

RESOLUTION NO. 2012 – 7

A RESOLUTION OF THE PIMA COUNTY BOARD OF SUPERVISORS RELATING TO LABOR AND EMPLOYMENT; SUPPORTING THE POSITION OF THE ATTENDANT CARE WORKERS EMPLOYED BY PIMA COUNCIL ON AGING FOR ALL INC (PCOAFI), A FOR-PROFIT ARM OF THE PIMA COUNCIL ON AGING IN WAGE AND BENEFIT NEGOTIATIONS WITH PCOAFI, AND RECOGNIZING THE WORKERS' UNDERSTANDING THAT WHEN THEY TRANSFERRED FROM THE COUNTY'S PIMA HEALTH SYSTEMS (PHS) TO PCOAFI THEY WOULD DO SO UNDER TERMS NO LESS FAVORABLE THAN THOSE PROVIDED TO THEM BY PIMA COUNTY.

WHEREAS, seniors and persons with disabilities comprise the most vulnerable and fastest growing portion of our population, and

WHEREAS, members of these groups are more independent, healthier, and live more productive lives when they are cared for in their homes by well-trained and compassionate home-care workers, as compared to those residing in long-term-care facilities, and

WHEREAS, in-home care is not only good for the clients and their families, it also is more cost effective than institutional care, and

WHEREAS, in-home care saves money from private and public sources, and

WHEREAS, in-home-care services reach these results when there is consistency, predictability and stability in the provided services, and

WHEREAS, instability in home-care services is due primarily to high turnover among care givers, and

WHEREAS, low wages, poor working conditions and workers not being treated with dignity and respect contribute to employee turnover, and

WHEREAS, PCOAFI encouraged Attendant Care Workers then employed by Pima County to transfer their employment to PCOAFI in part by promising that they would lose nothing of their pay and benefits, and

WHEREAS, the Pima County Board of Supervisors in its communications and dealings surrounding the transfer of Pima Health Systems, including the Community Services System, expected that the new employer would provide the transferred County employees with compensation and benefits no less favorable than those provided to them by the County; and

WHEREAS, at the present time, this has not proved to be true as PCOAFI proposes to freeze wages while reducing benefits, and

WHEREAS, these workers have not received a raise in seven years, leaving them in an extremely compromised financial position, and


WHEREAS, many of these workers are family members of the client and need an improvement in economic status so that they can continue to provide very necessary care, and

WHEREAS, the Attendant Care Workers have requested a reasonable wage increase of \$0.22 an hour that would raise their hourly wage to \$9.82, well below the local average, and

WHEREAS, PCOFAFA has not agreed to the proposed pay raise, resulting in a termination of negotiations.

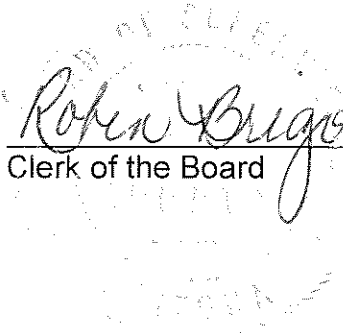
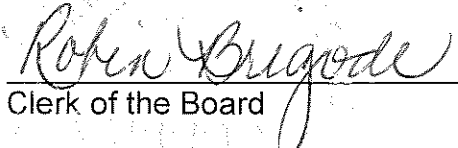
NOW, THEREFORE, BE IT RESOLVED that the Pima County Board of Supervisors hereby supports a return to the bargaining table by all parties, that the workers be treated with dignity and respect and their needs and those of their families become a part of this process, that a reasonable wage increase be agreed upon that is satisfactory to the bargainers, and that PCOFAFA and its employees continue to work together to improve the health status of all Pima County residents.

Passed and adopted by the Board of Supervisors of Pima County, this 24th day of January, 2012.



Chairman, Pima County Board of Supervisors

ATTEST:

Clerk of the Board

APPROVED AS TO FORM:



Deputy County Attorney