

Tentative Agreement Summary

SEIU Local 721 and Watts Healthcare Corporation



We did it! SEIU Local 721 and the Watts Healthcare Corporation (WHC) have reached a Tentative Agreement on a strong three-year agreement that uplifts our work and the communities we serve! Our landmark agreement includes 11.25% raises over the life of the contract, and brings every Watts Healthcare member to at least \$15 per hour! Together, we won a new agreement that protects public safety, keeps healthcare contributions affordable, and provides market rate adjustments for several classifications. The term of the agreement is January 1, 2018 to December 31, 2020. **Your Union Bargaining Team strongly recommends a YES vote.**

Tentative Agreement Overview

Wage Increases

11.25% increase over the life of the contract.

Year 1: 3.75% effective 1/1/2018

Year 2: 3.75% effective 1/1/2019

Year 3: 3.75% effective 1/1/2020

Healthcare and Benefits

The Union and Management will create a wellness committee with the end goal to have the best health care plan and wellness.

	Year 1	Year 2	Year 3
Kaiser & Blue Shield Full Network			
Individual	\$33.06	\$34.71	\$37.49
Employee + 1	\$119.03	\$124.98	\$134.98
Family	\$178.54	\$187.47	\$202.47

Blue Shield TRIO

	Year 1	Year 2	Year 3
Individual	\$26.45	\$28.10	\$28.10
Employee + 1	\$95.22	\$101.17	\$101.17
Family	\$142.83	\$151.76	\$151.76

*Employees who elect to purchase the Blue shield full network will pay the premium for the Kaiser network PLUS 100% of the difference between the Kaiser plan premium and the Blue Shield full network premium. The full network will be Kaiser plus 100% of the difference between full network and Kaiser.

For employees who are receiving the equivalent of less than \$32,000 per year will continue to pay the current rates until they go over this salary.

Longevity Pay

Following Completion	An addition of	A total of
8 years	\$0.22	\$0.22
12 years	\$0.22	\$0.44
20 years	\$0.22	\$0.66
30 years	\$0.22	\$0.88
35 years	\$0.22	\$1.10

Market Adjustment

	Current	New
Classification		
Dental Assistant	\$12.90	\$16.00
Customer Relations Specialist	\$16.46	\$17.00
LVN II	\$17.25	\$23.00
Phlebotomist	\$14.20	\$17.00
Substance Abuse Counselor	\$16.46	\$20.00
Unit Clerk	\$13.89	\$15.00
Ultra Sound Technician	\$26.40	\$27.50

Bilingual Bonus

Bilingual Premium now increased to \$90 per month.

Discipline and Discharge

We were able to negotiate an entire discipline and discharge section to the contract to ensure a fair, transparent discipline process for our represented members. Language includes progressive discipline procedures, employees' right to representation, proper notice of discipline and discipline removal from employees' personnel files.

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Work Schedules

Management shall notify employees of change in schedule at least 14 calendar days before schedule is in effect.

Work Distribution

Union and Management agree to establish a committee to discuss staffing levels made up of three members from Labor and three from Management to propose a mechanism to avoid employee overload.

Split Shifts

No employee shall be required to work more than two (2) split shifts per month.

Seniority

In any reduction in force and rehiring the principle of overall bargaining unit- seniority shall govern provided that skill, ability and performance are relatively equal

A more senior employee can “bump” a less senior employee into their current classification or any previously held classification, either at their own grade or at a lower grade.

Bereavement Leave

Language amended to include the qualification of step children.

For more information or to view the Tentative Agreement in its entirety, contact Adriel Peterson at adriel.peterson@seiu721.org or 213-305-5749.