



United Domestic Workers of America  
AFSCME Local 3930 /AFL-CIO

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[www.udwa.org](http://www.udwa.org)

## A WELCOME LETTER TO NEW SAN DIEGO COUNTY IHSS PROVIDERS

The United Domestic Workers of America has been representing California IHSS Home Care Providers since 1980 and San Diego County Individual Providers since 2000 when the UDW won recognition by the vast majority of the workers. Your union, the UDW, represents only IHSS Home Care Providers in California.

This contract from June 23, 2009 to December 31, 2011 was negotiated with a bargaining team comprised of San Diego County home care providers. Following are the highlights of the current contract:

### WAGES

August 1, 2009 \$9.50 per hour

### HEALTH BENEFITS

### GRIEVANCE PROTECTION & LABOR MANAGEMENT RIGHTS

Enclosed with this package is a summary of the contract, information regarding the AFSCME Advantage Program for those who become union members, and explanation of dues and fees. Also enclosed is an authorization for membership card and a postage free return envelope.

### **BEING A UNION MEMBER COSTS NO MORE THAN BEING A FEE PAYER**

This is your opportunity to join as a union member and receive the benefits of a union member. As a member you will be eligible for "member only" benefits such as the AFSCME Advantage, emergency financial and food services (in some counties); you have the right to run for elected office, vote on contracts, referendums and union elections and serve on committees. Most important is that you join with the voices of thousands of other Home Care Workers who strive for respect for the work they perform and for their client's rights.

Very truly yours,

A handwritten signature in cursive script that reads "Laura M Reyes".

Laura M Reyes  
President

A handwritten signature in cursive script that reads "Editha Adams".

Editha Adams  
Chapter Chairperson

**SAN DIEGO COUNTY PAY RAISES, UNION DUES & FEES**  
**HEALTH, DENTAL & VISION & DIRECT DEPOSIT**

**WAGES**

Salary Increase as of August 1, 2009

\$9.50 Per Hour

**DUES & FEES**

All IHSS Home Care Workers, whether you join the union or not, are required to pay union dues and/or fees. Initiation fees are \$25.00 deducted at \$12.50 per month. Dues and fees for union members and fee payers are the same amount.

The following chart will inform you of the monthly deductions of union dues. Your payroll check will show each deduction separately. Deductions are taken out of the first check of each month.

*Remember, all dues are based on hours paid in a month not hours worked*

Hours Paid in a Month	Monthly Union Dues
1 - 25	\$10.30
26 - 51	\$15.90
52 - 86	\$21.80
87 - 149	\$29.50
150 - 283 +	\$40.70

**HEALTH BENEFITS: MEDICAL & DENTAL**

All Home Care Workers with authorized hours of 80 or more per month are eligible to participate in a comprehensive health insurance plan. The Union administers the health insurance through a trust. The current premium co-pay for Kaiser is \$72.22 a month. If eligible, you will receive benefit information in the mail from the UDW.

**DIRECT DEPOSIT OF PAYCHECKS**

Your Union worked over five years to get a bill passed to allow home care providers to use direct deposit for payroll checks – we hope you use it as it speeds up your pay and you will not have to worry about lost or stolen checks. You are eligible after 90 days of employment and you must have a bank savings or checking account. The State will notify you after 90 days or call your local UDW office or go to [www.udwa.org](http://www.udwa.org) for more detailed information

**FILL OUT YOUR UNION MEMBERSHIP CARD TODAY**

**Your support is needed to protect what you have and to negotiate further for better wages and benefits.**

**When we bargain our contract, we need strong membership support and participation to win improvements**