



City of Cambridge

O-1.

IN CITY COUNCIL

March 19, 2001

COUNCILLOR DECKER
COUNCILLOR BORN
COUNCILLOR DAVIS
MAYOR GALLUCCIO
VICE MAYOR MAHER
COUNCILLOR REEVES
COUNCILLOR SULLIVAN
COUNCILLOR TOOMEY

- WHEREAS: Human service workers who take care of the state's most vulnerable populations, the mentally ill, disabled, mentally retarded and other, are often paid at poverty level; and
- WHEREAS: Social service and human service workers have not received cost of living increases to match inflation since the early 1990's - the beginning of privatization; and
- WHEREAS: Direct care human service workers in Massachusetts work extra jobs in an effort to stay above the poverty line; and
- WHEREAS: Turnover is high in human service agencies sometimes reaching 40 percent; and
- WHEREAS: Low wages and high turnover have created job vacancy problems increasing the demands on workers who stay; and
- WHEREAS: The Human Service Workers Living Wage Act would provide all employees of agencies that deliver social services or child care under contract or subcontract with the Commonwealth of a wage of no less than \$12.89 an hour without health care insurance and \$11.89 with health care insurance; and
- WHEREAS: The bill would be recalculated annually to ensure that wages would be no less than 135 percent of the federal poverty line for a family of four; and
- WHEREAS: This bill is supported by unions, Massachusetts Council of Human Service Providers, SEIU Local 285 and Local 925 and the Massachusetts chapter of the Alliance for the Mentally Ill; now therefore be it
- RESOLVED: That this City Council go on record in support of the Living Wage for Human Service Workers pending legislation; and be it further

RESOLVED: That the City Clerk be and hereby is requested to forward a suitably engrossed copy of this resolution to the entire Cambridge legislative delegation in both the House and Senate on behalf of the entire City Council.

In City Council March 19, 2001.

Adopted by the affirmative vote of eight members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

A handwritten signature in black ink, appearing to read "D. Margaret Drury". The signature is written in a cursive, flowing style.

ATTEST:-

D. Margaret Drury, City Clerk

Mass SERVE

Massachusetts Human Service Workers Living Wage Act

LEGISLATIVE LEAD SPONSORS:

Senate -- Charles Shannon (D) Somerville

House -- Jarrett Barrios (D) Cambridge

Senate Bill 118 SENATE CO-SPONSORS and SUPPORTERS:

Cynthia Creem (D), Newton; Susan Fargo (D), Lincoln; Brian Joyce (D), Milton; Stephen Lynch (D), Boston; David P. Magnani (D), Framingham; Steven Tolman (D), Brighton; Robert E. Travaglini (D), East Boston; Susan Tucker (D), Andover; Dianne Wilkerson (D), Boston. (9/40-22.5%)

HOUSE CO-SPONSORS and SUPPORTERS:

Ruth Balser (D), Newton; David C. Bunker (D), Rutland; Antonio Cabral (D), New Bedford; Paul E. Caron (D), Springfield; Christine Canavan (D), Brockton; Gale Candaras, Wilbraham; Vincent P. Ciampa (D), Somerville; Edward Connolly (D), Everett; Paul Demakis (D), Back Bay; Carol Donovan (D), Woburn; Paul Donato (D), Medford; Michael Festa (D), Melrose; John P. Fresolo (D), Worcester; Emile Goguen (D), Fitchburg; Christopher J. Hodgkins (D), Lee; Patricia Jehlen (D), Somerville; Rachel Kaprielian (D), Watertown; Kay Khan (D), Newton; Brian Knuuttila (D), Gardner; Jay Kaufman (D), Lexington; Peter Koutoujian (D), Newton; David P. Linsky (D), Natick; Jim Leary (D), Worcester; John A. Locke (R), Wellesley; Elizabeth Malia (D), Jamaica Plain; James Marzilli (D), Arlington; Thomas McGee (D), Lynn; John Merrigan (D), Greenfield; Thomas O'Brien (D), Kingston; Shirley Owens-Hicks, (D), Roxbury; Matt Patrick (D), Falmouth; Douglas Petersen (D), Marblehead; Anne Paulsen (D), Belmont; Byron Rushing (D), South End; Ruth Provost (D), Sandwich; George Rogers (D), New Bedford; Jose Santiago (D), Lawrence; Marie St. Fleur (D), Boston; David B. Sullivan (D), Fall River; Frank Smizick (D), Brookline; Mary Jane Simmons (D), Leominster; Bob Spellane (D), Worcester; John Stefanini (D), Framingham; Timothy Toomey (D), Cambridge; David M. Torrisi (D), North Andover; Eric Turkington (D), Falmouth; Martin Walsh (D), Dorchester; Alice Wolf (D), Cambridge. (48/160-30%)

The Bill: The Human Service Workers Living Wage Bill would provide all employees of agencies that deliver social services or child care under contract with the Commonwealth a wage of no less than \$12.89 an hour without health care insurance and \$11.89 with health care insurance. Salaries would be recalculated annually so that wages would be no less than 135% of the federal poverty line for a family of four.

The Problem: Human Service Workers, those taking care of the state's most vulnerable populations -- the mentally ill, disabled, mentally retarded, and others -- are often paid at poverty levels. Since 1990 and the beginning of privatization of the state's social services, human service workers haven't received cost of living increases to match inflation. As a result, the real value of many salaries has decreased about 20%.

Underpaid and Overworked: The pay for many direct care human service workers in Massachusetts would keep a family of 4 below the federal poverty line. To compensate, many have turned to working three or four jobs to support themselves. The disturbing result has been turnover as high as 60% in some positions. High turnover and low pay have set off a spiral of vacancy problems and increased pressure on remaining workers to put in many overtime hours.

Those doing the very difficult job of caring for the state's most vulnerable citizens should not be forced to take a vow of poverty.

Sue Ellen Tantillo put herself through school at Bristol Community College as a single mother and then hoped to support herself working in the human services field. "I can't find a job in human services that will pay for day care and support my family...I truly want to help people, I know the difference I can make...but all I have been offered is second shift at \$7.25 an hour...It is depressing." Human service workers are not out to get rich, but caring and qualified people like Sue should not be driven into other fields because of poor pay.

Improving Services: Working with children, the elderly, and those with substance abuse problems are all very demanding responsibilities. With Human service workers that are underpaid and overworked, the continuity and quality of the state's social services is degrading. By lifting the minimum wage for human service workers to a sustainable level, this bill would help address the serious problems of pay, high turnover, and high vacancy that currently undermine quality throughout the field.

ENDORSERS OF THE LIVING WAGE ACT:

MassServe, Massachusetts Council of Human Service Providers, SEIU Local 509, SEIU Local 285, SEIU Local 925, The UAW Massachusetts State CAPS Council, Harvard Union of Clerical and Technical Workers, CPPAX (Citizens for Participation in Political Action), Neighbor to Neighbor, National Lawyers Guild-Massachusetts Chapter, Massachusetts Association of Mental Health Counselors, NASW (National Association of Social Workers, Mass Chapter), Mass ACORN, United Brotherhood of Carpenters, Local 40, NAMI (National Alliance of the Mentally Ill, Massachusetts Chapter), Harvard Living Wage Campaign, Mental Health and Substance Abuse Corporations of Mass, Inc., Arc Massachusetts (Association of Retarded Citizens), Massachusetts Human Services Coalition, Jobs with Justice, Massachusetts, Eviction Free Zone, Coalition for the Legal Rights of People with Disabilities (CLRD).



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- WHEREAS: Social service and human service workers have not received cost of living increases to match inflation since the early 1990's - the beginning of privatization; and
- WHEREAS: Direct care human service workers in Massachusetts work extra jobs in an effort to stay above the poverty line; and
- WHEREAS: Turnover is high in human service agencies sometimes reaching 40 percent; and
- WHEREAS: Low wages and high turnover have created job vacancy problems increasing the demands on workers who stay; and
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- WHEREAS: The bill would be recalculated annually to ensure that wages would be no less than 135 percent of the federal poverty line for a family of four; and
- WHEREAS: This bill is supported by unions, Massachusetts Council of Human Service Providers, SEIU Local 285 and Local 925 and the Massachusetts chapter of the Alliance for the Mentally Ill; now therefore be it
- RESOLVED: That this City Council go on record in support of the Living Wage for Human Service Workers pending legislation; and be it further
- RESOLVED: That the City Clerk be and hereby is requested to forward a suitably engrossed copy of this resolution to the entire Cambridge legislative delegation in both the House and Senate on behalf of the entire City Council.

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~~Feb.~~
March 5, 2001
~~February 26, 2001~~

COUNCILLOR DECKER

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- WHEREAS: Social service and human service workers have not received cost of living increases to match inflation since the early 1990's-the beginning of privatization; and
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From: MDrury@CI.Cambridge.MA.US (D. Margaret Drury)
Organization: City of Cambridge, Massachusetts USA
To: pcrane
Date sent: Wed, 21 Feb 2001 15:55:44 -0500
Subject: (Fwd)
Priority: normal

March 5, 2001

----- Forwarded message follows -----

From: marjorie.decker@att.net
To: mdrury@ci.cambridge.ma.us
Date sent: Wed, 21 Feb 2001 20:26:32 +0000

Council Resolution:

Whereas Human Service Workers who take care of the state's most vulnerable populations, the mentally ill, disabled, mentally retarded and other, are often paid at poverty level

Whereas social service and human service workers have not received cost of living increases to match inflation since the early 1990's-the beginning of privatization

Whereas the when direct care human service workers in Massachusetts work extra jobs in an effort to stay above the poverty line

Whereas turnover is high in human service agencies sometimes reaching 40 percent

Whereas low wages and high turnover have created job vacancy problems increasing the demands on workers who stay

Whereas the Human Service Workers Living Wage Act would provide all employees of agencies that deliver social services or child care under contract or subcontract with the Commonwealth of a wage of no less than \$12.89 an hour without health care insurance and \$11.89 with health care insurance

Whereas teh bill would be recalculated annually to ensure that wages would be no less than 135 percent of the federal poverty line for a family of four.

Whereas this bill is supported by unions,Massachusetts Council of Human Service Providers, SEIU Local 285 and Local 925 and the Massachusetts chapter of the Alliance for the Mentally Ill.

Therefor Be It Resolved that this city council go on record in support fo the Living Wage for Human Service Workers, pending legislation

and be it further resolved that copy of this resolution be sent to the entire Legislative delegation in both the House and the Senate.

----- End of forwarded message -----

D. Margaret Drury
Cambridge City Clerk
City Hall
795 Massachusetts Ave.
Cambridge MA 02139
(617)349-4260



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424R

Order #1

Support of the Human Service
Workers Living Wage Act.

Councillor Decker

In City Council March 5, 2001

*Meeting cancelled due to
snowstorm*

In City Council March 19 2001

ORDER ADOPTED