

# 2015-2018 Union Contract Tentative Agreement Summary

## Social Services Investigators, BU 731



### 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.

**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** (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:

Job Classification, Item #	1/1/17
Eligibility Worker I, 9178	1.5%
Eligibility Worker II, 9179	1.5%
Eligibility Worker III, 9177	1.5%

### 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.

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## **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.

## **Appendix D Classification Study for Human Services Aides**

Commitment from the Department of Children and Family Services to conduct a classification study for Human Services Aides (HSA's)



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.