

Tri-Counties Regional Center SEIU 721 Bargaining Team Delivers on a Strong Tentative Agreement!



- **3% salary increase effective first complete payroll in 2019**
- **3% salary increase effective first complete payroll in 2020**
- **2% salary increase effective first complete payroll in 2021**
- **Read the full Tentative Agreement Overview on the other side** ➔

We did it! Our bargaining team reached a Tentative Agreement on a strong three-year contract that strengthens key Tri-Counties Regional Center services our communities depend on. It is only because we stood together and made our voices heard that TCRC has committed to supporting quality public services. **Now, it's time to vote!**

Your bargaining team recommends a YES vote.

VOTING TIMES AND LOCATIONS



Atascadero Office

10 a.m. to 11 am
Large Conference Room

Sun Luis Obispo Office

12 noon to 1 p.m.
Back Large Conference Room

Santa Maria Office

3:30 p.m. to 4:30 p.m.
Large Conference Room



Santa Barbara Office

10 a.m. to 11 a.m.
Large Conference Room

Oxnard Office

12 noon to 1:30 p.m.
Topa Topa Room

Simi Valley Office

3:30 p.m. to 4:30 p.m.
Main Conference Room

*Vote count at 4:40 p.m. at
Simi Valley office.*

Only members in good standing are allowed to vote.

Absentee voting:

Absentee ballots will be available from your bargaining team beginning January 2nd. Put the ballot in the small secret envelope, then put that in the larger envelope and seal it. Print your name, and sign and date the outside of the larger envelope. Give the envelope to a bargaining team member to be dropped into the ballot box. You have until January 10th at 4:30 p.m. to submit your absentee ballot.

For questions, contact a bargaining team member, or Chief Negotiator Aram Agdaian at aram.agdaian@seiu721.org, (213) 494-8223.

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Tri-Counties Regional Center Tentative Agreement Overview

Term: Three-year term- New CBA from January 1, 2019 to December 31, 2021.

Salary Plan: Salary increases go a long way towards helping your family keep up with the cost of living expenses.

- * 3% salary increase effective first complete payroll in 2019
- * 3% salary increase effective first complete payroll in 2020
- * 2% salary increase effective first complete payroll in 2021

Bilingual Pay: Increase from \$95 per pay period to \$100 per pay period. Also improved language: "In more complex cases that relate to medical and legal interpretation an employee may coordinate additional supports through the planning team around IPP - IFSP process to be paid through purchase of service"

Cell Phone Reimbursement: Increase from \$5 per month to \$10 per month

Life Insurance: Increase in term life insurance from \$10,000 to \$50,000

Holidays: Additional holiday (Indigenous Peoples' Day)

Bereavement Day: Increase from four days to five days

Catastrophic Illness and Injury Leave

Donation: Improvement in qualifying grace period from 15 working days to 10 working days

Use of Motor Vehicle: Increase in mileage reimbursement from a cap of \$.575 to \$.58 per mile.

Insurance Benefits: Improvement in insurance coverage in case of significant rate hike

Service Coordinator Case Assignment

Improved language: "In no event will Service Coordinators receive new cases during their leave of absence of two weeks or more, or vacation of 2 weeks or more"

Sick Leave: Improved language: For the purpose of this provision, "family" is defined as the employee's spouse, domestic partner, parent or parent-in-law, child, grandparent, grandchild or sibling.

Minor Adjustments in Language:

Language adjustments in "Recognition", "Written Warnings", "Payout", "Promotions and Transfers", "Vacation", "Sick Leave Pay Out" and "Leaves of Absence".