

2018-2021 Union Contract Tentative Agreement Summary Legal Processing Unit BU 860



**10.7% Pay Increase, Plus a \$1000 Bonus (now),
and a 2% Bonus (later).
Guaranteed Fully-Paid Medical & Dental Coverage.**

We did it! After months of exhaustive contract negotiations, we've reached a Tentative Agreement on an excellent 3 year contract! Double-digit salary increases, significant bonuses, and guaranteed fully-paid health coverage. We achieved all of this, and more, by standing together to make our collective voice heard!



Your Bargaining Committee Strongly Recommends a YES vote. If you have any questions, please contact Robert.Mejia@seiu721.org or Earl.Thompson@seiu721.org.

Tentative Agreement Overview

Term

Three years.

General Salaries

Effective Date	Salary Increase
January 2019	\$1000 Bonus (first payroll after ratification)
January 2019	3% (first payroll after ratification)
October 2019	1.5%
January 2020	2%
January 2020	1% "Options Sustainability" Salary Increase
January 2021	2.75% Salary Step
July 2021	2% Lump Sum Bonus

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.

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.)

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Tentative Agreement Overview (Cont.)

Article 16 Bereavement Leave

When less than 500 miles are traveled, 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 18 Deferred Compensation and Thrift Plan

The County agreed to study the feasibility of offering a Roth 457 option in addition to the current 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.