



**SUMMARY OF UNION CONTRACT**  
**Between**  
**UNITED DOMESTIC WORKERS OF AMERICA,**  
**AFSCME, AFL-CIO**  
**AND**  
**PLACER COUNTY IHSS PUBLIC AUTHORITY**

Following is a summary of the union contract (collective bargaining agreement) between the United Domestic Workers of America and Placer County IHSS Public Authority. The contract will be in effect from January 1, 2007 to December 31, 2009.

1. **RECOGNITION.** The County recognizes United Domestic Workers of America as the exclusive representative of home care providers employed by the Placer County IHSS Public Authority.
  
2. **WAGES.** Current wages are \$8.50 per hour. Contract wages will be increased as follows:
  - a. **\$9.00 per hour on February 1, 2007**
  - b. **\$9.50 per hour on January 1, 2008**
  - c. **\$10.00 per hour on January 1, 2009**
  
3. **HEALTH BENEFITS.** The Public Authority will provide health, dental and vision benefits, for those who work approximately 65 hours or more per month. The maximum amount of 60 cents per hour under current regulations will be contributed to IHSS home care workers' health benefits. Currently, your Union Contract provides health, dental and vision benefits for a maximum of 400 eligible providers. Effective, January 1, 2007 or as soon as possible, 80 additional eligible providers or 480 eligible providers will have an opportunity to receive health benefits. Effective, January 1, 2008, the 480 eligible providers will be increased to 505 eligible providers and effective January 1, 2009, 530 eligible providers will have an opportunity to receive health benefits. During the life of this new agreement 130 new eligible providers shall have an opportunity to receive health benefits, this is an increase of 32.5%.

4. **PROTECTIVE EQUIPMENT AND SUPPLIES.** The Public Authority will budget \$2,000 worth of protective supplies annually, each year of this Agreement, which may include exam gloves, disinfectant wipes, masks and hand sanitizers to be used on behalf of clients. The Public Authority shall provide, at no cost to providers, these protective equipment and supplies, via a written request signed by the client.

*The remainder of the summary is not new and was approved with the ratification of the first contract from August 1, 2006 to December 31, 2006.*

5. **GRIEVANCE.** The procedure for resolving complaints of providers who believe the Public Authority has violated the Union contract includes a series of steps ending with an appeals board.
6. **NO STRIKE/NO LOCKOUT.** There will be no strikes and no lockouts during the life of the contract and during negotiations for its renewal.
7. **PUBLIC AUTHORITY RIGHTS.** The Public Authority is as an agency independent of the County of Placer. The Public Authority retains the right to determine the methods, means and personnel by which its operations are to be conducted.
8. **AGENCY SHOP.** Under an "Agency Shop", all providers, with certain exceptions, must become members of the Union and pay Union dues. It takes a lot of work, a lot of money, a lot of time and a lot of dedication on the part of Union Members and Union Staff to gain IHSS improvements and negotiate a Union contract with pay raises, health insurance and other benefits. Your Bargaining Council members believe that everybody who enjoys the pay raises, health insurance, and other benefits should share in the cost of union representation.

The law does allow certain exceptions. Providers who choose not to become union members still must pay dues and fees for the cost of representation but may not participate in the running of the Union, including voting on union contracts. Likewise, providers who do not support the Union's political and organizing activities must also pay their "fair share" of the Union's expenses in representing them.

*UDW members believe it is not fair for anyone to get a free ride at the expense of others and that no one should be able to enjoy the benefits of union representation, union contract negotiations, union wages and union benefits without paying their fair share.*