



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

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## A WELCOME LETTER TO NEW SAN LUIS OBISPO COUNTY IHSS HOME CARE PROVIDERS

The United Domestic Workers of America has been representing California IHSS Home Care Providers since 1980 and San Luis Obispo County since 2003 when UDW won recognition by the vast majority of the providers. Your union, the UDW, represents only IHSS Home Care Providers in California.

Your contract, negotiated in 2009, by a bargaining team comprised of Home Care Providers, negotiated the contract with the term from July 1, 2009 to June 30, 2011. Following are the highlights of that contract:

### WAGES

\$10.00 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 Providers 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

# **SAN LUIS OBISPO COUNTY PAY RAISES, UNION DUES & FEES** **HEALTH, DENTAL & VISION AND DIRECT DEPOSIT**

## **WAGES**

\$10.00 per hour

## **DUES & FEES**

All IHSS Home Care Workers, whether you join the union as a union member or not, are required to pay union dues and/or fees. Initiation fees are \$25.00 deducted at \$12.50 per month.

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 issued each month.

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

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

## **HEALTH BENEFITS**

All Home Care Providers who work approximately 80 hours per month will be eligible for health, dental and vision benefits. The county will contribute the maximum allowable for all worked hours by providers for health benefits. If you choose to participate, your premium co-pay is \$10.00 per month which will be deducted from your paycheck. You will receive information regarding your benefits from the Public Authority.

## **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 next contract, we need strong membership support and participation to win improvements**