



The Care Giver Extra

December 2007
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A message from the UDW Administrator, Flora Walker, AFSCME

Dear UDW San Luis Obispo County Providers:



As 2007 comes to a close the AFSCME administratorship of the UDW will soon be over and your new Officers and Executive Board comprised of UDW member homecare providers will be at the helm of the UDW.

It has been my privilege to work with the UDW home care providers. As the Western Regional Director for AFSCME I work with city, state, and county employees, Chaplains, nurses, doctors, sanitation workers, correctional workers and many more – but working with home care providers I have seen the courage and caring for not only your clients but for your fellow home care providers that is unsurpassed. Of all our other AFSCME locals, home care providers are paid the least for so much hard work but yet UDW home care providers give the most to the PEOPLE program and generously of their time at board meetings, rallies, member-to-member organizing and volunteering for other union activities.

The AFSCME Administratorship will be leaving the UDW as a strong union. After \$3,000,000 of debt you are finally in the black. For the first time in your union's history you will be guided by elected working home care providers and each of the 13 bargaining units will be fairly represented on your Executive Board. With the exception of several counties still in contract negotiations, AFSCME has left you with union contracts with the highest wage increases ever achieved and health benefits with the largest number of providers covered.

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The UDW is bound by its Constitution and the Constitutions of its parent unions, AFSCME and NUHHCE and therefore pursuant to the minimum dues increases provision of the AFSCME constitution we must adhere to any dues increases by the parents. Accordingly, I have instructed the UDW to raise monthly dues beginning with deductions in January 2008. I know how hard you work for your money but we believe the UDW still has the lowest dues of any union in California. The increase is small - ranging from \$1.05 to \$4.20 per month.

In SLO your wage increase, since the first union contract in 2004 through your July 2007 raise to \$9.50 an hour, is an additional \$2.55 per hour. The average provider working 80 hours a month receives an additional \$204.00 in their paycheck and the dues increase will be only \$2.25 per month. This is a very small increase for a union that does big things for its members!

To: San Luis Obispo County Providers

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Please note that the paid hours the dues are based on have changed and a number of providers will actually see a decrease in their dues. Check the chart below for the hours you are paid in a month to determine your dues decrease or increase.

CURRENT DUES STRUCTURE		NEW DUES STRUCTURE		MONTHLY INCREASE
HOURS PAID IN A MONTH	MONTHLY UNION DUES	HOURS PAID IN A MONTH	MONTHLY UNION DUES	
1 - 25	\$8.50	1 - 25	\$9.55	\$1.05
26 - 50	\$13.50	26 - 51	\$15.15	\$1.65
51 - 80	\$18.50	52 - 86	\$20.75	\$2.25
81 - 149	\$25.00	87 - 149	\$28.00	\$3.00
150 - 283 +	\$35.00	150 - 283 +	\$39.20	\$4.20

Call your local office at 805/473-4090, toll free at 877/665-6627 or the UDW Member Communication center toll free at 800/621-5016 for any questions.

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As you know, there is a \$14 billion dollar budget shortfall for California in 2008. The first budget cuts always hit the health and social programs which includes IHSS. However, UDW and AFSCME have been working with the Governor to assure that your wages and benefits will not be cut or the IHSS program suffers. Assembly Bill 1x on health care reform has just passed the house. The AB1x bill will have language that will double the contribution for health care benefits to cover more providers, home care providers will qualify for tax credits and/or expanded public programs, mandate that Public Authorities to establish health care trust funds to further benefit providers and the Governor's office agreement not to propose any reduction in state participation in IHSS wages and benefits in next year's budget.

If this bill passes in the Senate it will be an initiative on the ballot in November 2008. The UDW will have to work hard to assist the Governor in getting this initiative passed – but you have won every fight so far to preserve your wages, benefits and your client's services – so I know you will do it again in 2008. Prepare now and register to vote!

It has been my extreme pleasure to work with the home care providers of the United Domestic Workers of America; I wish you, your loved ones and clients good fortune, health and happiness in the years to come.

In solidarity,



Flora Walker, AFSCME
UDW Administrator