

Contract Negotiations are Coming Down to the Wire. It's Time to Raise Up Riverside!

Text **721RIVCITY** to 787753 to receive bargaining breaking news.

We the Riverside City Local 721 members have taken solidarity actions throughout the City and have made it very clear to City Hall that it **must stand with the workers who love this City.**

City Hall Leaders have walked in our shoes and witnessed first-hand the incredible work that we do to keep Riverside thriving.

It's up to us to ramp up the pressure and show our determination to finally win a contract that lifts frontline workers and the communities we serve.



www.seiu721.org



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Our Unity is Key to Winning a Contract that Raises Up Riverside!

**Sticker Up for the Next Bargaining Session
on Friday, September 30th.**

Our Contract Proposal to the City

4 year term: July 1, 2016 through June 30, 2020.

Salaries

- \$750 Lump Sum Payment effective upon City Council approval of MOU
- \$750 Lump Sum Payment effective 7/1/17
- 3-5% raises based on revenue sharing model effective January 1, 2018
- 3-5% raises based on revenue sharing model effective January 1, 2019
- 3-5% raises based on revenue sharing model effective January 1, 2020

Health Insurance

- Increase in City contribution toward medical insurance premium effective first pay period in December 2016 as follows:
 1. Single = \$30
 2. Employee+1 = \$40
 3. Family = \$55
- No increase in City contribution toward medical insurance premium in December 2017
- Equal cost sharing for premium increases between City and employees (except Single employees until premium rate exceeds City contribution) effective December 2018
- Equal cost sharing for premium increases between City and employees (except Single employees until premium rate exceeds City contribution) effective December 2019

PERS Retirement Contribution

- Effective January 1, 2018, Tier 1 bargaining unit employees will pick up an additional 1% of the employee contribution toward PERS
- Effective January 1, 2019, Tier 1 bargaining unit employees will pick up an additional 1% of the employee contribution toward PERS
- Reject City Proposal on Tier 3 employees picking up an additional 1% of PERS contribution

Retiree Medical Fund

- Meet 90 days after approval of MOU to make recommendations regarding the continuation of the fund

Shift Differential

- Increase swing shift differential to \$1.65/hour
- Increase grave shift differential to \$2/hour

Acting Pay

- Employees taking on the duties of a higher classification for a period of 12 months will be automatically promoted

Overtime Calculation

- Sick time counted as hours worked for the purpose of calculating overtime
- Double-time for employees who are required to work mandatory overtime

Standby Pay

- Minimum of 2 hours

Flex Schedules

- Shall not be unreasonably denied

Holiday Pay

- Equal to scheduled hours: 10 hour = 10 hour holiday pay

Safety Footwear

- Increase allowance to \$250

Holidays

- Cesar Chavez Day effective January 2018
- 2 additional floating holidays effective upon Council approval

Hazardous Pay

- 5% bonus for employees qualifying for hazard pay; union to provide specific language outlining parameters

Class and Comp Study finalized in year 4

Notification of Stewards

- Stewards to be copied on emails for release time