

2015-2018 Union Contract Tentative Agreement Summary

Paramedical Technical, BU 221

Supervisory Paramedical Health, BU 222



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.

We 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:

BU 221 Classifications	1/1/16	1/1/17	1/1/18
Clinic Nursing Attendant I	2%	3%	
Clinic Nursing Attendant II	2%	3%	
Unit Support Assistant	2%	3%	
Nursing Attendant Trainee	2%	3%	
Nursing Attendant I	2%	3%	
Nursing Attendant II	2%	3%	
Nursing Attendant III	2%	3%	
Rehabilitation Associate	2%	3%	
Orthopedic Technician	2%	3%	

BU 221 Classifications

	1/1/16	1/1/17	1/1/18
Pulmonary Physiology Tech Trainee	2%	3%	
Pulmonary Physiology Tech I	2%	3%	
Pulmonary Physiology Tech II	2%	3%	
Pulmonary Physiology Tech III	2%	3%	
Electroencephalograph Tech I		5%	5%
Electroencephalograph Tech II		5%	5%
Asst Radiology Equip Specialist		5%	5%
Dental Lab Radiologic Tech		5%	5%
MRI Technologist I		5%	5%
MRI Technologist II		5%	5%
Radiologic Technologist		5%	5%
Radiologic Technologist, Spec Proc		5%	5%
Cardiovascular Technician Trainee	2%	3%	
Cardiovascular Technician	2%	3%	
Cytology Lab Tech Instructor	2%	3%	
Forensic Technician I	5%		
Forensic Technician II	5%		
Senior Forensic Attendant	5%		
Autopsy Tech	5%		
Autopsy Tech – Photographer	5%		

BU 222 Classifications

	1/1/16	1/1/17	1/1/18
Pulmonary Physiology Tech Supv I	2%	3%	
Pulmonary Physiology Tech Supv II	2%	3%	
Electroencephalograph Tech Supv		5%	5%

Continued on other side

Supervising MRI Technologist	5%	5%
Supervising Radiologic Tech I	5%	5%
Education Coord, Radiologic Tech	5%	5%
Supervising Radiologic Tech II	5%	5%
Asst Chief Radiologic Technologist	5%	5%
Supervising Cardiovascular Tech	2%	3%
Cytology Laboratory Tech Supv II	2%	3%

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.

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 48 Work Schedule

New Section: D. Alternative Work Schedules

Employees may request in writing alternative work schedules such as a nine (9) day -80 hour two week schedule or a four (4) day - 40 hour week schedule. Management will respond, in writing to an employees' request within 15 calendar days.

Article 65 Special Pay Practices

Section 1. Evening and Night Shift Differentials

Evening and Night Shift Differential increased to \$1.00 per hour beginning in 10/1/17.

Section 2. Standby

Standby pay is increased by 5% effective 10/1/17.

Section 5. Weekend Bonus

Weekend Bonus is increased by 5% effective 10/1/17.

New Section : Appendix D (BU 221)

Nursing Attendant representatives and Nursing Administrators from each of the four hospitals will meet to explore and implement agreed solutions specific to Nursing Attendants inpatients settings including, but not limited to the following:

1. Reduce the use of Nursing Attendant Registry
2. Reduce Industrial Accidents
3. Define Safe Staffing

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.