

# 2015-2018 Union Contract Tentative Agreement Summary Supervising Social Workers, BU 777



## 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 |
|---------------------------------|--------|
| Supv Appeals Hearing Spec, 9011 | 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.

## **Article 44 Caseload**


### Section 6. Caseload Accountability Panel (CAP)

DCFS will review the caseload goals established by CAP which will have direct impact on the currently established supervisory ratios/span of control for Supervising Children's Social Workers.

Two (2) Supervising Children's Social Workers shall participate on the Caseload Accountability Panel.

### Side letter regarding Caseloads in DCFS

As DCFS continues to hire CSW's; the Department committed to hiring SCSW's to ensure span of control is manageable for SCSW's and the newly hired CSWS are assigned to a supervisor sooner than later; for the purposes of becoming better prepared to do the challenging work they do! DCFS has made a commitment to do the following:

- Fill the 87 SCSW vacancies that currently exist 
- Complete the hiring of 70 SCSWS.

### Side letter regarding hiring in DPSS and CSS

DPSS and CSS management has made a commitment to hire to budget allocation levels for all classifications within this bargaining unit.

## **Article 42 Work Schedules**

Supervising Appeals Hearing Specialist will be able to Telework one (1) day per month.

## **Article 43 Consultation and Training**

At the end of each fiscal year Management shall provide a written report to the union regarding the

status and use of the allocated \$135,000. The report will be presented at the DCFS/ Local 721 JLMC meeting at the end of each fiscal year.

Employees who provide clinical supervision for one or more CSWs or SCSWs shall receive the following:

- \$12.50 per pay period (\$25.00 monthly) stipend for a weekly average of at least 1 hour of clinical supervision.
- \$25.00 per pay period (\$50.00 monthly) stipend for a weekly average of at least 2 hours of clinical supervision.
- \$37.50 per pay period (\$75.00 monthly) stipend for a weekly average of at least 3 hours of clinical supervision.
- \$50.00 per pay period (\$100.00 monthly) stipend for weekly average of 4 hours of clinical supervision.

SEIU Local 721 and DCFS agree that the strengthening of the Licensure Program is critical for skill development, recruitment and retention of staff. Therefore, Licensure Program Representatives, DCFS Management and Union Representatives will meet to discuss strategies on strengthening the Licensure Program including but not limited to: budget utilization, wait list management and program recruitment and retention.

## **Article 54 Special Pay Practices**

### Evening and Night Shift Differentials

Effective October 1, 2017, shift differentials will be increased by 5%.

### 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.