

2015-2018 Union Contract Tentative Agreement Summary

Health Science Professionals, BU 341

Supervisory Health Science Professionals, BU 342



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 341 Classifications, Item #	1/1/16	1/1/17	1/2/18
Clinical Lab Scientist Trainee, 4891	5%		5%
Clinical Lab Scientist, 4895	5%		5%
Clinical Lab Scientist II, 4896	5%		5%
Clinical Lab Scientist Instr, 4900	5%		5%
Lab Quality Control Coord, 4902	5%		5%
Public Hlth Micro Trainee, 4998	5%		5%
Public Health Micro, 4999	5%		5%
Public Health Micro II, 5000	5%		5%

BU 341 Classifications, Item #	1/1/16	1/1/17	1/2/18
Graduate Phys Ther, 5834		5%	
Graduate Phys Ther, Foreign, 5835		5%	
Physical Therapist, 5837		5%	
Physical Therapist II, 5839		5%	
Physical Therapy Instructor, 5842		5%	
Hlth Facil Consult, Phys Ther, 5848		5%	
Graduate Occupational Ther, 5855		5%	
Occupational Therapist, 5856		5%	
Occupational Therapist II, 5857		5%	
Occupational Therapy Instr, 5861		5%	
Cytology Laboratory Tech, 4959	2%	3%	
Cytology Laboratory Tech II, 4960	2%	3%	
Speech Path Clinical Fellow, 5886	2%	3%	
Speech Pathologist, 5887	2%	3%	
Speech Pathologist II, 5889	2%	3%	
Audiology Clinical Fellow, 5893	4%	3%	
Audiologist, 5894	4%	3%	
Audiologist II, 5896	4%	3%	

BU 342 Classifications, Item #	1/1/16	1/1/17	1/2/18
Head, Radiation Control, 5780		5%	5%
Supv Clinical Lab Scientist, 4903	5%		5%
Supv Clinical Lab Scientist II, 4904	5%		5%
Supv Clinical Lab Scientist III, 4905	5%		5%

Continued on other side

Clin Lab Scien Admin Coord, 4909	5%	5%
Public Health Micro Supvr, 5001	5%	5%
Public Health Micro Supvr II, 5004	5%	5%
Phys Therapy Supervisor, 5843		5%
Phys Therapy Consult, Equip, 5844		5%
Phys Therapy Education Coord, 5847		5%
Physical Therapy Supervisor II, 5849		5%
Occup Therapy Supervisor, 5859		5%
Occup Therapy Educ Coord, 5862		5%
Hlth Fac Cons, Occup Therapy, 5864		5%
Occupational Therapy Supvr II, 5865		5%
Cytology Lab Tech Supvr, 4961	2%	3%
Speech Pathology Chief, 5891	2%	3%
Audiology Chief, 5899	4%	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 45 Work Schedules:

Bargaining Unit members in the Department of Health Services may submit a written request to his/her supervisor to allow a one hour combined lunch break. If the supervisor does not grant the request, it may be submitted to DHS Human Resources for final review.

Article 52 Special Pay Practices

Evening and Night Shift Differentials

For Clinical Laboratory Scientist I and II, and Supervising Clinical Laboratory Scientist I, the differentials are unchanged.

For all other bargaining unit members, effective October 1, 2017, the evening and night shift differentials will be doubled. For Clinical Lab Scientist Instructor, Clinical Microbiologist I, Public Health Microbiologist I, Supervising Clinical Laboratory Scientist II, Supervising Clinical Laboratory Scientist III, Clinical Laboratory Scientist Administrative Coordinator, Clinical Microbiology Supervisor, Public Health Microbiology Supervisor I, Public Health Microbiology Supervisor II, the differential will be increased from \$0.45/hour (current) to \$0.90/hour (new).

For all others, the differential will be increased from \$0.30/hour (current) to \$0.60/hour (new).

Standby Pay

Effective October 1, 2017, standby pay will be increased by 5%.

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.