

2015-2018 Union Contract Tentative Agreement Summary

Artisan and Blue Collar, BU 431

Supervisory Artisan and Blue Collar, BU 432



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 for certain classifications, as follows:

431 Classifications, Item #	1/1/16	1/1/17
Tree Trimmer, 0391	5%	
Tree Trimmer Working Supvr, 0394	5%	
Parking Lot Sweeper Operator, 6757	2%	3%
432 Classifications, Item #	1/1/16	1/1/17
Tree Trimmer District Supvr, 0397	5%	
Tree Trim & Pest Control Coord, 0399	5%	
Asst Roadside Tree Supt, 0406	5%	
Intermediate Housekeeper, 6713	2%	3%

432 Classifications, Item #	1/1/16	1/1/17
Custodian Working Supvr, 6776	2%	3%
Custodian Supervisor, 6778	2%	3%
Inmate Crew Supervisor, 6779	2%	3%
Senior Custodian Supvr, 6780	2%	3%
Institutional Services Supvr 6796	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.

Continued on other side

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 44 Work Schedules

Seniority will now be a factor in determining voluntary work shift and schedule changes.

Inverse seniority will be a factor in determining involuntary work shift and schedule changes.

Article 45 Transfer/Reassignment

Revised language to ensure that the County makes a reasonable effort to effect transfers/reassignments based on the desires of employees and operational needs of the department.

Article 46 Uniforms

Additional uniform items for Animal Control Officer I, II and III: reflective vests, Sam Browne belts, and keepers (BU 431).

Additional uniform items for Animal Control Officer IV: Sam Browne belts and keepers (BU 432).

Article 51 Special Pay Practices

Second (swing) shift premium increases to \$1.00 per hour effective 10/1/2017

Third (graveyard) shift premium increases to \$1.00 per hour effective 10/1/2017

Standby pay increases to \$1.05 (BU 431) and \$1.00 (BU 432) per hour effective 10/1/2017

ASE Certificate Bonus (BU 432)

Negotiated bonus of two (2) new Automotive Service Excellence certifications.

Added bonuses for Power Equipment Technician Supervisor.

Members in the Power Equipment Technician Working Supervisor and Power Equipment Technician Supervisor classifications can renew ASE certifications to continue to receive the bonus.

Article 53 Public Works Food for the Winter

Continue to provide food for bargaining unit employees in RD 557 Sub-yard (Millcreek), Mountain Operations Mount Wilson, RD 558 Sub-yard (Jackson Lake) beginning in October of each year.

Appendix D Labor Management Committee

Agreement between Departmental Management and Labor to convene and discuss issues of mutual concern including, but not limited to, OSD safety issues, Food for Winter, ISD rain gear, Probation Crew instructors uniforms and Light Vehicle Drivers gear.

Appendix E

New appendix, in which Department of Animal Care and Control agrees to provide ear protection, snake buckets, and training on snake handling to members (BU 431).

Department agrees to meet with CEO and impacted members on status of noise exposure study (BU 431) and training on handling dangerous animals including, but not limited to, fractious dogs (BU 431 & 432).

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.