

2015-18 Fringe Benefits Agreement Tentative Agreement Summary



Agreement ensures affordable healthcare; provides enhanced benefits for experienced workers; new benefits for temporary workers; and secures Cesar Chavez birthday as a new paid County holiday for all.



We did it! After hard-fought contract negotiations, we've reached a Tentative Agreement on a Fringe Benefits Agreement that ensures we continue to raise 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. You pushed LA County to make the right investments in the frontline workers delivering quality services—**and it worked.**

Your determination delivered an agreement that protects our negotiated health and retirement benefits, rewards and values experienced workers, and positions LA County to truly be the employer of choice for new and veteran workers.

Your SEIU Local 721 Bargaining Policy Committee (BPC) recommends a YES Vote on this Tentative Agreement so these significant benefit victories and contract breakthroughs may be implemented.

Tentative Agreement Overview

Article 3 Term

Three years. The new benefits contract is effective October 1, 2015, through September 30, 2018.

Article 8 Options – Cafeteria Benefits Plan and Health, Dental and Life Insurance

Eligibility Expanded

The Eligibility section of the *Options* contract article is amended to include the "Z" Monthly Permanent 4/5 Time item as a full-time permanent employee eligible for the *Options* flexible benefits program. This is the first expansion of eligibility since the *Options* flexible benefits program was established.

Options Contribution Increased

Beginning January 1, 2016, the County *Options* monthly contribution increases each year to keep pace with projected medical HMO premiums.

	2016	2017	2018
	5.0% Increase	5.5% Increase	6.0% Increase
Employee Only	\$ 852.60	\$ 899.49	\$ 953.46
Employee + 1	\$1,553.61	\$1,641.17	\$1,739.64
Employee + 2	\$1,837.66	\$1,938.73	\$2,055.05

This means that the County's annual contribution to the *Options* flexible benefit program will increase by over \$140/month at the employee-only level and over

Tentative Agreement Highlights

- Annual increases in the *Options* contribution—up to \$305/month during the term of the Agreement
- Additional vacation accrual for experienced workers—8 additional hours per year after 20 years of service, and an additional 8 hours per year each year thereafter to a maximum of an additional 40 hours of vacation after 24 years or more of service
- Bereavement Leave to cover additional family members—an employee's brother-in-law, sister-in-law, great-grandfather, and great-grandmother.
- Cesar Chavez Holiday—first new paid holiday in 30 years

\$300/month at the family level during the three-year term of the Agreement.

The monthly allotment for employees who waive health insurance remains unchanged at \$228.

Health Insurance for Temporary and Recurrent Employees

The County monthly contribution for health insurance for temporary and recurrent workers meeting

Continued on other side

the 20-hour eligibility threshold is increased 5.0% effectively January 1, 2016, and increases 5.5% on January 1, 2017, and then increased 6.0% on January 1, 2018.

Article 15 Vacation*

The maximum vacation hours that can be earned annually was increased to 200 hours (5 weeks) for workers with 24 years of service or more. This increase of 40 hours will begin with an annual accrual of an additional 8 hours earned annually after 20 years of service, up to the additional 40 hours after 24 years or more.

In addition, the accrual rate for earning vacation was changed to reflect the eHR payroll and personnel system Phase 3 implementation.

Article 16 Bereavement Leave

Bereavement leave will also be provided for the death of an employee's brother-in-law, sister-in-law, great-grandfather, or great-grandmother.

Article 17 Holidays*

The contract article and the County Code will be amended to introduce a new paid holiday honoring the legacy of labor leader Cesar Chavez. Beginning in 2017, Cesar Chavez' birthday will be celebrated on the last Monday of March.

Article 27 Commuting Problems

Expands the negotiated commuter subsidy to alternative transportation to include "other forms of ridesharing". This will make more bargaining unit members eligible to access the annual \$200,000 subsidy.

*Does not apply to LACERA and LA County Courts.

Article 28 Sick Personal Leave for Temporary Employees

Incorporates a new paid leave benefit for temporary workers who previously did not earn sick leave or paid leave. These items – G, J, P, Q, R, S, and T, along with the Relief Nurses, shall be eligible for a new Sick Personal Leave benefit of up to 48 hours (6 days), made possible by a new state law, the Healthy Workplaces, Healthy Families Act of 2014. The new paid leave benefit shall be accrued at the rate of 4 hours for every 30 hours worked and is available for use after the 90th day of employment. Up to 24 hours (3 days) of the accrued Sick Personal Leave may be carried over to any subsequent year.

The new accrual rate provision is extended to hourly as-needed ("F" item) and daily recurrent workers ("H" item) and replaces their previous accrual method which was based on the total number of days worked and credited any accrued paid leave to January 1 following the year in which it was earned. These bargaining unit members will now be able to use their Sick Personal Leave during the calendar year it was accrued. In addition, at their option, the hourly and daily workers may be paid for up to 24 hours of accrued Sick Personal Leave in lieu of carrying those days to any subsequent year. At termination of service, the employee will receive payment for only one-half of their accumulated Sick Personal Leave.

All other articles are "no change to current contract" and the various contract provisions with a date reference have been changed to reflect the new term of the Benefits Agreement.

Voting Instructions

Please ensure your vote is counted by following the Voting Instructions printed on the back of your ballot.