakes are too high for you to stay home. We encourage you to vote for Barack Obama for President and to support the UDW endorsed candidates listed on page six.

In Solidarity,

Laura M Reyes, President

SECRETARY-TREASURER'S REPORT

"Your Executive Board and UDW management are committed to keep spending within revenue and on budget."



We are pleased to provide the latest UDW operating statements. These reports are for the period ending June 30, 2008. We continue to make progress in keeping our union financially sound. As of June 30, 2008, UDW has a net asset value (Total Equity) of \$2,456,127 vs. the **\$2,152,302** net asset *deficit* we had as of May 31, 2005.

Your Executive Board and UDW management are committed to keep spending within revenue and on budget. Revenues have exceeded expenses so far this year by \$812,011. This additional reserve will help us stay strong as we fight for equitable wages, benefits and respect for you throughout the state.

If any of you would like to discuss financial issues or your care- providing experience with your Secretary-Treasurer, please don't hesitate to call me at 951/367-4729.

Chris Long, Secretary-Treasurer

Gary Voice, Chief Accountant

UNITED DOMESTIC WORKERS OF AMERICA BALANCE SHEET as of June 30, 2008

ASSETS

Current Assets

| | |
|-------------------------------|------------------|
| Cash | 1,362,437.94 |
| Dues Receivable | 1,623,677.08 |
| Per Capita Rebates Receivable | 407,879.41 |
| Other Current Assets | <u>32,079.75</u> |

Total Current Assets 3,426,074.18

Fixed Assets 886,352.47

Other Assets 105,822.14

TOTAL ASSETS: 4,418,248.79

| LIABILITIES & EQUITY | |
|---------------------------------------|----------------------------|
| Current Liabilities | |
| Accounts Payable | 132,517.93 |
| Per Capita Tax Payable | 821,841.19 |
| Health Premiums/Withholding Payable | 280,310.23 |
| Other Current Liabilities | <u>348,472.47</u> |
| Total Current Liabilities | 1,584,141.82 |
| Long Term Liabilities | |
| Mortgage Payable | <u>377,979.75</u> |
| Total Long Term Liabilities | <u>377,979.75</u> |
| Total Liabilities | 1,962,121.57 |
| Equity | |
| Unrestricted net assets | -217,138.60 |
| Retained Earnings | 1,861,254.20 |
| Net Income | <u>812,001.52</u> |
| Total Equity | <u>2,456,127.22</u> |
| TOTAL LIABILITIES & EQUITY | 4,418,248.79 |

**UNITED DOMESTIC WORKERS OF AMERICA
STATEMENT OF REVENUES AND EXPENSES
January through June 2008**

| | |
|----------------------------------|---------------------------------|
| Income | |
| Dues | 4,549,579.11 |
| Grant Income | 20,187.96 |
| Other Revenue | <u>8,733.13</u> |
| Total Income | 4,578,500.20 |
| Expense | |
| Payments to Affiliates | 98,091.15 |
| Grants/Allocations/Contributions | 116,173.51 |
| Personnel Expenses | 1,816,843.59 |
| Professional Fees | 153,226.73 |
| Office Expenses | 869,930.07 |
| Travel | 381,994.29 |
| UDWA Conf, Convention, Meetings | 114,174.00 |
| Interest Expense | 15,683.88 |
| Depreciation/Depletion | 70,655.26 |
| Other Expenses | <u>129,716.20</u> |
| Total Expense | <u>3,766,488.68</u> |
| Net Income | <u><u>812,011.52</u></u> |

Thanks to Your Efforts, IHSS Escapes Budget Ax

After a tremendous effort by our members, our loved ones and clients, and our community allies from all across California, we won an important victory on Sept. 23 when Gov. Schwarzenegger signed into law a new state budget with NO cuts for IHSS providers or clients.

Beginning in January, we were faced with the specter of significant IHSS cuts by the governor as he tried to close a \$15.2 billion budget deficit. Here's what was being proposed:

- Permanent elimination of certain domestic and related services for consumers with functional index ranks below 4. These cuts would have forced 84,000 IHSS consumers to go without crucial services such as meal preparation and cleanup, housekeeping, laundry, and food shopping. (The functional index score provides a measure of the consumer's independence and need for human assistance for performance of IHSS. For more information, go to the UDW website - www.udwa.org.)
- Making 7,100 IHSS consumers with functional index scores below 4 pay an increased monthly share of cost, averaging \$427, out of their own pockets. If they couldn't afford the cost, they could lose home care services.
- Elimination of the state contribution (the money the state reimburses counties when they pay IHSS wages). This would have meant that all providers would receive a minimum wage of \$8.00 per hour in all counties regardless of current contracts or the gains made in negotiations.

But the budget the governor finally signed after a record-setting 85-day delay has none of these cuts!

From the first of the year, you and your clients have increased your political involvement to fight the governor's proposal. You testified at emotional hearings in the Capitol that helped put a human face on the dollars being cut. You bombarded your legislators and the governor with thoughtful and moving letters, emails and phone calls. You attended budget forums in your counties to spread the word about the proposed cuts.

This is truly outstanding victory for UDW members and the people we serve. But our work is not over. Now we must maintain this level of political involvement as we shift our focus to some very important election races in our counties. We need to be victorious in our counties on November 4th so we do not have to fight to save IHSS year after year.

UDW Targets Key Election Races

UDW members will be out walking precincts, registering voters and working the telephones between now and November to help change the political situation in our counties and at the State Capitol in Sacramento.

At the state level this year, we had to fight to convince six Assembly members and two Senators to not cut IHSS funding. In November, we have an opportunity to elect four new Assembly Members and a Senator that won't need convincing about the importance of IHSS. We need these people to help us win next year's budget fight (yes, we expect another budget battle in 2009).

In counties like San Diego and El Dorado, we're faced with County Supervisors who do not value home care providers. Especially with six contracts up for negotiation next year, we need to elect and support county supervisors who will support us and the people we serve. That is why we must maintain and build the level of member political involvement we achieved during this year's state budget fight.

UDW is actively supporting these candidates:

| | | |
|-----------------------------|---------------------|---------------------------------|
| <u>Placer County</u> | Bruce Kranz | Board of Supervisors District 5 |
| <u>El Dorado County</u> | John Knight | Board of Supervisors District 1 |
| | Ray Nutting | Board of Supervisors District 2 |
| <u>Stanislaus County</u> | John Eisenhut | Assembly District 26 |
| <u>Merced County</u> | Hub Walsh | Board of Supervisors District 2 |
| <u>Kern County</u> | Fran Florez | Assembly District 30 |
| <u>Riverside County</u> | Manuel Perez | Assembly District 80 |
| <u>Santa Barbara County</u> | Hannah-Beth Jackson | Senate District 19 |
| | Doreen Farr | Board of Supervisors District 3 |
| <u>San Diego County</u> | Marty Block | Assembly District 78 |

Above all, don't forget to vote on November 4th. Remember, the last day to register to vote in this election is October 20th. If you aren't registered, contact our county registrar's office.

AFSCME Convention; Milestone for UDW

During the July AFSCME Convention in San Francisco, delegates voted to make UDW its own unique district. This means that, for the first time, UDW is a direct affiliate of AFSCME (Local 3930). Thanks to this decision, UDW is now more autonomous, with more resources and more control over how those resources are used.

In addition, AFSCME delegates created a new International Vice President position to recognize the pioneering role Home Care Providers are playing in shaping the future of health care in the United States. UDW Executive Director Doug Moore was unanimously elected to fill the position as our representative on the AFSCME International Executive Board.

"I'm excited to be joining the International Board of AFSCME at this crucial time in U.S. history," he said. "Home care workers represented by UDW see firsthand every day the importance of health care reform in America. With AFSCME's help, we will elect Barack Obama as our new president so we can get real reform." UDW and AFSCME have endorsed Obama for president.

Members Tell San Diego Supervisors: "Stop Playing Games!"

In one of the largest rallies in UDW history, more than 500 home care providers, clients, and labor and community supporters marched around the San Diego County Administration Building on September 16 to protest the County Board of Supervisors refusal to pay providers a livable wage. The event was covered by the San Diego ABC, NBC, FOX, and Univision TV stations, the *North County Times*, and other local media.

After hearing from UDW President Laura Reyes, several providers and clients, and our allies from the disability, religious and labor communities, the large crowd marched around the building chanting: "Stop playing games" and "Be fair to those who care." At the same time, inside the building at the Board of Supervisors meeting, providers and clients urged the supervisors to raise their outrageous offer of a 44-cents-an-hour salary increase spread over three years. UDW is seeking \$1.50 an hour over three years.

UDW has been bargaining since November, but the supervisors have refused to budge. The two sides have declared an impasse. An outside mediator has been called in but, up until now, he has made no progress in breaking the deadlock.



(Photo courtesy of Mike Norris)

Despite being one of the wealthiest counties in California, San Diego County currently pays its home care providers \$9.25 in wages, one of the lowest rates in the state. Neighboring Imperial County, one of the state's poorest, recently increased home care providers salaries to \$10.50 an hour. Imperial County's general fund is less than one percent of San Diego County's.

To add insult to injury, San Diego County pays its entry level Animal Care Attendants more than \$15 an hour, plus full benefits.

According to a recent study, a single person with no dependants living in San Diego needs a full-time job paying at least \$13.71 an hour—\$28,510 a year—to cover basic living costs. (*Making Ends Meet*, Center on Policy Initiatives, 2008). At their current salary, home care providers in San Diego earn less than \$20,000 a year.

Speakers at the rally argued that the supervisors are being "penny wise and pound-foolish" and are putting taxpayer dollars at risk by refusing to support IHSS home providers. They pointed out that without the services of home care providers,

thousands of San Diegans will be forced out of their homes and into institutional care. They also noted that increased wages for providers would create a much-needed economic stimulus, resulting in an estimated \$75 million increase in consumer spending in San Diego County.

UDW will continue to put pressure on the Board of Supervisors by bringing their unconscionable lack of support for the county's most vulnerable citizens and the home care providers who serve them.

El Dorado County Members Turn Up the Heat

If you think San Diego County's offer of a 44 cent an hour wage increase over three years is insulting (see previous story), how about ZERO?

Unfortunately, that's what our members in El Dorado County are facing in their so-far-fruitless negotiations with the Board of Supervisors. Our members have been working without a contract since 2007. They currently earn \$9 an hour. The supervisors say that the county cannot afford any salary increase for home care providers.

"I believe that the county supervisors have lost sight of their responsibility to all the citizens of El Dorado County," said Marianne Nelson, El Dorado County Chapter Chair. "By refusing to pay home care providers a livable wage, they are turning their backs on the more than 1,000 of our county's most vulnerable citizens. If providers can no longer afford to provide home care, our clients will have to leave their homes and move to institutions, costing the taxpayers at least six times more than home care. So our supervisors are not only insensitive to the needs of our citizens, they are penny wise and pound foolish."

Nelson promises that her members and supporters will increase the pressure on the Board of Supervisors in the coming weeks. As a follow up to their successful signature-gathering effort earlier this year to oppose state budget cuts to IHSS, they will mount a similar signature drive as well as a letter, email and telephone campaign aimed at the supervisors. They will also work to elect two UDW- backed candidates for the Board of Supervisors in the Nov. 4th election: John Knight (District 1) and Ray Nutting (District 2).

We Celebrate UDW's 30th Anniversary Next Year: Constitutional Convention Set for March in Anaheim

In 1979, inspired by Cesar Chavez, UDW was created as the first union representing home care and domestic workers. UDW was only the third union in American labor history to be founded by blacks or Latinos.

In 2009, we celebrate our 30th anniversary. A high point of the celebration will be UDW's 13th Constitutional Convention, scheduled for the end of March in Anaheim. This will be UDW's first convention since the lifting of the AFSCME administratorship and will help determine our union's future. So mark your calendars now. The Notice of Nomination will be sent to all eligible union members in October.

Governor Signs Last Piece of UDW's Legislative Package

Gov. Schwarzenegger has signed UDW-sponsored legislation to authorize a pilot project that would let certain IHSS recipients choose either a public or private agency provider. AB 1674, authored by Assembly Member Dave Jones (D-Sacramento) would also prohibit counties from charging providers or recipients for the cost of criminal background checks.

New Home for UDW in Santa Barbara

Santa Barbara County IHSS Public Authority Providers and ADDUS providers will now be served by UDW's new Santa Barbara office. It's located at *1010 S. Broadway, Suite H, Santa Maria, CA 93454*. Phone number is *805/349-9656*.

www.udwa.org: The Place to Go for the Latest UDW News

From news about your contract to reports from the State Capitol, check out UDW's great web site: www.udwa.org. You can also visit our web site for the latest information on your county's upcoming member and informational meetings and other county specific news.

UNITED DOMESTIC WORKERS OF AMERICA LOCAL OFFICES

BUTTE COUNTY

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530/342-7968

EL DORADO COUNTY

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MERCED COUNTY

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