

SEIU 721 PROFESSIONALS SECURE DEAL!

New Three-Year Agreement Aims to Solve Attrition Crisis and Improve Services Through 7 Percent Raise, Restoration of Back Pay, Retirement Pick-ups and Other Enhancements



We did it! After nearly a year of activism and action, we've secured a deal that begins the long process of restoring vital San Bernardino county services hobbled by attrition and short-staffing. S.B. 721 members' tireless work has paid off in one of the best contracts negotiated in the county in recent years.

Raises

7% salary increases for all bargaining unit members on the following schedule:

Increase

2%.....	July 9, 2016
2%.....	July 22, 2017
3%.....	July 22, 2018

7% will be restored to all members' salaries, effective July 9, 2016, reversing the pay cut from contract imposition.




One additional step will be added to all classifications at 2.5% on July 23, 2016.

Medical and Retirement

The agreement includes these and other key improvements:

- 7% retirement pickup, effective July 9, 2016
- 2% longevity pay for members with 15 years of service, effective December 2016
- Shift differential increases:
 - Evening: \$1 increased to \$1.20
 - Nighttime: \$1.30 increased to \$1.70
- Increases in medical subsidies
- Vacation cash out of 60 hours if any employee uses 80 in previous year
- \$1,000 retention bonus in 2019 for SSPs, Psychiatrists and other high-attrition classes
- \$1,000 professional allowance in year 2 for all members in the unit
- Stronger grievance procedures

To read the full agreement please visit www.seiu721.org/SBProfessional

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KEY COMPONENTS OF THE NEW T.A.

Medical Premium Subsidy Increases

Following Board of Supervisor approval and effective the first pay period, the MPS will increase for the Employee +1 and Employee +2 coverage levels on a pay period basis:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$194.90	
Grandfathered Employee Only *	\$230.25	
Employee + 1	\$167.28	\$334.57
Employee + 2	\$236.72	\$473.43

Effective July 21, 2018, the MPS amounts for employees in the Unit will increase on a pay period basis:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	\$98.48	\$198.42
Employee + 1	\$170.64	\$341.30
Employee + 2	\$241.48	\$482.94

Employees will receive a Dental Premium Subsidy in the following amounts per pay period:

Coverage Type	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only		
Employee + 1	\$4.73	\$9.46
Employee + 2		

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KEY COMPONENTS OF THE NEW T.A.

Equity Increases

Equity adjustments are in addition to the raises negotiated for the entire unit:

1.75%	2.5%	5%	6.25%	7.5%
*Effective the first PP following BOS approval	*Effective the first PP following BOS approval	*2.5% effective the first PP following BOS approval. *2.5% effective July 22, 2017	*2.5% effective the first PP following BOS approval. *2.5% effective July 22, 2017 *1.25% July 21, 2018	*2.5% effective the first PP following BOS approval. *2.5% effective January 21, 2017 *2.5% effective July 22, 2017
Public Health Physician II Building and Safety Engineer Dietician California Children Services Physician Consultant II Occupational Therapist II Lead Occupational Therapist Physical Therapist II Lead Physical Therapist Speech Therapist Pediatric Rehab Therapist	Land Surveyor Environmental Health Specialist II, III	Laboratory Technologist III Respiratory Care Practitioner III Clinical Therapist I, II – Psychologists	Clinical Therapist I,II	Laboratory Technologist I, II

PW Engineer II to receive \$1,000 bonus for acquiring Professional Engineer Certificate

Effective July, 2018 an additional 2nd step at 2.5% will be added to the following classifications and eliminate the bottom step:

1. Pediatric Rehab Therapist
2. Occupational Therapist II
3. Physical Therapist II
4. Speech Therapist
5. Dietician

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KEY COMPONENTS OF THE NEW T.A.

Social Service Practitioner Reclassification and Equity Increases

Social Service Practitioner (SSP classification structure and range advancement will change in the first pay period after approval of the contract by the Board of Supervisors.

SSP I Level: Trainee level: Employees will advance from the SSP I to the SSP II after completing the trainee period, advancement to the SSP II is considered a promotion at 5% base salary increase.

SSP II Level: Less than one year of County service as a SSP and less than 3 full years of completed County service (i.e., less than 6,240 service hours) as a SSP (or County-approved equivalent classification).

Employees shall automatically advance from the SSP II to the SSP III after completion of 3 full years of completed County service (i.e., completion of 6,240 service hours) as a SSP (or County-approved equivalent classification). Employees shall advance to the step in the SSP III range that represents an approximate two and one-half percent (2.50%) increase.

SSP III Level: At least three (3) full years of completed County service (i.e., completion of at least 6,240 service hours) as a SSP (or County-approved equivalent classification) but less than eight (8) full years of completed County service (i.e., less than 16,640 service hours) as a SSP (or County-approved equivalent classification).

Employees shall automatically advance from the SSP III to the SSP IV upon completion of eight (8) full years of County service (i.e., completion of 16,640 service hours) as a SSP (or County-approved equivalent classification) and having a Master of Social Work Degree or County-approved equivalent. Employees shall advance to the step in the SSP IV range that represents approximate two and one-half percent (2.50%) increase.

SSP IV Level: At least eight (8) full years of completed County service (i.e., completion of at least 16,640 service hours) as a SSP (or County-approved equivalent classification) AND a Master of Social Work Degree or County-approved equivalent.

Movement from the SSP IV to the SSP V shall be done through a merit-based competitive process, and shall be considered a promotion.

SSP V Level (Senior SSP): At least two (2) full years of completed County service (i.e., at least 4,160 service hours) as a SSP (or County-approved equivalent classification) AND a Master of Social Work Degree or County approved equivalent.

As noted above, movement from the SSP IV to the SSP V shall be done through a merit-based competitive process, and shall be considered a promotion.

Step Advancement Within Each Level – Employees who automatically advance to a higher level and range (i.e., from SSP II to SSP III and from SSP III to SSP IV) shall be eligible to advance to the next step, if applicable, following completion of 2,080 service hours from their most recent merit advancement (i.e., service hours will not reset for the purposes of receiving the next merit advancement).

Advancement from the SSP I to SSP II and from the SSP IV to SSP V shall be considered a promotion and made in accordance with the Promotions article (e.g., approximate five percent increase, etc.).

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KEY COMPONENTS OF THE NEW T.A.

Initial Placement of SSPs Following the SSP Restructure/Reclassification

SSPs in the Professional Unit will be placed at the following Levels effective the pay period following Board approval of the MOU:

SSPs Without a Master of Social Work on the Date of Board Approval of the MOU

- SSPs without a MSW or County-approved equivalent and less than three (3) full years of combined completed County service as an SSP shall be initially placed at the SSP II Level and maintain their current hourly rate.
- SSPs without a MSW or County-approved equivalent and more than three (3) full years of combined completed County service as an SSP will be placed at the SSP III Level on a step that represents an approximate 2.5% increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable).

SSPs With a Master of Social Work on the Date of Board Approval of the MOU

- SSPs with a MSW or County-approved equivalent and less than three (3) full years of combined completed County service as an SSP will be placed at the SSP II Level and maintain their current rate of pay.
- SSPs with a MSW or a County-approved equivalent and more than three (3) full years of combined completed County service as an SSP but less than 8 full years of completed service as an SSP shall be initially placed at the SSP III Level on a step that represents an approximate 2.5% increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable).
- SSPs with a MSW or a County-approved equivalent and more than eight (8) full years of combined completed County service as an SSP will be placed at the SSP IV Level on a step that represents an approximate five percent (5.0%) increase above their base hourly rate prior to Board approval (but inclusive of the 7% salary restoration, if applicable).
- Senior SSPs shall maintain their current step placement (but inclusive of the 7% salary restoration, if applicable) in the Senior SSP classification (SSP V Level).

Range Adjustments

Effective July 21, 2018 a new top step will be added for the SSP III and SSP IV classifications at 1.25%, and the new top step for the SSP V classification will be added at 2.5%.

Telecommuting

Any CFS SSP who has completed his or her probation period can request to telecommute.

SSP Remote Assignment Incentive

\$500 paid upon hire and additional \$500 after completion of 2080 hours for positions considered eligible for incentive.

ARC (After Hours Response Center) Differential and Incentive Payment

Evening shift differential \$1.25/hr, Night shift differential \$1.75. One time \$500 incentive for employees who volunteered for ARC prior to Board approval of MOU or volunteer within one year of Board approval.

CAHL (Child Abuse Hotline) Weekend Day Differential Increase

Increased from \$1/hr to \$1.50/hr

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KEY COMPONENTS OF THE NEW T.A.

Children and Family Services Labor Management Committee

Committee Goal:

1.) increase the overall number of case-carrying SSPs within CFS; 2.) reduce the average level of cases and referrals assigned to CFS SSPs; and 3.) to assign caseloads more equitably so that SSPs will not have significantly higher caseloads than other workers on the same type of assignment performing similar tasks.

The Committee will consist of up to seven (7) labor representatives and up to seven (7) management representatives.

The Committee will meet up to once monthly at the request of either party to discuss the issues related to CFS and child welfare.

Data:

The County will provide the following information at the beginning of each month: 1.) a list of vacant, unfilled CFS SSP positions; 2.) a list of case carrying CFS SSPs who have separated their employment from the County, including the reason for the separation (if known); and 3.) the total number of cases and referrals assigned to each CFS SSP.

Reopener:

Between six (6) months and one (1) year following Board approval of the MOU SEIU shall have the sole authority to re-open this article to meet and confer with management on caseloads and workloads.

Psychiatrist Restructure/Reclassification

The pay period following Board approval of the MOU, the County will establish a Psychiatrist series as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Psychiatrist I	\$ 106.98	\$ 109.11	\$ 112.16	\$ 115.03	\$ 117.76	\$ 120.78	\$ 123.87
Psychiatrist II	\$ 112.16	\$ 115.03	\$ 117.76	\$ 120.78	\$ 123.87	\$ 126.89	\$ 130.15
Child Psychiatrist	\$ 120.78	\$ 123.87	\$ 126.89	\$ 130.15	\$ 133.23	\$ 136.65	\$ 140.15
Psychiatrist III	\$ 123.87	\$ 126.89	\$ 130.15	\$ 133.23	\$ 136.65	\$ 140.15	\$ 143.16

Note: The above salary ranges do not include the initial two percent (2%) across the board wage increase.

The County and SEIU will meet and confer to establish the job descriptions of Psychiatrists.

Effective July 23, 2016 Psychiatrists will be placed on a step of one of the above ranges that represents at least an approximate five percent (5.0%) increase above their base hourly rate prior to Board approval of the MOU (but inclusive of the 7% salary restoration, if applicable).

Board Certified Psychiatrist Differential

5% differential for Psychiatrists who are certified as Diplomate by the American Board of Psychiatry and Neurology.

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