

seiu 2015

California's Long Term Caregivers

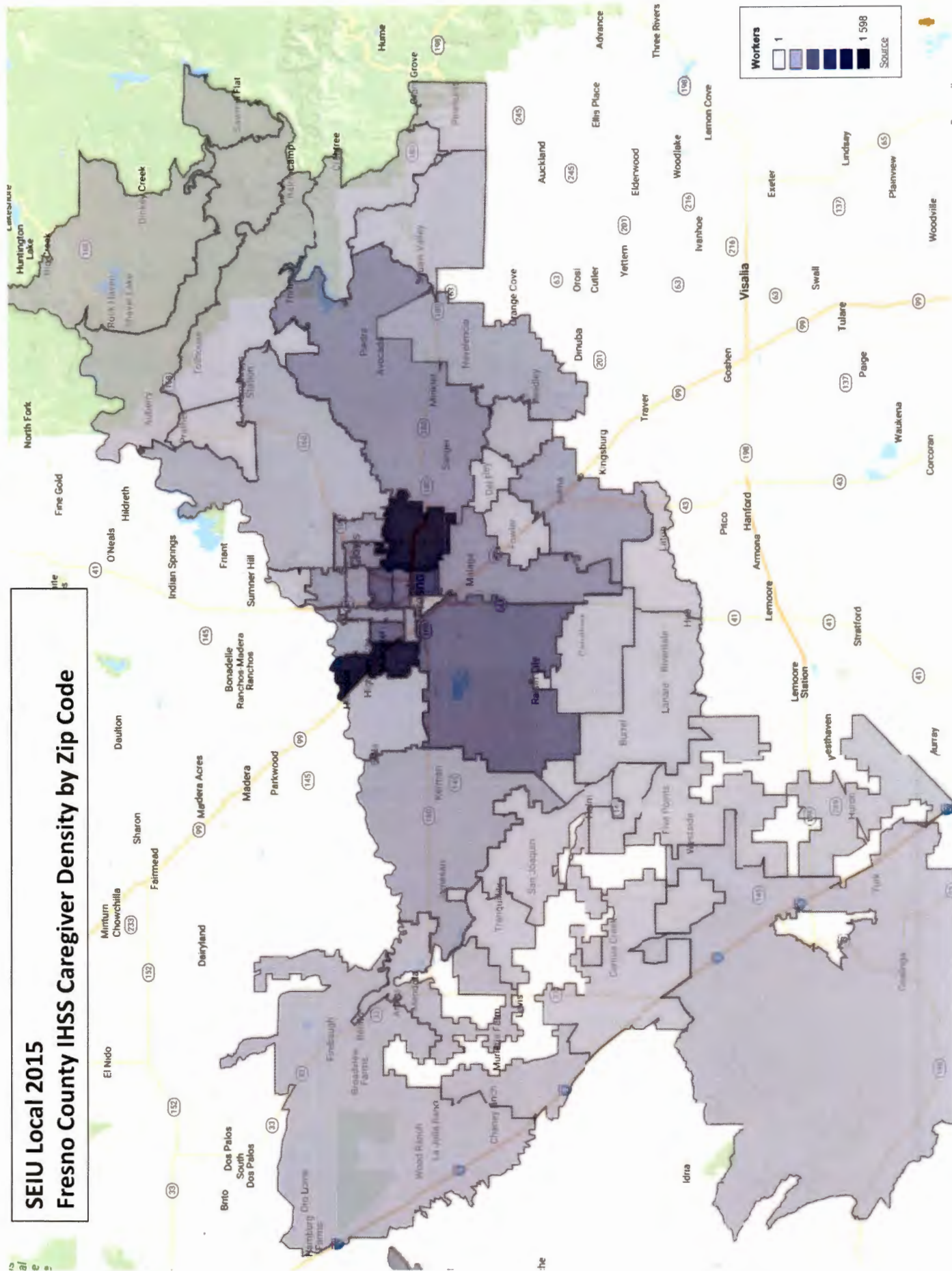
**We take care of our
elderly community**



**We take care of
our disable who
can't take care
of themselves.**



Fresno County IHSS Caregiver Density by Zip Code



We have to take care of each other as humans...



I have been a care provider for IHSS for about 5 years and currently have two clients.

Alex is in his 40's suffers from schizophrenic. Schizophrenia is a serious brain illness. People who have it may hear voices that aren't there. They may think other people are trying to hurt them. Sometimes they don't make sense when they talk. The disorder makes it hard for them to keep a job or take care of themselves. The cause is unknown.'

Prior to getting paid through IHSS I started taking care of Alex because his family did not want him around due to his challenges. When they wanted him around was when he had food stamps and or when he had general relief money. His own family would take advantage of him and send him to the rescue mission with nothing. The rescue mission is where I found him and I couldn't believe someone would treat a family member like that. The hours the IHSS program gives me does not cover 24 hour care that he desperately needs and \$10.25 per hour does not allow me to provide the quality care that he deserves. I do not like to see anyone go without the bare necessities but on \$10.50 per hour I have to manage to pay for gas in order to take my two clients to their doctor's appointment. I do what I can because he is a human that deserves care and a family.

My second client is Jesse who just recently became a double amputee though he tries to do things he cannot. Imagine losing your two legs and how your life would change. How would you dress yourself, take a shower, grocery shop or even hug a loved one. Even with his challenges he says it hurts him to see me struggle and wonders why I have to struggle to take care of him but he knows that I will be there for him in the comfort of his home. He fears he will be placed in a care facility and give up what little freedom he still has. And just like Alex he cannot just do any job and struggles to even pay for his medication. I often pay for his medication because I know he needs it.

I care about Alex and Jessie and know that they appreciate everything I do for them because we are like a small family. With the \$10.50 an hour I can only afford to live in a trailer that leaks when it rains. My refrigerator went out recently but am afraid to tell the land lord because he may raise the rent if he fixes anything. The rent in Fresno has gone up a month for any house or apartment. Even though I work hard and love what I do, \$10.50 an hour has kept me below poverty level . I hope that our Board of Supervisors bring us out of poverty wages and help us continue to give quality care. I ask the Board to help us continue to care for our community who can't take care of themselves with respectable wages and benefits.

Michelle Borges

Sal Quintero District

Becoming a provider not only save me but I am able to help my friends...



I have been a provider for 16 years.

I was born and raised in the Bay area. I was an accountant for a firm before moving to Fresno with my husband and children. I suffered a heart attack back in 2000 and realized the vulnerable state I was in and how much of care I needed. The doctors told me I wouldn't live past 5 years and truly believe that I was a miracle.

I had a friend in need and knew exactly what kind of position she was in so I became her provider for a year before she passed. And at that time I was also caring for another friend, Larry. I take care of Larry who has been a friend of mine for over 20 years. He has dementia and a lot of times he has accused me of horrible things. He is easily confused

and gets pretty angry when that happens. There were many times he has tried to fire me on false claims but when he is lucid he realizes that he only wants me to be his provider.

When I started taking care of Larry there was a lot of medicine that needed to be administered and I was told that I couldn't handle his meds. So I went and got my pharmacy tech license so that I could assist my friend because he needed help.

I have been doing this for 16 years and my salary can't even sustain myself let alone my family members. I have a son in college who I can't even help because of the minimum wage. The job that we do is worth more than \$10.50 an hour. I can't even afford to get my car fixed when it breaks down, my car is essential to get to work. Nobody can live off of \$10.50 an hour even working 2 full time jobs.

Nine years without an increase is too long!

The rate of patients in need of care through IHSS is only growing in Fresno and it requires the attention of the Board of Supervisors.

Caregivers need to be a priority in the county budget. Our Fresno community needs it, our families need it and the Board can make it happen.

Donna Lee Bishopric

Andreas Borges District.

When life gives you lemons we make lemon Pie...



I have been a homecare provider for 20 years. I was a DJ at KFCF 88.1 radio station before I had to stop to take care of my parents. At that time we weren't getting paid to be home care providers and it was really hard on my family but I knew that it was my responsibility to care for my parents. After my parents passed I became a home care provider for Jeff who is my current client. I met Jeff through another care provider and we both took care of him for a bit. Now my husband and I care for Jeff together. I have been taking care of Jeff for 11 years now. Jeff has spinal muscular dystrophy and is wheelchair bound. He has very limited movements with his arms. I cook all his meals and do all his cleanings. With the wages that we get paid I can't even afford to get a vehicle. I use public transportation to shop for his groceries and run his errands. Jeff has the IHSS max hours of 283 but that is still not enough for the kind of care he needs. Jeff has

a specific diet that takes time to make for him. Jeff has a breathing tube that needs to be cleaned often and I do all of that for him. My husband and I often care for him beyond our hours because Jeff has become like family to us. We understand his needs and try our best to care for this human being that has no one else to turn to. Jeff is a wonderful person full of life and he was a writer before this disease tore him down. We are asking you Board of Supervisors to give us the same compassion that we give our clients!

Nelly Sanchez

Nathan Magsig District

I have been a homecare provider for 7 years. I care for my 82 year old mother who is very frail. My mother has fallen and broken her arm, she has had knee surgery and battles depression, anxiety and insomnia. Because she is no longer capable of doing many things on her own I bathe and massage her body daily. I cook for her and clean her home. Because of her many physical needs she depends on me for her entire care.

Providing for my family on \$10.50 has been very difficult. I sometimes seek assistance from my church to make ends meet.

Carolina Martinez

Brian Pacheco District



With patience and love we can take care of those who need us...



I am here to tell you about my hard work as a caregiver. I work almost every day and usually more hours than I am given for my client. I take care of my aunt who has many psychological issues and it definitely makes my job very difficult.

I have been taking care of my aunt for the last 4 months and this definitely is a job that needs better wages. I help my client with daily activities such as bathing, going to the bathroom and her medication. I cook and clean for her and must keep a close eye on her because she is a danger to herself.

I take a lot of pride in my work and have a passion to care for elders and people with disabilities. All I am asking for is a livable wage to do the work that I am passionate about. Tomorrow is never guaranteed and we will never know when we will be in need of a kind and compassionate caregiver.

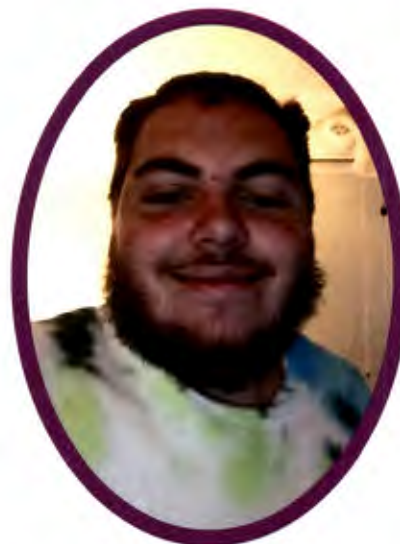
Our families deserve a better life and the Board of Supervisors can make it happen.

Silvia Barrera

Brian Pacheco

We take care of our family the best way we can....

I have been a provider for 2 ½ years. Some of the challenges that my dad (client) has is that he is diabetic, paraplegic, he faces depression due to his current condition, he is unable to roll or sit up on his own and is unable to walk. During my daily routine with my client I help bathe him, dispense medication, change his wound dressings, drain catheter and clean catheter area, and prepare meals for my dad, I have two jobs in order to make ends meet. My challenges to sustain my family based on this salary were that I had to cut down my school time to help my mom take care of my family, so she can work. It would help tremendously if she would get a wage increase so she does not have to work so much and be able to spend more time with our family. I take pride in my work because it is a necessity in my community. The money in the bank is going down while our cost for groceries continues to rise. \$10.50 is not enough to afford the basic necessities, like food. Which is why a raise for IHSS Providers is not only common sense but critical for the well-being of our families, our community, our workforce and those whom we provide care to. We are asking the Board of Supervisors to make Fresno



Grandparent's, our loved ones, and those whom can't take care of themselves a priority in your budget. Nine years without a salary increase is too long. Our Fresno community needs it, our families need it, and the Board of Supervisor's can make it happen!

Tanner Hickenbottom

Before I started providing for my husband I was working at Community Hospital of Fresno in the emergency room and also attending college to work on receiving my Registered Nurse license. I had to drop out of college, quit my job in order for me to stay home and care for my husband and be able to be a family and be there for our children. It is a daily struggle to manage bills since our 2 income was cut down to only a single income in our household.

My challenges to sustain my family based on this salary is a big struggle to be able to keep my husband home with his children and myself due to sacrifices of leaving my job to bring him home and try to take on side jobs to make ends meet and catch up on past dues. I take pride in my work because it is a necessity in my community. The money in the bank is going down while our cost for groceries continues to rise. \$10.50 is not enough to afford the basic necessities, like food. Which is why a raise for IHSS Providers is not only common sense but critical for the well-being of our families, our community, our workforce and those whom we provide care to. We are asking the Board of Supervisors to make Fresno Grandparent's, our loved ones, and those whom can't take care of themselves a priority in our budget. 8 years without a salary increase is too long. Our Fresno community needs it, our families need it, and the Board of Supervisor's can make it happen.



Holly Hickenbottom

Sal Quintero Distric

Accidents can change your life and we are here to help those in need.....

I've been a home care provider for about a year now. My client was in an auto accident that left her paralyzed. As a paraplegic she no longer could care for herself and she had no family close by. When I became her provider she was in such an awful state. Her house seemed like it hadn't been cleaned in years. I went far and beyond of my duties as a care provider because to see a human being in that kind of state is just heartbreaking and inhumane. I cleaned up literally 13 gallons of cat poop out of her house. There was food rotting and dishes uncleared. I spent weeks cleaning her house and spending my own money to clean out her pool and backyard. She is not my family but I care for her like she is. Some of her challenges are depression and hallucinations due to not being able to live her normal life. It's not easy to go from being able to move around your house as you please to not being able to use her legs. I became a home care provider for my client because I recognize that there was a need. To be able to extend someone's life and bring joy into their world brings me happiness. My client didn't want to live this way but an accident changed her life. I want her to feel like her life can still be normal with my help.

I have four children that I have to provide for and \$10.50 is not enough to raise them and give them what every child needs. As a mother, as a care giver, as your constituent, I am asking the Board of supervisors to be human enough to see the needs of your people and what you promise to bring change into your community! We are the working class that is also a part of your community.

Leticia Beltran

Sal Quintero -District



ALS is no joke and hope they find a cure soon but until then I do my part.....



I provide care for a 46 year old gentleman who cannot do anything for himself. A little more than a year ago he was fine doing what anyone else normally does. Run, walk, exercise, had a job and went to church. But all of a sudden his life was turned for the worse. He was diagnosed with ALS.

ALS, causes stiff muscles, muscle twitching, and gradually worsening weakness due to muscles decreasing in size. This results in difficulty speaking, swallowing, and eventually breathing. This is a disease that has no cure and affects all of his muscles in his body.

My Client can't walk, he can't move his arms, he can't eat, and he is at the point of losing his voice because he has no strength to even talk. I help him with basic needs important for survival: I feed him, make sure he is hydrated, I help him in and out of bed, bathe him, sit him up, I help him go to the restroom and change his diaper. I love helping this

person who I met two months ago and take my job very seriously because he needs me to survive.

My challenges are making enough to pay for my bills, my rent and living a decent life. I have two kids and can't live on minimum wage. We need a wage increase to continue to do the work we love to do and be able to provide for our families. My children deserve a better life and not worrying about mommy having enough this month to pay the bills and buying food.

I know the board of supervisors can help us get more than just minimum wage.

We care for those who can't take care of themselves and we need the Board of Supervisors to stand with us and those who are vulnerable.

Blanca

District-Sal Quintero



I am a homecare provider. I started as a homecare provider back in 1996 taking care of my dad. In the Hmong culture we are raised to take care of our elders and disabled. It is our responsibility as family to take care of each other. My father passed away in 2008 and my mother became ill, she started showing signs of dementia. People with dementia are one of the hardest to take care of. My mother couldn't remember how to use the restroom and every corner of the house became her toilet. My patience was tested with her but she recently passed away this year in April.

I'm truly blessed with the opportunity to spend those last few years with them because we only have one mother and father.

I currently provide care for an elderly neighbor who doesn't have any family. My client is elderly and has hearing loss and really bad rheumatoid arthritis in both of his hands and legs. My client can barely walk and needs a lot of assistance. I prepare meals for him, assist him with bathing and I do a lot of errands for him outside of my hours and job description. After taking care of both my parents, I truly have compassion for this neighbor of mine I take care of.

We shouldn't forget about our community members who are in need of such care. We provide care for these folks because we have the heart to. We definitely save the state a whole lot of money by doing this job.

We are the largest but lowest paid workforce the county has.

The board of supervisors needs to give us a raise because we work really hard for it.

Thomas Xiong

Sal Quintero District

Family love can overcome anything.....



I was a certified CNA before becoming a home care provider. Unfortunately my sister suffered a stroke in 1993 and I had to come to Fresno to take care of her. God gave me the opportunity to take care of her before he took her from us. My mother taught us how important it was to take care of each other. I couldn't put my sister in a facility and that's another story that I will save for another time

After I lost my sister, I had met this couple by chance and the wife needed care. The husband worked for Fresno State and couldn't care for his wife and he really needed someone to look after her. I took care of this lady with dementia for several years before she passed. I was the only she looked for after taking care of her for so long even through her dementia she still remembered me in some odd way.

We as home care providers work hard and we make an impression on our clients. We deserve more respect than we are given and we deserve more than \$10.50 an hour because of the work that we do.

A lot of us had professions before we became home care providers and some of us sometimes don't have a choice!

Brenda Cleveland

Sal Quintero District

I give 200% and more because she needs it.....



I would like to tell you a small story of the person whom I have the privileged to be a provider for. My clients name is Renee and she has diabetes and many other illness as a result of her advance stage of diabetes. She has a hard time with her legs giving up and with her weight problem it makes things even harder. Although Renee only speaks English and I a broken English, we find a way to communicate. Sometimes no words are needed for me to understand what she needs. She receives very minimum hours and sometimes I have to stay past my allowed time to help care for her otherwise she would be on her own and I don't have the heart to leave her when she needs me. The hours given are not enough to help her shower, comb her hair, practice proper hygiene, cook , clean and become her nurse when she is really ill. I have to check her blood pressure and blood sugar levels during my time of care to ensure she is ok otherwise I don't like to leave her alone.

She is a very lovely lady whom I am very lucky to care for and my 8 years being a provider have helped me give all I got.

Minimum wage limits me from fixing my house to have the essential like having air conditioner. During the summer we did what we could to keep cool when it hit triple digits. I am blessed with my daughter who helps me pay my phone to have communications. I am glad to have energy to work because I would not be able to retire since I have no savings.

I ask the board of supervisors to help us get on path away from poverty wages.

-Gudelia Osorio De Vargas

Sal Quintero District



**Help one another
This is what Jesus Teaches us
This is what I do
And I do it
With my heart
-Pope Francis**



We care for our communities



..... It's time to take care of our caregivers



SEIU Local 2015 & Fresno County IHSS/Public Authority Contract Negotiations

Fact Sheet – September, 2017

Background:

- Each month, in Fresno County, approximately 15,146 IHSS Homecare Providers care for approximately 16,796 of the county's seniors and people with disabilities.
- IHSS Providers are paid the California Minimum Wage of \$10.50/hr.
- Aside from the legally mandated \$.25 minimum wage increase of 1/1/17, Providers have not received a wage increase since October, 2008 – nearly nine years.

Bargaining

We have been in negotiations with the Public Authority since March, 2016. In all of that time, the Public Authority has not proposed a single penny in increases for Providers.

State Budget:

In January, the Governor proposed a State budget that would shift \$660 million in State costs to counties. It would have also eliminated the Maintenance of Effort funding formula that protects counties from increases in the minimum wage, caseload growth, overtime costs or any other external factors.

State Budget Victories:

SEIU Local 2015 members were a constant force in Sacramento during budget discussions. Our leadership, working together with the California State Association of Counties (CSAC) won major revisions to the Governor's initial budget proposal. As a result of those efforts:

1. We were able to save the Maintenance of Effort (MOE) funding formula. Counties are now working with the State to determine exact program costs under the new MOE.
2. The State waived what it had calculated as prior overpayments to the counties and has dedicated General Fund revenues to assist counties with IHSS program costs.
3. The State has redefined its participation cap:
 - a. The current cap of \$12.10 per hour in combined wages and benefits will increase along with increases to the State minimum wage.
 - b. For any county that reaches the current or future participation cap, the State will continue to participate in an additional 10% in wage and benefit increases each 3 years, for two three-year periods.
4. The State has codified into the Welfare and Institutions Code the Union's concept of using supplemental wages to maintain pay rates above the State minimum wage, with no future additional costs to counties. (the "Trinity" model)

Union's Current Wage Proposal:

The Union has proposed an initial wage supplement of \$0.75. This would bring us to the initial State participation cap of \$12.10 in combined wages and benefits. Because of the State's participation, the cost to the County would be only about 16.2% of the total cost.

Based on the State's estimate of approximately 22,829,732* hours of IHSS services expected to be provided in the 2017-2018 fiscal year. The one-year cost to the County of that proposal would be approximately:

Approximate County Share after Federal and State Shares: 16.2 %

$$\begin{array}{rcl} & \$ 0.75 & \\ \times & 22,829,732 \text{ hours} & \\ \hline \times & 16.2\% & \\ = & \$2,773,812 & \end{array}$$

Since the Fiscal Year began on July 1, the actual costs would only be a portion of the full year costs.

*(<http://www.cdss.ca.gov/inforesources/Fiscal-Financial/Local-Assistance-Estimates>)

The actual costs to the county would be lower than these estimates as the hours estimate is based on "Authorized" hours and not actual, paid hours.