

2018-2021 Union Contract Tentative Agreement Summary Librarians and Library Assistants BU 811



10.75% Pay Increase, Plus a \$1000 Bonus!
**Additional Salary Improvements and Guaranteed,
Fully-Paid Medical & Dental Coverage.**

We did it! After hard-fought contract negotiations, we've reached a Tentative Agreement (TA) on our 2018-2021 L.A. County contract. Thanks to the organization, determination and unity of you and your fellow Union Strong co-workers, our TA offers us a wage increase that is more than TRIPLE what management originally proposed and a \$1,000 one-time bonus!

Together, we secured guaranteed fully-paid health and dental coverage, which is practically unheard of anywhere else. Our agreement also provides an increase each year to our Options healthcare plan contributions – an increase that we fought for in order to help offset a new Flex Earnings cap.



Your SEIU Local 721 Bargaining Policy Committee (BPC) recommends at YES vote on this Tentative Agreement so that we can start to enjoy these milestone wins – and continue to stand united for LA County.

Tentative Agreement Overview

Term

Three years. October 1, 2018, through September 30, 2021.

General Salaries

Effective Date	Salary Increase
October 1, 2018	2%
October 1, 2019	2.5%
January 1, 2020	1%*
October 1, 2020	2.5%
January 1, 2021	2.75% Additional Half Step*
TOTAL	10.75%

** These January increases are for Options eligible (full-time, permanent) employees only.*

All salary improvements are pensionable and increase base pay.

\$1,000 Bonus

\$1,000 Bonus effective October 1, 2018, to be issued to all bargaining unit members upon ratification and approval of the Tentative Agreement.

Additional "Inequity" Salary Increases

Certain classifications will receive additional "inequity" salary increases. See schedule of increases in this document.

Fringe Benefits Agreement

Article 5 Retirement

Incorporate employee contribution rates based on the June 30, 2017, Actuarial Valuation. These contribution rates had previously been made effective by Amendment No. 2 (June 13, 2017) to the 2015-18 Fringe Benefits Agreement.

Article 8 Options

Health Benefit Improved

Effective January 1, 2019, the Kaiser HMO plan includes all consumer protections provided by the Affordable Care Act, including \$0 copays for preventative health services.

Options Contribution Increased – Options Plan Safeguarded

Beginning January 1, 2019, the County monthly Options contribution will increase annually and beginning with the 2020 plan year there will be a cap on the monthly flexible earnings (taxable cash back) in order to maintain the Options flexible benefit program as a bona fide plan pursuant to the Flores vs. City of San Gabriel Court Decision from the U.S. Court of Appeals for the Ninth Circuit.

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Tentative Agreement Overview (Cont.)

Options Contribution Increased – Options Plan Safeguarded (Cont.)

	2019	2020	2021
Employee Only	\$967.76	\$987.12	\$1,011.80
Employee + 1	\$1,765.73	\$1,801.05	\$1,846.08
Employee + 2	\$2,085.88	\$2,127.59	\$2,180.78

Monthly Cap None \$325 \$244
Taxable Cash Back

Health Insurance for Temporary and Recurrent Employees

The County monthly contribution for health insurance for temporary and recurrent workers meeting the 20-hour eligibility threshold is increased 5.5% on January 1, 2019, increases 6.0% on January 1, 2020, and then increased 6.0% on January 1, 2021. (Note: Temporary and Recurrent Employees are not Options participants and do not receive cash back flex earnings, so they are not impacted by the Flores court decision.)

Article 16 Bereavement Leave

Employee will be allowed up to five (5) days, three (3) of which shall be bereavement leave and two (2) shall be from the employee's accrued vacation, overtime, personal leave, holiday pay, or taken without pay, as elected by the employee.

Article 17 Holidays

The Columbus Day Holiday is changed to Indigenous Peoples Day Holiday to reflect recent similar action by the Board of Supervisors.

Article 18 Deferred Compensation and Thrift Plan

The County agreed to study the feasibility of offering a Roth 457 option for the Horizons Deferred Compensation and Thrift Plan. The County is to present its findings to the Plan Administrative Committee (PAC) by October 1, 2020, and then the PAC will present its recommendation to the County Chief Executive Office for implementation.

Article 27 Commuting Problems

Increase by \$100,000 the County's contribution to Green@Work Joint Labor Management Committee for a total of \$300,000. Increased funding will allow Green@Work to continue public transportation subsidy program.

Article 31 Mileage Reimbursement

The article is amended to incorporate the current mileage reimbursement rate of \$0.515 per mile effective January 1, 2018.

Bargaining Unit 811 Agreement

Article 11 Grievance Procedure

County must notify the Union with reason for delay if monetary awards are not paid within 90 days.

Article 15 Payroll Deduction and Dues

New language requires Union to obtain authorization for dues deduction; revised security clause to protect Union membership; new transparency language; updated data received from County.

Article 20 Contracting Out and Transfer of Functions

New language requires the County to implement pilot project to bring back in house contracted out work and provide the Union with regular updates.

Article 27 Personnel Files

New provision permits an employee to attach his/her statement to a notice of discipline in the personnel file; County agrees to discuss in the Personnel Practices Committee the removal of prior suspensions.

Article 33 Workplace Retraining

\$1.5 million available for training programs in each year of the Agreement.

Article 37 Safety and Health

When an employee reports a health and safety issue to their supervisor, their supervisor must respond to them in writing within five business days.

Article 39 Personnel Practices

County and Union to explore the possibility of expanding Education-Based Discipline (to replace unpaid suspensions) into all Departments.

Article 40 Stewards

New provision creates a bank of 1200 hours release time per year for stewards to participate in training.

Article 41 DHS and DPH Quality and Restructuring

Employee Safety: DHS and DPH will adhere to a workplace violence standard including maintaining a log and annual review of workplace violent incidents, and implementation of workplace violence prevention plan.

Competency Testing: A review will be conducted of current testing components and corrective responses with a goal of making recommendations on how competencies should be conducted annually.

Bilingual Bonus: A Labor/Management workgroup will be established to consider implementation of a two-tiered medically qualified bilingual bonus.

Article 42 DMH Transformation

Strengthens the Labor/Management Committee with a focus on Care Improvement, Just Culture, Transformation Advocacy, and Mental Health Policy.

Article 45 Consultation

Changes language to reflect the current practice within the Joint Labor Management committee. Explicitly adds employee workload to issues that can be addressed in these meetings.

Article 50 Voluntary Transfers

Adds employee seniority to the issues that may be considered when initiating an involuntary transfer.

Article 51 Posting of Employment Vacancies

Small changes to the listed Department internet address to reflect the new name of the Department.

Article 53 Special Pay Practices

Productivity Bonus

Change in language of productivity bonus of 5.5%, so that Librarian Vs can qualify for the bonus if they are performing any two of the specified assignments.

Expands the productivity bonus so that Librarian Vs can qualify for the bonus if they have full in-charge responsibilities for more than one community library on an ongoing basis. Additionally, the Librarian V can qualify for this bonus if they have full in-charge duties at a Group 1 library that is ranked number one in at least two of the five Library Grouping System Major Operational Factors; or who in addition to their regular in-charge librarian duties also has an ongoing additional higher-level assignment (such as the Department's lead legislative representative).

Difficult to Recruit Assignment Bonus

Employees who are in a CLM assignment located in a library that is determined by management to be "difficult to recruit" shall be entitled to a bonus of 5.5%. The bonus will be discontinued for the employee if they vacate the assignment.



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