

2018-2021 Union Contract Tentative Agreement Summary Los Angeles Homeless Services Authority

We did it! SEIU 721 members at Los Angeles Homeless Services Authority (LAHSA) have reached a Tentative Agreement (TA) that uplifts our work and the vulnerable populations we serve. Our unity and dedication throughout the bargaining process delivered a strong, first-ever contract with landmark gains, including wage increases of up to 11% over the life of the contract, service bonuses, alternative work schedules, and new union protections and workplace rights.



Your elected bargaining team strongly recommends a YES vote. If you have any questions, please contact Bridget Shea at bridget.shea@seiu721.org.

Tentative Agreement Overview

Term

Three year term, 2018-2021.

Wage Increases

All bargaining unit employees hired on or before December 31, 2017 shall receive a 5 percent (5%) increase in annual salary, effective retroactively to July 1, 2018.

If this increase is insufficient to bring any employee to the salary minimum of that employee's payscale, that employee shall be granted a salary equivalent to the minimum salary for that individual's payscale.

All bargaining unit employees hired on or before December 31, 2017 shall receive a 3 percent (3%) increase in annual salary, effective retroactively to July 1, 2018.

Effective on July 1, 2019: 3% increase in annual salary for all bargaining unit employees.

Effective on July 1, 2020: 3% increase in annual salary for all bargaining unit employees.

New Service Bonuses

Employees shall be paid single bonus payments based upon accumulated years of service, commencing with five (5) years of service and payable each five (5) years of service thereafter. Payment(s) shall consist of \$500.00 for each five years of service, payable on the employee's anniversary date anniversary date after the date of ratification of this MOU, for example, \$500 at five years, \$1,000 at ten years, \$1,500 at fifteen years, etc.

Alternative Work Schedules

Ability to request a 4/10 or 9/80 work schedule.

New Vacation Cash Out Benefit

Ability to cash out up to 40 hours of vacation time annually (upon accrual of 160 hours).

New Maternity/Paternity Leave

2 weeks of paid maternity/paternity leave (in addition to all other maternity or paternity leaves required by law).

New Job Protections And Rights

A **grievance and binding arbitration procedure** to enforce the contract and to provide a fair appeal procedure for employee discipline.

Union Steward recognition and **Union Representative access** to the worksite to assist Union members.

"Just Cause" protections against arbitrary discipline and discharge - Employees are no longer "at will" (unless they are serving their probationary period which is 6 months for current employees and 12 months for employees hired after ratification of the MOU).

A new **Employee Relations Committee** that will meet at "reasonable intervals" to informally discuss employer-employee relations problems.