



**COMMUNITY SERVICES AGENCY**

**Ken R. Patterson**  
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**STANISLAUS COUNTY  
IHSS ADVISORY COMMITTEE MEETING  
MINUTES**

**03/28/03**

Committee Members Present:	Jeffrey Lambaren	Kenny Brown	Madelyn Amaral
	Rose Martin	Jose Acosta	Connie Muller
	Ora Scruggs	Christine Munoz	Linda White

Committee Members Absent:	Dwight Bateman	George Sharp
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IHSS Staff Present:	Jan Holden	Larry Baptista
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CSA Staff Present:	Pat Jaros
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**OPENING REMARKS by CHAIRMAN JEFFREY LAMBAREN**

- Meeting called to order at 1:14p.m.
- Announcement made for public comment.

**PUBLIC COMMENT**

- No public comments were presented.

**ACCEPTANCE OF MINUTES**

- March 14, 2003 minutes: Motion M/S/A to accept minutes with no corrections.

**BUDGET UPDATE**

- Jan Holden said there was nothing new to report. Budget talks are still ongoing.
- The committee looked over the handout of the committee’s budget.
- Jeff asked if there was funding for a webpage, field trip, and an annual report.
- Jeff asked if the committee would be interested in having a future meeting in another community. The community spoke about having one in Turlock and directed staff to look into that possibility.
- The committee suggested having the meeting information placed in the local newspapers.



## **PROCESS/UNION ORGANIZATION**

- Passed out copies of the UDW counties in the state.
- Passed out copies of the SEIU notices.
- Reviewed UDW handout regarding the different wage rates in individual counties.
- Committee reviewed and discussed each handout.
- Jan hasn't heard anything new from Gina Leguria regarding negotiations.
- Jan said that according to southern California information 50% of caregivers are relatives.
- Committee suggested having CSA staff find out the demographics on relative caregivers.
- Kristi Rosenquist, UDW member, believed that because of the delicacy of the work, there will be a "no strike" clause in labor negotiations

## **OLMSTEAD UPDATE**

- None were presented. Discuss item at next meeting.

## **HOMEMAKER MODE UPDATE by Jan Holden**

- Jan Holden is hoping to get approval to hire 4 homemakers plus one supervisor on the Board's agenda possibly on April 8, 2003
- Jan said that the job classification would be "Nursing Assistant"
- Jan hopes to get certified nursing assistants and then train with CSA rules and regulations.

## **PUBLIC AUTHORITY**

- Reviewed and discussed the "First Report" of the Sacramento County IHSS Advisory Committee.
- Passed out copies of the Statewide Public Authority Workshop information flyer.
- Kenny Brown expressed interest in attending the workshop. CSA staff will inquire about attendance information and overnight accommodations.
- Reviewed and discussed Sacramento County Public Authority monthly newsletter.

## **250% WORKING DISABLED MEDI-CAL PROGRAM/IHSS IN THE WORKPLACE**

- Reviewed handout and committee agreed to put on next meeting's agenda.

## **DISCUSSION OF ADVISORY COMMITTEE'S 1<sup>ST</sup> ANNUAL REPORT**

- Committee would like to use the Sacramento County IHSS Advisory Committee's "First Report" as a model.
- Things to consider in the report: Report card to the Board of Supervisors
  - Analysis: what we've accomplished, where are we going, what do we want to see accomplished in the future.
  - Committee budget outline
  - Bios/pics of members and meetings
  - Program stats

## **CUSTOMER SURVEY**

- Things to consider in survey:
  - General impression of program
  - Issues
  - How did you find out about program?

- Committee suggested using hospital and insurance survey's as models. Linda White will collect some for the committee to review.
- Survey should include multiple choice/rating scale to keep it simple.
- Jan said that CSA has used a company in the past to do surveys. Jan said she would check on survey costs and the possibility of a presentation to the committee.

#### **QUESTIONS AND ANSWERS**

- Discussed and reviewed Ken Patterson's "WOW" handout regarding the IHSS program.
- Art Ramsey, UDW worker, said that clients sometimes feel threatened by their social worker. Jan suggested having clients call the social workers supervisor for any complaints.
- Art Ramsey also asked if there were any additional hours included for exercise. Jan said IHSS program provides for range of motion but usually must be approved by a physician.

#### **AGENDA ITEMS FOR NEXT MEETING**

- Budget Update
- Olmstead Update
- Homemaker Update
- 250% Medi-Cal Program/IHSS in the Workplace
- Customer Survey

Meeting adjourned @ 3:00 p.m.  
Larry Baptista, Recorder

IHSS ADVISORY COMMITTEE BUDGET FOR FY 02/03

Information provided to Jan Holden 1/30/03 for committee review

Allocation/Budget categories	(1)	(2)					(3)
	Allocation/Budget	Encumbrance (based on budget)	9/02 claim	12/02 claim	3/03 claim	6/03 claim	Total C (expenc
Allocation: members = \$2,880 per contract request (forms).	52,982.00						
(Per Board Action Number 2001-841) support of the IHSS Advisory Committee. Estimate based on 52 wks X 32 hr X \$18.75 per hour and 10% overhead fees), and MISCELLANEOUS **	2,880.00	1,900.00	500.00	480.00			
	30,202.00	17,764.69	5,585.68	6,851.63			
	1,351.13		1,007.58	343.55			
UNDESIGNATED ALLOCATION/BUDGET BALANCE	18,548.87						
<b>TOTAL</b>	<b>52,982.00</b>	<b>19,664.69</b>	<b>7,093.26</b>	<b>7,675.18</b>	<b>0.00</b>	<b>0.00</b>	

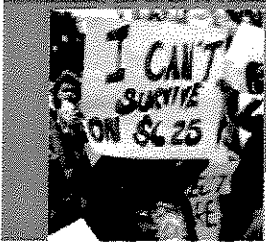
in IHSS program  
support (impact to  
CSA overhead).

\*\*Transfer made from undesignated to cover miscellaneous expenses claimed (includes publication notice ads for forums).

Prepared by: Doreen Ott (8-2895)

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Distribution:



UDWA/AFSCME  
**United Domestic Workers of America**  
*yours for a better life through a powerful union*

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***Dignity - Independence - Security***

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**FOR IMMEDIATE RELEASE:**  
March 04, 2003

**CONTACT:**  
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## **HOMECARE WORKERS EMPLOYED BY ADDUS HEALTHCARE IN SAN JOAQUIN COUNTY VOTE TO STRIKE**

The workers say they do not want to strike, but they can no longer stand by while their clients suffer the effects of a labor shortage and high staff turnover, and while they themselves cannot afford rent or medical care. The workers say that a living wage and affordable health care would help attract and keep qualified staff and improve care for clients.

Yesterday, homecare workers employed by Addus Healthcare authorized their bargaining committee to schedule a one-day strike. A date for the strike is expected to be set if no breakthroughs are made in the coming days. Workers would give the company enough advanced notice for the county and the company to create an orderly plan for the continued care of clients during the 24 hour strike period.

The 175 Addus workers enable hundreds of San Joaquin seniors and people with disabilities to live safely in their homes and avoid institutionalization. The wage scale, which starts at the minimum wage, has been frozen since 1998 (with the exception of increases in the minimum wage). Average pay is \$7.54/hour and they have health care co-payments which most find unaffordable. Workers say that these near-poverty conditions have led to a troubling labor shortage and turnover rate.

"There are never enough workers to cover all our clients' needs, and I'm outraged," said Monie Keaphley, an Addus homecare worker. "I care for a 94 year old woman and I give all of myself, 100%, I even work hours that I'm not paid for. You can't turn off compassion just because you're underpaid. But if we had a living wage and affordable health care, we could attract more staff and dedicated people could stay with this profession."

The workers, who are members of SEIU 250, are asking for a pay scale with a starting rate of \$9 an hour, up to \$11/hour and health care co-payments of \$10/month. Workers have been negotiating with Addus for over seven months. The company says that it cannot finance wage or benefit improvements as long as the county funding rate of \$13.05 per service hour remains unchanged. In December, the company and the union agreed on a new funding request, which the company delivered to the county's Human Services Agency (H.S.A.). To date, H.S.A. staff apparently has not moved the request for the funding adjustment to the Board of Supervisors for approval.

"The company says they need more money from the County, and the County says they won't talk to us - that we can only talk to the company. This passing the buck has to stop," said Sal Rosselli, President of SEIU 250. "Seniors and people with disabilities deserve better. The county is ultimately responsible for running a safe and effective homecare program for clients and for the working conditions of the caregivers. The county might be able to make the legal claim, 'We don't know anything about these working conditions. That's the business of our contractor, not us.' But they can't say it ethically. They do know about the conditions."

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*With over 85,000 members, SEIU 250 is the largest and fastest-growing healthcare union in the Western U.S. We represent every type of healthcare worker, including nursing, professional, technical, paramedic and service classifications. Our mission is to achieve high-quality healthcare for all.*



**FOR IMMEDIATE RELEASE:**  
March 12, 2003

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## **REV. JESSE JACKSON TO JOIN SCORES OF HOMECARE WORKERS TO RALLY FOR QUALITY HOMECARE IN THE CENTRAL VALLEY**

*Homecare workers in Fresno, Madera, San Joaquin, Kern, King, Tulare, Inyo, Merced and Stanislaus counties allow almost 30,000 seniors and people with disabilities to live safely and independently in their own homes. Despite the invaluable role they play in our healthcare delivery system, homecare workers have been at or around minimum wage with no health insurance for over 30 years. This has led to a troubling labor shortage and turnover rate, making it very difficult for many Central Valley residents to find homecare workers.*

**When:** Wednesday, March 12 at 12 Noon

**Where:** Fresno County Hall of Records,  
Tulare and M St., Fresno

Rev. Jesse Jackson will join advocates to support homecare workers and clients in:

**Fresno, Madera and San Joaquin Counties.** Over 14,000 homecare workers are struggling to improve their lives and are either working to join or are already members of SEIU 250. After eight months of talks, Fresno County refuses to lift 10,000 homecare workers out of poverty. Meanwhile, the County is losing tens of millions of dollars in state and federal matching funds by refusing to put in seed money. In Madera, 1,000 homecare workers are in the midst of a vote for union representation so they can have a united voice to improve their lives and provide better care to their clients. In San Joaquin, 3,400 homecare workers have been negotiating since last summer, but the County refuses to make improvements.

**Kern, King, Tulare, Inyo, Merced and Stanislaus Counties.** 13,000 homecare workers are organizing for a voice with United Domestic Workers/AFSCME. Bargaining is underway in Kern and King, where workers are fighting for a living wage and health insurance. In Stanislaus, homecare workers are fighting for the right to have a union election while the county is blocking democracy and refuses to let workers vote.

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# California Homecare Council IHSS Workers' Wages and Benefits

County/Employer	Wage Rate	Benefits
Alameda IHSS Public Authority (8,000 workers)	<ul style="list-style-type: none"> <li>• \$9.00 on Jan. 1, 2002</li> <li>• Increases planned for July 2002</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers who work 35+ hours/month</li> <li>• Transportation passes</li> </ul>
Contra Costa IHSS Public Authority (4,000 workers)	<ul style="list-style-type: none"> <li>• \$9.00 on Jan. 1, 2002</li> <li>• In negotiations for a new wage and benefit package</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers who work 35+ hours/month</li> <li>• Pension</li> </ul>
Los Angeles IHSS Public Authority (83,000 workers)	<ul style="list-style-type: none"> <li>• Now \$6.75</li> <li>• Massive campaign to win a higher wage is underway.</li> <li>• Homecare Protection Act of 2002 on November county ballot.</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers working 112+ hours/month</li> </ul>
Monterey IHSS Public Authority (1,800 workers)	<ul style="list-style-type: none"> <li>• Now \$9.50</li> <li>• Increases to \$10.50 on July 1, 2003 based on state cost sharing increases</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers who work 60+ hours/month</li> </ul>
San Francisco IHSS Public Authority (7,000 workers)	<ul style="list-style-type: none"> <li>• \$10.00 on Sept. 1, 2001</li> <li>• Increase to be negotiated for implementation in Summer 2002</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers who work 25+ hours/month.</li> <li>• Vision and dental benefits</li> <li>• Three days paid time off</li> </ul>
San Francisco IHSS Consortium (300 workers)	<ul style="list-style-type: none"> <li>• \$10.00 to start</li> <li>• Step increases above \$10.00 based on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for benefited employees (32+ hours/week)</li> <li>• Vision and dental benefits</li> <li>• Transportation passes and mileage reimbursement</li> <li>• Pay for transportation between multiple clients</li> <li>• Pension</li> <li>• Twelve paid holidays per year</li> <li>• Paid sick leave</li> </ul>
San Mateo IHSS Public Authority (1,900 workers)	<ul style="list-style-type: none"> <li>• \$8.50</li> <li>• Raise currently being negotiated</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers who work 35+ hours/month</li> <li>• Vision and dental benefits</li> <li>• Life insurance</li> <li>• Transportation benefit</li> </ul>
Santa Clara IHSS Public Authority (2,700 workers)	<ul style="list-style-type: none"> <li>• \$9.25 on 10/1/01</li> </ul>	<ul style="list-style-type: none"> <li>• Health insurance for providers who work 35+ hours/month</li> <li>• Vision and dental benefits</li> <li>• Transportation benefit</li> </ul>



County/Employer	Wage Rate	Benefits
Sacramento IHSS Public Authority (9,400 workers)	<ul style="list-style-type: none"> <li>• Now \$8.50</li> <li>• Will increase to \$9.50 on 10/1/02 if state increases FY02/03 cost sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Kaiser health insurance for providers who work 85+ hours/month</li> </ul>
Sonoma IHSS Public Authority (2,300 workers)	<ul style="list-style-type: none"> <li>• \$8.50 as of Feb. 1, 2002</li> <li>• Will increase to \$9.50 in 2002 if state increases FY02/03 cost sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Kaiser health insurance for providers who work 65+ hours/month</li> <li>• Vision and dental benefits</li> </ul>
San Diego IHSS Public Authority (12,500 workers)	<ul style="list-style-type: none"> <li>• \$8.50 as of May 2002</li> <li>• Increase to \$9.50 in 2002 if state increases FY02/03 cost sharing and realignment monies meet trigger</li> </ul>	<ul style="list-style-type: none"> <li>• Health Insurance for workers that work 80+ hours per month</li> <li>• Negotiating dental benefits</li> </ul>
Yolo IHSS Public Authority (700 workers)	<ul style="list-style-type: none"> <li>• \$8.90 effective August 1, 2002</li> <li>• Will increase to \$9.50 if state increases FY02/03 cost sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Kaiser health insurance for providers who work 80+ hours/month</li> <li>• Dental benefits</li> </ul>
Marin IHSS Public Authority (1,000 workers)	<ul style="list-style-type: none"> <li>• Currently \$7.11/hr. and under negotiations</li> <li>• Workers soon to earn at least county living wage of \$8.50 + \$1.25/hr. for benefits</li> </ul>	<ul style="list-style-type: none"> <li>• \$1.25/hr to pay cost of benefits, under county living wage ordinance</li> </ul>
Santa Cruz IHSS Public Authority (1,200 workers)	<ul style="list-style-type: none"> <li>• Currently \$8.90/hr effective 8/1/02</li> <li>• Will increase to \$9.50/hr if state increase FY02/03 cost sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Three levels of healthcare coverage for all providers based on number of hours worked</li> </ul>
San Bernardino IHSS Public Authority (9,000 workers)	<ul style="list-style-type: none"> <li>• \$7.11 and currently in negotiations for a first contract</li> </ul>	<ul style="list-style-type: none"> <li>• In negotiations</li> </ul>
Solano IHSS Public Authority (2,100 workers)	<ul style="list-style-type: none"> <li>• \$6.75 and currently in negotiations for a first contract</li> </ul>	<ul style="list-style-type: none"> <li>• In negotiations</li> </ul>

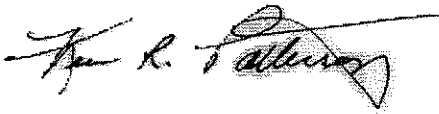


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March 21, 2003

MEMO

To: All CSA Staff  
From: Ken Patterson   
Subject: WOW! WE DID THAT – IHSS NUMBERS TAKE OFF

I looked at some of our customer data the other day and observed a trend that surprised me. It may surprise you as well. As a result of welfare reform and the greater emphasis on training and work experience leading to employment, our TANF work requirement cases dropped by about 27% since 1997. Today the number of CSA customers with a work requirement is just over 4,700.

Our population is aging and each year more and more Americans are experiencing health problems for which they require assistance that allows them to live independently. Both elderly and disabled persons have a strong preference for alternatives that assist them in living in their own home instead of group or institutional settings.

The In-Home Supportive Services (IHSS) program is growing by leaps and bounds. IHSS social workers and staff link elderly and disabled customers with service providers who come to their home to provide a broad range of health care and daily living supports. IHSS services allow these customers to attain levels of independence that were unheard of a couple of decades ago.

IHSS now has over 4,600 customers. Each IHSS social worker has around 280 customers that they arrange providers for and trouble shoot any problems with the care-giver. They also each do 20 new customer service assessments each month and make service need re-determinations on their ongoing customers. The IHSS support staff process nearly 9,000 provider time sheets each month, and they don't have an automated system that does the time sheets for them. Each provider time sheet is unique and is manually calculated.

If the case trend continues (and we have every reason to believe it will), IHSS will be a larger program than Welfare to Work in about two years. This trend reflects public policy in action. As a society we have stated a clear value that cash assistance ought to be time limited and that assistance in attaining work is a priority. We have also stated that assisting the elderly and disabled in living longer in their own homes is a priority. The future "trading places" of the program size of WTW and IHSS is reflective of the successful implementation of both these policies.

KP:jw

