



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

Following is a summary of the ratified contract between the United Domestic Workers of America and San Luis Obispo County IHSS Public Authority. The contract will be in effect from July 1, 2009 to June 30, 2011.

- 1. RECOGNITION.** The County recognizes United Domestic Workers of America as the exclusive representative of home care providers employed by the San Luis Obispo County IHSS Public Authority.
- 2. WAGES.** Wages will be at \$10.00 per hour as a condition of State Participation. In addition, there is wage reopener language which allows the UDW to negotiate for wages if additional funding for the IHSS program becomes available.
- 3. HEALTH BENEFITS.** The Public Authority will provide health, dental and vision benefits for those who work approximately 80 hours or more per month. The maximum amount of 60 cents per hour under current regulations will be contributed to IHSS home care providers' health benefits. There is also health benefits reopener language which allows the UDW and the Public Authority to discuss a Union run health benefits trust. A union trust uses 100% of the funds for the provision of health benefits to providers and decisions regarding the benefits are decided by the trustees who are IHSS providers.

*The remainder of the summary is not new and was approved with the ratification of the first contract from September 1, 2004 to June 30, 2006*

- 4. TRAINING AND DEVELOPMENT.** The Public Authority shall reimburse Individual Providers for fees paid for annual CPR certification up to a maximum of \$4,000 per year for all providers.
- 5. PROTECTIVE EQUIPMENT AND SUPPLIES.** The Public Authority will purchase protective supplies, which may include exam gloves, disinfectant wipes, masks and hand sanitizer, in an amount not to exceed \$4,000 per calendar year to be used on behalf of clients.

6. **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.
7. **LABOR MANAGEMENT COMMITTEE.** Union Members and Public Authority representatives will meet regularly to work cooperatively to solve problems and make new improvements in client care and the in-home services program in San Luis Obispo County.
8. **NO STRIKE/NO LOCKOUT.** There will be no strikes and no lockouts during the life of the contract and during negotiations for its renewal.
9. **PUBLIC AUTHORITY RIGHTS.** The Public Authority is as an agency independent of the County of San Luis Obispo. The Public Authority retains the right to determine the methods, means and personnel by which its operations are to be conducted.
10. **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.*