

Agreement Reached!

SEIU 721 Members Win Tentative Agreement that Secures Health Care Benefits and Improves Services



“I thank each and every LA County employee for your support to propel us to a strong contract resolution. From talking to your coworkers to rallying at your worksite to joining me Sept. 29 at the Hall of Administration union rally, you made sure county managers heard us.”

Linda Dent, Chair of the Bargaining Policy Committee and Vice President of SEIU 721

Despite negotiating during tough economic times, SEIU 721 members won a tentative agreement on a 2-year contract that preserves services for millions of LA County residents, provides an increase in health care contributions by the county, avoids layoffs and furloughs, and secures contract gains for 55,000 LA County employees. Plus more than 800 student workers will join our union and help make us even stronger.

Medical and Dental Premium Increases Covered

The 2009-11 contract includes an 8% contribution increase effective January 1, 2010 and a 7.2% increase in 2011 to the Options medical plans.

The increased contribution is projected to largely offset current and future increases in medical and dental premiums. In addition, the 2009-11 contract ensures that SEIU members enrolled in Blue Shield and Cigna plans will retain their eligibility. This applies to social workers and other former members of SEIU Local 535.

See chart on reverse ►

Benefits, Rights and Wages: Secured

Bargaining team members also beat back the county's proposed "financial contingency" language, which would have made our contracts vulnerable to economic takeaways if the

Board of Supervisors declared a financial emergency.

Build a Better LA County

In response to Local 721's Build a Better LA County campaign, CEO Bill Fujioka has invited the union to participate in his countywide CEO Efficiencies Initiative to identify service improvements and cost savings. Some of the cost savings identified through this collaboration would be retained in department budgets and used to pay for other job and service improvements.



Increased County Contributions Offset Medical and Dental Premium Increases

SEIU Local 721 members will continue to receive fully paid family HMO medical and dental coverage, with cash back in paychecks.

Medical Plan	2010 Premium Rates**	2010 County Contribution (8.0% Increase)	2010 Cash Back* with Delta Dental	2010 Cash Back* with SafeGuard	2011 Premium Rates	2011 County Contribution (7.2% Increase)
Kaiser						
Single	\$ 466.86	\$ 573.56	\$ 67.17	\$ 92.73	TBD	\$ 614.86
2 Party	\$ 936.72	\$ 1046.49	\$ 43.57	\$ 86.29	TBD	\$ 1121.84
Family	\$ 1086.04	\$ 1236.23	\$ 50.40	\$ 120.71	TBD	\$ 1325.24
PacifiCare HMO						
Single	\$ 418.17	\$ 573.56	\$ 115.86	\$ 141.42	TBD	\$ 614.86
2 Party	\$ 847.83	\$ 1046.49	\$ 132.46	\$ 175.18	TBD	\$ 1121.84
Family	\$ 981.57	\$ 1236.23	\$ 154.87	\$ 225.18	TBD	\$ 1325.24
PacifiCare PPO						
Single	\$ 1180.83	\$ 573.56	-\$ 646.80	-\$ 621.24	TBD	614.86
2 Party	\$ 2387.77	\$ 1046.49	-\$ 1407.48	-\$ 1364.76	TBD	1121.84
Family	\$ 2766.09	\$ 1236.23	-\$ 1629.65	-\$ 1559.34	TBD	1325.24

*Appears as FLEX-EARN on paycheck - additional take-home pay after paying for benefits

**Reflects negotiated premium buy-down of medical and dental and excludes Options administrative fee

Please review your bargaining unit contract summary and vote to ratify your new contract by mailing back your ballot. Please follow the **Voting Instructions** printed on the back of your ballot to ensure your vote is counted. Your ballot must be received by 5:00pm on **Monday, November 9, 2009**. The ballots will be counted on **Monday, November 9, 2009** at 6:00pm at the SEIU 721 Los Angeles office.