

# 2015-2018 Union Contract Tentative Agreement Summary Institutional Support Services, BU 211



## 10% General Raises for All SEIU 721 Bargaining Units!

Additional salary increases for many  
classifications.

LA County will recognize Cesar E. Chavez Day  
as an Official Paid Holiday starting in 2017.

**W**e did it! After hard-fought contract negotiations, we've reached a Tentative Agreement on an excellent three-year contract that raises up all of LA County.

Time and time again you stood strong and united with your fellow LA County workers to make your voices matter, and you made the urgency for a contract that raises up all of LA County very clear. You pushed LA County to make the right investments in the frontline workers to continue delivering quality services—**and it worked.**

The 2015-2018 contract tentative agreement finally puts LA County on the road to meeting its vision of becoming the employer of choice and delivering more services to the communities we serve. Your bargaining committee congratulates you for your resilience to win a breakthrough contract, and recommends a YES vote.



## Tentative Agreement Overview

### Salaries

The Agreement provides for **10% general salary movement** (40 levels) for all SEIU Local 721 classifications, as follows:

Effective Date	Salary Increase
October 1, 2015	3% (12 levels)
October 1, 2016	3% (12 levels)
October 1, 2017	2% (8 levels)
April 1, 2018	2% (8 levels)

### Additional Salary Increases

Based on recruitment, retention issues and labor market inequities, the Agreement provides for **additional** salary increases, above and beyond the general salary increases listed above, for certain classifications, as follows:

Job Classification, Item #	1/1/2016
Institutional Helper, 6763	5%
Institutional Laborer, 6766	5%
Forensic Attendant, 4884	5%
Institutional Barber, 5073	5%

### Minimum Wage

All SEIU Local 721 bargaining unit members shall be paid no less than \$15/hour by July 1, 2018 according to the following schedule:

Effective Date	Minimum Wage
July 1, 2016	\$10.50/hour
July 1, 2017	\$12.00/hour
July 1, 2018	\$15.00/hour

### "Me Too" Clause

In the event that any County bargaining unit reaches an agreement that results in a higher general salary increase or longevity pay/bonus for bargaining unit classifications not currently receiving longevity pay/bonus, the County agrees to provide the equivalent to SEIU Local 721 bargaining unit members.

### Article 7 Term

Three years. The term is October 1, 2015 through September 30, 2018.

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## **Article 20 Contracting Out and Transfer of Functions**

At least 15 business days (an increase from 10 days) prior to the release of a Request for Proposal (RFP) a Department shall provide a copy and offer to meet and consult with the union.

## **Article 39 Personnel Practices**

### New Section: Communication through County e-mail.

A labor/management workgroup will consider the feasibility of communication with bargaining unit members through the use of County email addresses. The workgroup will present recommendations to the Board of Supervisors within 60 days.

## **Article 41 DHS and DPH Quality and Restructuring**

### Safe Patient Handling (Patient Transport and Lift Teams)

There will be no fewer than two (2) trained and designated team members to safely lift, reposition or transfer patients to/from beds, chairs gurney and other areas. Management will endeavor to make training standards, guidelines and responsibilities clear and uniform throughout DHS.

### Enhanced Employee Safety

\$20,000 will be allocated for the purchase of safety alarm devices for employees working in psychiatric inpatient, outpatient, and emergency departments.

### Code Gold

During Code Gold alerts management will provide designated coverage to staff for continuity of care.

## **Article 42 DMH Healthcare and Integration Committee**

The title of the Article is changed from "DMH Health Care Reform" to "DMH Healthcare and Integration Committee".

The Committee will explore provision of field kits that include personal protective equipment and hand-held portable alarms will be made more available to staff.

## **Article 45 Posting of Vacancies**

County computers will be made available to employees during their breaks for purposes of searching for job vacancies elsewhere in the County; the County will also have the option of posting job vacancies on traditional bulletin boards. This will benefit employees working at facilities where access to computers is limited due to special circumstances (i.e. "lockdown" facilities and Probation and Sheriff).

## **Article 49 Vacations**

Management will now post a schedule of vacations no later than December 18th each year (currently designated as end of March of each year); employees will be allowed to petition for vacations from November 1st through December 18th of each year. This ensures that management does not unreasonably hold out on approving employees' vacation requests.

## **Article 54 Work Schedule Changes**

Subject to operational needs, management shall change employees schedules a maximum of once per year. This benefits employees where new management teams may want to change the schedules.

## **Article 55 Uniforms**

Subject to management's discretion, Culinary and Laundry series employees shall receive special equipment to deal with physically harsh working conditions (rain, freezing temperature, etc).

## **Article 62 Special Pay Practices**

Employees shall now receive \$1.00 per hour worked on evening or night shifts (currently \$0.65 per hour).

All other articles are "no change to current contract" except for administrative changes and contract provisions with a date reference are changed to reflect the new term of the agreement.

### **Voting Instructions**

Please ensure your vote is counted by following the Voting Instructions printed on the back of your ballot.