


# 2015-2018 Union Contract Tentative Agreement Summary

## Registered Nurses, BU 311

## Supervising Registered Nurses, BU 312



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

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** for all SEIU Local 721 classifications, as follows:

Effective Date	Salary Increase
October 1, 2015	3%
October 1, 2016	3%
October 1, 2017	2%
April 1, 2018	2%

#### Additional Salary Increases

The Agreement provides for **additional** salary increases, above and beyond the general salary increases listed above, for certain classifications, as follows:

##### Nurse Practitioner Grid Placement

Effective October 1, 2015, Nurse Practitioner Classification shall be placed at Salary Grid Assignment 13 totaling an additional 6% increase from the previous Grid Assignment 11. Step placement of incumbent Nurse Practitioner on new Grid Level 13 shall be the nearest step to current salary that does not allow for a decrease.

##### New Hire, Newly Certified Nurse Practitioners

“Placement of a newly hired Nurse Practitioner, who has been licensed (i.e. certified) less than a year, onto the salary schedule will be determined by the number of years of verified Registered Nurse experience within United States as follows: Every four (4) years of experience, as a Registered Nurse, will equate to one step credit (i.e. 4 years of verified experience will result in placement on Step 1). When initially hired, the maximum step placement for a newly hired licensed Nurse Practitioner... will be Step 3 (12 years of experience).”

##### New Hire, Experienced Nurse Practitioners

“Placement of a newly hired, but experienced, Nurse Practitioner will be determined by the number of verified Nurse Practitioners experience within the United

States...an experienced Nurse Practitioner is defined as a Nurse Practitioner with one or more years of verifiable experience as a Nurse Practitioner.”

#### 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.

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**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 50 Personnel Policies and Practices**

Section 6 Advanced Practice Nurses

“...a minimum of four (4) hours per workweek for educational purposes and for purposes of performing non-clinical duties, including not limited to review of patient laboratory values and medical literature, professional lectures, and grand rounds.”

Section 8 C. Negotiations

Twenty-seven (27) RN Delegates (previously 24), plus Chairperson paid by County.

**Article 57 Special Pay Practices**

Section 3 Evening and Night Shift Differential

Effective October 1, 2017, current hourly rate of differential to increase by 5%.

Section 4 Weekend Differential

Effective October 1, 2017, current hourly rate of differential to increase by 5%.

Section 5 Stand-by Pay

Effective October 1, 2017, current hourly rate of standby pay to increase by 5%.

Section 10 Relief Charge Nurse

Acting or relief charge nurse or team leader shall receive \$2.50 per hour whether the supervisory charge nurse is present or not. (Former language: this additional compensation received only “... in the absence of the supervisory charge nurse...”)

Section 11 Advanced Educational Degree Bonus

Will now include Registered Nurses who have participated in a qualifying Master’s degree program which bypassed a Bachelor’s degree. Language states: “...‘accelerated’ Master’s degree (in the absence of a Bachelor’s degree) in nursing or a closely-related health field will receive a 2% bonus... effective April 1, 2016.”

Section 12 Sheriff Department Nurses

Upon integration of Sheriff’s Medical Services Bureau and Departments of Mental Health, Jail Mental Health Services, into the Department of Health Services, these

Registered Nurse classifications who are full-time and permanently assigned to a Sheriff’s Custody facility will be provided a 5.5% bonus: RN I, II, III, Sheriff; Nurse Practitioners; Public Health Nurses; Nursing Instructors; RN I, II, III; Supervising Staff Nurses I, II; Mental Health Counselor, RN; Senior Mental Health Counselor, RN; Assistant Mental Health Counselor, RN. Any Registered Nurse currently receiving this 5.5% bonus will continue to be paid bonus.

(NEW) Section 13 Critical Care Registered Nurses - Intensive Care and Emergency Department Bonus

“Full-time permanent Registered Nurses and Supervising Staff Nurses performing direct patient care in the following units shall receive a bonus of \$100 per pay period. To receive the bonus the RN must have completed the required training program and remain working in the areas designated below: ICU Nurses: Medical ICU, Surgical ICU, Neuroscience ICU, Coronary Care Unit, Progressive Care Unit (Step Down Unit), Burn ICU, Pediatric ICU, Neonatal ICU, Cardiothoracic ICU, ICU Critical Care Transport, Cardiac Cath Lab, and ER Department: Adult ER, Pediatrics ER, Psychiatric ER, Jail ER.”

Special Note: New Side Letter obligates the SEIU 721/CEO Registered Nurses (RN) Task Force to discuss DHS Critical Care bonuses (to consider adding more patient care units to this list).

**Article 58 Overtime**

Section 3 Accrual of FLSA Compensatory Time Off (CTO) B.

“When feasible, Registered Nurses shall be granted their requested time off... Management shall respond to the (employee’s written) request in writing within 10 working days or 14 calendar days.” First request received will receive priority and seniority will break ties.

**Side Letters**

“...the Chief Executive Office agrees to conduct class studies on the Public Health Nurse and Supervising Staff Nurse classification series... the classification study will be initiated no later than 90 days from the date of the Los Angeles County Board of Supervisor’s approval of the MOU. The study will be targeted for completion no later than February 2017. The results of the classification study will be made available to the RN Task Force for review...a minimum of 6 Subject Matter Experts will be released to attend the RN Task Force meeting where this item is on the agenda.”

“The Registered Nurse Task Force (established on or about April 2007) will add to its agenda discussions related to, but not limited to DHS Critical Care Bonuses, the supervision of Registered Nurses and the day-to-day chain of authority within the DCFS and DMH.”

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.