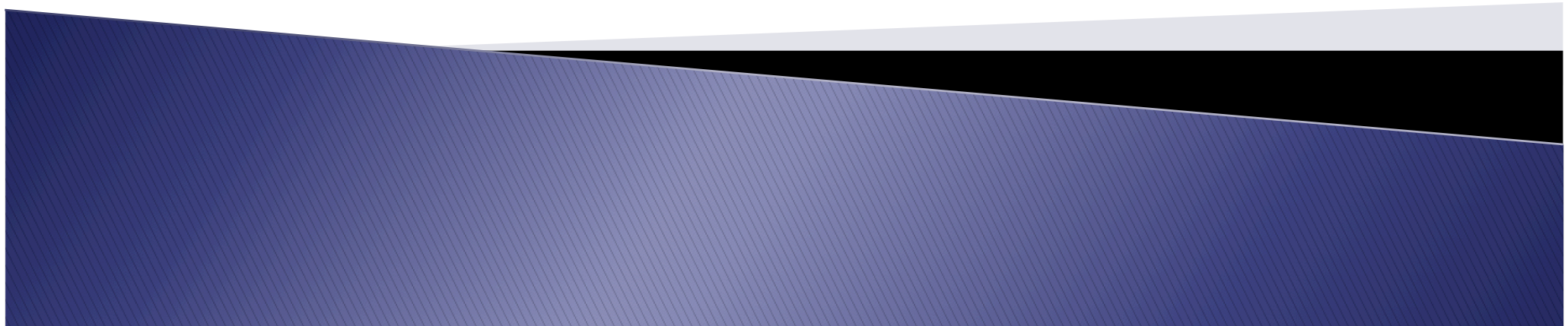


LOCAL 721



SEIU

Riverside County Settlement Agreement



Comparison – Term of Contract

LBFO

- ▶ 3 year term

SEIU Local 721

- ▶ 3 year term

Settlement Agreement

- ▶ 5 year term

Comparison – Step/Merit Increases

LBFO

- ▶ Resume in Year 2
- ▶ Effective 07/01/2012
- ▶ Reduced 1 step increases
- ▶ 2.71% increases
- ▶ No retroactive steps

SEIU Local 721

- ▶ Resume Immediately
- ▶ Effective 12/01/2011
- ▶ Regular 2 step increases
- ▶ 5.5% increases
- ▶ No retroactive steps

Settlement Agreement

- ▶ Resume in Year 1
- ▶ Effective 07/01/2012
- ▶ Reduced 1 step increases for 2012 & 2013.
- ▶ 2.71% increases for 2012 & 2013.
- ▶ Resume regular 2 step increases in 2014.
- ▶ 5.5% increases for 2014–2016.
- ▶ No retroactive steps

Comparison – Salary Ranges

LBFO

- ▶ Add 2 salary steps (5.5%) to bottom of all job classes
- ▶ Effective 07/01/2012, add 1 salary step (2.71%) to top of all salary ranges

SEIU Local 721

- ▶ Add 2 salary steps (5.5%) to bottom to entry level classes only
- ▶ Effective 1st pay period in January each year, add 1 salary step (2.71%) to top of all salary ranges

Settlement Agreement

- ▶ Add 2 salary steps (5.5%) to bottom to all job classes
- ▶ Effective July 2012, add 1 salary step (2.71%) to top of all salary ranges
- ▶ Effective July 2014, add 1 salary step (2.71%) to top of all salary ranges.
- ▶ \$2,000 Advanced Grade Recognition for top step employees

Comparison – Benefits

LBFO

- ▶ No Increases

SEIU Local 721

- ▶ Short-Term Disability
Expand to Level II benefits
- ▶ FLEX contributions
Effective 11/29/2012
Increase to \$700/monthly
- ▶ Retiree Medical Benefits
Effective 06/26/2014
Increase up to \$200/monthly
- ▶ Free Vision Plan
Effective 01/01/2013

Settlement Agreement

- ▶ Short-Term Disability
Expanded to Level II benefits
- ▶ FLEX contributions
About \$50 monthly increase in November of each year. Will increase to \$823/monthly
- ▶ Retiree Medical Benefits
Re-open in July 2014

Comparison – Wage Increases

LBFO

- ▶ No COLA's

SEIU Local 721

- ▶ Effective 07/11/2013
3.5% COLA
- ▶ Effective 06/26/2014
1.5% COLA

5.0% COLA in Year 3

Settlement Agreement

- ▶ Effective July 2013
2% COLA
- ▶ Effective July 2014
2% COLA
- ▶ Effective July 2015
2% COLA
- ▶ Effective Jan. 2016
2% COLA

8.0% COLA over term

Comparison – Pensions

LBFO

- ▶ **New Hires**
2% @ 60 Formula
3 Year Average
- ▶ **Current Employees**
3% @ 60 Formula
Single Highest Year

SEIU Local 721

- ▶ **New Hires**
2.5% @ 55 Formula
3 Year Average
- ▶ **Current Employees**
3% @ 60 Formula
Single Highest Year

Settlement Agreement

- ▶ **New Hires**
2% @ 60 Formula
3 Year Average
- ▶ **Current Employees**
3% @ 60 Formula
Single Highest Year

Comparison – Pensions

LBFO

- ▶ **New Hires & Non-Vested**
Effective 12/01/2011
8% EPMC

- ▶ **Vested Employees**

Immediately
Effective 12/01/2011
3% EPMC

7 months later
Effective 07/12/2012
6% EPMC

1 year later
Effective 07/11/2013
8% EPMC

No protection from future increases!

SEIU Local 721

- ▶ **New Hires & Non-Vested**
Effective 12/01/2011
8% EPMC

- ▶ **Vested Employees**

In 1.5 months
Effective 01/12/2012
3% EPMC

1 year later
Effective 01/10/2013
6% EPMC

1 year later
Effective 01/09/2014
8% EPMC

Max cap of 8% on contributions

Settlement Agreement

- ▶ **New Hires & Non-Vested**
Effective 12/01/2011 8% EPMC

- ▶ **Vested Employees**

Already in effect
Effective 12/01/2011
3% EPMC

Effective 07/12/2012
6% EPMC

1 year later
Effective 07/11/2013
8% EPMC

Max cap of 8% on contributions

Comparison – Parity Studies

LBFO

- ▶ No parity studies
- ▶ *Discuss* recruiting and retention issues in:

Sheriff's Department

Registered Nurses at RCRMC & Arlington Campus only

SEIU Local 721

- ▶ Resume parity studies for all classifications
- ▶ Resolve recruiting and retention issues in all classifications

Settlement Agreement

- ▶ Re-opener to discuss resuming parity studies for all classifications in July 2014.

Comparison – Fairness Agreement

LBFO

- ▶ Excludes Executive Management, Elected Officials, Executive Law Enforcement, RSA & DDA
- ▶ Only applies to across-the-board increases in wages or benefits
- ▶ Excludes resuming regular step increases
- ▶ Excludes pension reform

SEIU Local 721

- ▶ Excludes only RSA & DDA
- ▶ Applies to any increases in wages or benefits
- ▶ Includes resuming any step increases
- ▶ Includes pension reform

Settlement Agreement

- ▶ Only applies to LIUNA
- ▶ Only applies to across-the-board increases in wages or benefits
- ▶ Excludes resuming regular step increases
- ▶ Excludes pension reform

Comparison – Furloughs

LBFO

- ▶ No mandatory furloughs

SEIU Local 721

- ▶ 12/01/2011 – 06/27/2012
42 hours of furloughs (2%)
- ▶ 06/28/2012 – 06/26/2013
104 hours of furloughs (5%)

May be cancelled by any Department Head

Does not apply to employees in 24/7 operations, such as RN's, Fire or Sheriff

Does not apply to employees that are not funded by General Fund, such as Flood

Settlement Agreement

- ▶ No mandatory furloughs

LBFO

- ▶ Add in-laws to sick leave
- ▶ Limited Salary Compaction Remedy
- ▶ Restrict Union Rights
- ▶ Payroll Advices
- ▶ Temporary Promotions
- ▶ Tentative Agreements

SEIU Local 721

- ▶ Add in-laws to sick leave
- ▶ Permanent Salary Compaction Remedy
- ▶ Protect Union Rights
- ▶ Payroll Advices & Errors
- ▶ Temporary Promotions & Working-out-of-Class
- ▶ Tentative Agreements

Settlement Agreement

- ▶ Add in-laws to sick leave
- ▶ Permanent Salary Compaction Remedy
- ▶ Protect Union Rights
- ▶ Payroll Advices
- ▶ Temporary Promotions
- ▶ Tentative Agreements

Ratification Voting Guidelines

- ▶ Clearly mark only one selection on ballot.
- ▶ Must enclose ballot in colored secret envelope.
- ▶ Sign outer envelope and include your CEID#.
- ▶ Mail, deposit in ballot boxes, or deliver to SEIU office by Wednesday, Feb. 29, 2012.
- ▶ Invalid ballots will be discarded.



Still Have Questions?

LOCAL 721



SEIU

Visit our website at:

www.seiu721.org

Follow link to Riverside County
Bargaining Update

or

E-mail the bargaining team at:

rivcoseiu@gmail.com