

City of Oxnard

SEIU 721 Bargaining Team Delivers on a Strong Tentative Agreement



- **Increased health care contributions**
- **Increase in standby pay**
- **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 City of Oxnard services our communities depend on. It is only because we stood together and made our voices heard that the City of Oxnard has committed to supporting quality public services. **Your bargaining team recommends a YES vote. Now, it's time to vote!**

VOTING TIME AND LOCATION

Tuesday, Nov. 19th, 2019
10:30am - 1:30pm and
4:30pm - 6:30pm

Housing Building
435 South D Street, Oxnard, CA 93030
(corner of 5th and D)

Ballot Count at 6:40 pm

Only members in good standing are allowed to vote.

Absentee Ballots:

Absentee ballots will be available from your bargaining team beginning November 13. Put the ballot in the small envelope, then put that in the larger envelope and seal it. Print your name, sign, add your employee number then and date the larger envelope. Give the envelope to a bargaining team member to be dropped into the ballot box. You have until Nov. 19th at 6:30pm to submit your absentee ballot.

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

www.seiu721.org

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City of Oxnard Tentative Agreement Overview

Term: Three year term - New MOU from October 1, 2019 to June 30, 2022.

Performance Evaluations: The effective date of merit salary increases for all represented employees shall be on the employee's merit review date. All merit reviews shall be started within thirty (30) days after an employee's merit review date, the employee will receive their step increase, not to exceed the top step of the salary range. Retroactive adjustments will be made, if necessary, back to the merit review date.

Health Insurance: The city will increase contributions by moving employees to the amounts indicated below.

2020 – \$994.24, 2021 - \$1,269.12, 2022 - \$1,543

Opt-out amounts:

2020 – \$894.24, 2021 - \$1,069.12, 2022 - \$1,243

Standby Pay:

Increase from \$.66 to \$2.00 per hour.

Bilingual Pay: Creates three levels of bilingual pay. Level I - \$50 per pay period, Level II - \$100 per pay period and Level III - \$125 per pay period

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Deferred Compensation: Beginning the first full pay period of January 2020, the City will contribute 1% of employee base salary to a 401(a) plan of its choosing.

Life Insurance: The employee may purchase life insurance coverage from the City's carrier.

Vacation Redemption: After fifteen (15) regular full-time years of service, an employee may receive pay in lieu of up to one hundred and twenty (120) hours of vacation leave once during each calendar year. Leave may be cashed out twice annually.

Bereavement Leave: Inclusion of uncle and aunt, and those same members of a spouse's/partner's family. Additionally, if an employee needs additional time the City will grant the use of accumulated vacation leave as needed.

Minor Language Adjustments: SEIU Local 721 rights, Strikes and Lockouts, Holiday Leave.

