


# Caregivers United



*Bienvenido Welcome! Chào Mừng*



  
**UDW** The  
Homecare  
Providers  
Union  
AFSCME Local 3930 / AFL-CIO

Para obtener este folleto en español, visite [www.udwa.org/new-ihss-providers](http://www.udwa.org/new-ihss-providers) o llámenos al 1-800-621-5016.

Để nhận thông tin này bằng Tiếng Việt, hãy truy cập [www.udwa.org/new-ihss-providers](http://www.udwa.org/new-ihss-providers) hoặc gọi cho chúng tôi ở số 1-800-621-5016.

# Welcome to UDW: The Union For Caregivers, By Caregivers



Dear Fellow Caregiver,

As the president of UDW Homecare Providers Union, I welcome you to the ranks of IHSS providers.

Homecare workers are heroes! We serve our communities by caring for the people who need it most, keeping them safe and comfortable in their homes.

And while our work is incredibly rewarding, it is also extremely hard. This is why we have come together to offer each other a community of support. Through our union we connect with each other to get informed about the issues and to fight for our rights—and the rights of our care recipients—together.

As care providers we are advocates for our clients, and we must also advocate for each other. I invite you to join me and all of our fellow caregivers in this fight for community, equality, and justice. **Get active in our union and become a full member today!**

In solidarity,

Editha Adams, UDW President



## Statewide UDW Leadership

From left: Josefina Ochoa (Merced County District Chair), Rosalina Flores (Vice President), Rosa Ramirez (Riverside ADDUS District Chair), Christine Nguyen (Orange County District Chair), William Reed (Placer County District Chair), Amy Day (El Dorado County District Chair), Elva Munoz (Santa Barbara County District Chair), Brooks Ashby (San Diego District Chair), Concepcion Gonzalez (Kern County District Chair), Doug Moore (Executive Director), Astrid Zuniga (Stanislaus County District Chair), Editha Adams (President), Blanca Quintero (Riverside County District Chair), Lientuong Rose Nguyen (Secretary-Treasurer), Allene Villa (San Luis Obispo County District Chair)



# UDW Member Discounts and Resources

## Sign up to be a full member of UDW!



I am thrilled to welcome you to UDW. The secret to our success is the thousands of caregivers like you who are active in our union.

**We are stronger together.**

I look forward to working alongside you to demand equality and justice for the IHSS community.

— Doug Moore, UDW Executive Director

Please take a moment to fill out the enclosed membership authorization card and send it back to us in the postage-paid envelope as soon as possible. As a full member you will enjoy all of the perks of membership in the union, including the ability to vote in union elections and **it won't cost you anything.**

**UDW/AFSCME Local 3930 Membership Authorization**  
MEMBERSHIP FORM I hereby apply for membership in United Domestic Workers Union (UDW)/AFSCME Local 3930 and I agree to abide by its Constitution and Bylaws. By this application, I authorize UDW to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my employer. Contributions or gifts made to UDW/AFSCME Local 3930 are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

Name \_\_\_\_\_ Date of Birth \_\_\_\_\_  
Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_  I and UDW may use this telephone number to communicate important messages to me.  
Address \_\_\_\_\_ City \_\_\_\_\_ Zip Code \_\_\_\_\_  
Email \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Registered to Vote? Yes  No  I want to get involved! Yes  No  Language Preference for Mail English  Spanish  Other \_\_\_\_\_

**AUTHORIZATION** I hereby authorize UDW/AFSCME Local 3930 to act for me as the sole collective bargaining agent in all matters pertaining to rates of pay, wages, hours and other conditions of employment and the adjustment and settlement of all grievances, complaints or disputes arising out of collective bargaining. I further authorize my IHSS employer, or the agent of the employer, to deduct from my wages the amount equal to the dues, fees and/or assessments required of my membership in the Union and to remit said sums to the Union as specified by the Union. This assignment and authorization shall remain in effect until revoked by me. But shall be irrevocable for one year from the date of signature, and shall otherwise automatically continue each one year period.

## Discounts through AFSCME Advantage

These are just a sample of the exciting opportunities offered through our parent union AFSCME, several of which are available not only to members but to our families, as well. **For more information, visit [udwa.org/member-benefits](http://udwa.org/member-benefits).**

- **Auto Advantage:** Car insurance, auto buying service, and advice
- **Education:** Union Plus and other scholarships, \$500 college savings grants, test prep, student discounts
- **Health Services:** Medical bill negotiating service, health savings, health club discounts
- **House & Home:** Mortgage refinancing, Save My Home hotline, moving van discounts
- **Legal:** Free and discounted legal assistance, immigration services, Public Safety Protection Program
- **Money & Credit:** AFSCME Advantage credit card, consumer reports, credit counseling, layoff helpline, retirement planning, debt help
- **Travel:** Car rental & SuperShuttle discounts, vacation tours, travel center
- **Union Shopping:** AT&T Wireless discounts, computers, entertainment, pet services, and more!

## Stay Connected!

Local membership meetings are the number one way to get involved locally, and to meet other caregivers. When you're ready to get active, there are many opportunities for you: from provider appreciation parties to phone-banking and local actions to protect IHSS. Your voice is important, make it count!

**For immediate one-on-one support, call your local UDW office or reach out to our Member Communications Center at 1-800-621-5016.**



[twitter.com/UDWA](https://twitter.com/UDWA)



[facebook.com/UDW](https://facebook.com/UDW)

## Classes and Trainings

From adult CPR and first aid training, to classes on family caregiving and diabetes prevention, the California Independent Provider Training Center (CAIPTC) offers UDW members free and low-cost resources to enhance our skills and personal growth. Classes are offered in all counties throughout the year. New courses are regularly listed on our website's calendar. **For more information, visit [caiptc.org](http://caiptc.org).**



# Our History

Before IHSS and our union, caregivers had few rights and benefits. **Together, we are united for respect and power**—to secure a living wage and benefits, to keep IHSS from being cut or eliminated, and to have our voices heard. We've come a long way, and have more work to do together to win the respect we deserve.

**1977:**

Followers of Cesar Chavez form the United Domestic Workers of America (UDW)



**1983:**

Homecare providers receive first ever cost-of-living wage increases

**1999:**

**UDW providers fight for and win collective bargaining rights for IHSS caregivers, which allows us to secure higher wages and healthcare benefits**

**2004-2010:**

Governor Schwarzenegger proposes extensive cuts to IHSS that would reduce worker salary to minimum wage, eliminate medical coverage, and end the program that allows family members to care for their loved ones under IHSS – UDW, working with fellow unions and advocacy organizations, is able to block the proposed cuts



**2007-2008:**

A new UDW constitution —requiring the Executive Board to be made up of homecare providers—is voted on and enacted



**2013:**

**Put People First campaign is launched across the state to win better wages and benefits for UDW caregivers**

## THE BEGINNING OF A MOVEMENT

**1973:**

**In-Home Supportive Services (IHSS) is created**

**1979:**

UDW homecare providers win first contract in San Diego



**1994:**

UDW affiliates with the American Federation of State, County, and Municipal Employees (AFSCME), giving homecare workers a national voice and platform

**2000:**

We win hundreds of millions of dollars in state and federal funds to cover pay increases and health insurance for caregivers

## DIGNITY AND INDEPENDENCE UNDER ATTACK

**2011:**

UDW joins lawsuit to stop a 20% across-the-board cut in service hours to IHSS consumers; our efforts successfully reduce this to a temporary 8% cut



## UNITED FOR A BETTER FUTURE

**2012:**

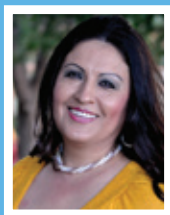
**VICTORIES!** Caregiver and former UDW president Laura Reyes becomes AFSCME's first female secretary-treasurer, and we elect local, state, and national leaders who support homecare



# Together we can secure a better future for caregivers, our clients and the entire community.

Juntos podemos garantizar un futuro mejor para el cuidador, nuestros clientes y toda la comunidad.

Cùng nhau chúng ta có thể đảm bảo chắc chắn một tương lai khá hơn cho người chăm sóc, người bệnh và cả cộng đồng.



**“When it comes to strengthening our union, every little bit helps! You can get involved by attending local meetings and rallies or by serving on one of our district councils with other caregivers.”**

*— Rosalina Flores, UDW Vice President*

**“United our voices are powerful. We all must do our part to secure dignity and respect for homecare workers.”**

*— Rose Nguyen, UDW Secretary-Treasurer*



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