


2015-2018 Union Contract Tentative Agreement Summary Children's Social Workers, BU 723



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.

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) |

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.

Continued on other side

Article 43 Training

Section 2 to include Role of Coaching and Mentoring (new)

The Department will make reasonable efforts to provide supplemental support to newly hired CSW's. Discussions on strategies and best practices to implement coaching and mentoring will take place monthly during the Recruitment and Retention Committee for the term of the MOU.

Article 44 Caseloads

AB 12 Unit (new)

All AB 12 CSW's carrying mixed caseloads, shall have a pure AB-12 caseload within six (6) months after the ratification and approval of the MOU. However, if there are insufficient cases to support AB- 12 caseloads, the AB-12 CSW's may continue to carry a mixed caseload.

Article 51 Continuing Education

Section 4 (new)

The Union and Department will meet monthly during in a Recruitment and Retention committee to discuss strengthening the Licensure Supervision Program. A written report will be developed to include budget utilization, program recruitment, and stipend reimbursement levels that will be submitted to the Department and SEIU 721 annually.

Article 52 Transfers

Voluntary

Employees who are up for transfer match, and are on FMLA , will be notified by certified mail.

Involuntary

Employees shall be allowed to waive the required time in their current office (two years) to have their name placed on the transfer match list.

Article 57 Caseload Accountability Panel

In addition to its other functions, the caseload Accountability Panel will make recommendations regarding timeliness of Internal Affairs investigations

New Appendix D – Caseload Goals

Caseload goals for CSWs have been established as follows:

- Continuing Services - 24
- Emergency Response – 18

The target date for reaching these goals is September 2017.

Article 58 Mobile Worker Program (new)

In an effort to achieve equal access to the program, all applications for participation in the Mobile Worker program shall be submitted directly to the Deputy Director.

Side Letter (new)

To ensure the caseload goals established in Appendix "D" are achieved, DCFS in collaboration with SEIU 721 will make a concerted effort to hire an additional 300 CSW's (net) by September 2017.

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.